MEMORANDUM

COLIN BAENZIGER & ASSOCIATES

TO: Mayor and Council Members
Village of Estero, FL

FROM: Colin Baenziger, 561-707-3537 **DATE:** August 29, 2015

RE: Village Manager Search Update: Recommended Finalists

Our team has completed our evaluation of the candidates who applied for the Village Manager position and we have compiled the candidate materials for those we are recommending as finalists. As the material is somewhat voluminous, we direct your attention first to Section 1 which has some suggestions for reviewing the materials.

Overall, this group is extremely strong – a very, very nice reflection on the Village and the opportunity. Based on our findings, we believe whomever you select will do an excellent job as Estero's next City Manager. The finalists are:

- **Tamara Hanlin.** Since 2007, Ms. Hanlin has worked for CH2MHill. For four of those years, she served as the company's Program Manager responsible for ensuring city services were delivered to the residents of Milton and Sandy Springs, GA. In other words, she applied a private sector model to the provision of city services. Ms. Hanlin has also served as the Village Manager for Beverly Hills, MI (four years), as the Township Manager for Northville, MI (two years) and as the Chief Administrative Officer for the Country Club of South Homeowners Association in Johns Creek, GA (seven years). As such she is very familiar with the "Government Lite" concept and customer service. Ms. Hanlin characterizes her management style as engaged and respectful. She believes in empowering her experienced staff and developing those who are less prepared. Her greatest successes were in Milton, GA, where helped create the City and in Sandy Spring, GA, where she helped transition 123 staff members and equipment from the contractor to the City. Ms. Hanlin has a Bachelor of Arts in political science from Michigan State University and a Master of Public Administration from Oakland University in Michigan.

- **Mark Kutney.** Mr. Kutney has extensive experience in planning and management in local government in Florida. His career goal was to become a City Manager and he reached that goal in 2011 in Loxahatchee Groves, FL. He served there for three years and was very highly regarded. His services were actually provided through a management company and in 2014 the owner decided he wanted to be the City Manager leaving Mr. Kutney without a position. He enjoys working in small towns but has also been effective in larger communities having served as a Planning Director (21 years) and an Assistant City Manager (four years). He believes in open, collaborative and participatory management while always trying to improve operational effectiveness. His greatest achievement was helping form a regional utility that

resulted in safe drinking water being provided to Belle Glade, Pahokee and South Bay, FL. Mr. Kutney has a Bachelor of Arts in Urban Affairs from Wilkes College, a Masters in Regional Planning from Penn State and an MPA from Florida Atlantic University. He is an ICMA Credentialed Manager.

- **Maria Lasday:** Ms. Lasday has served as the Village Manager in Bannockburn, IL, since 2008. She also maintains a home in Estero and visits it frequently. Bannockburn prides itself on having a minimal staff and providing many of its services through contracts. Prior to Bannockburn, she served as the Village Administrator for Highwood, IL. Before serving as Highwood's Village Administrator, she served on its Zoning Board of Appeals for five years (including two years as the Chair). She has also had a successful career in the private sector as both a corporate counsel and a manager. She describes her management style as collaborative. She feels it is important to mentor and develop her staff. She considers her greatest achievement to be an almost total rehabilitation of Bannockburn's infrastructure while at the same time improving the resident's quality of life through the introduction of trails and special events. At the same time, she maintained a low tax rate. Ms. Lasday received her Bachelor of Arts from Pomona College and her Juris Doctor from UCLA. She is an ICMA Credentialed Manager.

- **Craig Malin:** Until very recently, Mr. Malin was Davenport's (IA) tenured City Administrator serving from 2001 to 2015. During that time, Davenport experienced a renaissance. Prior to that, he served as the Administrative Coordinator for Douglas County, WI, for two years. He began his career in municipal government in Vernon Hills, IL, as an Administrative Assistant and rose to the position of Assistant Manager over an 11 year period. He is extremely creative and characterizes his management style as participatory, and collaborative. He wants to hear what his employees have to say and develop new leaders. His greatest success is helping turn around Davenport and making it the success story it is today. Mr. Malin has his Master of Public Administration from the University of Illinois as well as a Masters in Human Resources Development form Webster University in Chicago. His undergraduate degree is a Bachelor of Art in Political Science from Western Illinois. He is an ICMA Credentialed Manager. He has won numerous awards including Outstanding Manager of the Year from the ICMA and County Leader of the Year by American City and County Magazine.

- **Steven Sarkozy:** Mr. Sarkozy most recently served as the City Manager of Carlsbad, CA. Prior to that, he was the City Manager of Bellevue, WA, for 12 years, of Roseville, MN, for 11 years and for Geneva, NY, for five. He is recognized in the industry as extremely creative and his specialty is economic development. He characterizes his management style as very collaborative. He works with individual supervisors to identify goals and objectives, regularly monitor progress and coach the quality and character of the work being performed. He also tries to create a fun and friendly environment where people want to work. He considers his greatest achievement to be the redevelopment of downtown Bellevue. It was transformed from a traditional underdeveloped city to a world class city. Microsoft (which now has more employees in Bellevue than anywhere else) established a presence there. Other highly regarded firms, such as Expedia and T-Mobile, established their headquarters there. Mr. Sarkozy has his Bachelor's and Master's Degrees in Public

Administration from Miami University in Ohio and the Maxwell School at Syracuse University respectively. He has also served on numerous professional committees.

- **Marsha Segal-George:** Ms. Segal-George has served both as a municipal attorney (10 years in Florida and Colorado) and as a Town Manager (12 years in Fort Myers Beach). She also served as the County Manager for Lee County, FL, (two years), Deputy County Manager for Adams County, CO (which covers the northeast corner of Denver) for two years and Deputy Chief Administrative Officer for the City of Orlando (two years). Ms. Segal-George utilized the "Government Lite" concept in Fort Myers Beach and wrote about it in several journals. She views her role as working with the elected officials to keep her staff small and efficient. Her management style is to delegate. She strongly believes in mentoring and wants her staff members to achieve their fullest potential. At the same time, she is hands-on in the sense she wants to be fully informed. She views her greatest achievement as being Fort Myers Beach's first manager and helping its elected officials create a financially viable entity while cutting the millage rate by 50%. Ms. Segal- George has Bachelors (in art, history and political science) and Juris Doctorate from Indiana University.

Recommended Alternate

Should any of the recommended candidates drop out, we recommend the Village substitute Edward Sadler.

- **Edward Sadler:** Mr. Sadler has been the City Manager of Webster City, IA, since 2006. He also spent seven years in Aspen, CO, rising from an Asset Manager to Assistant City Manager. Prior to that, he worked in various capacities in the state governments of Arizona, Missouri and Wyoming. His management style is one where he provides the staff with the freedom to do their jobs while encouraging creativity. He believes his greatest achievement has been turning around Webster City's finances. They were in terrible condition when he arrived but now the City is on a sound financial footing now. Mr. Sadler received his Master's Degree in Public Administration and his Bachelor's Degree in political science from the University of Wyoming. He is an ICMA Credentialed Manager.

C. Next Steps

I will be present at your September 3rd meeting to discuss the candidates. On September 10th, the finalists will be present for a reception and on September 11th, we will spend the full day interviewing them. A selection can either be made that day or, as scheduled, on September 16th.

I look forward to seeing you on the 3rd. In the meantime, if you have any questions, please do not hesitate to contact me at (561) 707-3537.

Estero, FL

Village Manager Semi-Finalists

Colin Baenziger & Associates
2055 South Atlantic Avenue
Suite 504
Daytona Beach Shores, FL
32118
Cell: (561) 707-3537

Estero: Village Manager Semi-Finalists

Candidate Materials: Reviewing and Interpreting Them

Suggestions for Reviewing Candidate Materials

The materials contained herein are prepared to provide you with information concerning the candidates we are recommending you consider. The materials we and the candidates prepare are designed to provide you with information first and foremost concerning the candidate's ability to do the job. You can then review the materials and determine which candidates you wish to interview.

As you can see, what we have for each candidate is often fairly extensive. When you review the materials, we recommend you begin with:

- The Candidate's Resume. This document provides a brief history of the candidate's employment and possibly some personal information.

- The Candidate's Cover Letter and Introduction. These have been prepared by the candidate and offer insight into what the individual feels is important and his/her ability to communicate.

- The References. These materials provide information concerning what people who know the candidate think about the individual. It is important to note that people are often reluctant to say anything negative about a candidate so even though we push fairly hard to get them to identify weaknesses, the weaknesses and negatives are often limited. Further, if a candidate's references are poor or if we see significant red flags, we generally do not present that individual. We also attempt to reach references who know the candidate but were not provided.

The other materials for each candidate are important as well but probably do not need the same level of attention. They are:

- The Internet / Newspaper Archives Materials. These materials provide information concerning the issues the candidate has dealt with and what he/she has done well and not so well. We do not recommend that you read these materials word for word but rather you scan them and carefully read the sections you feel are the most important. Please also see the following pages for comments concerning the Internet's limitations.

- The Background Checks. For the most part, the City and County Manager Candidates we present tend to have very few if any items of note on their records.

It is important to understand what is provided in the background checks and what it not. First, National Criminal Information Center (NCIC) is the gold standard for reviewing someone's criminal part. Its use, however, is limited to law enforcement agencies for specific purposes. It is not something we have access to. Our nationwide criminal checks are run through a database assembled from data from a wide range of state and local agencies and is not as complete as the NCIC database. Nonetheless, we have confidence in it and have used it successfully for years. Further, we supplement it with checks of the databases of the county and state of residence.

You also need to be aware the criminal databases we use contain convictions and not allegations, complaints, or arrests (unless these lead to a conviction). We also do not check records in family court. The reason is cases are often emotional and parties are not always truthful in attempting to achieve their desired goal. If the allegations are serious and substantiated, they are generally found in the criminal records or covered in the newspaper, at least for people with significant positions in the public sector. Further, a substantial body of law exists concerning what can and cannot be considered in government employment. For example, it is illegal to use a bankruptcy as the basis for not considering a candidate.

Overall, we try to focus on someone's ability to perform the duties of their job. We do not delve into their personal lives which can be murky. It should also be noted that a large body of law exists concerning what can and cannot be considered and it varies from state to state. We try to stay safely on the right side of the line, both for our own sake and that of our clients.

The other thing to consider is we do not want you to be surprised. Even if you cannot legally use a matter in your decision making, if it has been reported, we want you to hear about it from us rather than a third party. That way we can present you with a fair and unbiased analysis of the situation and you can determine what weight is appropriate to give the matter in your decision making.

Interpreting the Internet

When considering material gathered from the Internet, it is important to read carefully and to understand the Internet's limitations.

In part of each candidate's materials is what CB&A's staff gleaned from the Internet and from newspaper archives concerning the semi-finalists. While we would like to think everything published is accurate, we know it is not. For example:

1) Some news sources have biases concerning particular individuals or write with incomplete information. Further, reporters have different capabilities and some do not understand the matters they are reporting on. Hence the story may not be accurate.

2) Occasionally, governments purposely provide information to the media that is not accurate or the full story, particularly when someone is leaving their employment.

3) Some elected officials occasionally make allegations concerning managers or staff members for political reasons whether or not the allegations are based in fact. Further, officials sometimes shoot from the hip without a complete understanding of the real issue and/or all the facts.

4) Some residents make allegations that are inaccurate or untrue and which are repeated in the media.

5) A manager may be blamed for issues and problems that come to the surface during his/her tenure but existed long before the individual took office. In fact, occasionally a manager uncovers a problem and is dealing with it. That very action can bring problems to light and result in a news story that reflects badly on the manager who is actually trying to fix the problem rather than the manager who let it fester for years and did nothing.

6) Managers may have more articles than, say, assistants because of the nature of their work. Assistants tend to be much lower profile and hence, less is written about them. Further when assistants make mistakes, the manager tends to get blamed.

Further, the Internet changes daily. Articles are added and removed. What is provided here is a snapshot in time concerning what was available on the Internet the day(s) we did the research. If someone were to search the internet tomorrow concerning information on these candidates, additional information or less information might be found. Search engines take up to six weeks to "find" stories after they are posted on websites. By the same token, a story appearing on a website yesterday may be deleted and may not be there tomorrow.

We should also note we have not included everything we found. Many articles mentioning the candidate's name have little if any relevance to the candidate's qualifications. Hence these are often been excluded. Further, if multiple articles exist concerning the same issue, we often select the most relevant and complete articles and do not include the rest.

Where issues of concern were found in the following articles, we have attempted to research them and determine their true nature. Where we found information that we believed was serious in nature and the result of the candidate's actions or that would could potentially embarrass you, our client, we would have dropped the candidate from consideration and his/her information would not be in this notebook.

One final note is that we generally do not include information from blogs as they are notoriously slanted and unreliable.

Suggested Interview Schedule

To Be Provided Later When the Number of Finalists Has Been Determined.

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING

Section 10

Marsha Segal-George

Estero Village Manager Candidate Report

TABLE OF CONTENTS

	PAGE
COVER LETTER	**1**
RESUME	**5**
CANDIDATE INTRODUCTION	**9**
BACKGROUND CHECKS	**17**
CB&A REFERENCE NOTES	**21**
INTERNET SEARCH	**35**

Cover Letter

Marsha Segal-George, P.A.
Empire Building
28 W. Central Blvd. 4th Floor
Orlando, Florida 32801

To: Recruit32@cb-asso.com
From: Marsha Segal-George, Esquire, marsha@fofslaw.com; (407) 425-2684; cell (239) 634-6088
Date: August 4, 2015
RE: Village of Estero – Village Manager

I have been a city attorney, county attorney, county manager and city manager in my career. Of particular value is the fact that I spent time as the County Manager for Lee County; was involved in helping to start the administration and management of the Town of Fort Myers Beach and also assisted as the Honorary City Manager for Bonita Springs upon their incorporation and prior to hiring an interim city manager.

Currently I work for a law firm in Orlando that represents only cities and counties. I work for the cities of Cocoa Beach, Altamonte Springs and Osceola County. I have represented other cities in my past association with the Firm. I have over 36 years of experience as both the manager and the lawyer and I have particular areas of expertise in revenue, financing, projects and community development. I maintain an excellent understanding of how Lee County operates and maintain current relationships in Lee County that would be of benefit to the new Village.

Based on my work history and my unique understanding of Lee County and the formation of a new municipality within Lee County, the question for the Village is, what can I offer that is unique and different from other applicants?

I created the "Government Lite" concept for Fort Myers Beach and wrote about its implementation on a number of occasions in ICMA Publications. I still believe that the concept works and is an efficient tool for local government. That concept has been bandied about by many other managers in a variety of situations – but in the end it is an attempt to streamline and/or create a very elegant minimalistic government structure that is both effective and cost efficient. I haven't just talked about it but I have successfully done it and kept a new government from growing beyond its bounds while still rendering full-service government.

Because of my unique knowledge of Lee County, I believe that I can assist with identifying and securing various funding opportunities not previously identified in the Incorporation Documents. I can also assist the Village in establishing various working relationships that would benefit the Village.

I am an experienced manager and attorney. I have particular expertise in land use and community development. I have assisted in the creation of a Florida award winning comprehensive plan for a newly formed government and a form based land development code. I utilize this skill set currently

in my legal representation as to two (2) Florida Cities and one (1) Florida County. The Village faces extraordinary challenges with regard to land use issues and I have both Lee County and Florida experience in this specialty area as both a lawyer and manager. As a manager, I have handled just about any subject matter or management issue. I employ a team approach to any organization that I manage. I expect employees to be open to private sector solutions where applicable. I am a working manager and take on my own projects so that I can work within the organization as all other employees allowing me to better analyze and be aware of operating issues.

I am very interested in this opportunity and look forward to discussing same at your convenience. My philosophy as to working for any government or organization is very simple. I always do the best I can to deliver what is requested.

Best regards,

Marsha Segal-George

Section 10

Resume

MARSHA SEGAL-GEORGE

EXPERIENCE

FOWLER, O'QUINN, FEENEY & SNEED, P.A. 2008 to present
Orlando, Florida
Attorney, Private Practice

Ms. Segal-George is well versed in all areas of local government and municipal law.

CITY OF COCOA BEACH 2008-present
Assistant City Attorney

CITY OF ALTAMONTE SPRINGS 2008 - present
Assistant City Attorney

OSCEOLA COUNTY ATTORNEY'S OFFICE 2012 - present
Special Counsel

CITY OF ORLANDO 2006-2008
Deputy Chief Administrative Officer
Government Green, consulting on LEED and sustainability projects for local governments

- Deputy Director of Economic Department-Responsibilities included; Green Works Orlando, assisting in creation of medical "city" with a bio-medical anchor, the Burnham Institute; road projects; Planning and Transportation Issues; A 10 year plan for the Homeless and a variety of homeless related issues; Affordable & Workforce Housing; Green Initiatives; Historic Preservation; Downtown Development; Economic Development; Land Development Code; City and County consolidation issues and other projects as assigned. The City utilized my skill-set as manager and a lawyer with particular experience in land use growth management issues. I also had management responsibilities with regard to the service delivery departments of Public Works, Utilities, Transportation, Housing and Economic Development (Permitting, Code Enforcement, Planning and Development, Economic Development, Community Redevelopment Authority and Downtown Business Authority and Historic Preservation).
- Special Assignment- Director of General Administration-Responsibilities included; Purchasing, Human Resources, Fleet, Facilities, MWBE, Technology, Janitorial and Security and the implementation of Green Initiatives in General Administration and overall responsibilities for Green Works Orlando and a Green Alliance made up of the City, Orange County, Orlando Utility Commission and University of Central Florida.

Town of Fort Myers Beach 1994-2006
Town Manager

- Attorney for the Local Planning Agency of the Town
- Handled negotiations with Lee County for establishment of the new town
- Negotiated inter-locals with County Government
- Developed plan for cost-saving law enforcement services
- Brought in over $12 million dollars in grants (Federal, State and County)
- Town's assessed valuation more than doubled in 7 years
- Developed, implemented and published the Philosophy of "Government Lite"

- Helped to develop an award- winning Comprehensive Plan, Streetscape Plan and Plan for Downtown Streetscape redevelopment
- Family Budget Concept - savings from operating budget used to fund capital improvements
- Active Community Redevelopment Program
- Downtown District
- Historic Preservation – purchase of two significant historic properties with grant funds
- Recreation Improvements
- Purchased a Water Utility and Purchased Bulk Water
- Traffic Congestion Study
- Quality of Life Issues, film festival, cultural activities, trails, art
- 13 Active Volunteer Committees –101 volunteer members
- Drainage, canal and waterway projects
- Establishment of a municipal harborage

Cramer & Associates, P.A., 1993-1994

Jacksonville, Florida
Admitted U.S. Middle District, Supreme Court of Florida

Lee County Government 1989-1991

Fort Myers, Florida
County Manager

- 2800 employees and a $500 million budget
- Negotiated stadium lease with the Minnesota Twins for spring training, negotiated innovative financing package to build sports stadium complex; utilized developer assisted funding for road projects; established water resources, marines sciences and environmental sciences divisions to improve environmental protection for Lee County; established numerous public/public and public/private partnerships; managed over 300 major construction projects for an incinerator, bridges and major road construction, library and park construction, purchase of open space, beach and environmentally sensitive property. Established a Raw Water Authority and purchased 4 utilities to incorporate into the County Systems.
- National Commendation Award for Leadership from Public Technology INC.; 267 achievement awards from the National Association of Counties
- Assistant County Manager, Service Delivery Departments for Parks and Recreations, Public Safety, Health Department, Utilities and Human Services

Adams County, CO 1985-1987

Deputy County Administrator
County Attorney (1982-1985)

- Supervised two assistant county administrators and ten department directors in County with 270,000 population, 1,185 employees and $106 million budget
- Assisted in Stapleton International Airport relocation to Adams County; staffed Front Range Planning Corporation, an economic and land use liaison to airport relocation
- Developed two new impact fees that generated $750,000 in annual revenue; initiated bond restructuring that added $7 million to county budget in one year
- Supervised 15 attorneys, handled insurance defense work in-house
- Built a Scottish links public golf course and clubhouse

PROFESSIONAL ADMISSIONS

Florida Bar, 1993
Colorado Bar (Inactive)
District Court of the United States
Supreme Court of the United States
Tenth Circuit Court of Appeals
LEED AP

PROFESSIONAL ASSOCIATIONS

International City Manager Association, 1990-present
Florida Manager Association, 1990-2005
Florida Bar Association, 1993-present
The Trust for Public Lands, 1997-2005

COMMUNITY ASSOCIATIONS

Friends of Gulf Shore Ballet, Fort Myers, FL
Island Arts Foundation, Fort Myers Beach, FL

EDUCATION

INDIANA UNIVERSITY, Maurer School of Law
Bloomington, Indiana
Juris Doctorate Degree, 1978

INDIANA UNIVERSITY
Bloomington, Indiana
Bachelor of Arts, History and Political Science, 1974

PERSONAL

Mrs. Segal-George is married to Kevin George and together they have two children. Her son Bernard Scott, graduated from Florida State University and Loyola College of Law. Her daughter Sarah Min Allie graduated from the University of Central Florida in 2012 and plans to attend medical school. Mrs. Segal-George enjoys reading, laughing, gardening, exercise and caring for three dogs and five cats.

Candidate Introduction

Marsha Segal-George

EDUCATION

Indiana University, Juris Doctorate
Indiana University, B.A. in History, Political Science and Comparative Religions
Licensed in Florida, Colorado (inactive) United Dates District Court, United States Supreme Court, United States tenth Circuit Court of Appeals

EXPERIENCE

Attorney, Fowler, O'Quinn, Feeney & Sneed	2007 – present
Assistant Chief Administrator Officer, Orlando	2006 – 2007
Town Manager –Town of Fort Myers Beach	1995 – 2006
Cramer & Associates - Jacksonville	1993 – 1995
Taking Florida Bar Exam – severe illness	1992
County Manager, Lee County	1987 – 1991
Deputy County Administrator, Adams County, Colorado	1985 – 1987
County Attorney, Adams County, Colorado	1982 -- 1985
Assistant City Attorney, City of Aurora, Colorado	1978 – 1982

BACKGROUND

I have been a city attorney, county attorney, county manager and city manager in my career. Of particular value is the fact that I spent time as the County Manager for Lee County; was involved in helping to start the administration and management of the Town of Fort Myers Beach and also assisted as the Honorary City Manager for Bonita Springs upon their incorporation and prior to hiring an interim city manager.

Currently I work for a law firm in Orlando that represents only cities and counties. I work for the cities of Cocoa Beach, Altamonte Springs and Osceola County. I have represented other cities in my past association with the Firm. I have over 36 years of experience as both the manager and the lawyer and I have particular areas of expertise in revenue, financing, projects and community development. I maintain an excellent understanding of how Lee County operates and maintain current relationships in Lee County, as evidenced by my reference list, which would be of benefit to the new Village.

Based on my work history and my unique understanding of Lee County and the formation of a new municipality within Lee County, the question for the Village is, what can I offer that is unique and different from other applicants?

