

**FORT MYERS BEACH  
TOWN COUNCIL  
Meeting for Interviews  
April 4, 2006**

**I. Meeting was called to order by Mayor Dennis Boback at 6:10 p.m.**

Each Councilman asks two questions and then 10 minutes at the end for any other questions or comments by the candidate.

All Council members were present.

**Pledge of Allegiance was done.**

**A. Interviews for Town Manager (not clear from tape)**

**1. Miss Boyer -**

1. What projects the Council needs done
2. Each person in the department needs to understand how to do a Draft budget
3. Budget would be partially line itemed
4. Current year, past year and proposed year would be on report  
"I always take enthusiasm with me"
5. Her dealings with FEMA have been both positive and negative,  
You have to understand how they work
6. Immediately following any disaster the community is the first one they turn to  
FEMA is about third down the line
7. She has a lot of experience with Comp Plans  
FEMA is redrawing V zones and that will affect the Comp Plan –  
Communities such as this one may have to completely redraw the Comp plan
8. Everything we do is public information unless it is a legal issue that is currently protected
9. She lets each Council Member decide what he/she needs on basis of packets
10. Emergency Management – "everybody is re-evaluating their emergency management plan" – need to sit down with Council just before storm and lay out plans for particular need
11. Who's in charge after hurricane should be decided long before hurricane  
One community had hurricane passes for legal residents

12. Process she would use to hire for a newly created position or a vacated position would be to advertise statewide – “there are people out there who can come in and do the job” – must have a job description

13. About Bare Bones government – you have to have enough people to do a good job and not push people too far

14. Have to find common ground between the residents and the businesses

16. Question for the Council: What do you think is the biggest issue facing Ft. Myers Beach in the next year?

Councilman Meador referred to FEMA redrawing the maps.

Councilman Shenko said the biggest issue is leadership.

Vice Mayor Massucco referred to redevelopment issues.

Councilman Reynolds asked her what she thinks is most important.

Mayor Boback thinks that putting together a staff is most important.

She asks about residency issues and they will take that up later in the evening.

## **2. Mr. Sadler**

1. Performance based management system – he likes to have program budgeting. Likes to show public all of the things that the Town does in the budget. Will compare budget from year to year.

2. Outsourcing – if can you do it for less than the market rate, or is it easier to do it by sending it out

One thing you can't address in outsourcing is responsibility – it always comes back to you.

3. Govt. lite – has been in a town with only five employees. It depends on the situation.

4. Emergency management – just recently completed 18 hours of coursework in emergency management. He has been a volunteer fireman in the past. Preplanning is a nice way to learn about the community, whether you ever need emergency services or not. He has been through a hurricane and an earthquake.

5. What would govern you in re-entry after a hurricane? He says they're asking him to do a lot of guessing since he has not had time to talk to others about who does what. Biggest issue is communication with the public. For example, there was no way the public could come back after hurricane Hugo.

6. When he was town manager of Lake Charles, he was in a comparative situation with Fort Myers Beach.
7. He would use same process to hire new position or fill a vacant position. For a background check, talk to a local reporter in the town where he came from.
8. He needs 60 days to relocate from Lakeland.
9. Q – Are you overqualified for this job? A – I may be, but what are you losing if you hire me. I know I want to be at this job for at least five years.

### **3. Mr. White**

He works with staff members and Council to put together a budget. He would put together a preliminary budget. The Council will determine how the budget would be presented.

1. Q – What kind of format would the budget be in? A – It would be a packet.
2. You need to go back and review what the previous budget was.
3. When people should come back after a hurricane is not a manager's issue. The Council should decide how to handle it.
4. In South Palm Beach, we prepared an emergency preparation plan.
5. "I've been doing grants for thirty years now." For certain grants you go out to a special grant writer.
6. Govt.Lite – "Some things can be very well done by outsourcing. Some areas you have problems with that type of thing." Keep the Council fully involved.  
He can't tell exactly how many staff members you would need in this Town.
7. What experience in Florida have you had in getting funds to build a new Town Hall. No experience in Florida, but it depends on what the people want.
8. Have you had experience in "pure leasing?" No.
9. I have not had any experience with FEMA.
10. "Most of my experience has been dealing with the planning of the future of a small community."
11. In South Palm Beach he experienced the ballooning of a community during winter season.
12. He came to Fort Myers Beach during the '40s.
13. How do you fill new and vacant position? Use pretty much the same method. You can use in-house people if they can do the job.
14. Code enforcement needs to be done in a very specific manner.
15. Homeless people are going to have to find some place to stay. Some other way of dealing with them must be found.

16. The reason he left two of the towns where he worked before was mostly political.
17. I went to Ohio State, but I do not have a Masters from Ohio State. I took a course from Ohio State.
18. I am not political.

## **II. Discussion of candidates**

### **A. Mr. White**

1. Several Councilmembers felt that he wanted too much to be on the shoulders of the Council.
2. Mayor Boback said he couldn't understand what he wanted to be done with the budget.

### **B. Mr. Sadler**

1. Councilman Meador thinks he is the man for the job.
2. Councilman Shenko agrees with Mr. Meador.
3. Vice Mayor Massucco agrees with Mr. Shenko. He does have the credentials.
4. Councilman Reynolds think he is very qualified.
5. Mayor Boback agrees with the others. But he talked around a lot of questions. He had a "lot of fluff" in some of his answers. His biggest concern is the 60 days before he can get going in the job.

### **C. Miss Boyer**

1. Vice Mayor Massucco and Councilman Shenko agreed that she would be the best second choice.
2. Councilman Meador said she would be his second choice.
3. Mayor Boback indicated that we are very short staffed and Mr.Sadler would have to come on board earlier than 60 days to fill staff positions or else give Rachel Lambert the authority to fill these positions.
4. Rachel says that she needs a finance director immediately. Several other positions should be filled as soon as possible. She is covering about four positions herself.

**Councilman Meador moved that they approach Mr. Sadler with the position. Motion was seconded. Motion passed unanimously.**

1. Mayor Boback would get together with Town Attorney about salary, severance, and residency requirement.
2. Councilman Shenko suggested that the salary be the top of the range that they advertised, that severance be three months, and probation period three months. Benefit package would be standard.

3. Town Attorney referred to other municipalities as to salary, housing allowance, residency, termination, and other items.
5. Councilman Shenko suggested that we give housing allowance. Mayor Boback said we should not have a residency requirement, and therefore no housing allowance is needed.
6. Rachel Lambert brought up the issue of parking passes for the Voice Volunteers. There are 20 of them.

**III. Adjournment (approx. 3 ¾ hours. Nothing on tape)**

**Councilman Shenko moved to adjourn and it was seconded.  
Meeting was adjourned without reference to the time.**

Respectfully submitted,

Jean F. Matthew