I created the "Government Lite" concept for Fort Myers Beach and wrote about its implementation on a number of occasions in ICMA Publications. (*Quality Cities Magazine*,

Florida league of Cities, June 1997, "Government Lite; *PM Magazine*, ICMA, 1997, "Government Lite"; *PM Magazine*, ICMA, 1998, "Government Lite, Chapter 2"; *Gulf Coast Woman,* 2000, "Woman of Accomplishment".) I still believe that the concept works and is an efficient tool for local government. That concept has been bandied about by many other managers in a variety of situations – but in the end it is an attempt to streamline and/or create a very elegant minimalistic government structure that is both effective and cost efficient. I haven't just talked about it but I have successfully done it and kept a new government from growing beyond its bounds while still rendering full-service government for over 10 years.

Because of my unique knowledge of Lee County, I believe that I can assist with identifying and securing various funding opportunities not previously identified in the Incorporation Documents. I can also assist the Village in establishing various working relationships that would benefit the Village.

I am an experienced manager and attorney. I have particular expertise in land use and community development. I have assisted in the creation of a Florida award winning comprehensive plan for a newly formed government and a form based land development code. I utilize this skill set currently in my legal representation as to two (2) Florida Cities and one (1) Florida County. The Village faces extraordinary challenges with regard to land use issues and I have both Lee County and Florida experience in this specialty area as both a lawyer and manager. As a manager, I have handled just about any subject matter or management issue. I employ a team approach to any organization that I manage. I expect employees to be open to private sector solutions where applicable. I am a working manager and take on my own projects so that I can work within the organization as all other employees allowing me to better analyze and be aware of operating issues.

In the Town of Fort Myers Beach, I never had more than 24 employees including a Beach Patrol. The population for the Town is approximately 7500 year-round and 45,000 in season. It is a full-service government including a water utility and my budget 10 years ago was $15 million. For Lee County, I had close to 2800 employee and a $500 million dollar budget. I had a management team of 17 managers. I have managed a very large government and a very small one in Florida. While I like working for counties as I presently do for Osceola County, as a manager I prefer a small group of employees where everyone performs both as a manager of outsourced contracts and also as an employee. I include myself in that category; I am a working manager and handle my own projects.

The three most significant issues facing the Village are:

- Continuing to create the government and constantly refining the to-do list including the new comprehensive plan and land development code.
- As an attorney representing governments, most of clients are dealing with a more robust economy and significant land use issues. During the recession, little development occurred. Now the old ways of dealing with development such as the use of the DRI

(Development of Regional Impact) are going by the wayside and many developers want to rescind their DRIs. I have been involved in the rescission of 4 large DRIs in Osceola County. I would say that land use issues and in tandem therewith quality of life issues for the community would be of great importance.

- Technology and using same to interact with your residents as to permitting, code enforcement, questions and other issues remain a concern for most governments.
- Constitutional rulings as to signs and other governmental activities have made governments more susceptible to challenges thus requiring more streamlined and thoughtful regulations in these areas and will be particularly applicable as the Village creates a new land development code and code of ordinances.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

I believe in using a team concept for management. My team includes the elected officials, the Mayor, employees, contracted services, other governmental entities that may assist the Village and me. I believe in staff meetings and project meets where everyone can speak their peace and assist in producing a better product.

I am a hands-on type manager. I mentor employees because I want them to succeed. All of my staff from Fort Myers Beach went on to secure significant jobs in Bonita Springs and Lee County. I do not make decisions for my Staff instead I delegate and then help them anyway I can. I believe any of my employees would describe me as a fair manager; the managers would describe me as tough and I would describe myself as sincere.

I particularly enjoy when elected officials want to assist on projects. That desire to do substantive work helps me keep our Staff small and efficient. I understand both as a manager and an attorney that my first responsibility is to protect my elected officials. I have always done that and I believe that all of the Mayors and Board Chairmen that I worked for would agree with that. I am available 24/7 and always respond to texts, emails or telephone calls promptly.

My greatest strength is perseverance. When I am given a project or objective, I never give up until it is accomplished. My greatest weakness is that no matter how many years I have been in the business, my energy and excitement about the tasks at hand causes me to get personally involved often to the detriment of my health. It can get too personal for me and I continue to try and learn to step back a pace when that happens.

The only real metric I use is successful completion of a task. I monitor all tasks on a weekly basis and intervene early to assist in a successful completion.

In the past I would offer the creation of a new municipality as one of my greatest accomplishments. To be hired by a new city hat had nothing but a small file with 2 ordinances, a checkbook and a seal that wasn't even the seal of the new government was quite a challenge.

I was faced with a newly elected council and mayor. Not one of them had ever served in any elected office or even been on a committee prior to the election. They had never heard of Roberts Rules of Order and the local newspaper had predicted that the first new city to be formed in Lee County in over 25 years would go bankrupt and fail miserably. Needless to say, the council was terrified. I had to keep the Council calm, productive and focused as we began the work of creating a new government. I had no idea how much money we would receive in the first 6 months and there was no budget, no public space, no office or hearing room. I was used to a large organization where I had considerable staff to handle tasks for me. Now I had to do everything myself – it was a humbling experience. I can honestly say that with regard to managing a municipality, I have done every job myself. At ten years, the Town was financially secure, full service with a water utility and was a model of how to incorporate and form a new government. The philosophy of governance, "government lite" was often discussed and quoted as a rationale for local incorporations. The Town cut the millage rate inherited from the County in half and offered the lowest tax rate in the area. The Town stood as an example of local control, more services and fewer taxes.

I have handled many capital projects in my career including the Minnesota Twins Spring Training Facility. After the Facility opened, the Twins won the World Series and I have a World Series ring of which I am very proud. I also was involved in the construction of a ½ billion dollar waste-to-energy facility for Lee County. During my tenure at Lee County, the capital projects list carried more than 300 roads, parks, libraries and other infrastructure projects. In Fort Myers Beach, I was particularly adept at acquiring grant funds for the Town – about $14 million in ten years. The Town successfully fought FEMA on flood maps and the maps were modified. The Town received 96% reimbursement of funds spent for Hurricane Charley and the Town did not borrow any funds to repair and restore.

My biggest success and failure was Hurricane Charley. We survived and rebuilt with a small staff and no borrowed funds. I called in many favors from FP&L to get our energy turned back on. However, we couldn't get generators for our pump stations and water facility fast enough because everything was being diverted to Punta Gorda. Bud Nocera was in Tallahassee as head of the State Tourism Office and as I racked my brain for somewhere to go for help – I thought of Bud –he had been my Deputy County Manager and now is the Executive Director for the Fort Myers Chamber of Commerce – he helped with the aid of then Governor Bush to get us generators. However the Community had not experienced a direct hit since Donna in 1960. We couldn't move fast enough and our communications system was severely damaged. We thought we were prepared and we did our best but it still caused a major political upheaval on the island. My home was severely damaged and my Husband suffered a back injury requiring emergency surgery as he chainsawed the trees and debris in front of our home so I could get back on the island the night of Hurricane Charley and start the recovery process leaving our children and my Mother in hotels off the island.

I have fired employees in the past not that many for a 36 year career. I always try to mentor and help everyone succeed. I also help the individual find another more suitable job if necessary. I

don't like doing it and I can remember every person that I fired. My duty is to the elected officials and the people they serve. I rely on and manage a small staff so everyone must pull their weight and produce quality substantive work and if I can't help the person accomplish that then I move quickly to remedy the situation.

I have already listed what I perceive as the significant challenges facing the Village. This is a new government that must put into place new ordinances, a new comprehensive plan, land development code and deal with overwhelming development issues and pressures. Beyond those tasks, each member of the governing body will need to assist me in creating to-do lists. I also believe in celebrating the accomplishment of items on the to-do list. Time must also be spent talking to other governmental entities, community leaders, members of the chamber and other groups important to the Village and the success of the Village's goals and objectives. All of those things will consume more than the first 6 months in Estero.

I am better working with the media than in my early career. Since I am a lawyer, words have meaning and a certain precision that doesn't translate well to media coverage. I have learned to stop fighting that and just try to keep my comments succinct and to the point.

As social media has developed, I have been practicing law. Before I left Fort Myers Beach, I was in the process of setting up a blog for the Town Manager so I could talk to people and they could talk to me in an informal setting. I would still like to do that but I will need the assistance of someone much more familiar with blogs and twitter than I am.

I have had a long career in government so I am sure that I have baggage. Former employees that I have fired, people who have followed my career and do not think highly of me and Hurricane Charley haters. I have had many personal challenges with my Husband's injuries in Charley and his disability. I took on the responsibility of assisting my niece through some tough personal issues and provided significant funds to assist and get her back on her feet. I have put 2 children through college, law school and a doctorate program. My Mother lives with me and she is also disabled. I have had financial challenges trying to compensate for my Husband's disability and overwhelming medical expenses. I have always tried my best to work hard and be responsible and take on these responsibilities with dignity and focus. My private hardships and challenges are personal and private. I have always garnered respect for the job I do as a manager or a lawyer whether someone likes me or not. I have responsibly managed the government's funds for Fort Myers Beach and Lee County. As a manager, I am frugal, dislike the expensive trappings of government that you find in other cities and I always look for a more cost effective avenue to do our business.

I don't have much leisure time but I raise orchids and bromeliads and I am a runner.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Bright
- Entrepreneurial
- A goal/project Closer
- Effective
- Strong
- Respectful

REASON FOR DEPARTING CURRENT POSITION

I have a good job but I would like to return to Lee County. Over 30 years, I have developed a very strong connection to the area and all my friends are there.

CURRENT / MOST RECENT SALARY

I have my own P.A. so I would estimate my gross income at $235,000.00.

Section 10

CB&A Background Checks

Background Check Summary for
MARSHA SEGAL-GEORGE

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Orange County, FL	No Records Found
Brevard County, FL	No Records Found
Seminole County, FL	No Records Found
Osceola County, FL	No Records Found
Lee County, FL	No Records Found
State	
Florida	No Records Found

Civil Records Checks:

County	
Orange County, FL	No Records Found
Brevard County, FL	No Records Found
Seminole County, FL	No Records Found
Osceola County, FL	No Records Found
Lee County, FL	No Records Found
Federal	No Records Found

Motor Vehicle

Florida	No Records Found

Credit	Generally Good
Bankruptcy	Chapter 7 Filed in November 1993 Discharged: February 1994 Terminated: March 1995 **See Personal Disclosure for Candidate Explanation for Records Found*
Education	Confirmed
Employment	Confirmed

Personal Disclosure Questionnaire

Name of Applicant: marsha segal-george

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?

   Yes ☐ No xx☐

2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?

   Yes ☐ No xx☐

3. Have you ever declared bankruptcy or been an owner in a business that did so?

   Yes personal bankruptcy 23 years ago -xx☐ No ☐

4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No xx ☐

5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No xx☐

6. Have you ever been convicted of driving while intoxicated?

   Yes ☐ No xx☐

7. Have you ever sued a current or former employer?

   Yes ☐ No xx☐

8. Do you have a personal My Space, Face Book or other type of Web Page?

   Yes ☐ No xx☐

9. Do you have a personal Twitter Account?

   Yes ☐ No xx ☐

10. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?

    Perhaps – My Husband was injured in Hurricane Charley and has had 2 back surgeries with a 3rd scheduled. He became totally disabled 8 years ago. My Mother has had severe health issues that I have also been responsible for – I am the only source of support for my Family and have had to deal with overwhelming medical expenses and living expenses due to my husband's disability – previous severe health issues caused our personal bankruptcy over 23 years ago – All of this has severely affected our credit – while we have not owned any credit cards for over 8 years, we do own our home and our automobiles and have put 2 children through college, law school and a doctorate program and supported my Mother who lives with us and is 84 – I have not checked my credit report in years because while I tried to fix it in the past – I could not devote the constant attention necessary –We pay cash for all of our needs and I needed to use my time to work and support my Family – so I don't know what it will show or whether it is accurate. I managed a small city with limited funds for over 10 years and was very

successful doing so – my personal hardships are personal and have never had or will have any impact on my ability to handle the finances of a city or county. ☐ No ☐

11. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to: Marsha Segal-George
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 no later than 9:00 AM CST 08/14/15.
(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

CB&A Reference Notes

Anita Cereceda – Mayor, Ft. Myers Beach, FL 239-218-1450

Ms. Cereceda has known Ms. Segal-George since 1995. Ft Myers Beach was incorporated and Ms. Segal-George was the first Manager of the Town. Ms. Cereceda was the first Mayor. Creating a new town was an extraordinary experience.

Ms. Segal-George's job performance is excellent. She is so dedicated. She spent evenings helping residents get oxygen and CPAP supplies, and then started work again early the next morning all while raising two teenage boys.

Ms. Segal-George takes herself out of the equation to make selfless decisions for the community, which is a unique quality. She hired quality staff. She is innovative, a change agent, and operations function at a high level with her leadership.

Every community has residents who complain about everything but Ms. Segal-George was very patient with them and did not allow the drama to derail her from the task at hand. She works very well with the public and was often out in the community interacting with residents.

In terms of communication Ms. Segal-George kept others informed on a daily or minute by minute basis, whatever was necessary. She rallies employees and residents around the vision for the community.

One task that every community in Florida has to do is write a comprehensive land use plan, which is an arduous process and takes several years. The plan has different sections and includes visioning for the next twenty years. Ft. Myers Beach is an island community. Ms. Segal-George put a planner on each of the nine trollies owned by the city and the trollies drove around the town with residents to gather information about what was unique about that area, street, or shopping plaza. She also set up a series of progressive dinners where different groups met in different locations on the island to talk what was important to them. Everyone was part of the effort to create the comprehensive plan. Her approach was unique and extraordinary.

Hurricane Charley devastated the community; residents had no power or water. Ms. Segal-George successfully led her small staff. She rallied them to make the streets passable, and turned the power and water back on. She had previously been the County Administrator and had connections that were far reaching. Through her connections they received supplies and resources that they would not have otherwise had access to. While other communities suffered for months, Ft. Myers Beach was up and running in 5 days, a truly remarkable feat.

Customer service is a necessary part of the job; Ms. Segal-George did well. She has good financial skills and is a great grant writer. She is good at finding and managing money in conjunction with the Finance Director. She secured a grant for one million dollars to buy a piece of property that was an archeological dig for a local Native American tribe. Her work is completed by the deadline.

Ms. Segal-George was a victim of Hurricane Charley. Residents were angry that they could not immediately return to the island, even though Ft. Myers Beach was open long before other communities around them. Everyone that worked with her would give her a stellar review. Absolutely nothing in her background would concern an employer.

Ms. Cereceda would hire Ms. Segal-George in a New York minute. She is the most unique, resourceful, and brilliant person that Ms. Cereceda knows. While many people say they think outside the box, Ms. Segal-George truly does. Any community, especially a newly established one, would be very lucky to have her.

Words or phrases used to describe Marsha Segal-George:

- Determined,
- Loyal,
- Truthful,
- Interesting,
- Brilliant, and
- Kind.

Strengths: Organization, planning, strategy, thinking outside the box, very determined, finds ways to make things happen.

Weaknesses: She is a woman in a man's world and the strengths that heightened her career can also be hard to work with. This weakness is with society and not Ms. Segal-George personally. She is just really passionate about what she cares about.

Bob Majka – Former City Manager, Cocoa Beach, FL 321-292-4935

Mr. Majka was the City Manager for Cocoa Beach from 2012 to 2015. He worked with Ms. Segal-George as one of the City Attorneys. They worked together on ordinances, the budget and occasionally on personnel issues. She is really knowledgeable in land use and ordinances. They had a number of conversations about amending the charter because of conflicts between the comprehensive plan and the charter. She made sure the public was involved in the conversation.

Ms. Segal-George's job performance was outstanding and she was always available. She was not prone to rush to judgment and has experience working both as a municipal manager and an attorney. She was really reliable and timely, she often delivered items the same day they were requested. She listens to multiple sides of an issue. On the rare occasion that she was in error, she took ownership of the decision rather than letting someone else take the blame.

Ms. Segal-George is always very professional and cordial. Her prior experience as a manager was beneficial. She looked at every issue from a legal and operational viewpoint. She asks good questions. Instead of being like most attorneys, who follow the letter of the law, she asks how they can move forward by changing or eliminating policy.

Mr. Majka was hired because the city was stagnant and residents were resistant to the development plan. The city has experienced a significant amount of change since 2012. Ms. Segal-George did not pour fire on sensitive issues but also does not dodge the topic. She helped the city navigate through the tumultuous environment.

Ms. Segal-George has a great sense of humor. Her decisions in general are good. The city was in the midst of change and looking for ideas, she suggested a number of concepts that were innovative for Cocoa Beach.

Department heads were signing contracts without approval and committing the city to items the Council did not agree with. Mr. Majka implemented a pre-agenda review before Council meetings to address the problem. Ms. Segal-George, or her supervisor Mr. Fowler, attended the review either in person, by phone, or over Skype. Their insights on local agreements and contracts were critical. The quality of Ms. Segal-George and Mr. Fowler's work is good, the city attorney contract was put out to RFP and they successfully won it back.

While Ms. Segal-George's approach is to unite everyone, she stands her ground in a professional way. She maintains her demeanor when being publicly attacked and defends the city's position without retaliating or belittling others.

One major issue in Cocoa Beach was a conflict between the comprehensive plan and the language in the City Charter. The residents had already adapted to the processes outlined in the comprehensive plan, but developers were challenging the plan because of the conflicts with the charter. Ms. Segal-George was part of the leadership team who navigated through the process of changing the comprehensive plan. She worked with the state department of economic opportunity to effect change. She was responsible for the legal side and provided historical and legal information on the options.

Ms. Segal-George has not been involved in any ethical issues but revising the comprehensive plan was controversial. Citizens filled the room at county meetings to chant and wave signs. Nothing in her background has concerned Mr. Majka.

Mr. Majka would hire Ms. Segal-George because of her unique perspective. She has been a city manager and understands the dynamics and politics. She discerns how to handle an issue to avoid conflict. She also brings legal experience and can reduce legal costs. She is cut out to manage a municipality and would be a good hire for any community.

Words or phrases used to describe Marsha Segal-George:

- Professional,
- Critical thinker,
- Unites others,
- Good sense of humor,
- Articulate,
- Smart, and
- Witty.

Strengths: Effective communicator, unites rather than divides, good listener, critical thinker.

Weaknesses: At times she can over communicate because she has a wealth of knowledge and sometimes shares more information than she needs to.

Bill Spikowski – Former Growth Management Director, Lee County, FL 239-334-8866

Mr. Spikowski reported to Ms. Segal-George from 1989 to 1992. Ms. Segal-George is currently the Assistant City Attorney in Cocoa Beach, which is Mr. Spikowski's client. They have worked together in several different municipalities.

They met when Ms. Segal-George was the Assistant Manager in Lee County. The County ran its own utility and those involved were competitive and constantly at odds instead of working together. A citizen's committee was created to address the issue and Ms. Segal-George was appointed as staff to the committee. Mr. Spikowski was the County Planner and attended the meetings. After one meeting he told her that she was wrong and she was missing opportunities. Ms. Segal-George invited him to her office to discuss the matter. She listened to his suggestions and used them to improve the situation. Mr. Spikowski appreciated that she listened and did not terminate his employment for expressing his opinion.

Ms. Segal-George is the best manager that Mr. Spikowski has worked for. Lee County was a place where managers were fired after a year or two and everything was controversial. She is a strong manager who always wanted to do the right thing.

Ms. Segal-George is direct and to the point. She is very clear when employees need to improve and when they are doing a great job. When she compliments an employee they feel fantastic and empowered because they know she means it.

Most of the employees Ms. Segal-George hired are extremely good. She has a perception for the non-traditional candidate, someone who does not have a background in government. As important as experience is, people can become disillusioned by working in government. Those who are not disillusioned, and have the right skillset, bring value to the organization.

A hurricane hit during Ms. Segal-George's tenure. The sewer system was built on a barrier island and lost electricity. When someone flushed a toilet the sewer backed up. She did not let residents back to their homes until the sewer was working. Residents were upset and she lost her job, but Mr. Spikowski does not feel she made the wrong decision.

Ms. Segal-George is a change agent who always wants to find better ways to do things. She leads the process without managing all the details. She set clear expectations and monitored progress. She keeps everyone very well informed. Some managers try to make everyone happy; Ms. Segal-George gives a straight answer even if that answer is not what they want to hear.

Ms. Segal-George was always visible in the community and willing to talk to community groups. In Ft. Myers Beach she was very accessible and attended every community function. Attending every meeting was difficult when she worked for the County because there are so many, but she did attend many of them.

Ms. Segal-George managed the budget but Mr. Spikowski was not involved in the process and cannot rate her financial skillset. When she gives an assignment to staff she keeps track of it. She is driven to finish tasks in a timely manner; she wants it all done yesterday.

The nature of her job meant that Ms. Segal-George was involved in controversy. During her tenure as County Manager the County built a municipal incinerator that generates electricity, which was very controversial. The incinerator was cutting edge technology at the time and was a large investment, but has since won awards. Ms. Segal-George has made enemies in her tenure working in government, which is typical of anyone who works in a public office.

Mr. Spikowski would hire Ms. Segal-George any day of the week as a manager or a lawyer. He would also work for her; she is one of the best. She is a great attorney but good managers are rare and her talents are wasted as an attorney.

Words or phrases used to describe Marsha Segal-George:

- Dynamic,
- Innovative,
- Strong leader,
- Mentor to employees,
- Smart, and
- Strategic.

Strengths: She is decisive which is daunting but also inspiring to those who work for her. Department heads appreciate a strong person at the top who can make a difference.

Weaknesses: Some communities do not want a manager who is smart and decisive.

Damon Grant – Former Public Works Director, Ft. Myers Beach, FL 239-281-9086

Ms. Segal-George hired Mr. Grant in 2000 as the Public Works Director. They worked together until 2006. Mr. Grant learned a great deal from her.

Ms. Segal-George was an excellent manager. The Town was not an easy municipality to govern because it was polarized. She did a great job helping both the residents and those with commercial interests to find commonalties. She was the manager for quite some time because she knows the topics well and works with both sides to build consensus.

Ft. Myers Beach was a newly incorporated town. Selecting quality employees was critical and they needed to be able to handle multiple job responsibilities. Ms. Segal-George selected and retained really quality individuals who helped establish the Town and keep it incorporated.

Ms. Segal-George absolutely made good decisions; no one else could have navigated through the issues like she did. Lee County has tourist dollars and she fought hard to make sure that the dollars brought in by the beach were spent on the beach. She did a wonderful job negotiating with the County and other municipalities for improvements to the beach.

In Ft. Myers Beach Ms. Segal-George was a change agent. She had to establish a small municipal government and then work to maintain it while meeting the standards of the residents. She had a long tenure, which speaks of her abilities.

Ft. Myers Beach had a small staff and everyone, including Ms. Segal-George was tasked with attending three to four meetings a week with different resident groups, committees, or task forces. She was visible and receptive to the public. She kept everyone informed.

Ms. Segal-George is definitely a visionary. She built the Town from scratch. She created a vision that everyone could support, which is not easy because all of the different moving parts. She brings out the best in everyone.

Any project on a main thoroughfare can become an issue. Ms. Segal-George found a quick resolution to the construction problems, which kept businesses open. She created a task force for derelict vessels that were partially sunk around the back of the island. She identified the vessels and expedited the process of finding the owner and removing the boat from the bay. She implemented the beach and street enforcement, which was a new program for beach patrol. She protected ordinances and preserved the beach in its natural habitat. She created a dedicated parking system to provide access.

Ms. Segal-George increased the operating and capital improvement project budgets during her tenure. She never made a bad financial decision or led the town into financial hardship. She was very timely in meeting deadlines even with a small staff.

Mr. Grant cannot recall anything controversial that relates to Ms. Segal-George personally. Some of the projects were controversial, however. Nothing in her background would concern an employer. He cannot think of anyone who has a negative opinion of Ms. Segal-George.

Mr. Grant would hire Ms. Segal-George. She has all the right qualities to be a good Manager.

Words or phrases used to describe Marsha Segal-George:

- Intelligent,
- Experienced in local government,
- Qualified,
- Subject matter expert,
- Extremely fair and reasonable, and
- Open minded.

Strengths: Knowledge of Lee County, subject matter expert, very willing to see the other side, good listener, willing to find common ground for solutions, always fair and reasonable with staff, stake holders, and community members.

Weaknesses: While this is not really a weakness, she sometimes needs to make a quick decision and stick with it rather than trying to find common ground.

Lisa Algiere – Former City Manager, Dunnellon, FL 727-808-3993

Ms. Algiere has known Ms. Segal-George since 2009. They worked together until 2013. Ms. Segal-George was the City Attorney.

Ms. Segal-George's job performance is excellent. Her office was in Orlando so they primarily communicated through email and telephone. She came into the office once a week for the Council meeting. She attended some of the special public and town hall meetings, and was available to answer questions. She has experience working with the public.

Ms. Segal-George was part of the hiring panel for key positions. They talked about certain skills and intangibles that they wanted. She had a good sense of who could fill the position and was very helpful in the process. Her decisions in general are good. She believes that public policy should be simple because the staff has to implement it and it should never be a burden to them.

Ms. Segal-George is very innovative and kept operations running smoothly. They started a fiber optic network and had to be innovative to stay on schedule and launch the network. She participated in brainstorming sessions to overcome challenges and contributed a great deal.

As a leader Ms. Segal-George is very vision oriented. She sees the big picture and wants to be involved; she is not one to sit at a desk filling out papers. She is very customer service oriented and always accomplishes tasks in a timely manner.

When starting the fiber optic network they had do certain things to be in compliance with state statutes. Ms. Segal-George brainstormed on how to accomplish these challenging tasks because much of it had never been done before. She was very instrumental in leading discussions. She listed what had to be done and asked for volunteers to take on the different roles. She took charge and the project could not have been as successful without her.

Ms. Segal-George helped the City hire a financial advisor. She is very knowledgeable and has experience in bonds and budgeting. She was instrumental in using her financial knowledge to bring one of the major league baseball teams to the city for spring training.

Bert Harris is a state statute that says government cannot change regulations to the point that they impact the citizens and devalue their property. A property manager wanted to build a development that would downgrade the area. A Bert Harris lawsuit was filed by citizens in the area and the City stepped in to negotiate. The developer gave up many concessions but was able to build. While the project was controversial Ms. Segal-George and Ms. Algiere only did what the Council directed them to do. In government there are always residents who do not like the decisions made. However, Ms. Segal-George always conducted herself in a professional manner and advised her client based on the law.

Ms. Algiere would hire Ms. Segal-George; she would be a great Manager and she is a wonderful person. She is very caring and knowledgeable of public policy. She will be an asset to any community.

Words or phrases used to describe Marsha Segal-George:

- Innovative,
- Concerned about public needs and strives to meet them,
- Very knowledgeable on public policy,
- Very responsive,
- Kept elected officials informed, and
- Strong communication skills.

Strengths: Understands cities and governments, strong working knowledge, knows charters and state laws, good understanding of how the employees fit into that role, municipal management experience was very valuable.

Weaknesses: She is really passionate about some projects and it was hard for her to step back and be objective, but her passion is more positive than negative.

Andrew Mai – County Attorney, Osceola County, FL 407-742-2200 321-443-0707

Mr. Mai needed outside counsel and used the firm that Ms. Segal-George works for. Mr. Mai met Ms. Segal-George in 2011 but knew of her prior to their introduction. She has provided outside counsel to the County on an ongoing basis since 2011.

Ms. Segal-George has done excellent work for Osceola County. She represents the Westwood 92 Redevelopment Authority and the Board of Adjustments. She also takes on special projects or political items that Mr. Mai does not want to be involved in. She has worked on Celebrations and some of the bigger development projects. She identifies early on when a project or situation may become controversial. She does a great job.

They have developed a friendship over the years. Ms. Segal-George works very well with the in-house counsel and their interactions are very relaxed. She understands who the boss is and never blurs the lines of authority, which is refreshing. The in-house staff is very complimentary of how she works. She interacts with major developers who have political power and is sensitive enough to know that you cannot step on their toes. She is very careful in her interactions.

Ms. Segal-George has not made a mistake in the four years she has worked with Osceola County, though she has had potential to because she has been in several difficult positions. The Westwood 92 Board calls her up on the Dias to make decisions and she always does well.

Ms. Segal-George is a change agent and innovator though she has not been given the opportunity to do so in Osceola County. She is not comfortable with the status quo and always looks for ways to improve things. While she has not worked on budgets in Osceola County she does have experience managing budgets. She is never late on assignments and is sometimes early.

Ms. Segal-George has much experience in both the legal and municipal management field. She has seen everything. With the Westwood 92 board they developed regulations related to sign code. She calls the board members to discuss what they want and need, then works with the planning consultant to implement the plan. She uses the same process with developers.

Controversy occurred with the Westwood 92 board but it was not directed at Ms. Segal-George personally. She has dealt with and managed controversies but has never caused them. Nothing in her background would embarrass an employer. Mr. Mai is not aware of anyone who would disagree with the statements in this reference.

Mr. Mai hired Ms. Segal-George and feels that she would do very well as a Manager. She holds herself back as an attorney and would be happier working in management. Any municipality would be lucky to have her.

Words or phrases used to describe Marsha Segal-George:

- Motivated,
- Easy to get along with,
- Reliable,
- Accurate,
- Seasoned, and
- Experienced.

Strengths: Very politically astute, understands the big picture. Her skillset is very rare, she has much experience as a Manager and an Attorney.

Weaknesses: Her role is outside counsel but she understands management very well and sometimes has to be reminded what her role is. She really wants to fix the whole picture, not just the legal side. However, this weakness will not be applicable if hired for a management position.

Ron McLemore – City Manager, Cocoa Beach, FL 321-868-3200 407-682-8185

Mr. McLemore has known Ms. Segal-George since 1995 and has worked extensively with her, on a daily basis, since 2014 as one of the City Attorneys for Cocoa Beach. This reference is based on their interactions as City Manager and City Attorney.

Ms. Segal-George is an outstanding City Attorney. She brings a perspective from her experience as a manager that is very helpful. Her legal background gives her a standing above other managers. Her experience and her maturity are extremely important for any municipality.

Ms. Segal-George is on top of every task, and does things on time and on point. She does not waste words but is easy to talk to. She has a low key personality. Her decisions are always very good. She analyzes the issue without taking things personal and always maintains her exposure.

Cocoa Beach had pushback and challenges to the comprehensive plan from parts of the community, which could have become very unpleasant. Ms. Segal-George was a large asset in helping them adopt a plan and neutralize the opposition. She is a team player who handles very sensitive, difficult, and intensive issues effectively.

By the nature of her job Ms. Segal-George is involved in controversy, but she has not been involved in anything immoral or illegal. Mr. McLemore has never heard anyone speak negatively about Ms. Segal-George.

Mr. McLemore would hire Ms. Segal-George. Her ability and knowledge show through. Her management and legal experience create a great synergy. She is so much easier to work with

than attorneys who do not have operational knowledge. She is a very valuable asset and Mr. McLemore would hate to lose her as the County Attorney.

Words or phrases used to describe Marsha Segal-George:

- Extremely talented,
- High energy,
- High tech but high touch,
- Great situational awareness,
- Very rounded in her abilities, and
- Mature.

Strengths: She zeroes in on issues very quickly. She is very good at analyzing something to determine the appropriate solution. She has a great deal of maturity and experience, very skilled.

Weaknesses: None identified.

Laura Turner – Planning Consultant, Cocoa Beach, FL 407-620-5095

Ms. Turner has known Ms. Segal-George since 2011. They both serve the City of Cocoa Beach and have worked together on the comprehensive plan since 2013. They meet with the planning board on a monthly basis. Ms. Segal-George was a wonderful resource.

The City Charter has specific provisions which are unusual so they are a common topic in relation to the comprehensive plan. Ms. Segal-George is very knowledgeable of the statutes and what is needed or not needed. She is very responsive. They went through two reviews and during the hearing portion they had a number of requests from citizens for information, which she quickly provided.

When Ms. Turner has a question she calls Ms. Segal-George to ask what the approach should be. She has been a Manager and understands the big picture. She knows what repercussions may occur from various options, which is very helpful.

Ms. Segal-George makes good decisions. She is innovative, a change agent and she maintains the organization at a high performance level. She keeps Ms. Turner informed. She works with the public rather well and answers questions by the public or the elected officials. She is a problem solver and has good financial skills.

Some aspects of the comprehensive plan have been controversial. Ms. Segal-George has maintained a professional demeanor and presented the facts. Nothing in her background would

concern an employer. Ms. Turner cannot think of anyone who would disagree with this reference but there may be some in the community.

Ms. Turner would hire Ms. Segal-George. She has good experience. Her legal background is a real asset in addition to having worked in a variety of roles with and for local government. Working with her is a pleasure.

Words or phrases used to describe Marsha Segal-George:

- Knowledgeable,
- Responsive,
- Innovative,
- Problem solver,
- Professional, and
- Experienced.

Strengths: Technical understanding of the law, explaining the information in a way that is understandable.

Weaknesses: None identified.

Howard Rynearson, Former Vice-Mayor of Fort Myers Beach, FL, 239-839-6027

Mr. Rynearson has known Ms. Segal-George since 1998. They worked together for five years while he was on the Council. He was always very pleased with the work Ms. Segal-George did.

Ms. Segal-George has the ability to hire good staff. She is customer service oriented and always had the town's needs at heart when making decisions. Sometimes, citizens asked for the impossible, and then disliked her for not being able to comply with their wishes. When given a task, she went above and beyond what was asked of her, and if a task was impossible or could not lawfully be done, she made the Council aware of it.

After Hurricane Charley hit in 2004, Ms. Segal-George remained calm and set a great example for her staff. She got things done. She was able to get city improvements completed through several different grants; and because she is also a lawyer, she knew where the money could be spent. Then she spent it wisely.

Ms. Segal-George was terminated when three new individuals were elected to the Council. These individuals are part of a group that is anti-development, and they promised to fire her if elected. They are sorry now they got rid of her because of the turmoil it has caused. [CB&A note: We did the search for Ms. Segal-George's replacement and do not believe the very last statement is accurate.]

Reference Notes
Marsha Segal-George

Ms. Segal-George would be an asset to any community as a Manager and Mr. Rynearson recommends her for the position.

Words or phrases used to describe Marsha Segal-George:

- Outgoing,
- Determined,
- Capable,
- Professional,
- Honest, and
- Personable.

Strengths: Her ability to get grant money, and getting along with people

Weaknesses: She is a strong woman and some view that as a weakness. If she had been a man, it would not be seen as a weakness.

Prepared by: Lynelle Klein and Kathyrn Knutson
Colin Baenziger & Associates

CB&A Internet Research

Riverland News (Dunnellon, FL)
August 6, 2015

Conversation group plans appeal of judge's ruling
Interveners seek dismissal of settlement between city, developer
Author: Jeff Bryan

Despite the June ruling of Judge Lisa Herndon, the legal battle about the future proposal of Rainbow River Ranch is far from over. Rainbow River Conversation as well as a number of individuals plan to file a motion dismiss Judge Herndon's approval of the settlement agreement the city of Dunnellon and Conversation Land Group, led by Gerry Dodd, reached in September 2012 after years of legal wrangling between the city and the development group. The Florida Department of Environmental Protection (DEP) and Department of Economic Opportunities (DEO), formerly the Department of Community Affairs, also signed off on the agreement. However, the RRC and the individual interveners had sought an evidentiary hearing, but Judge Herndon denied their request. In approving the settlement agreement, Judge Herndon wrote: "That the relief granted in the Revised Settlement Agreement protects the public interest served by the statute contravened, i.e. Florida Statute Chapter 163.3184, and is the appropriate relief necessary to prevent the governmental regulatory effort from inordinately burdening Petitioners' real property pursuant to Florida Statute §70.01(d)(2)."

But the RRC and the individual interveners — Frederick S. Johnston, Michael G. Rausch, Max P. Lynn, John Dennis, Patricia M. Ermatinger, Jean Tullis, Thelma B. Dickinson, Margaret Longhill, Nikki Connors, Roger Barth, Leonard Gane, Walter Johnson, Shirley E. Dowling and Franklin W. Roth — notified the 5th District Court of Appeals in July of their intentions to file an appeal, Burt Eno, president of the RRC, wrote in an email to the Riverland News. The interveners have two months to file their appeal. "We felt that great harm to the river would come from the owner's development plan and that the city was wrong in granting extraordinary vestments to the property owner," Eno, president of the RRC, wrote in the group's summer newsletter. "Unfortunately, Judge Herndon did not appreciate our point of view and ruled against an evidentiary hearing and approved the settlement agreement. "In other words, we simply were not allowed to present our evidence in court and the owner was granted approval of a plat and conditions that are in opposition to land use law and will be very costly to the city. We can only hope that the state will be able to buy this property and restore it rather than let it be harmfully developed."

Without an appeal, the ruling would mark an end to the long-drawn out legal battle, wrangling, objections and interventions regarding Rainbow River Ranch, a proposed subdivision on a 250-acre parcel of property abutting the east shoreline of the Rainbow River. The settlement deal approved by Judge Herndon was negotiated by **Marsha Segal-George**, the former assistant city attorney. RRC and the then-Department of Community Affairs (DCA) intervened in an initial 2010 agreement to which the city and Dodd agreed. However, that agreement was denied by now retired Judge Frances King, who ordered all parties to come together to come up with an accord each could agree upon.

Those parties, including the DEO, the city, RRC and DEP — met in the fall of 2012 to come to an agreement. The city, Dodd and the state agencies signed off on a new agreement; however, RRC did not approve the latest deal and has continued to pursue its status as interveners in the pact, citing both environmental and financial concerns for the river and the city.

Riverland News (Dunnellon, FL)
September 18, 2014

Council removes former attorney from cases
City spent extra $82K in legal fees
Author: Jeff Bryan

The Dunnellon City Council on Monday completely severed its ties with Fowler, O'Quinn, Feeney & Sneed law firm and most notably **Marsha Segal-George**, the former assistant city attorney who had continued to work on the Rainbow River Ranch case since the firm's dismissal in June 2013.

Segal-George had also continued to work moderately on the Benza vs. city of Dunnellon case, a class-action lawsuit the former New York City magistrate filed in August 2012. Judge Steven Rogers recently ruled the city's use of the 25 percent surcharge is inequitable.

In addition to cutting the remaining connection with **Segal-George**'s firm, city officials requested the firm to file motions to withdraw from representing the city in the Rainbow River Ranch and the Benza cases and seek orders approving their withdrawal from the cases by Sept. 22. The city also wants her to send all of the files in the Rainbow River Ranch and Benza cases to the city within 10 days of the date of the judge's orders granting withdrawal.

When the Council provided the required 60-day notice, it agreed to continue to have **Segal-George** involved in the Rainbow River Ranch case, primarily because officials believed it was close to nearing an end in the years-long legal dispute between the interveners, Rainbow River Conservation Inc. and Frederick Johnston.

Additionally, because of the lengthy legal history, newly-hired city attorney, Virginia Cassady, believed it was in the city's best interest to allow **Segal-George** to proceed with the case.

"Originally, I didn't want to get involved in this case," Cassidy told the Council at its Sept. 6 workshop. "Up until about the last month or so, because you'd entered into settlement agreement that you all were getting prepared, either for the discovery phase or getting ready for a trial, it was the worst time to get involved."

But now, because that isn't the case, Cassady believes she can take on the burden of representing the city.

"In any event, I feel confident I can enter the case as counsel without prejudicing the case. No. 2, now that I am sort of monitoring things or helping, now you're paying for two attorneys. No. 3, if she withdraws, she will have to send a motion and send her files to you as her client. If anything comes up, at least you will have those files, which I understand you do not have right now.

"It's as good a time as ever to do that," Cassady added, referencing the Rainbow River Ranch case, explaining **Segal-George** had refused to sign off on the substitution order for the Benz vs. city of Dunnellon case.

Vice Mayor Dennis Evans questioned why the city does not have copies of the files or the original documents themselves.

"We have asked numerous times for those files," City Manager Eddie Esch said. "We have not gotten a response back yet at all."

Mayor Nathan Whitt said the city could offer to send an employee to pick the files up.
"I'll personally go get them myself," said Whitt, who sits on the Board of Directors for RRC and voted to completely sever ties with **Segal-George**.

Prior to the dismissal of Fowler, O'Quinn, Feeney & Sneed, officials revealed the city had pay paid **Segal-George** more than $316,825.54 on legal fees in Fiscal Year 2013 and had budgeted $463,000. Since the firm's dismissal, **Segal-George** has billed the city for more than $82,000 for work involving Rainbow River Ranch and the Benza vs. the city of Dunnellon lawsuit, as well as the fallout from the city's failed telecommunications venture, Greenlight Communications.
"The less expenses the better," Whitt said.

The Dunnellon City Council will meet at 5:30 p.m. Monday at City Hall to finalize the Fiscal Year 2015 budget.

Island Sand Paper (Fort Myers Beach, FL)
August 8, 2014

In the Eye of the Storm: Marsha Segal-George Recalls Hurricane Charley

The Island Sand Paper interviewed **Marsha Segal-George** in July 2014 about her role, and that of Fort Myers Beach Town Council, in the aftermath of Hurricane Charley's visit to Fort Myers Beach on August 13, 2004. According to **Segal-George**, this is the first published account of her recollections of the storm that ultimately led to her resignation (in spring 2005) as the first Town Manager of Fort Myers Beach, after 10 years in that role. Currently, **Marsha Segal-George** serves as an Attorney at Fowler, O'Quinn, Feeney & Sneed, P.A. Her professional pro-file states: She has served as County Attorney, Assistant City Attorney, and Deputy County Manager in Colorado; and in Florida as a County Manager, City Manager, and as an attorney for a local planning agency. Her particular areas of expertise include LEED, sustainability; land use planning, including comprehensive planning, form based land development codes, and Bert Harris claims; aviation, Federal Grants, contracts, revenue enhancements, community redevelopment districts, incorporation and annexation. In her own words, **Marsha Segal-George** recalls Hurricane Charley's impact on Fort Myers Beach.

Dealing with Charley A crisis brings out the best in some people, and the worst in others. Hurricane Charley exemplifies that experience.

[On August 13, 2004] ours was probably the last car over the bridge. My husband and I had sent our kids and my Mom off the island beforehand, but we were going to stay, until the storm turned. Then we grabbed the pets and fled. The storm blew through fairly fast, and we got back that night by 10 p.m. [The Sheriff allowed the Town Manager back onto the island.]

Our house was severely damaged, and we lost 2 cars in the garage. We hadn't even thought about the cars when we left. My husband had to use a chainsaw to get into the house, and he blew a disc in his back. I put my Mom into a unit at Diamondhead, because our house was such a mess. Nobody realized that I went through my own crises due to Charley. I was the Town Manager, and people didn't care about my personal life. The same was true of all the Town staff. We each had to deal with our own situations while making the needs of residents our primary focus.

Because of the way Charley hit Fort Myers Beach, some parts of the island were hit really badly, while others were only slightly damaged. But everybody lost power, and there was no sewer or water service. Sewer systems require power to pump the sewage to the lift station. With the storm surge, we actually had sewage in the streets. And I saw people letting their kids run barefoot through the water on the weekend after Charley! So I arranged for the Town to provide free tetanus shots to everyone. The clinics at both ends of the island gave the shots, paid for by the Town. Some people said this was an overreaction, but I remembered that after Hurricane Andrew, people got tetanus and even typhoid from raw sewage. The power and sewer issues are why we kept the island closed.

We were actually the first community to get lit up by FPL [Florida Power and Light]. I called in every favor I could. We sent people in everywhere to trim trees and get limbs off power lines. In just 3 days, the north end had power. [Power was restored to the entire island within 5 days, by August 18.] We were lucky. Orlando didn't have power for almost 2 weeks. Our other big priority was generators. We had to get the water and sewer working. Everything was being diverted to Punta Gorda. They had such severe damage.

Bud Nocera, who is now the Executive Director of the Fort Myers Beach Chamber of Commerce, was at that time the State Tourism Development Director in Tallahassee. He came through and got us the generators. And Jeb Bush [then Governor of the State of Florida] was wonderful to our community. So many people reached out to help us. The City of Naples sent resources, supplies, housing inspectors. Local businesses and restaurants and so many individuals contributed to the effort. The whole area worked together to recover.

At that time the Town had a very small staff, and we went flat out. We were working as a platoon. For communication we only had marine radios and CBs, so I'd have to send a person to the bridge to communicate with the Sheriff. My staff was acting as couriers. They did a remarkable job. We had to get permits for cleanup and FEMA assistance. Once Fort Myers Beach was declared a disaster area, we dedicated one person to working with FEMA. The amount of detail they require is exhaustive. We did all this without borrowing any money - unlike Sanibel, which borrowed millions. We had pretty good reserve funds for a small place, so we were fronting some money. And we got 97 percent of what we spent reimbursed by FEMA.

Starting on Cont'd pg.23 Sunday [August 15], we met at 8 every morning at the Fire Station. Thanks to generators, they had air conditioning, and good food! All the local departments and trades, even the Coast Guard, were working together. We set priorities, assigned tasks, got resources in place. And we warned residents about some unscrupulous contractors who came sniffing around to exploit the crisis. Looking back, 10 years out, I think it was some of the best work I ever did. We got the infrastructure up and running in a few days, avoided major injuries or deaths, and the community pulled together beautifully.

Fallout

People with property or pets were frantic to get back onto the island, and they complained vociferously about the delays. There was a lot of anger that we didn't open sooner, but it just wasn't safe. I remember when I appeared on TV news the day after Charley. Of course I was a sweaty mess, my hair plastered to my face. And instead of commenting on the information I provided and the progress we were making, people criticized my appearance! "You look awful, like you're living in a disaster zone." Instead of being polished and upbeat. Well, that was the reality!

August and September 2004 are really a blur. We were all working so hard, and it was incredibly stressful. I was frankly shocked at the anger directed at me. Someone later observed that the Town staff were probably all suffering from PTSD, and maybe we were. We just became numb.

There were conspiracy theories floating around. I remember hearing one crazy rumor that wherever there was an "X" on a damaged building, it was just a ploy. That was supposed to be a building I wanted to buy! I went to one Town Council meeting and sat in the back, where nobody saw me. I listened to the litany of complaints from the public, the personal attacks on me, and then at the end I stood up and went to the front of the Council chambers. "Here I am," I said. "Ask me to my face why we made these decisions." And after all their complaining and vitriol, when I confronted them, nobody said a word.

I remember going to a Christmas party at Anita Cereceda's house [first Mayor of Fort Myers Beach] after Charley. It was a lovely party. Anita's a good friend of mine, and I was having a great time until some woman came up and started screaming at me: "I lost all the food in my freezer! It was such a waste! And it's your fault!" And I thought: "Really? You want to scream in my face because you loaded your freezer during hurricane season and then a hurricane came?" I left the party right after that. Even though a Town Manager is supposed to be really tough, I don't have that thick a skin. It was very hurtful. We tried to do the best we could as a small town. But nothing like Hurricane Charley had ever happened to most people who owned property at that time. There had been nothing like it since Donna, and there were so few people on the island back then [1960].

An election was coming up, in spring 2005, I think - less than a year after Charley. I could see where things were going. Every crisis needs a scapegoat, and that was me. I entered into an agreement with the "3 angry men" on Town Council, and resigned with a severance package. I had to fight to get that. It was very nasty, and it left me with bitter feelings. I was hired [by Fowler, O'Quinn, Feeney & Sneed, P.A.] within 30 days, and moved to Orlando. Now, I get to use my experience and expertise in Town and County management in my work, representing cities and counties. I'm very happy with it.

Reflections on a Young Town

It was a great experience to be part of forming a new Town [in 1995]. During my 10 years as Town Manager, we had a number of really great Town Councils. I was raising my kids on the Beach, so I have many friends there, and great memories. As a Town we were stable. I had been the Lee County Manager, so I knew how to work with the County, where to get funding. We bought the Mound House during our first year as a Town. I got a grant for one million dollars to buy it. People said we'd never get the grant, and it took me 3 times applying to get it. I thought that was a great success.

Fort Myers Beach is a magical place. I'd love to retire there some day. We were never trying to turn it into Sanibel. We were just trying to make it a better version of what it was. You don't go into county or town management work expecting to be appreciated. I just hope for a little respect for what we tried to do, and what we accomplished.

Riverland News (Dunnellon, FL)
July 24, 2014

Mayor, RRC members chide former city attorney
Whitt questions Segal-George's decision without seeking officials' input
Author: Jeff Bryan

The president of Rainbow River Conservation (RRC) made it clear if the judge approves a settlement regarding the future of the proposed Rainbow River Ranch development, the environmental watchdog group will have no choice but to fight the ruling. "I think we're prepared to go to an appeal," Burt Eno, president of RRC, told the City Council at its July 14 meeting. "We're not going to let go of this; it's far too important. I wouldn't have convinced anybody to plunge into this unless I was a believer that we're right, (Jerry Dodd's) wrong."

"Your representatives — **Marsha Segal-George** and Lisa Algiere — were very, very wrong. It's going to be far more expensive for you to delay the evidentiary hearing and not let us carry the battle as we had requested to do. I think you ought to reprimand your attorney without asking for permission from her client."

Eno's remarks came after Mayor Nathan Whitt chided the former city attorney for not notifying officials that she opted to go with Judge Steven Rogers option to file an amended motion. The other option would have been to allow an evidentiary hearing, which the interveners have actively pursued in the settlement agreement they have opposed. According to court documents, the interveners listed in the case are RRC and Frederick Johnston. "I feel like that decision was made without Mr. (Eddie) Esch's approval and certainly not with City Council's approval," said the first-term mayor, who is also on the RRC's Board of Directors. "I'm a little concerned by that. I also know Mr. Esch has asked Mrs. Cassady to look a little harder to look at the settlement itself. "I for one want the city out of that settlement … or out of the court case for that matter. I don't know where we stand or where this Council would stand on evidentiary hearing or amending that
settlement."

Current City Attorney Virginia Cassady explained, Judge Rogers ruling from mid-June presented the parties involved in the case two options: an evidentiary hearing or the chance to file an amended motion. The settlement in question was reached by the city, Conservation Land Group LLC, led by Gerry Dodd and the state's Department of Economic Opportunity (DEO) and Department of Environmental Protection (DEP). The then-City Council approved the deal in September 2012, which **Segal-George** and former City Manager Lisa Algiere helped to negotiate with the parties involved in the dispute. The lone party not to agree with the settlement was the interveners.

The judge ordered that there be an evidentiary hearing or an amendment; the parties decided to amend. There's not going to be a need for an evidentiary hearing. According to city officials, **Segal-George** filed a notice the parties agreed to file an amended motion.

"The judge wanted to make sure DEO weighed in on the agreement, to make certain statements," Cassady explained. "There's no sense arguing with the judge. I would have made the same choice to amend as opposed to an evidentiary hearing. It wasn't going to be in the city's best interest to go through an evidentiary hearing. It would have been very lengthy for you to go through an evidentiary hearing." Cassady admitted Judge Rogers' response was surprising. "I thought he was going to make a decision," she added. "I think he's being very careful."

Vice Mayor Dennis Evans believes the judge is covering "his you know what." "This is the path of least resistance," Evans said. "It was our approved plan to begin with, OK? I would agree with whatever decision was made."

Whitt, however, as well as Eno and other members of the RRC were upset about **Segal-George** reaching a decision without consulting the city, her clients in this situation. "She works for us. I don't want her working for us any longer," Whitt said. "I think this is a very clear point of cutting the cord. I don't think you are allowed, as an attorney for your client, to make a decision for your client. "To circumvent authority, the city manager should have been made aware of it."

But Evans pointed the Council agreed to leave **Segal-George** in place because the belief was the end was near regarding the case. "I think if we move forward at all, I'd like our city attorney to be handling it," Whitt responded.

Esch did agree that the Council agreed to keep **Segal-George** on board, but admitted "by the time decisions had been made" officials heard about everything after the fact. "There was no discussion about it," Esch explained.

Whitt flatly stated he doesn't want the city to incur additional legal fees. "That's the big long and short of it," he concluded.

Eno was blunt in his assessment of the situation. "I find it very, very appalling that an attorney like **Marsha Segal-George** could take the initiative she did without checking with her client to determine whether or not a filing should be made to the judge, a notice to the judge, that they were given an option for an amended petition. I think that is a very unethical thing for any attorney to do. Frankly, I think she's protecting her own behind, because she got you into this mess in the first place.

"If you do choose to go this path, it isn't going to be any cheaper because we haven't had our day in court. The interveners, who stand strong on this, say this is harmful to the river and the environment. The vested rights Mr. Dodd has claimed are not there, they don't exist.
If the city does not want to spend another dime, Eno said, he welcomed it.

"Because the interveners are going to continue … to fight this matter even if the amended petition is submitted. If it doesn't answer what we have alleged in our intervention, we're going to challenge it. I expect the judge to listen and care and have the concern, because I detect from his ruling that he truly wants to get to the right answers."

The agreement that officials signed was extremely inappropriate, said Mary Ann Hilton, a former councilwoman and long-standing member of RRC. "I realize many of you believe that your city manager and city attorney were acting in your best interest," she explained. "If you read what it says, you cannot swallow that whole. The changes that are made against constitutional law in the city, in that agreement, are egregious. It takes the power of management of the city out of the hands of council, our lawyer and out of the hands of the citizen. It gives undue rights to commercial entity and it is wrong."

Hilton urged the current Council to go back and read the agreement carefully. "Unless you want a developer coming in and saying, 'I'm changing the development format,' you'd better get rid of that agreement," she said. "Your best option is to allow your staff to investigate what needs to be done and present options that are not detrimental to the city and present the evidence of why that agreement is detrimental to the city at this point. If you do not do that, you are throwing away the rivers and the city, because the developers are allowed to do what they want, you may as well get out the shovels and bury any plans you have for turning this into a place tourists intend to come. "You are signing a death warrant to this city if you do not go back to court and try to change that agreement."

Louise Kenny, another former councilwoman and long-standing member of RRC, said elections have consequences. "We have different people who would now be looking at the settlement agreement," she said, referencing the time frame of when the settlement was approved in 2012 and the election later that year. "I think that's why you have elections. There is more than one settlement agreement in my mind. Certainly, an evidentiary hearing would be an appropriate place to show that. "Most of us want good growth. We want the city to prosper. We do not want to see what we have taken away from us."

FLORIDA TODAY
May 14, 2014

3 Cocoa Beach camera tickets set aside
Scott Gunnerson, FLORIDA TODAY 12:10 a.m. EDT

An attorney expects Cocoa Beach to pull the plug on red-light cameras after a judge ruled that the city's contract with its vendor is illegal. Brevard County court judge John Murphy dismissed red-light infractions for three defendants last week because the contract gives American Traffic Solutions profit incentives prohibited by state law. "It's our hope that Cocoa Beach will shutter the program rather than having us file for an injunction to have the court stop it," said Satellite Beach attorney Sean Cutshall. Cutshall will wait for a decision Thursday by Cocoa Beach commissioners before deciding whether to pursue a class-action lawsuit against the city to stop the red-light camera program. City staff began reviewing the judge's ruling this week and expect an update from the assistant city attorney Thursday at the city commission meeting, according to Melissa Byron, a spokeswoman for the city. "It's premature for us to say anything except that our attorneys just got it, and they going to explore our options," Byron said.

Marsha Segal-George, assistant city attorney, said she expects the city will consult with ATS before proceeding, while attorneys study rulings in other parts of the state with regard to red-light cameras. "We haven't had much of an opportunity to react to anything," **Segal-George** said. "For the city, the first thing to do is to get an understanding what we are dealing with."

Cutshall, a former prosecutor for the State Attorney's Office, said he filed the motion to dismiss the cases after he discovered what he believed to be a quota system in the contract. "It gave the vendor incentive to issue violations because if they didn't, they didn't get paid," Cutshall said. "I equate that to a quota." Murphy determined that language in the contract allowed ATS to control the issuance of violations that could determine its share of total fines, according to his May 8 order. The program last year generated more than $640,000 from about 4,800 violations at three intersections along State Road A1A: Fischer Park Drive, Shepard Drive and SR 520. According to city documents, about half of the revenue went to the state Department of Revenue, while about $278,000 covered vendor, operating and administrative costs, and the city received $41,356. Earlier this year, the city commission voted in favor of phasing out the red-light cameras, but city staff recommended letting the contract to expire in April 2015to avoid paying more than $200,000 to ATS for early termination. The commission is expected to revisit the matter next year.

The decision does not wipe all red-light tickets. Cutshall said others with violations in Cocoa Beach would have to file a similar motion and it would be up to a judge to decide. "It is not something that dismisses every one that is out there pending," Cutshall said. "County court judges are still free to make their own decisions." He does, however, expect the ruling to affect red-light hearings at city hall. "I believe this is binding on the hearing officer, which is essentially a lower court than county court," Cutshall said. "It does have some precedent-setting effect by virtue of the ruling."

Ocala Star-Banner (FL)
January 14, 2014

Judge looks at development plan for Rainbow River Ranch
Author: Bill Thompson

A long-delayed plan to locate more than 300 homes and some commercial outlets along the Rainbow River now rests in the hands of a judge.

Circuit Judge Steven Rogers listened for roughly two hours on Monday as lawyers for the developer, the city of Dunnellon and the environmentalists opposing the project argued over whether city officials followed their own land-use regulations in cutting a deal that allowed the plan to go forward. Rogers did not immediately rule on the case, and did not signal when his decision would be rendered. But Rogers' ruling likely will not end the dispute, given the financial and emotional investments in the proposed Rainbow River Ranch, a 265-acre mixed-use development on the east bank of the iconic waterway.

The developer, Jerry Dodd, has long maintained that early opposition within city government and legal wrangling by outsiders has denied him the rightful use of his property. Dodd has spent nearly a decade and millions of dollars in trying to get his subdivision to fruition.

Among the local environmental community, however, the project is perhaps rivaled only by Frank Stronach's Adena Springs cattle ranch, with its connection to Silver Springs, in terms of importance for preserving key natural wonders. And lawyers fighting the project suggested to Rogers on Monday that his determination could influence land development statewide.

They maintained that torpedoing the claims about approval process raised by Rainbow River Conservation Inc., the nonprofit watchdog group that has advocated for protecting the river for the past half-century, would also sink the public's chance to block backroom deals between developers and local governments. At issue Monday was whether the city appropriately adhered to its own process for ratifying land-use changes.

Dodd inked a contract in October 2004 to purchase the site for $7.5 million. He presented his plan for a 450-home development to Dunnellon officials in January 2005 and, according to court records, pursued an “environmentally positive” project with the city's encouragement. In April 2007, though, the City Council adopted a one-year moratorium on future, large-scale growth.

Dodd believed that was done to frustrate his project, which was facing increased opposition from those concerned about the river. Dodd maintains in court records the City Council targeted him again in October 2008 by adopting the update of its comprehensive land use plan, or comp plan. Regarding Rainbow River Ranch, the restrictions passed in the 2008 version were “more difficult, less economic and imposed a higher risk of failure,” Dodd alleged in court records.

The developer answered in November 2009 by suing the city under the state's 1995 Bert J. Harris Private Property Rights Protection Act, which permits landowners to seek compensation if they believe government actions have unfairly denied them the use of their property.

In the complaint, Dodd alleged that occurred when the city's updated comp plan included a provision that outlawed the "meaningful" clearing of vegetation along the river. Dood, whose property includes 6,500 feet along the river's bank, ripped the regulation for upending his chance to provide his buyers an unobstructed view of the Rainbow River. The comp plan also slashed the number of single-family home lots to 25, instead of 450. Dodd sued for $7.7 million in damages.

In a surprise move the City Council announced in March 2010 that it has struck a deal with Dodd, and unanimously ratified a settlement agreement at a meeting that month. A homemade sheet cake with the word "Congrats" written on it was brought out to celebrate the occasion. The deal green-lighted Dodd to build 349 homes and 100,000 square feet of commercial space, and, court records indicate, allowed for an additional 101 units and another 25,000 square feet of commercial development at an "unspecified" site.

The council approved the settlement despite a letter from the state's then-Department of Community Affairs, or DCA, the agency charged with reviewing and endorsing local governments' comp plans, that asserted the agreement violated Florida law and was inconsistent with the city's land use plan. Egged on by the letter, Rainbow River Conservation and 15 homeowners sued the city in April 2010. DCA joined the case on their behalf two months later.

In September 2012, the City Council and Dodd brokered a revised agreement in order the settle the developer's Bert Harris Act claim. That deal went before Judge Rogers on Monday to satisfy the statute's requirement for court sanction. Under the revised terms, Dodd was entitled to build 349 homes and up to 100,000 square feet of commercial space. Yet he could build up to 50 extra homes, for a total of 399, provided he reduced the commercial portion by 2,000 square feet for each additional dwelling. Dodd also consented to implement a 100-foot-wide "protective buffer" along the river's edge.
But Rainbow River Conservation still objected.

The group's lawyer noted in a letter to the city in September 2012 that Dodd would be permitted to build at least 30 homes in an area that had been set aside for conservation under an agreement that was in effect when he bought the property. The developer would also be allowed to clear-cut the land down to the 100-foot mark, the letter complained. The group also balked at allowing up to 24 new boating docks in the river to serve homeowners.

On Monday, Bryce Ackerman, an Ocala lawyer representing Dodd, urged the judge to approve the revised settlement. Ackerman pointed out that the state Department of Economic Opportunity, or DEO, which supplanted the DCA after Gov. Rick Scott took over, had validated the deal after consulting with state environmental regulators. He also pointed out that the

amended agreement reduced the intensity of the project and under it, Dodd had conceded to greater restrictions on his property.

Marsha Segal-George, the city attorney who negotiated the deal with Dodd, also picked up on the DEO's support. "Having DEO signed on is like the proverbial canary in the coal mines," she told Rogers. "They're obviously the one that raises the call and says somebody is trampling on the public's interest. . . . (And) they're now basically in the agreement with us." Lawyers representing the project's opponents — Ralf Brookes of Cape Coral and Tom Pelham of Tallahassee, a former head of the DCA — countered that the public was completely disregarded in the process.

They encouraged the judge to scuttle the deal because it emerged from Dodd's closed-door discussions with **Segal-George** and former City Manager Lisa Algiere, and progressed without any public oversight until it went to the City Council for approval.

Pelham maintained that settlement circumvented state laws — especially those that give the public the right to challenge comp plan decisions — the city's comp plan and an existing agreement the city entered in 2001 to protect the river and Rainbow Springs.

He suggested Dodd went this route to skirt all of that, and cautioned Rogers that approval of an agreement reached in such a manner could produce ripple effects beyond the county line.
"I can assure that if this kind of agreement is signed off on by a court, there will be people all over this state watching the developers, who would like the same relief, and it will gut the Growth Management Act," said Pelham, referring to the state law that governs the comp plan process.

Brookes reiterated much of Pelham's argument, but added that the DEO has never rejected a comp-plan change during its existence.

Recalling the early objections Dodd encountered from state and city officials, Brookes added, "Now they seek to accomplish in this court what they could not get done previously."

Island Sand Paper (Fort Myers Beach, FL)
August 16, 2013

Commissioners Delay Decision on Franchise Fee Kiker Looks to Conservation 20/20 Funds

With budget hearings looming nearer, two county commissioners found themselves at odds on Tuesday morning over policy decisions that could change the way that Lee County addresses its budget. Controversy also surrounded a proposed program designed to deal with abandoned properties in unincorporated Lee, with some fifty residents and Realtors speaking either for or against the proposal.

Most of the people who spoke concerning the abandoned property program were from Lehigh Acres, where there are over 2, 400 such properties in various stages of construction. Most of the residents were in favor of the program, which would allow code enforcement greater leverage in dealing with the properties, many of which have fallen into disrepair and have been neglected and vandalized. The program would require mortgage holders to register properties where loans have been defaulted on, conduct an inspection of that property, provide contact information to the County, maintain the exterior areas of the property and allows greater latitude for both code enforcement and law enforcement.

Bill Burdett spoke against the program, saying it would penalize those who are trying to do the right thing and get those properties sold. "Bankers and Realtors in this community are working on long-term solutions," he said. "Will Lee be a better place because we have this surplus of well-managed abandoned homes or will we be better putting buyers in those properties?"

George Shemanski disagreed, saying he has a petition signed by 1, 344 other residents who want the program passed. "A vast majority of these homes are owned by out-of-state owners and they are being neglected," he said. "The air conditioners have been stolen, the pools have filled with algae and they have become drug palaces. In so many of these cases it is impossible to locate the owners or mortgage lenders. The City of Fort Myers adopted this ordinance in 2010 and we are asking you to do the same."

Former commission candidate Sonny Haas also urged the board to move forward with the program. "We have 2, 800 abandoned houses, and we have lost tens of millions of dollars in property values in the last decade," he said. "Pretty please, with sugar on top, pass this ordinance."

Former Fort Myers Beach Town Manager **Marsha Segal-George**, now an attorney in Orlando, told the commissioners she doesn't see any legal issues with the program. I have written many of these registry ordinances for over a hundred other communities," she said. "I am not aware of any liability issues that have arisen from any of them."

Stephanie Keyes of the Greater Fort Myers Realtor Association asked the commissioners to take a closer look at the program. "We have legislation now that streamlines foreclosure efforts, so

these homes won't be sitting for years and years," she said. "Please don't adopt this ordinance as it is written, but we would be happy to work with you and the neighbors to come up with a better long-term solution."

After some discussion, Commissioner Tammy Hall made a motion to ask staff to review the program for four more weeks before returning for another public hearing, and the rest of the board agreed.

It was during a public hearing on a utility franchise fee increase that Commission Vice-Chair Larry Kiker and Hall disagreed. The ordinance would increase the fee for Florida Power and Light customers in unincorporated Lee County from 3% to no more than 4.5%, bring the county an additional $4 million in revenue. "We haven't really spent that much time talking about the budget yet, and I'm wondering if this is driven by a desire to increase revenues," Kiker said, adding that he believes there is already enough money in the county's reserves to balance the budget. "I think it's premature to discuss this until we've had a chance as a board to decide our overall budget strategy."

Hall said that the board has had a discussion about cuts and revenue and decided to move forward with the increase in the utility fees. "At the time staff brought us the franchise fees and asked us if we wanted to move forward, we said yes," she said. "I don't mind postponing it, but what bothers me is I'm not going to criticize staff for doing what we asked them to do."

County Manager Roger Desjarlais said that the franchise fees are but one part of a bigger puzzle. "We have taken the cuts as far as we feel comfortable without additional policy direction from the board," Roger replied. "If our goal is to get to a balanced budget without going to reserves, there are a number of options."

"This is another tax, which is unnecessary," Kiker said.

"There's sufficient amount in the reserves to balance the budget right now." When Hall asked where, he replied that the Conservation 20/20 program could be managed differently. "There are other ways of doing this other than the way we've been doing it," he said. "There may be something there that can provide some relief.

The commissioners agreed to put the issue on Monday's budget workshop and bring it back for a public hearing on August 27th. The first budget workshop for Lee County is scheduled for Monday, August 19th at 1:30pm. The next meeting of the Board of Lee County Commissioners will be on Tuesday, August 20th at 9:30pm. Both meetings will be held in commission chambers at the Old Lee County Courthouse in downtown Fort Myers.

Citrus County Chronicle (Crystal River, FL)
June 13, 2013

Dunnellon cuts ties to law firm
Author: Jeff Bryan

The Dunnellon City Council on Monday voted unanimously to part ways with the city's longtime law firm, giving Fowler, O'Quinn, Feeney & Sneed, PA, its 60-day notice. The decision comes almost two weeks after the measure failed to pass twice.

City officials will soon begin the process of soliciting requests for qualifications for legal services. While Fowler, O'Quinn, Feeney & Sneed, PA, could submit a new proposal, Mayor Nathan Whitt said he believes it's highly unlikely it will do so.

"We need a fresh face in there," he explained. "We need a clean slate."

Whitt also believes the firm is already withdrawing. **Marsha Segal-George** has been asked not to return and Skip Fowler is on an overseas vacation for a month. The city is currently being represented by Carol Barice, who is serving as special counsel for the city. She is from a Brooksville-based firm and has no ties with Fowler, O'Quinn, Feeney & Sneed, PA.

"The writing is on the wall," Mayor Whitt said. "They are separating from us before they're even out. He appointed Carol, who is not even a part of his firm. She's serving as special counsel, which I just found fascinating. That was a shocker, which made it all the more interesting."

Whitt and Eddie Esch, the interim city manager, noted at the June 5 City Council workshop the firm had billed the city for the equivalent of a 37-hour work week. To date, the city had spent more than $316,825.54 on legal fees and had budgeted $463,000 for the fiscal year. At that pace, officials have repeatedly said, the city was on course to spend more than $600,000 in legal fees and could not justify that amount.

McClatchy-Tribune Regional News (USA)
April 28, 2013

Water-rights battle brews in Dunnellon
Author: Bill Thompson, Ocala Star-Banner, Fla.

April 28--The serene river winding through the heart of Dunnellon has again become a point of controversy for some city residents. The City Council appears to be bracing for a vigorous debate over stripping the city's code of an ordinance designed to ensure strict regulation of development primarily along the renowned Rainbow River.

Those regulations were adopted in October 2008, when the council created what is known as the "river corridor protection area," or RCPA, a swath covering "all land" within 150 feet of the high-water line of the river. But recently the City Council reversed course, voting 3-2 to start the process of repealing the ordinance. The vote was deemed by the ordinance's critics as a victory for property rights' advocates.
Some, however, aren't so sure.

Although allowing that the law might have some shortcomings, proponents of keeping it argued that Dunnellon -- a place best known for its waterways and nicknamed River City -- ought to have some provision in place designed to protect the Rainbow River, as well as the Withlacoochee River that borders the city's southern edge. Two public hearings must be held before the law is officially stricken, and it seems unclear what factors could lead the minority to pull one vote from the majority to its side.

But barring that, or unless a new ordinance is drafted, the decision would test claims by the ordinance's critics that the river now has sufficient protection through its status as one of Florida's iconic waterways -- especially since the issue has served to raise the specter of the Rainbow River Ranch.

Minnesota developer Jerry Dodd's planned 349-home subdivision along the river's east bank was the most likely target of the original ordinance. The subdivision, which Dodd has been planning since acquiring the 265-acre site in 2005, could proceed were it not still tied up in litigation. Dodd sued the city in 2007 after a change in its land-use plan limited him to 25 homes on his land, which fronts the river for more than a mile. The City Council settled with Dodd in 2010, after he filed a lawsuit seeking nearly $8 million in damages from the city.

Despite that, Rainbow River Conservation, a local environmental group that has played watchdog for the river for a half-century, and the state Department of Economic Opportunity continue to fight the settlement. They argue the deal undermines the city's land-use plan, promotes development in an environmentally sensitive area and likely violates state law by not allowing for the proper state review. "In this case," their lawyers wrote in a court filing in April 2011, "the public interest is not violated by the number of residential units or amount of

commercial square footage approved by the settlement agreement for the property, but rather the location of that development on the property."

"The City has previously unsuccessfully attempted to do through comprehensive plan amendments what it is now seeking to do through approval of this settlement agreement; namely garner additional development rights on environmentally sensitive areas of the property which are in close proximity to the Rainbow River." Restricting such development appeared to be the intention of the 2008 river-corridor ordinance.

In an April 2010 memo to the council, Assistant City Attorney **Marsha Segal-George** noted that the RCPA ordinance was one of three cited by Dodd's lawyers in claiming that he had been denied his full property rights. "The rules, as to vegetation removal, deny and destroy (Dodd's) ... right to enjoy an unobstructed view of the River. Florida common law has long recognized that owners of upland along navigable waters enjoy certain common law riparian rights, one of which is the right to an unobstructed view over the water to the channel," Dodd's lawyers maintained in court records. "These rights constitute property, which the government may not take or destroy without paying just compensation. The ordinance in question prevents (Dodd) from enjoying any meaningful view of this River. As such, it has deprived and extinguished one of (his) riparian rights."

Property owners within the RCPA were prohibited from cutting down "protected" trees, which under the city's vegetation ordinance meant any tree, including diseased or fallen ones. Landowners were also forbidden from installing impervious surfaces, such as concrete patios or sidewalks, and were required to route the stormwater runoff from roof drains or downspouts into a rain barrel or a cistern. In addition to those requirements, those who wanted to build new homes had to supply habitat management plans -- unless it involved an existing home on more than 1 acre of land, had to build walkways no more than 4 feet wide and had to hook up to centralized water and sewer service.

Segal-George questioned some of the language adopted in the ordinance three years ago. She noted the law did not "make a clear distinction" between existing homes and new development when it came to applying the ordinance. She agreed with Dodd's lawyer that riparian rights "may" be affected by the tree-protection clause and pointed out that it lacked provisions for waivers or hardship in requiring that new development connect to central water and sewer lines.

The criticism leveled against the law in the past few weeks for being too draconian clearly is rooted in the reviews by lawyers for Dodd and the city. At a recent City Council meeting, resident Keith Baxter called it "over-reaching" and "inappropriate." The ordinance, Baxter added, offered "extreme punishment for living within the city limits of Dunnellon." Baxter found an ally in Councilman Dennis Evans. Evans observed at the meeting, "You can't go around taking away people's property rights." He also challenged whether the Withlacoochee River ought to be covered by it.

Evans, whose calls for a review of the ordinance have brought the council to this point, also had crafted a series of talking points that included his line-by-line analysis of the law. At one point, he wrote, "Does the protection (whatever it may be) that this ordinance provides justify the taking of property rights, the major negative impact to property values and burdening Dunnellon residents with complicated and extreme requirements?" "Once upon a time, things growing on or within your property lines belonged to you," Evans added. "What is the estimated cost to the homeowner to comply with and maintain these requirements? What is the estimated cost to the City to monitor and enforce? IS IT WORTH IT???" Finally, Evans posed, "What exactly is the city of Dunnellon protecting the river from?"

He and others have observed that the Rainbow River -- which the state more than 25 years ago declared both an Outstanding Florida Waterway and an aquatic preserve -- is safeguarded by state water manager and environmental regulators. In fact, the Department of Environmental Protection, in conjunction with Marion County, will soon initiate the process of creating a basin management plan for Rainbow Springs, from which the river flows. Once completed, that plan will outline an anti-pollution strategy in an area around the springs covering hundreds of square miles. A few residents at the council's recent session spoke for amending the law rather than ditching it completely.

Mayor Nathan Whitt was among those who said the ordinance should be fixed and retained. He first charged that the debate over the law was nothing more than a "smoke-and-mirrors" issue that eroded valuable council time in dealing with more important matters, such as its budget deficit, its concern about the county keeping more of the city's gas-tax revenues and its debt-laden telecommunications utility, Greenlight Communications. But, he added, "If you do repeal it ... you're left with nothing. You're left with no ordinance. You're left with no protection. "To leave us with flat nothing you would then be the only spring in the state of Florida with no river-protection ordinance, and that's ridiculous (for) one of the biggest springs in the world."

Whitt's foes took umbrage at the suggestion they opposed looking after the river's welfare. "All of us want to protect the river," said Baxter, the city resident who favored repealing the ordinance. "To act like the river's going to be destroyed, or that the rest of us who wanted to repeal the ordinance don't care about the river, that's a 1,000 percent misrepresentation. This was about the 150-foot setback. That's all."

Riverland News (Dunnellon, FL)
August 25, 2011

Officials approve Rio Vista purchase
City paying $10 for system
Author: Jeff Bryan

The Dunnellon City Council approved an agreement Monday to purchase the Rio Vista wastewater system for $10 as the city will take ownership Friday. The good news for Rio Vista residents is they solved their problem with the Florida Department of Environmental Protection, which had placed the owners of the system under a contempt order.
Now, the bad news: water and sewer customers will see a significant increase in their water bills now that they are under the umbrella of the city's water and sewer systems.

Water and sewer users must pay an extra 25 percent surcharge because they are located outside of the city limits. The additional cost is allowed according to State Statute 180.191(1)(a). In addition to that charge, Rio Vista water users must also pay $185 deposit for connecting to the city's system. For sewer customers, they'll have an extra $20 to $40 per month added to their bill, allowing the city to recoup costs of connecting those users to the city's wastewater system. The extra fee, according to the agreement with Rio Vista, will be incurred for 15 to 20 years to pay until their pro-rata share of the sewer connection is paid in full. To help defray that 31.9 percent cost to sewer customers, the city will attempt to secure a USDA Grant.

The city, in partnership with the DEP, will apply for a grant that will cover 68.9 percent of the overall cost to connect Rio Vista residents to the city's system. Sewer customers will pay the remaining 31.1 percent, which is where the additional $20 to $40 charge comes into play. "It's a deal that is fair to the city and fair to Rio Vista folks," **Marsha Segal-George**, assistant city attorney, told the City Council. "It'll increase the value of their lots." As part of the city's agreement to purchase the antiquated facility, officials are buying the equipment Rio Vista has used in its system and will also acquire four parcels of land. The city also agreed to buy the system "as is." The city will also get Rio Vista's wells. "They're good wells with great capacity," she said.

Segal-George explained it was a rather lengthy process to complete the transaction, because of the number of parties involved.

In other action, the council:
- Waived open container Ordinance 98-8 during the hours of 5 to 10 p.m. Saturday, Oct. 15, for Jazz-Up Dunnellon contingent upon the speed limit being reduced on East Pennsylvania Avenue and appropriate signage available by Oct. 1.
- Approved an agreement between Sumter Electric Cooperative Inc. and Greenlight Dunnellon Communications.
- Approved the final reading and adopted Ordinance 2011-08 regarding River Etiquette.

Island Sand Paper (Fort Myers Beach, FL)
May 20, 2011

Riders of the Storm

June 1st is the official start of hurricane season. Soon, we will be inundated with a plethora of guides - every media outlet, every home improvement store, every emergency management entity will publish and disseminate all the information anyone could possibly need in order to properly prepare for one of these events. Some hurricane 'veterans'may eschew these guides, opting for their own experience and 'gut feelings'to keep them out of harm's way. But if you have never been here for one of Mother Nature's more impressive displays, and are not familiar with the recommended preparations, designated evacuation routes and storm shelters, or even if you are simply an avid weather watcher, these magazines and booklets are loaded with very good information.

One popular hurricane season activity is second-guessing the official storm predictions. Arguably the most widely acknowledged hurricane prediction generator is William Gray, along with his cohort at Colorado State University, Philip J. Klotzbach. As of last month, April 2011, they predict a 72% probability for at least one major hurricane (Category 3, 4, or 5) to make landfall somewhere on a U. S. Coastline. But the forecast we in Southwest Florida should be more aware of, is that there is a 48% chance that a major storm could make landfall somewhere on the Eastern U. S.

Coastline, which includes the entire Florida peninsula. Additionally, there is a 47% chance that a category 3, 4, or 5 storm will make landfall somewhere on the Gulf Coast anywhere from Key West to the Florida Panhandle, and all the way across to Brownsville, Texas.

(SOURCE:Colorado Cont'd pg. 15 State University - hurricane. atmos. colostate. edu/ For ecasts).

Thanks to aggressively sensationalized reports of the destruction wrought by those storms that do make landfall, newbies to our little barrier island are sometimes whipped into a fearful frenzy at the prospect of the experience. And even 'veterans'of storms past, many of whom rode out the infamous 2004 storm - Hurricane Charley - keep a wary eye on the weather all summer long.

The advantage to having hurricanes to prepare for, as opposed to tornadoes and earthquakes, is that you generally have weeks to gear up for the possibility of a direct hit. With the wealth of material that is made available to Floridians at the start of the wait-and-watch period, most know how to batten down the hatches at their homes and businesses, what supplies to lay in, and generally how to get as ready as one can. And it cannot be stressed enough that, should a mandatory evacuation be ordered, your best bet will be to have already made arrangements to stay somewhere relatively secure off the island until it's safe to return.

That is exactly what four native Floridians did when Charley blew into town. Kevin and Sharon Faircloth, owner/ operators of Holiday Water Sports on Fort Myers Beach, have been doing business for twenty years on the island, along with their friends and business partners, Chris and Ginger Weber. The four hail from the Fort Walton Beach area in the Florida Panhandle and went to high school together. Being native Floridians, hurricanes have always been a presence in their lives.

Indeed, Chris Weber points out that the Panhandle is known as "Hurricane Alley" "We knew Charley was coming," recalls Sharon, "so we had to take everything off the beach, off the island." For the Faircloths, 'everything'includes wave runners, parasail boats and equipment, chairs, umbrellas, and all manner of things. "We took some to our yard, just over the bridge on San Carlos Island, and we rented storage spaces off the island. We moved everything. It was a very tedious and hard experience." The Faircloth's children were 2, 5 and 11 that year. "We live next to a canal, and I was too scared to stay there. I was concerned about flooding. There were things downstairs that we were afraid would get damaged, so we moved everything upstairs. We covered the windows. We filled the bath tub with water. We put in extra food, batteries, water, all that they suggest you do (in those hurricane preparedness guides mentioned earlier). Then we left and went to Chris and Ginger's," who lived in Fort Myers at the time, which they all thought was far enough inland. But it turns out it almost wasn't.

"We were watching it on the news, when all of a sudden it changed and was going to turn in toward us," Sharon shudders at the memory. "Ginger and I changed from being moms of two families having fun during the hurricane to thinking about (Hurricane) Andrew. We had seen the devastation of the homes from that, so we were thinking that was what was going to happen here. We went from sitting around comfortably, to getting the children into the hallways, pulling mattresses off the beds to protect them, covering them with everything we could Cont'd pg. 17 - it was terrifying. I kept picturing the destruction in Homestead (from Andrew). Those homes were flattened, and we felt like we were in for the same experience. We were in the house through the entire storm, and it was very scary." When they found out the storm was going to veer a little bit north of where they were, tensions eased up a bit. "We spent the night, and then Kevin went ahead to our house to see how everything was. We followed shortly after, but there was no electricity.

That was difficult with a two year old and the two other children, hot, sweaty and bored. We could have handled the heat, the mosquitoes and all the other inconveniences, but three hot, sweaty bored kids was really the hardest part after the storm." Holiday Water Sports was completely shut down. "Our two locations at that time - Pink Shell and Best Western, were a mess. The whole bottom floor of Best Western was wiped out. The Pink Shell grounds were very damaged; the pool was completely full of sand and fish." Sharon says it took several weeks to get things going at the Pink Shell, and several months at Best Western.

The Webers and Faircloths all seem to agree about the importance of evacuating the island if a Category 2 or stronger storm is predicted to come ashore here. "I would say, LEAVE THE

ISLAND," Sharon says with no hesitation as her husband and friends nod their heads in agreement. "Get your most valuable possessions and leave the island.

There's a better system in place now for allowing people back on after evacuation, but be patient." Following Charley, Islanders were not allowed back on the island for five days to allow for initial cleanup and restoration of infrastructure.

While that decision was made by fire and sheriff's office officials as part of the emergency management structure in place in the storms aftermath, then Town Manager **Marsha Segal-George** was blamed by many. It created such rancor and malcontent that it became a primary factor in the ensuing elections and a personnel shake-up in Town Hall. Kevin Faircloth believes it had been a wise decision to keep the island closed for five days, although he thinks some system, similar to the one he saw used in the Fort Walton Beach area would have helped a lot. "After a destructive storm there, officials would escort people to their homes and businesses so that they could make an initial assessment of the damages, and then escort them back out." Sharon agrees with her husband. "Right after Charley, it was dangerous to be on the island.

There were power lines down everywhere. There were mountains of sand all over the road, debris everywhere. If we had been on the island with our kids, I would not have let them outside of the house." When asked if the high number of hurricanes predicted this year is a cause for concern, Sharon says it's been high for the past few years. "I don't have any worry at all. I just wait and see. If we know one is going to come here, ever since Charley, I pack my kids in the car, and I leave." However, if a storm was expected to make landfall as a Category I, Sharon doesn't think she'd feel compelled to leave. But anything above that, she's pretty sure she would. Chris Weber recalls other storms that were problematic.

"The worse damage we every sustained was from the Storm of the Century - the 'no-name'storm (February 13, 1993), and from Tropical Storm Gabrielle - everybody thought that was going to be nothing, but it flooded everything," Chris says. "Our business really got hurt from Gabrielle - it took us almost two months to put it back together." Town staffer Rick Sebastian, who moved to the Island in 1978, has been a homeowner here since 1989. At the time of Hurricane Charley in 2004, he was employed at the airport - the 'old'airport that has since been replaced by what is Southwest International Airport now.

"When the mandatory evacuation was announced, I called my boss at the airport and made arrangements to ride it out up there in the office. I didn't do anything like board up the windows on my house, or fill the bathtub with water, or stock up on supplies.

I just put my two cats in the carrier, loaded them in the car, locked up the house and left. I just hoped for the best. I spent the night sleeping in a chair, but we never lost power so I was able to keep up on what was going on.

The Vice President of the airport called me throughout the night for updates on how things were going." Bracing him- self for what he would find, Rick got back to his house five days later, and

miraculously, there was not a scratch, dent or broken window anywhere. "But my yard was completely covered in broken tree limbs from my 80-foot live oak tree. I cleaned up the debris and piled the branches on the side of the road for pick-up and posted a sign, "Free tree - some assembly required". Classic Sebastian humor.

Rick says he went ahead and put storm shutters on his house after that. "I figure, I was lucky once." Paul Harmon has been living on Fort Myers Beach since the year 2000. He was renting a house on Pearl Street when Charley came to town. If you ask Paul about his experience, he'll readily tell you "I had fun. I enjoyed it." Harmon undertook no special preparations before the storm hit, but he is the type of man who has camping equipment and plenty of supplies laid in at any given moment. "I did nothing.

No sandbags, I didn't cover the windows. My place there was about three or four feet above the ground, and at the height of the storm, water got up to about the second or third step leading up to my porch." Harmon stayed on the island with his two cats. "It wasn't scary to me. I had a good time. I sat on the front porch until the rain started coming in sideways. I lost power, and that went on for a week. I was working at the Gulf Shore Grill at the time. When we went in to help clean up there, they had to empty their freezers and we all ate there." Harmon has a full array of camping gear - camp stove, kerosene lamps, battery-powered lanterns, flashlights. "I'm prepared year-round." While agreeing that without those things, his experience might not have been as enjoyable for him, Paul assures us that if another storm were predicted to make a direct hit on the island, he would still opt for staying put.

"I'm glad I stayed on the island. For one thing, no one who evacuated was allowed to get back onto the island until five days later. There should have been some way to let people on just to check on their property." Harmon believes people should not have been allowed to permanently return so soon, though. "I even thought Wednesday was too early to let people back on for good. They should have waited another three or four days, because the island was still trashed. Letting people on that Wednesday, I thought, was a big mistake. A lot of them just rode up and down Estero (Boulevard) taking videos and pictures, which I think compounded the problem of getting the island cleaned up." What was the best part of being on the island in the days after the storm? "Everybody got together, helped each other out, helped each other get the businesses cleaned and reopened.

Friends helped each other get their houses straightened out. I thought that was the coolest part - everyone coming together." Jo List.

Riverland News (Dunnellon, FL)
March 24, 2011

Red-light cameras spark outrage
Citizens decry use; resident has filed lawsuit against city
Author: Jeff Bryan

It was supposed to be a civil meeting, designed to gather as much information about the red-light cameras as possible. "We need to know what we're going to do at the end of the meeting," said William Gesick, who moderated the meeting. "Can we have an open, honest line of communication? Most importantly, we have to do it with mutual respect. We may agree to disagree."

However, Tuesday afternoon's meeting at the Dunnellon Public Library escalated into much more than that, even after City Attorney **Marsha Segal-George** promised to provide as much information as she could per the group's public information request. "I think that's a step in the right direction," Gesick said.

The tension was noticeable throughout the meeting, scheduled to allow the Dunnellon Police Department to explain how the system works and allow officers and **Segal-George** to answer questions about the system and state statutes from the public.

After reading one of the state statutes, James Cochran, an area resident who helped establish the meeting, jumped in. "If she puts her own slant on the words, I have to jump up and say something," Cochran said.

Countered **Segal-George**: "I'm not giving it a slant."

Burt Eno, who has a doctorate's in engineering and has served as expert witness in traffic accidents, said he's been researching information about the red-light cameras and the timing on the traffic signals. He said he believes the timing on the yellow lights is too short and could create a problem. Eno also said he believes the city's ordinance regarding issuing tickets is in violation of the 2010 state statute. "I've not gotten one of those tickets," he said. "But I believe the city is really violating that statue."

Cochran tried to intervene and get the meeting back on track. "We're here about the right turn on red lights," he reminded the audience.

However, several citizens voiced their opinions about the red-light cameras as officials attempted to field questions and answer them. "Extortion," shouted one woman. "It's to make money," added another man.

One resident asked why the public wasn't notified and this wasn't put to a vote. The City Council approved the use of red-light cameras in September after a series of public meetings the past year.

"We are going to start wrapping this up," Cochran said. "We are not getting anywhere. I think we are not accomplishing anything."

Toward the end of the meeting, **Segal-George** appeared flustered and attempted to keep her poise. However, she let it be known Cochran has filed a lawsuit against the city about the red-light cameras. When he did, he left no way to contact him. She said she tracked him down to talk to him about it.

When Cochran asked how, **Segal-George** answered, but it was muted by the vocal crowd. "You told me you looked it up in the phone book, I have it on record," Cochran said.

Segal-George was quick with her response. "You are so unpleasant," she said.

What was clear at the end of the meeting was the options the group could pursue once it received the information it is seeking from the city regarding traffic statistics prior to the installation of the red-light cameras and statistics since they've been installed, including the number of citations issued since late November when the cameras went live.

Gesick told the more than 100 citizens in attendance once it sorted through all of the data, they have three choices:
-- A letter campaign;
-- Create a petition;
-- And there's always legal action.

"There are a lot of options," he said. "We will wait until we get the information from the city." He did ask those willing to come together in a small-group setting, to let either him or Cochran know by e-mailing them at redlight158@hotmail.com.

"If you have a specific expertise, we would like to know," he said.

Riverland News (Dunnellon, FL)
December 2, 2010

City OKs annexation request
By Jeff Bryan

Sandy McBride got his request for voluntary annexation of Blue Run Ranches east of the current city limits, but the City Council wouldn't budge on providing a conditional plan if the DCA rejects a proposal to change the city's comprehensive plan and rezoning request.

While the measure passed 5-0, council members Dennis Evans, Lynn McAndrew and Penny Fleeger were not in favor of allowing a pre-annexation deal in McBride's favor. "I am for annexation," Evans said. "I'm not for any pre-conditions. I would be receptive to this as it has been set up. I would, at any time, in the course of these actions to be taken that if you sought to seek de-annexation I would not be opposed to it." Both McAndrew and Fleeger agreed with Evans point.

Assistant city attorney **Marsha Segal-George** explained to McBride and his partner, Albert Peak, that the council has to bring the property as it is right now. "If the plan doesn't get changed to your likening, then you could ask the council for de-annexation," she said. "There's no attempt here to trap you. If you don't get what you want or you find it unacceptable, you ask to de-annex."

McBride told the council and those in attendance at the City Councils' special meeting he was in no way attempting to mislead the public. "The issue is DCA," McBride said. "I don't want to mislead the public. We will be very good citizens of Dunnellon."

The property in question, which is just west of the Dunnellon Airport, consists of 1,204.80 acres. Of that total, McBride sought to take 986.80 acres currently zoned as agriculture and have it rezoned as residential. The other 218 acres he wants zoned as commercial development for an industrial park.

The City Council OK'd both requests to change the current land use and transmit the request to DCA as well as rezone the property. However, both issues are not final as the City Council must have a second hearing on each matter. Dates for those meetings were not set. The 986-plus acres to be used as residential will be zoned as R-1, Residential Low Density. It will allow for one house or unit to be built on one acre of property.

While residents spoke in favor of the annexation, most were concerned about the development of such a large residential subdivision. "It's very problematic to me," said resident Mary Ann Hilton, also a member of the city's Planning Development Board. "It does not about a developed area. We are increasing the number of homes to 900. That's a horrendous number. "That's an extremely ecologically sensitive area," she added, noting she believes it overlaps recharging areas for both the Rainbow and Silver rivers. "I believe that's highly deterimential."

Paul Marraffino spoke in favor of the annexation as well, but not the development because of the proximity of the airport. He said through his experiences that if an aircraft has to touch the front end of the runway, that it would fly over the tops of houses and buildings at a very low altitude. "I'm not against annexation, I believe the development is inappropriate," he said.

Evans agreed with Marraffino's point about approaching aircraft attempting to land. "That airport is going to increase in size," Evans said. "It's a good thing for the city. It would be kind of stupid to live directly under a fly way."

Segal-George eased the concerns of council members and residents about the fly way. "The developer will still have to get a new plat," she said, noting that it would be "pretty stupid" for the developer to suggest building under the fly way.

Ocala Star-Banner (FL)
July 25, 2010

Protection ordinances apt to be tweaked
Author: Laura Byrnes; Correspondent

DUNNELLON — River- and tree-protection ordinances key to a contested settlement between the city of Dunnellon and Preserve at Blue Cove developer Gerald Dodd are apt to be tweaked rather than shelved, as some had feared. Outdoor enthusiasts enjoy a Sunday afternoon on the Rainbow River in Dunnellon on April 9, 2000. River- and tree-protection ordinances are apt to be tweaked.

During a special workshop Monday, the Dunnellon City Council directed City Manager Lisa Algiere to obtain input from each council member before revising the protection measures, which have been in place since 2007. The seemingly benign request came three months after discussion was originally scheduled to be held on the ordinances and after hours of debate over whether the ordinances were fatally "flawed" or merely imperfect.

Assistant City Attorney **Marsha Segal-George** said that while Dunnellon has a "very strong right" to engage in land-use regulation, the council must "walk a line that is constantly being redefined as ... a balance between development and protection of the environment and protection of the health, welfare and safety of the Dunnellon community."

Segal-George outlined 11 areas she said called for clarification, chief among them, "How far can the city go in dictating how a property owner may use his shoreline?"

At issue is whether the ordinances, which restrict development setbacks along the Rainbow River and protect tree canopies, among others, amount to "compensable takings through inverse condemnation" as alleged in a property rights lawsuit against the city filed by the Minnesota developer. Dodd's lawsuit is slated to go away once a March settlement with Dunnellon receives court sanction. The agreement would allow Dodd to build up to 340 homes and 100,000 square feet of commercial development on what was once the Rainbow River Ranch.

So far, the settlement appears to be stalled in circuit court. Injunctions filed against the city by the Rainbow River Conservation group, 15 property owners and the Florida Department of Community Affairs, have been voluntarily withdrawn.

The RRC and DCA have, instead, filed motions to intervene in the case. At least one council member, Dennis Evans, said he was "leaning to repeal" the river-corridor- protection ordinance and also favored "significant changes" to the tree ordinance because he believes they conflict with property owners' riparian rights and can lead to future lawsuits under the state's Bert Harris Private Property Protection Act — the law Dodd used in his suit against the city. Riparian rights are the inherent rights of owners of property situated on the banks of navigable rivers or water bodies.

Generally, they include the right of access to the waters, the use of the shore, and the right to additional lands which may form by accretion and reliction adjacent to their uplands. Such rights are not proprietary in nature, but benefit the upland owner.

Those rights, however, are not easily — or universally — defined. Their extent and use vary with those of neighboring riparian owners and the public or others entitled to use the waters. The courts have consistently stated that the nature and extent of riparian rights must be considered on a case-by-case basis.

Though he did not provide citations, Evans read from case law concluding that riparian rights cannot be severed by government, not even by eminent domain. "That is the law. That's what we're trying to balance," Evans said. "Show me the real value in that ordinance that's not against the law. ... This river-protection ordinance needs to have a serious look at every sentence and every word, and if it doesn't comply with riparian rights, we're asking for new lawsuits. "I'm for protecting the river, but I'm not here to stomp on peoples' rights because of our ignorance of the law. ... Revise, rewrite, edit and whatever so they [the ordinances] don't have a major conflict with riparian rights." While Evans stood his ground in favor of repeal, he stood alone — at least during the July 19 workshop.

Councilwoman Lynne McAndrew said that while Evans made some good points, "I don't have any idea that we'd repeal these."

Councilwoman Penny Fleeger, who has lived in Dunnellon 30 years, said she's a very strong advocate of the river and that the river is the heart, soul and health of the community. "It's a matter of wordsmithing," she said of the ordinances. "We need to hash it out, not throw it out, and meld our thinking into what we think is appropriate."

RRC President Burt Eno said he was "glad to hear" the majority of the council say they were interested in revising and strengthening the ordinances, but he is still concerned. "I hope they are not directly influenced by that lawsuit with Dodd," Eno said. "I hate the position we're in ... and Mr. Evans still made it clear he wants to repeal."

Ocala Star-Banner (FL)
May 1, 2010

Dunnellon faces suit over Rainbow Ranch
Author: Laura Byrnes; Correspondent

DUNNELLON - A surprise March settlement between Dunnellon and a developer with plans to build hundreds of homes along the Rainbow River left many of those opposed to the deal feeling they'd been left up a creek without a paddle. Forget the paddle; now they're wielding a big stick.

Last month, the nonprofit Rainbow River Conservation group along with 15 individual landowners - most with property on the Rainbow River - sued the city of Dunnellon to stop Minnesota developer Gerald Dodd from building 340 homes and allowing 100,000 square feet of commercial space at his Preserve at Blue Cove.

RRC's president said that the Dodd settlement agreement amounts to an "end run around the state's Growth Management Act." "We felt we couldn't just let this pass. It's upsetting to the people who live near Rainbow River, to those who use the river and those who want to protect the environment," Burt Eno said. "We felt we had no choice but to bring a lawsuit to force the city to abide by the law."

The 35-page complaint, filed on April 15 in circuit court, alleges that the settlement agreement, which would also allow Dodd to build an additional 101 homes and 25,000 square feet of commercial space in the future, is inconsistent with Dunnellon's comprehensive plan and violates Florida's Growth Management Act, among other concerns. Dodd's Rainbow River Ranch LLC and Conservation Land Group LLC are not named in the lawsuit. Initially, the city halted development amid concerns that the subdivision could pollute the river, which is designated an Outstanding Florida Waterway.

Dodd sued Dunnellon for $7.7 million under the state's Bert Harris Private Property Protection Act, alleging that subsequent density change for the property - after he bought it - deprived him of the land's value. The city has spent more than $400,000 defending against Dodd's lawsuits. In unanimously approving the settlement agreement in March, council members said they were weary of the legal wrangling, feared additional litigation could exhaust the city's coffers, and declared themselves ready to "move on."

Asked about the RRC lawsuit before Thursday's City Council meeting, Mayor Fred Ward quickly quipped: "What lawsuit are you talking about? We have so many." He then went on to say that, on advice from the city's legal counsel, the council never discusses pending litigation. "It's in the court system now. Let the courts take care of it," Ward said, adding that the city's assistant attorney, **Marsha Segal-George**, will brief council members about the case individually.

Segal-George was as good as her own advice and declined to comment - except to say that the settlement agreement at issue still requires court approval. "I don't know when that will happen," she said. "We'd like to move as quickly as possible and put some of these things behind us."

Moving quickly - or too quickly, according to Eno - is what led to this latest round of litigation. He said that word of the hastily inked settlement was announced during a March 17 workshop, with details of the agreement available only later that night, and it was understood that the March 19 vote was a "done deal and it made no difference what people had to say." "It was quite a shock and done totally in secret," Eno said of the agreement. "We were really flabbergasted. No one in the public knew about it. ... If it (Preserve at Blue Cove) is built as now planned, it will be extremely harmful to the river and wildlife that live there now."

Problems with land use for the property go back at least to 1996 when the city adopted a mixed-use designation for the site, a designation that never took effect because it was rejected by the Florida Department of Community Affairs as "not in compliance" with Dunnellon's comp plan.

The compliance issue was resolved by a remedial plan amendment in 2001 which designated a portion of the property as medium density residential and the rest for agricultural and conservation use. The 2001 plan included an agreement limiting development in the agricultural portion to no more than 30 homes, and directing construction away from the river.

According to the lawsuit, the city's settlement with Dodd is invalid for the following reasons: While the 2001 Agreement Limiting Development stipulated that changes could only take effect if adopted by amendment to the city's comp plan, the settlement agreement greatly increases development without a plan amendment and in violation of the Agreement Limiting Development as well as the 2001 agreement.

The settlement agreement purports to amend the future land-use element of the comp plan, which is not a valid method for amendment. The agreement claims precedence over the city's comp plan, land development regulations or any other rules or ordinances. But the Bert Harris Act on which the agreement relies does not supersede the state's growth management provisions.

The lawsuit includes the March 19 letter faxed to the city by Charles Gauthier, director of DCA's division of community planning. Gauthier urged the council to reject the settlement agreement and noted that state law requires that when the Growth Management Act "may be in conflict with any other provision of law relating to local governments having authority to regulate the development of land, the provisions of this act shall govern."

McClatchy-Tribune Regional News (USA)
August 20, 2009

BRIEF: Deltona names temporary city attorney
Author: ELoisa Ruano Gonzalez, The Orlando Sentinel, Fla.

Aug. 20 DELTONA After firing City Attorney George Trovato earlier this week, city commissioners asked a familiar face to return to fill in until they can find a permanent city attorney. Attorney James "Skip" Fowler, who was Deltona's first city attorney and served for seven years, will handle Deltona's legal matters. Commissioners selected this week his firm, Fowler, O'Quinn, Feeney & Sneed, P.A. Seven other firms had applied for the assignment. Fowler served as Deltona city attorney until 2003 and he held other city attorney positions in Altamonte Springs, Cocoa Beach and Dunnellon. **Marsha Segal-George**, who has more than 28 years of experience in government law, will be his assistant, city officials said.

News-Press, The (Fort Myers, FL)
December 24, 2006

Beach waives chief's residency
And it's a good thing; island homes too expensive for new town manager's salary
Layout space:
Author: *Pedro MoralesStaff*

The new town manager of Fort Myers Beach might not be able to afford to live on the island, a departure from most city standards but one that residents recognize. The town will pay him $120,000 a year, but that isn't enough to buy a home or condo on the Beach anymore. "I understand it's exceedingly difficult, with property values, for us to require someone to live here," Beach resident Pat Smith said. "It might just be an unreasonable request." The town and Gary Parker on Wednesday reached an agreement that would make him the town's third manager, thus ending a search that began a year ago. The Town Council will give Parker, a city manager in Archdale, N.C., the salary, a six-month severance package, $10,000 in moving allowances and four weeks of vacation. The council made it clear from the beginning that they would not offer any town manager candidate more than their $140,000 limit because the town of 7,000 is too small to merit a bigger paycheck.

Parker starts Feb. 1. Generally, city charters re-quire that a manager live within the city boundary, said Bill Moss, Southwest Florida district director for the Florida City and County Management Association. But Moss said some cities in Florida have begun to allow managers to live elsewhere because housing has become too expensive. "While it may not be desirable, there are often times no other financial choices," said Moss, Marco Island's city manager. Two years ago Moss changed Marco Island's policy that required department heads to live in the city. They can now live off the island. "I couldn't recruit department directors at our salary levels with the requirement they reside in the city," Moss said. In 2000, the U.S. Census listed the median home value on Fort Myers Beach at $193,900. Since then the median value of a home in Lee County has risen to $223,100, according to the 2005 Census data. On Fort Myers Beach, it is difficult to find a home for less than $400,000. "It would be more than desirable to have him live on the island and be a part of it, but with the cost of the island it may not be feasible," Mayor Dennis Boback said.

Fort Myers Beach has never demanded its town manager live on the island. But its first and longest-tenured manager, **Marsha Segal-George**, lived on the island when the town incorporated in 1995. She served the island 10 years. After **Segal-George** was fired in 2005, Rachel Lambert of Cape Coral replaced her. Lambert quit in August.

Moss said most people believe that a city manager who lives within the boundaries has some advantages over one who lives away. "Just by the very nature (he) becomes more involved in all aspects of a community," Moss said. Parker knows the cost of housing on the island is high, but nonetheless will look for a place to live. "I'd love to live there, because it's a beautiful environment."

News-Press, The (Fort Myers, FL)
August 16, 2006

Beach town manager resigns abruptly
Author: *Pedro Morales, Staff*

The town manager of Fort Myers Beach resigned Monday after sending a letter lambasting the Town Council for poor leadership and the residents for provoking tension. "I have never worked in an atmosphere so filled with suspicion and frustration," wrote Town Manager Rachel Lambert, who was hired in April after the council fired **Marsha Segal-George** four months earlier.

Lambert gave the council 90 days notice as required in her contract. Her last day will be Nov. 15. "Each one in the leadership role has his own agenda. There is no strategic plan for making the changes for the common good. We, the staff, spend our days putting out fires and our nights trying to catch up with our work," she wrote. "I have witnessed more unprofessional conduct here on Fort Myers Beach, than I have my entire professional career," wrote Lambert, who has more than 20 years of administrative experience. Lambert was not talking to the media on Tuesday.

Vice Mayor Don Massucco said Lambert was stressed from a heavy workload. He said she also may have been upset after the Beach council indicated at a recent town budget meeting that the salaries of employees could be dropped. "There had been mention in memos about pay cuts and outsourcing, which in her mind was demoralizing; it was demoralizing on the staff's part," Massucco said. Lambert's sudden resignation puts the council in the uncomfortable position of having to find a second town manager in less than a year.

Segal-George, the Beach's first manager, was fired in December after nearly 10 years for allegedly mishandling the aftermath of Hurricane Charley in 2004 and abusing her position. John Gucciardo stepped in as interim town manager but left for a job with Bonita Springs in February. Lambert assumed the interim position while the town conducted its search for a new manager. After a four-month search, the Town Council offered two candidates the job. Both declined. That's when Lambert, who had been the town's administrative services director since 2003, applied for the position. She received a $90,000 salary as town manager. Estero Island has been divided by business and residential interests since it was incorporated in 1995. The disunity was omnipresent during the November elections and whenever issues such as the trolley and beach restoration are discussed.

Lambert said the dissension is taking a toll on the town staff. "The anger that was present prior to the November elections is still very much present and the battle continues, even when the combatants are no longer there," Lambert wrote. "When implementing the changes required ... we are accused of deceit and favoritism. When we try to implement our comp (growth) plan by being sensitive to the environment, we are met with insults," Lambert wrote. "This we might endure, if we felt support from the leadership." Massucco said he did support her. "I had given Rachel all the support I could. I thought she was doing an excellent job," Massucco said.

St. Petersburg Times (FL)
June 19, 2006

COUNTY ADMINISTRATOR CANDIDATES
Author: *CATHERINE E. SHOICHET*

With the list of finalists down to six, county commissioners are poised to select a new county administrator this week. Members of the public will have several opportunities to observe and participate. From 9 a.m. to 4 p.m. today, the County Commission as a whole will interview each candidate in hour long time slots at the Citrus County Courthouse, 110 N Apopka Ave., Inverness. Members of the public can meet the finalists at a reception from 6 to 8 p.m. at the Citrus County Resource Center, 2804 W Marc Knighton Court, Lecanto. The County Commission is slated to make its final pick at a special meeting 2 p.m. Tuesday at the courthouse. Since Saturday, the Citrus Times has been publishing brief biographical sketches of the finalists. The final two are featured today. A picture of Stampfler wasn't available.

Marsha Segal-George
Age: 53
Current home: Fort Myers Beach
Most recent job: Deputy director of economic development, Orlando, population 205,648, from January to the present.
Education: B.A. in history and political science, Indiana University, 1975; J.D., Indiana University, 1978.
Work history: Town manager, Fort Myers Beach, 1995-2005; insurance defense/litigation, Cramer & Associates, P.A., Jacksonville, 1993-1995; county manager, Lee County, 1989-1991; assistant county manager, Lee County, 1988-1989; deputy county administrator, Adams County, Colo., 1985-1987; county attorney, Adams County, Colo., 1984; deputy county attorney, Adams County, Colo., 1982-1984; assistant city attorney, Aurora, Colo., 1980-1982.
Reason for interest in this job: **Segal-George** told county consultants that she likes county government and the coast. She said Citrus is in a similar position to Lee County's situation when she worked there 20 years ago in terms of growth pressures. And she said her experience in Lee would be helpful in Citrus.

Michael L. Stampfler
Age: 56
Current home: Portage, Mich.
Most recent job: Owner/managing partner, Civicquest Consulting, 2005 to the present.
Education: B.A., Hope College, 1972; M.A. in international studies, Western Michigan University, 1974; master's in public administration, Western Michigan University, 1976.
Work history: City manager, Casselberry, 2005-2006; city manager, Portage, Mich., 1985-2005; airport director, Kalamazoo, Mich., 1981-1985; city clerk, Kalamazoo, Mich., 1977-1981; administrative assistant to city manager, Kalamazoo, Mich. 1975-1977.
Reason for interest in this job: Stampfler told county consultants that he wants to live in Florida, and added that Citrus County has a great quality of life. He also said he likes the challenge of development.

December 14, 2005
The News-Press Fort Myers

Fired manager Segal-George served town well
Staff

EDITORIALFORT MYERS BEACH

Marsha Segal-George got the boot last week as Fort Myers Beach town manager, but she can leave knowing that she mid-wived a city and did a pretty good job of it, despite what her detractors say.

She provided the professional expertise and steady guiding hand as the infant city found its footing. Overall, Fort Myers Beach is a better place for having been served by **Segal-George**.

Segal-George was fired last week by a city council with three new members, all of whom had pledged to run her off. Part of the beef against her was the way she handled the aftermath of Hurricane Charley last year. We, too, were critical of the town for being too inflexible in its treatment of people who wanted back onto the evacuated island community to check their property.

Segal-George knows all too well about the potential abrupt volatility of high-level public administration. In 1989 she was hired as an assistant Lee County administrator, then fired less than a year later. Four days after that, county commissioners fired the county administrator who had dumped her, and gave **Segal-George** his job.

What was remarkable about **Segal-George**'s tenure on the Beach, however, was its stability. Smart and unafraid of controversy, she was there from the inception, serving almost 10 years as the city's only manager. It's hard not to make enemies in that amount of time, but she did a solid professional job. The city will do well to replace her with a person of equal caliber.

As former Mayor Anita Cereceda said, "In the beginning of all the excitement, she was the only person who had the slightest idea what they were doing. Our ideas needed someone to make them real. The bottom line is that she has been the person responsible for everything we've done right. She's also the person to take blame for everything that has gone wrong."

Well said, and good luck to **Segal-George**.

December 6, 2005
The News-Press Fort Myers

Beach terminates Segal-George
Town manager exits with 'dignity, honor'
Pedro Morales, Staff

Marsha Segal-George bowed out of local politics with a grateful speech Monday night after Fort Myers Beach officials unanimously voted to terminate her contract as town manager.

"I will leave this job with honor and dignity," **Segal-George** said to the town council after turning in her key and cell phone. "I walked into a divided community, I leave a divided community, but the accomplishments of the last 10 years are real and no revisionist history can change those facts," she said to a full room of nearly 100 people, some supporting her, some not.

"We changed the face of this island," said **Segal-George**, who plans to leave Southwest Florida with her husband.

The town ended her contract without cause but with severance pay -- one of three options available. Per her contract, the council offered her one year's salary, which is $100,000; up to 40 vacation days paid and accrued sick days paid. **Segal-George** was hired in 1996 and was given an open-ended employment clause. **Segal-George** and her attorney, Patrick Geraghty of Fort Myers, have until 5 p.m. Wednesday to accept or reject the deal. Geraghty said they would consider the pros and cons of the offer, but he was pleased with the way the councilmen handled the termination. "I think the council acted professionally," Geraghty said.

The town's offer avoids, at least for now, lengthy litigation, the main reason the councilmen opted to end her contract without cause. Fort Myers Beach attorney Ellen Gibbs, who represented the Beach, also gave the town the option to fire her with cause and no severance pay. Another option was to suspend her without pay.

After a two-week investigation, Gibbs said she found sufficient reason to end **Segal-George**'s contract. She noted several "highly inappropriate" e-mails to and from **Segal-George**, some disparaging letters that **Segal-George** wrote about three council candidates -- letters that were published in a local newspaper and, Gibbs said, the disclosure and misuse of "confidential information and public time." "A lot of the things the attorney cited I never learned before," **Segal-George** later said about the accusations.

But the council opted to avoid a long court battle with public money. "I don't know if the town is willing to put up for it," vice-mayor Don Massucco said. "They indicated by their votes in October or November they want **Marsha** gone."

Just before leaving the town's chamber, **Segal-George** said she and the town council did the best job they could during the aftermath of Hurricane Charley, which many say she mismanaged. She said she held no grudges against the town councilmen.
"I feel closure," she said.

In the months leading to the November elections, newly-elected councilmen Bill Shenko, Dennis Boback and Charles Meador pledged to fire **Segal-George** if elected. They said **Segal-George** was responsible for keeping people off the island after Hurricane Charley and had a history of controversial decision-making.

Several people spoke in support of the town manager during Monday's meeting, including the town's first mayor Anita Cereceda, who said **Segal-George** provided experience and guidance during the town's first years. "In the beginning of all the excitement, there was only one person who had the slightest idea what they were doing," Cereceda said. "Our ideas needed someone to make them real."

"The bottom line is that she has been the person responsible for everything we've done right," Cereceda said. "She's also the person to take blame for everything that has gone wrong."

In 1989 **Segal-George** was hired as an assistant Lee County administrator, but then-County Administrator Jim LaRue fired her less than a year later. Four days later the county commission fired LaRue and gave **Segal-George** his job.

Three years later, she was forced to resign. She became the Beach's town manager in a 4-1 vote after working as an attorney in Jacksonville.

Hurricane 2004: Fort Myers Beach council defends actions in aftermath of Charley

By CHARLIE WHITEHEAD, ckwhitehead@naplesnews.com
Naples Daily News
Thursday, September 9, 2004

At a town meeting that drew well more than 200 people and lasted more than four hours, members of the Fort Myers Beach Town Council said Wednesday night they will not ask their town manager to resign and defended the way they and she handled the aftermath of Hurricane Charley.

A group of more than 300 residents had signed a letter demanding the firing of Town Manager **Marsha Segal-George**. They claim the town, under her leadership, failed to adequately plan for a hurricane. Other claims were she was leading the council instead of following its direction, and that meetings held in town while residents were being kept away violated Florida's Sunshine Law.

Residents were prevented from returning to Estero Island until the morning of Wednesday, Aug. 18, after the Friday the 13th storm. Many residents complained of the ruined homes they found when they were allowed to return, and about their local government locking them away from their homes.

"You are no longer responsible for my safety," resident Michael Katchmark told the town officials. "I evacuated because my intelligent side said to. My emotional side says I won't do that again. What happened to the Constitution? What happened to the Bill of Rights? When did I give up my civil liberties? To me its just one issue. I do not give you the authority to tell ever tell me again that I cannot return home."

The sometimes heated meeting was prompted by a series of meetings of beach residents who are actively campaigning for **Segal-George**'s termination. Fort Myers Beach incorporated in 1995 and **Segal-George** is the only town manager it's ever had. She was Lee County administrator from 1989 until 1991, and resigned that post under fire from county commissioners. **Segal-George** has applied for the vacant job of Lee County Attorney.

Council members defended her Wednesday night. Responding to a call from the crowd they said they will not ask for her resignation. "I will not ask for the resignation of **Marsha Segal-George**," said Councilman Bill Van Duzer, "for this disaster that befell our island or for any other reason." "It's like I said before," Councilman Howard Rynearson said., "I will not be part of your witch hunt. **Marsha** has done nothing wrong. If you want my job, you come right on."

Councilman Don Massucco was out of state during the hurricane. He ran last year on a platform of change, and said he'd do what he feels the majority of residents want. He said he wouldn't be surprised if **Segal-George** resigned. "She's under a lot of pressure," he said. "If the town really

wants **Marsha Segal-George** gone, I would go with it. I was elected by the people and I have to listen to the majority."

Only Councilman Garr Reynolds has asked for **Segal-George**'s job. "I think the council should strongly consider that," he said. "I know what you're talking about. I know your frustration."

Mayor Bill Thomas said he wasn't a huge **Segal-George** fan when he came onto the council, but she'd done the job. He urged residents to try to pull together and deal better with future emergencies. "When we have a crisis in town, it's time to build back together," he said.

Segal-George herself said she was proud of the way town officials handled Hurricane Charley. "I hear that I did not manage, I coped," she said. "That's incredibly insulting. I've been town manager for nine years. I've done a g——n good job for nine years."

Segal-George said many of those lobbying for her job have axes to grind because of decisions she's implemented over those years. She said the town had a good hurricane recovery plan in place, pointing out that Fort Myers Beach had full power, utilities and phone service five days after the storm. "I'm proud of what I did," she said. "I'm proud of my staff. There will always be people who second-guess you."

Bill Shenko, a Fort Myers Beach attorney who wrote the original town charter and who is now helping lead a group lobbying for **Segal-George**'s firing, said the group has options to consider. He said there was no expectation the council would agree to fire her, but the group can look to a recall of town council members, challenge charter changes the council made that extended their own terms from three years to four or they can pursue rescinding incorporation.

September 9, 2004
The News-Press Fort Myers

Beach meeting unruly at times
Pamela Smith Hayford, Staff

Citizens cite need for better disaster plan

Tempers flared in a packed town hall meeting room on Fort Myers Beach when town officials met with residents about post-Charley grievances Wednesday night. Many people were upset by the town's reaction to the Category 4 storm of Aug. 13 and a 5-day delay in letting people on the island - so much so that about 50 people called for the resignation of Town Manager **Marsha Segal-George** in a letter last week.

Some of the more than 200 people who attended the meeting said they're so worried about not being let on the island early enough to mitigate damage that they won't leave the island for the next storm. "I will not be locked out of my home again," resident Jerry Frease said. "If you have to taze me and put me in jail, so be it." The meeting was punctuated by the mayor's gavel pounding for order and outbursts from residents, including a former fire chief on the island.

Former fire chief John McCarthy stood up and yelled at Deputy Town Manager John Gucciardo when Gucciardo explained why people weren't let on earlier for short spurts. "The idea has been tried. It worked in Andrew," McCarthy said, referring to his suggestions given earlier in the meeting.

McCarthy, who was fire chief from 1980 to 1996, ran off a list, mainly: hold off-island meetings with residents who evacuated; let people on the island for short periods to assess the damage to their homes earlier. "I think that would have satisfied the people," McCarthy said.

The entire meeting wasn't yelling and bickering, however. For example, resident Pete Crumpacker recommended the town designate someone to communicate with the media and directly to residents stuck off the island. "I think what we had here was a failure to communicate," he said.

Gucciardo, who was emergency management coordinator for the town during the storm, said the town recognizes the emergency plan needs improvement and said communication was "on the top of things we'd like to do better."

Several people continued to ask for **Segal-George**'s resignation. But Councilman Garr Reynolds was the only man on the dais to indicate he'd look into that. "I'm not a great **Marsha Segal-George** fan," said Mayor Bill Thomas. "But once I got on the council, I found her very helpful." Thomas chastised her critics for their timing in the wake of a crisis. "This is not the time to go after somebody," Thomas said. "I think that is disgusting."

Some of the people asking for **Segal-George**'s resignation have tried to drive her out for years **Segal-George** sat quietly in the back of the meeting until near the end. "I wasn't sitting here trying to hide. I was sitting here listening," **Segal-George** said. "I've heard a lot of good ideas here."

But the town manager couldn't hold back from responding to her critics. "I've done a ... damn good job for nine years," **Segal-George** said. "Some people who have made statements about me have axes to grind."

Some residents said they were downright embarrassed by the bickering. "Instead of being angry, I'm sad," said Anita Cereceda, the town's first mayor. In a disaster, "what happens every time in this community is the biggest disaster of them all: We attack each other."

Hurricane 2004: Fort Myers Beach residents vocal in criticism of town manager

By CHARLIE WHITEHEAD, ckwhitehead@naplesnews.com
Naples Daily News
Monday, August 30, 2004

Hurricane Charley has come and gone from Fort Myers Beach, but he left a political storm in his wake. A group of Beach residents and business people, attorneys, bar owners, real estate agents and more, have been meeting since they were allowed back onto Estero Island on Wednesday, Aug. 18, five days after the Category 4 storm pounded Southwest Florida. What they're talking about is the future, a future without a town perhaps, or at least without its current town manager.

Marsha Segal-George is the only town manager the Beach has ever had. The town incorporated in 1995. She was the target of criticism before the storm, and has become the focus of an effort to force change in the barrier island community. "Anyone here who thinks **Marsha Segal-George** should continue as town manager, maybe you're in the wrong place," said Charles Meador, an attorney who lives and practices on Fort Myers Beach and who is part of a smaller group that's organized meetings. "I think, based on performance she needs to go."

Meador is hardly alone. Fellow Beach attorney Bill Shenko actually wrote the Fort Myers Beach town charter. He's perhaps less diplomatic than Meador, sporting homemade signs on his SUV saying "Fire **Marsha**" and "I survived **Marsha Segal-George** and Hurricane Charley." "I think the initial goal needs to be a responsive town government," he said. "Which we don't have."

Many blame **Segal-George** for keeping them off Estero Island and away from their homes while food rotted in thousands of Beach refrigerators and rain fell through shattered Beach roofs. They accuse the town council of violating Florida Sunshine Law, which requires open public meetings, by meeting on the island while they were kept away. The two bridges leading to the island were closed Friday evening after the storm, and Coast Guard vessels patrolled the waters of Estero Bay. National Guard troops manned check points.

Realtor Judy Haataja said she managed to get onto the Beach the day after the storm, but couldn't get workers there to take care of the 200 or-so units she manages. "We'd have had much, much less damage to our rentals if we could have gotten back on the island," she said.

Some complained that arrogance and condescension seemed the theme of town government during their forced absence, and that **Segal-George** was leading the town council. Council members say they are in charge of policy, and the town's disaster recovery committee, which includes town administrators, fire district officials and the Sheriff's Office.

Councilman Bill Van Duzer says the storm could have been handled better, and he expects changes to be made. "I think communication was lacking," he said. "I thought we were doing OK, but we weren't." The group can and should voice their concerns to the town, Van Duzer said, but not how they're doing it.

"They've really gotten down and dirty," he said.

Councilman Howard Rynearson agreed. He said he'd be glad to sit down with the group and discuss their concerns, but he and Van Duzer both declined an invitation to meet with a smaller core committee. "I got a letter today demanding an emergency meeting to fire the town manager, and I just told them I would not be part of their witch hunt," Rynearson said. Rynearson said the promise of a City Council recall petition if **Segal-George** isn't fired shows the group isn't really interested in discussing the issues. "Just because you didn't want to be incorporated, just because you don't like **Marsha**, this is not the time to drag that out," he said.

Segal-George was out of the office Friday, but assistant town manager John Gucciardo said he doesn't understand the connection between the trauma the town just went through and firing his boss. "I would love to address their questions," he said. "We offered to come and talk to the group, but I'm not going to sit down with two or three of them and let them report to the group. This stuff gets twisted."

Gucciardo said the committee that made the decisions about residents returning did a good job. "I really believe a lot of this has nothing to do with the hurricane and the response to the hurricane," he said. "It's hard feelings that fester, and this is a vehicle to bring them back to the surface." Gucciardo said he has his own list of things the town can do better if God forbid another storm hits the island. He said the town had a disaster plan in place years ago. "The frustrating part is that people act like this is a new thing, like we made it up on the fly," he said.

Frustration runs deep, however. "I'm not a person who's had a problem with city government," Meador said. "I do not dislike her as a person, but I will not put up with a person locking me out of my home for a week again."

February 24, 2004
News-Press Bonita

Beach city manager gets $7,080
Sarah Lunda, Staff

Fort Myers Beach officials unanimously agreed Monday to give the town manager a $7,080 bonus after reviewing her job evaluation.

On a scale of 1 to 12 - with 12 being the best - **Marsha Segal-George** averaged a 10.55 based on the five town council members' scores, said Mayor Dan Hughes during the council meeting. "She gives much much more to this town than she gets paid," said Councilman Bill Van Duzer. "She's brought us millions of dollars in grants."

Segal-George, who became town manager in 1995, earns $110,000 in her role as town manager and $18,000 as attorney for the town's Land Planning Agency. She has a $3,600 yearly car allowance. Her last salary raise was about two years ago. "I know we couldn't hire an attorney for the LPA for $18,000," said Councilwoman Terry Cain.

Councilman Bill Thomas voted for **Segal-George**'s bonus but advised the council to be "fiscally responsible."

As a seven-mile long island with 6,800 full-time residents, "we must keep our salaries in line with the size of town we have," he said. The members filled out a written evaluation form for **Segal-George** and added comments at the end. "She has an excellent leadership ability, has the respect of her staff and is not afraid to make decisions," wrote Councilman Howard Rynearson.

Cain, whose seat will become open, wrote, "I will miss **Marsha**'s wit and manner in which she researches and evaluates an issue." Thomas gave her the lowest score of the council with an 8 out of 12 but did not write any comments.

In other business, the council voted to do away with the proposed penalties for parasailing operators who violate the town's ordinance. The penalties will stay the same. The first offense is a $150 fine.

The proposed new law came after a parasailing accident killed a mother and daughter off the Beach in July 2001.

January 1, 2004
News-Press Fort Myers

Beach manager may seek new job
Segal-George says election key to future
By, Lee Melsek, Staff

Fort Myers Beach Town Manager **Marsha Segal-George** said Wednesday she's considering looking for another job, depending on the outcome of the March election for two council seats. **Segal-George** said she has not applied for any jobs but acknowledged she has talked about it with Mayor Dan Hughes. "I was talking to the mayor, speculating about what might happen in the future, just like anyone else," she said. "My kids will be out of school soon. I may get a council that wants to go on a different path, in a new direction. Facing an election, you don't know what's going to happen." Two of the five council seats are up for election in March and the three other seats are up in 2005.

Hughes said **Segal-George** talked to him two weeks ago about the possibility of leaving. "She indicated to me she feels it's in her best interest to leave," Hughes said. "She said she's going to respond to some ads in a trade magazine. She didn't say where. She said she's afraid this election could put people in who would get rid of her. I told her to do whatever she thinks is in her best interest."

Segal-George's comments to Hughes took Councilman Bill Van Duzer by surprise. "She hasn't said anything to me. I would be very disappointed. I think she has done a superb job for us," Van Duzer said. **Segal-George** got the job as the island's town manager in 1995. Her combined salary and benefits as town manager and as the attorney to the town's Land Planning Agency total $159,189 a year. Not all council members have been fans of **Segal-George** over the years.

Former Councilman Garr Reynolds often argued openly with her.

Reynolds, who was forced by term limits to leave the council in November 2001, is running for the Council 2 seat in the March elections. "She was at odds with me and there was nothing I could do about it," he said Wednesday. "I even brought her flowers one time to try to improve relations and she stood there in front of the employees and refused them. I think it's a good idea she look for another job. She's been there eight years and even the president only serves eight years."

Island resident Don Massucco, who is seeking the Council 1 seat in March, said he'll make up his mind about **Segal-George**'s work if he's elected. "If I'm elected I am not going in with a mandate to fire her. In a lot of people's eyes she's a good administrator, but until I walk in a councilman's shoes and work with her I am not going to pass judgment on it," he said.

November 15, 2003
News-Press Fort Myers

Town leader admits failure
By *Lee Melsek, Staff*

Fort Myers Beach Town Manager **Marsha Segal-George** says she's failed to build a consensus or effectively provide accurate information to residents on one of the town's most expensive and divisive issues - the $682,000 tolling and traffic study. As the busy winter season approaches, adding thousands of cars to the island's only thoroughfare, Estero Boulevard, **Segal-George** said a whole new approach is needed to solving the traffic problems.

Segal-George's acknowledgement of poor communication with town residents comes as the traffic study is in its third year, public opposition to tolling is widespread and a total of $409,137 has been spent so far doing the study. "We have been unable to effectively communicate factual information to our residents, and we have been unable to create any type of community consensus with regard to these issues. I am more than willing to take responsibility for that failure," she wrote in a two-page memo to the council obtained by The News-Press on Friday. "...Perhaps it is because we have not defined the problem correctly."

Of the $409,137, nearly $100,000 has been used to pay a public relations firm and hold citizen focus groups to discuss the traffic problems. Some of the money came from the federal government and some from the town's budget. **Segal-George** didn't return calls to her office Friday.

The town's consultant on the study, Cape Coral engineer Chris Swenson, said he agrees with **Segal-George**'s conclusions and said he and **Segal-George** are not at odds over his study. "I take her memo to say we need to get the information out better. We agree with that. We have a series of reports coming out Monday that will say a lot of different things. I hope it is the first step in getting that information out better," he said. "I have no quarrel with that memo whatsoever. We both want an effective solution, one the town can support."

Mayor Dan Hughes said he agrees with **Segal-George**'s plan to address immediate traffic concerns and set aside the issue of raising revenue through tolling for now. "If it didn't work, it didn't work," said Hughes, referring to the failures outlined in **Segal-George**'s memo. "What are you going to do, wring your hands? We'll try something else."

So far not everyone on the council, and few in the community who have expressed opinions on the study, agree with one of the biggest points of the study - Swenson's repeated recommendation to toll the island.

Councilman Bill Thomas tried to fire Swenson early this year but failed to get a second for his motion.

Councilman Bill Van Duzer last spring criticized Swenson for constantly talking about tolls as opposition to them mounted. "I do not like what I am reading in this memo. I think this whole thing has been the fleecing of Fort Myers Beach, the biggest fleecing in our history," Thomas said. "This thing should have been canceled a long time ago."

Segal-George, who earns $168,057 per year in salary and benefits as town manager, oversaw the traffic study for the town.

Councilman Howard Rynearson said he's satisfied with **Segal-George**'s performance. "We have a lot of unrest down here. A lot of it is people who believe they have not been properly informed," Rynearson said. "They say it's all her fault. But I think there's enough blame to go around for everybody."

The council will discuss the traffic study issue Monday night during its regular meeting.
news-press.com

May 8, 2001
News-Press Bonita

Beach OKs manager's pay raise
Pamela Smith Hayford, Staff

FORT MYERS BEACH - The town council agreed Monday to give the town manager a $10,000 raise and a $6,600 bonus over the objections of member Garr Reynolds. Reynolds chastised Town Manager **Marsha Segal-George** when the issue of her evaluation and raise came up. His evaluation: unsatisfactory.

Reynolds sent **Segal-George** a critical evaluation. The town manager of five years wrote a memo back to Reynolds saying that his evaluation was "mean spirited." "It is not often an employee can berate her employer so readily," Reynolds snapped back during the meeting, during which the town council also proclaimed May "Civility Month," eliciting chuckles from the crowd. Reynolds complained about **Segal-George**'s salary, which has been $85,000 since her last raise in October 1998. The rest of the council voted in favor of giving **Segal-George** a $10,000 raise plus a 7 percent bonus.

Members said Reynolds' criticism was shortsighted. "He's looking at one thing. He's not looking at where this community has gone," said Councilwoman Terry Cain. "This town would not be in this position today if it were not for this town manager." The town has no debt, a small administrative staff and has settled several money disagreements with the county. The city of Bonita Springs pays its town manager $110,000. Marco Island raised its town manager salary to $107,992.

Bill Thomas, who ran unsuccessfully against Mayor Dan Hughes last fall, was the only resident in the audience to speak against giving a raise to **Segal-George**. "We are discussing a raise when consumer confidence is down and layoffs are happening across the country," Thomas said, adding that his opinion has nothing to do with **Segal-George**'s performance, but rather only money.

Resident Jack Bright said he once thought **Segal-George**'s salary was too high. Then he started working with her on a town issue. "During that six-month period of time, I made a point to tell **Marsha** that I was dead wrong. She earns every penny she gets," Bright said. "According to my arithmetic, she brought almost $4 million in grants and hard-to-collect money from the county." Two other residents said they had calculated a figure closer to $5 million. "It seems a personal vendetta has been waged between a council member and town manager," said resident Louis L. Marrone. "Please get on with the needs of our town and bury this problem."

Several members of town committees also spoke in favor of **Segal-George**. "For the last several months, I've read and listened to people who criticize **Marsha Segal-George** and criticize the money she makes," said Bill Van Duzer, who serves on a town committee. "And I realize this is a small group of people, a very small group of people."

March 7, 2001
News-Press Fort Myers

Beach town manager calls ethics charges `groundless'
Pamela Smith Hayford, Staff

FORT MYERS BEACH - Town Manager **Marsha Segal-George** faces charges she violated state ethics laws by allowing several advisory board members to discuss matters that benefited them personally. Resident and Public Safety Task Force member Dan Haggerty filed the complaint with the Florida Commission on Ethics on Jan. 29. "She is at the center of this, and that is my concern. Somebody has to see that these things are running above board," Haggerty said.

Town Attorney Richard Roosa reviewed Haggerty's complaint and wrote in a memo to council that there was no conflict of interest or ethics violations, that **Segal-George** did nothing wrong and has no private interest that would benefit from her actions as town manager. State investigators cannot discuss cases unless the person charged waives the right to confidentiality in writing to the commission, a state spokeswoman said. Haggerty named the advisory board members in his list of evidence against **Segal-George**, but added that they are good people who followed the town manager's advice.

The complaint listed:

- Arden Arrington, owner of Calusa Coast Outfitters, for listing his company as the Mound House tour boat guide and education provider in the property management plan when he was director. Arrington was also on the Marine Resources Task Force. Haggerty filed a similar complaint against him in 1999, and Arrington resigned in November of that year.

Commission investigators have recommended dismissal of the Arrington complaint. It goes before the commission March 15. "They found all seven of his charges to be without merit," Arrington said. "Insupportable was the word they used." Arrington said Haggerty is using similar arguments in his complaint against **Segal-George**. "We've already been through this, and now we're going to cost the taxpayers tens of thousands of dollars again," he said.

- Ilene Barnett of Coastal Engineering Consultants Inc. for participating in discussions that ended with her employer landing a harbor project in 1998 when she was on the Marine Resources Task Force.
- Joel Bellucci, who was on the task force last March when council gave use of Mound House property to the Estero Bay Marine Lab, which Bellucci was associated.
- Eve Haverfield was also on the task force when council gave use of Mound House property to Turtle Time Inc., where she is director.
- Councilwoman Terry Cain was on the task force when it made recommendations to limit personal watercraft operations. Cain's husband owns a boat rental and charter operation.
- Bill Perry, owner of Aqua Sports Unlimited, a boat rental and charter operation, was also on the task force when it recommended the limits.

- Sharon Faircloth, owner of Holiday Water Sports at the Best Western Pink Shell Beach Resort, who was also on the task force.
- Heather Stafford, manager of Estero Bay Aquatic and State Buffer Preserves. Haggerty said she was involved in discussions that resulted in a letter to herself to close an Estero channel from public use.
- John Naylor, Pink Shell general manager and Marine Resource Task Force member, testified before council in a Pink Shell variance request.
- Bill Van Duzer, a contractor on the Beach, testified before council on behalf of Lighthouse Island Resort, which employed him, and was on the Local Planning Agency.

"Typical for Dan Haggerty is he never has his facts straight," Perry said.

The Aqua Sports owners said the only discussions about personal watercraft and parasailing that he took part in were how to make it safer. Indeed, the ordinances limiting the number of such vendors were passed in early 1997 and 1996 by council before the task force was created in August 1997.

Some of the people named in the complaint head up nonprofit groups. "Joel Bellucci - he studies dolphins. What did he have to gain?" Perry said. "How is that a conflict of interest?" Bellucci studies dolphins for the nonprofit Estero Bay Marine Lab. "In order to be effective on the committee, we have to know something about the bay," Bellucci said. Bellucci said there was conversation about the lab using office space at the Mound House, but that's as far as that went. Bellucci, too, said he sees Haggerty as grasping at straws.

Haggerty said he came across what he believes is conflicts of interest after filing the Arrington complaint.

Segal-George made the complaint against her public by copying it to council for the Monday meeting along with related letters and e-mails. "I have absolutely nothing to hide," **Segal-George** said. "I think these kinds of issues need to be brought out in the public. "Anybody can file an ethics complaint against you because you're a public figure." **Segal-George** questioned, in a letter to council, Haggerty's intent. "I believe that this complaint was filed with malicious intent to injure my reputation and make groundless charges against my honor and integrity," **Segal-George** wrote.

Haggerty, who boasts 21 years as an internal investigator for the New York City Police Department, said that wasn't his intent at all. "These people expend a lot of energy. That's why I was reluctant to name them," Haggerty said. "I think the only way to get this out in the open and straightened out is to file a complaint."

October 6, 2000
News-Press Fort Myers

Beach councilman is accused of harassment
Pamela Smith Hayford, Staff

FORT MYERS BEACH - Two-term Councilman Garr Reynolds faces accusations of harassment at town hall.

In a Sept. 25 memo, Town Manager **Marsha Segal-George** said that Reynolds threatened two employees for opening his mail, sexually harassed another and made a former employee uncomfortable when he called her at home this summer. Reynolds said he was "shocked and speechless" when he read the memo in his mailbox Monday. He said he did not intend to threaten, harass or make anyone feel uncomfortable.

Segal-George brought the matter to the town council this week. The council then ordered a meeting - set for Tuesday morning - of **Segal-George**, Reynolds and Town Attorney Richard Roosa. Roosa said he has not talked to the women involved. No other written report was available. Reynolds said he spoke with Mayor Daniel L. Hughes and Deputy Town Manager John Gucciardo about arranging the meeting.

Segal-George did not return two calls to her office Thursday afternoon. "The thing that bothers me more than anything is she did not mention one thing to me that anything was wrong and neither did any of those girls," Reynolds said Thursday. **Segal-George**, in her memo to council, indicated that she did nothing earlier because of the "poor working relationship with Councilman Reynolds." "I thought that it would just throw more fuel on the fire and it was just best for everyone if I just stayed quiet about it," **Segal-George** wrote regarding the mail-related comments that Garr made last year. More recently, she wrote, "Councilman Reynolds, through looks and statements, sexually harassed - and created an intimidating atmosphere."

Then, **Segal-George** wrote, a former employee called her saying Reynolds had called and made her uncomfortable by talking bad about the town manager.
"Based on what has recently happened and much soul searching on my part, I now believe that I shouldn't let these incidents pass," **Segal-George** wrote.

Reynolds explained that he only called the former employee to wish her well, and the other was a compliment of the woman's dress. "I said `You look nice today,' " Reynolds said of the "sexual harassment" accusation. "I'm certainly not going to say anything to hurt any of those workers down there. "I don't have anything to hide."

January 19, 2000
News-Press

Beach official: Bonita must learn on own
Segal-George tells chamber cityhood is `trial and error'
Gail Ober Staff

BONITA SPRINGS - Many people at the Bonita Springs Area Chamber of Commerce breakfast Tuesday morning jotted notes as **Marsha Segal-George** offered her visions of cityhood.

Segal-George, the guest speaker of the chamber's Eggs & Issues breakfast, has been town manager of Fort Myers Beach for most of its four years as a town. She is also a former Lee County manager. "What she had to say was very practical and very pragmatic," said Wanda Wagner, the business development director for Collins and DuPont Industries, an interior design firm. "It was extremely educational for me."

Wagner was among the 60 or so chamber of commerce members to attend the breakfast at the recently opened Pelican Sound Golf Club.

Nancy Keefer, chamber president, said many business people in the community are extremely interested in what is going to happen now that Bonita has become a city. "Unfortunately, there's no book to tell you where the money is," **Segal-George** said. "There's no primer from the Florida League of Cities to tell you what revenue sources are available. "What there is, is a lot of trial and error," she said.

Segal-George described an atmosphere that bordered on hostile when she first started with the town as an interim town manager, in 1995. "The community was divided. Many people were against incorporation," she said. "When we first started having meetings, they would come out and just harangue the council."

Doomsayers were forever saying the town would go bankrupt or raise taxes, **Segal-George** said. "We've spent four years proving them wrong," she said. The experience was very humbling at times as everyone took on new roles, **Segal-George** recalled. "I remember having a steno chair. No office, no copier, no fax machine. I didn't even have a phone," she said. "At the county level, I always had people to get those things for me." **Segal-George** described the town's early structure as a bunch of files in a cardboard box and an "official seal" borrowed from a Cape Coral bank. That was it.

Several candidates running in the Bonita city election March 14 attended the breakfast and asked many questions of **Segal-George**. "I learned a lot about budgets and responsibilities and just how important the city manager's role will be to the new city," said Frank Howe, who is running for District 6 council seat. -Gail Ober can be reached at 992-1345.

KEY POINTS

Internet – Newspaper Archives Searches
MARSHA SEGAL-GEORGE
(Articles are in reverse chronological order)

Marsha Segal-George, town manager of Fort Myers Beach, offered Bonita Springs the following advice for its first year of cityhood:

- You can't do everything at once. Pace yourself and do what you can over a period of time.
- Expect to make mistakes. Enter into short-term agreements only and fix what may go wrong the next time around.
- Don't be discouraged by those who say you won't make it. You'll be under a lot of scrutiny early on.
- Have a sense of humor.
- Use technology to the fullest. Buy software instead of hiring more people.
- Know who you are and have a sense of your community so you can deal with growth. Recognize that things do change.
- Schedule a lot of workshops at the start to accomplish more.
- Use resources such as the Florida League of Cities to help you with such things as your budget, insurance and investing.

Banner, The (Bonita Springs, FL)
May 16, 1998

San Carlos Park hears about incorporation
Author: TIMOTHY M. MOTZ, Staff Writer

With the recent incorporation of Fort Myers Beach and Bonita Springs considering cityhood, San Carlos Park could become the latest Lee County community to explore the idea. Lee County Commissioner John Albion and Fort Myers Beach Town Manager **Marsha Segal-George** led a discussion on the possible incorporation of San Carlos Park at that community's civic association meeting Wednesday night.

Segal-George was invited to the meeting to talk about the ups and downs of incorporation in Fort Myers Beach, which incorporated at the end of 1995. Albion was at the meeting to discuss a separate issue, but joined in the give-and-take with about 40 curious San Carlos Park residents.

Civic association president Phil Martin said last week that he does not envision the mostly residential community of about 25,000 people voting to incorporate any time soon. But he also said he felt incorporation at some point is inevitable, so he invited **Segal-George** to share her views on the topic.

Segal-George, the Fort Myers Beach town manager since February 1996, told the group at Carl J. Drews Community Center that incorporation in her town had gone smoothly, primarily due to a philosophy she helped develop which she referred to as "government light." The general idea, she said, is to hire few permanent employees and contract out for most services.

Segal-George said Fort Myers Beach has a total of five permanent employees, which she said was far less than Marco Island and Sanibel, which are both incorporated. She spoke about some of the details involved with incorporation, but audience members first wanted answers to some broader questions.

"Do you actually believe you're in better shape now than before you incorporated?," asked audience member Jesse Lawson.

"Yes, I do," **Segal-George** responded. She went on to say that Fort Myers Beach residents now have more control over their affairs for not a lot of additional money.

Frank DeVito wanted to know if the governmental streamlining extended to office space as well. "Do you have an office building or somewhere you work?," he asked. "Or do you work out of a garage?"

Town employees rent space at a local bank, **Segal-George** said.

San Carlos Park residents also asked questions about the effect of incorporation on taxes and impact fees, police and fire protection and zoning issues.

Albion for the most part offered a perspective from the county government side. He said that occasionally members of one community get upset that another community has received funding for a project, and discussions about forming their government may result. But he said the county tries to evenly distribute projects to each community, and that the general philosophy is to operate at a "basic level" in order to keep taxes low.

Completed by: Lynelle Klein
Colin Baenziger & Associates

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING

Section 4

Tamara "Tami" Hanlin

Estero Village Manager Candidate Report

Section 4

TABLE OF CONTENTS

	PAGE
COVER LETTER	**1**
RESUME	**3**
CANDIDATE INTRODUCTION	**7**
BACKGROUND CHECKS	**13**
CB&A REFERENCE NOTES	**17**
INTERNET SEARCH	**29**

Cover Letter

Tamara Hanlin

395 Bristol Stone Lane, Johns Creek, Georgia, 30005~678-488-6063~thanlin22@gmail.com

August 3, 2015

Colin Baenziger
Colin Baenziger & Associates
2055 South Atlantic Avenue, Suite 504,
Daytona Beach Shores, FL 32118

Dear Mr. Baenziger,

Attached please find my resume for the position of Village Manager in Estero, Florida. As you can see from my background, I am an achievement-oriented manager with strong credentials in the private and public sectors. I am committed to developing a high performance, transparent organization while building a culture that encourages teamwork and excellent customer service. A thriving, effective organization is built by empowering staff and faithfully delivering services per the Council's parameters. I believe that the people are the most important part of any organization and strive to hire and retain the best talent. I am committed to having a well-trained, engaged staff who shares my goal of delivering services that exceed the expectations of Council and residents.

In addition to this managerial philosophy, my experience as Program Manager for the start of the Milton and Sandy Springs, Georgia make me uniquely qualified to serve the new city of Estero. As the service provider in public/private partnership I have developed considerable skill in contract management and finding innovative solutions to complex issues. I am financially savvy having managed large budgets in the private and public sectors. My private sector experience makes for easy relations with the business community when working on community and economic development issues. Responsiveness to the Council, staff and residents have always been my top priority, as it is the key to building long term trusting relationships within the city and other agencies. Thank you for your time and interest, I look forward to the opportunity to discuss this position and my interest in the near future.

Sincerely,

Tamara Hanlin

Resume

Tamara Hanlin

395 Bristol Stone Lane, Johns Creek, GA 30005 Cell: 678-488-6063 Email: thanlin22@gmail.com

Profile and Areas of Expertise:

Ms. Hanlin's 28-year career in public and private management encompasses all aspects of planning, developing, and implementing services to meet community and corporate needs. She is skilled in generating and managing budgets, labor relations, and reorganizing departments to work more efficiently.

- Human resources; labor relations, policy development and implementation, training, recruiting & staffing
- Organizational Change and Development
- Public/Private Partnerships development & implementation
- Process improvement and tool development
- Financial Operations and Budget Management
- Contract Management, as client and provider
- Operations and Planning Management

CH2M, Atlanta, GA 7/1/2007-Present (Most relevant positions listed first)

Assistant City Manager/Operations (actual title: Program Manager), **Full city service contract in Sandy Springs, Georgia, 2 years**
Ms. Hanlin served as Assistant City Manager, Operations for Sandy Springs, a newly formed city in the metro Atlanta. The city has a population of 90,000 and was incorporated in December 2005. She oversaw public works; transportation; community development; and administrative, financial services, and community services.

- Supervised a staff of 130 and a budget of $27 million.
- Evaluated program services effectiveness and processes efficiency, and directed appropriate program modifications to meet community needs while satisfying policy directives.
- Designed and implemented a full staff re-alignment in 2010.
- Closed out the project upon conclusion of the contract in 2011.

Assistant City Manager/Operations (actual title: Program Manager) **Full city service contract in Milton, Georgia, 2 years**

- Provided privatized city services with a staff of 40 and an $11 milli
- Developed and implemented new policies and services for a start up city.
- Optimized the staff and service delivery while cutting costs and improving the level of service to the client.
- Managed the Comprehensive Plan update.

Senior Consultant and Operations Resource Manager Global Strategic Consulting Group, 4 years

Consulting Engagements include:

- *DC Water:* Design and implement a comprehensive Asset Management program which will systematically change the way the utility does business in order to create sustainable efficiencies and cost savings. This includes all aspects of staffing and delivery of tasks. $25 million 5 year project.
- *Fayette County, GA:* Business Process Optimization for the Building and Inspection Departments
- *Medini, Iskandar, Malaysia*: Designing & implementing a City Governance and service delivery model
- *Pasco County, FL* Strategic Plan development, Public Works Department
- *Live Oak, FL:* Community re-development

Tamara Hanlin

395 Bristol Stone Lane, Johns Creek, GA 30005 Cell: 678-488-6063 Email: thanlin22@gmail.com

CH2M, Atlanta, GA 7/1/2007-Present, continued:

Operations Resource Manager Achievements:

- 120 person Consulting group with approximately $35 million in annual revenue.
- Designed and implemented the utilization reporting system and enhanced the hiring process in order to attract and retain top talent in the industry. The consulting services include; Management Consulting, Financial Services, Technology and Innovation, Operations and Maintenance and Asset Management.
- Ms. Hanlin's specific responsibilities included: hiring, recruiting internal talent, work load balancing, identifying skill gaps and building strong relationships company management teams in order to match professionals with clients.
- Staffed and helped to manage jobs in Mongolia, Kuwait, New Zealand, and Vancouver and throughout the USA.
- Ms. Hanlin has assisted in the development of service offerings for the group, including City Wide Asset Management, Key Performance Indicators for cities.

Country Club of the South Homeowners Association, Johns Creek, GA 1/2001 to 4/2007

Director, Chief Administrative Officer

Ms. Hanlin oversaw a $2 million budget and staff of 16 as Director and Chief Administrative Officer. She reported to a nine-member Board of Trustees.

- Managed the community facilities, interfacing with residents, providing security and architectural oversight and enforcement of the community covenants.
- Acted as primary contact for the legal counsel and managed all aspects of the considerable legal activity generated by enforcement and regulatory actions.
- Re-organized the staff, bid out and changed the security service contract, brought the accounting function in house, and replaced outdated hardware and software.
- During this time Ms. Hanlin earned the designation of Certified Community Manager.

Village of Beverly Hills, Michigan 12/1996 to 1/2001

Village Manager, Chief Administrative Officer

As Village Manager for this community of more than 10,000 and a budget of $25 million,

- Planned, developed, and implemented a diverse range of services to meet policy directives and community needs.
- Oversaw organization and direction of all departments and acted as Personnel Director and Chief Negotiator in the collective bargaining process.
- Supervised budget, financial plan, and forecast development and served as Village spokesperson on several external and internal boards and committees.
- Responded to inquiries, resolved citizen complaints, and recommended remedial action related to Village policies and services. She also coordinated Village operations and activities with other government units.

Tamara Hanlin

395 Bristol Stone Lane, Johns Creek, GA 30005 Cell: 678-488-6063 Email: thanlin22@gmail.com

Charter Township of Northville, Michigan 11/1994 to 12/1996
Township Manager, Chief Administrative Officer
Ms. Hanlin oversaw all Township departments, excluding Public Safety for this community of 21,000 people and a budget of $17 million.

- Acted as Personnel Director in a unionized organization
- Used a team approach to manage complex, fast paced, planning and legal issues and reorganized two Township departments, using public-private partnerships and realigning staff.
- Developed the hiring process used to secure a new Township Attorney and Labor Relations Attorney. She was responsible for a major expansion of the Township Public Services facility and she upgraded the phone and computer system.

City of Eastpointe, Michigan 4/1990 to 11/1994
Assistant City Manager
Eastpointe, Michigan For this city of 35,000, staff of 150 and budget of $35 million.

- Performed personnel and labor relations functions, including serving as a principal staff member on collective bargaining teams and assisting in all aspects of the hiring and discipline process
- Served as Secretary to the Civil Service Board and acted as Purchasing Agent. Ms. Hanlin's responsibilities included serving as System Administrator for the City Hall computer network.
- She coordinated purchasing a new hardware and software system and computerized the Department of Public Works.

City of Auburn Hills, Michigan 4/1987 to 11/1990
Administrative Assistant to the Director of Public Works
City of 21,420 and budget of $63 million

- Prepared all division budgets and assisted with screening, evaluating, and hiring Department of Public Works personnel.
- She computerized department functions and developed a department procedure manual.
- Prepared the city calendar and assisted all city departments with computer troubleshooting.

Education:
Master of Public Administration, Oakland University, Rochester Hills, Michigan
B.A., Political Science, Michigan State University, East Lansing, Michigan

Executive Education and Award:
University of Michigan, Foundations of Leadership
CH2MHILL University, Foundations of Project/Program Management
Recipient of the 2014 CEO Award for work in the City of Live Oak, FL

Professional Affiliations and Community Involvement:
International City and County Management Association
National Community Association Institute
City of Johns Creek Study Committee, Administration Committee Chair, 2005 – 2007

Candidate Introduction

Tamara Hanlin

EDUCATION

Master of Public Administration, Oakland University, Rochester Hills, Michigan
B.A., Political Science, Michigan State University, East Lansing, Michigan
University of Michigan, Foundations of Leadership
CH2M University, Foundations of Project/Program Management

EXPERIENCE

Operations Resource Manager/Sr. Consultant, CH2M	2011 – present
Program/Contract Manager Milton and Sandy Springs, Georgia, CH2M	2011– 2007
Director, Country Club of the South	
Homeowners Association, Johns Creek, Georgia	2001 – 2007
Village Manager, Village of Beverly Hills, Michigan	1996 – 2001
Township Manager, Northville Township, Michigan	1994-1996
Assistant City Manager, City of Eastpointe, Michigan	1990 – 1994
Assistant to the Director of Public Works, Auburn Hills, Michigan	1987 – 1990

BACKGROUND

In 2005 CH2M helped to stand up the newly formed city of Sandy Springs, GA. (population of 99,419 in 2012). The legislation forming the city required that city services be delivered within 30 days of its incorporation. The Governor appointed a Commission to oversee the startup process, and the Commission chose CH2M to provide the services for the startup. The company actually invested around $1 million in the startup effort with the understanding they would be awarded a 5-year lump sum contract. In 2006 the cities of Milton, GA (population 35,907) and Johns Creek, GA (population 76,728) were also formed. CH2M also competed and won those contracts.

CH2M's contract with the City of Milton was terminated on October 30, 2009 after an unsuccessful contract re-negotiation. The city chose to self-perform most elements of service delivery. In Johns Creek, the contract was reduced in 2010 and CH2M continues to provide Public Works and Community Development services. In 2011 the City of Sandy Springs put the services out for competitive bid, breaking up the service delivery into nine contracts. CH2M's contract with Sandy Springs expired on July 1, 2011. During the course of the Sandy Springs contract the staff size ranged between 152-123 people. The overall contract with the city was $25 million per year. The staff I managed oversaw the majority of the $950 million capital budget.

The three most significant issues facing Sandy Springs are:

- Traffic: every city has limited resources to deal with the overwhelming traffic issues in the metro area. Traffic Management centers are effective but expensive and do not address the entire problem which so greatly impacts the quality of life for residents.
- Downtown commercial development and redevelopment: like many newer cities, Sandy Springs strives to create a unique identity which will encourage economic growth, high quality of life and sustainable revenue generation. It has been successful in recruiting new businesses, such as the recent announcement of Mercedes Benz US headquarters relocation within its borders, but it lacks the city center it believes to be critical to further development.
- Prioritization of the building or re-furbishing of public parks and buildings to meet the needs of the wealthy but diverse population. As a wealthy city, there is a great divide between those who pay the most taxes and those who are most underserved and in need of public spaces and recreational facilities.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

As a new city Estero offers a rare professional opportunity to shape an organizational culture which will provide residents with outstanding customer service and allow staff to thrive in a transparent, respectful work place. Having served as the Assistant City Manager (Program Manager) in 2 start up cities I have the unique experience of working under very different management styles and have a clear vision of how I would partner with the Council to create a vibrant new city. This vision includes; building a small team of professionals within City Hall who are seasoned and excited by a start up environment; setting a positive, welcoming tone in City Hall that encourages residents and staff to collaborate to find win/win solutions; and building trusting, long term relationships with officials at all levels in order to advance the goals of the City. I am passionate about finding innovative approaches to providing local government services, which is why I joined CH2M to start new cities. My experience of delivering public sector services from the private sector has changed my understanding of how to develop, deliver and measure exceptional city services. I am looking for the opportunity to use all of my experience and skills build a solid foundation on which the City of Estero can grow to its full potential.

A highly-engaged and respectful management style has been the hallmark of my career. I worked well with a wide range of professionals in many types of organizations. I make every effort to empower experienced staff and develop those who are still learning. I am not afraid to take personnel actions in the interest of the greater good. I have been responsible for every aspect of the employment life cycle from hiring to dismissal in every organization I have served. Except in extreme cases I have been able to approach actions in a progressive manner such that employees had opportunities to remedy their issues and were not surprised by any final actions.

Tamara Hanlin

I have been fortunate enough to work with many outstanding staff members over the years. I have learned from every employee and have come to understand that an organization is only as good as its employees. As a result, I am committed to creating a positive work environment which provides staff development and encourages mutual trust. I have also lead and participated in re-structuring, labor negations, classification reviews and non-voluntary staff terminations

The elected officials I have served would likely say that I am highly competent, ethical, honest, calm and have a good sense of humor. Staff would say they appreciated my availability, clarity, consistency, support, high standards, team approach, and recognition of accomplishments. Both groups would see me as an involved manager who knows how to 'connect the dots' to make things happen on-time and within budget. A few examples from Milton are the development and implementation of key performance indicators for staff, the completion of the Comprehensive Plan, the historic preservation plan, and the traffic management plan.

My greatest strengths are being collaborative and possessing an innate ability to accurately read people and situations and adjust my responses in order to build consensus and move projects/issues forward. I am resourceful and able to tackle issues head-on even when the path forward is not well defined. A good example of this in my current positon was when I was asked to staff a consulting job on a mine site in Mongolia. This required me to work closely with the project manager in Mongolia and search the company and sometimes the external work force to find the highly specialized skill sets required to successfully deliver the difficult work in a remote location. This extreme situation tested my ability to make connections with people I did not know and convince them to accept an assignment in a remote, challenging environment. I found success in this situation by drawing upon diplomacy, the art of persuasion and being tenacious. I draw on these same qualities when managing projects and interacting with staff, Council and outside organizations.

In terms of weaknesses, I often assume that everyone shares my work ethic and commitment to personal accountability. I acknowledge that this assumption is not always correct and that I need to remain positive but accept that I may have to take strong action to hold others accountable.

I am proud of being my resilience and ability to deal with pressure. I was tested during every part of the startup and close out of the city services contracts in Sandy Springs and Milton. I was in Milton during the startup phase and due to extraordinary circumstances, I dismissed three staff members within one week while seamlessly continuing the delivery of services to the City Manager and Council. On the closeout end of Sandy Springs, I was the Project Manager and responsible for the transition of the 123 staff members as well as all of the vehicles, computers and equipment we had purchased as part of the contract. It was also my responsibility to maintain a civil relationship with the client and manage the message in the press. As a team we managed to exit gracefully with no litigation and minimal bad press.

Tamara Hanlin

In terms of misgivings, I regret that despite the efforts of the local government professionals at CH2M we were not able retain the contract at Sandy Springs. During the course of the contract, I worked diligently with the company to communicate the tolerances and realities of local government officials. Though the client consistently gave the staff excellent reviews in terms of service delivery, the contracting method created escalating tensions which culminated in losing the work. The biggest lesson learned is that cities evolve and private companies must recognize the need to adapt and develop alternative contracting arrangements. I continue to think public/private partnerships are a strong tool for some local governments. If both sides are committed to building and maintaining trusting public/private partnership.

The challenges I see facing the City of Estero are:

- The tactical challenges of a start up city, such as staffing, policies and procedures, facilities and equipment, IT start up while providing excellent customer service. In other words, 'Building the airplane while flying'. It is possible but difficult.

- Land use issues, new cities face high expectations from residents in this area and it is challenging to satisfy every stakeholder.

- Level of service and the intergovernmental agreements. Experience has shown that level of service is often a serious point of friction between agencies which also involves compensation and the structure of the contract.

- Building consensus around the priorities and vision for the new city.

During the first six months my efforts will involve:

- Engaging and meeting with staff, elected officials, citizen groups, and to some extent, county/state officials to build trust and enhance the city's ability to get the best services from outside agencies.
- Meeting with each Council member to gain a clear understanding of Council's priorities and communication requirements in order to ensure my work plan is properly aligned.
- Taking a deep dive into the City's financial position to identify short and long term trends.
- Familiarizing myself with relevant laws and the City's codes prior to my start date.
- Working closely with staff to understand the most pressing start up related issues. Focus on methods to provide excellent customer service.

I have always enjoyed good relations with the media. I do my best to ensure accurate, quality coverage for citizens. I am transparent and make every effort to build trusting relationships by

responding in a timely manner and keeping the media up to date on city operations. I will look to the Mayor and Council to determine when and if my personal appearances are required.

I do not anticipate anyone contacting the City with negative comments about me, given the fact I have been out of the public eye for over 14 years.

In my spare time, I enjoy spending time with my family, traveling, reading and ceramic arts.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Positive and enthusiastic
- Diligent and driven
- Emotionally intelligent
- Highly ethical
- Proactive
- Polished professional

REASON FOR DEPARTING CURRENT POSITION

In 2014 CH2M lost a significant amount of revenue in other areas of its operations. As a result the company instituted a voluntary retirement program and laid off about 5,000 people. In late 2014 I was informed that as a result of the re-structuring of the business group, my position as Staffing Manager was eliminated. The leadership of my business group is making every effort to find me a position within the firm; however, the city services line of business has been greatly reduced as the firm concentrates on the core business of engineering services. In the meantime, I am working as a Sr. Management Consultant on a comprehensive asset management project for D.C. Water, Washington, DC.

CURRENT / MOST RECENT SALARY

My final compensation at CH2MHILL is $149,300.

CB&A Background Checks

Background Check Summary for
TAMARA "TAMI" O. HANLIN

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Floyd County, GA	No Records Found
Fulton County, GA	No Records Found
Oakland County, MI	No Records Found
State	
Georgia	No Records Found
Michigan	No Records Found

Civil Records Checks:

County	
Floyd County, GA	No Records Found
Fulton County, GA	No Records Found
Oakland County, MI	No Records Found
Federal	
Georgia	No Records Found
Michigan	No Records Found

Motor Vehicle	
Georgia	No Records Found
Credit	Excellent
Bankruptcy	No Records Found
Education	Confirmed
Employment	Confirmed

Background Check Summary for
TAMARA "TAMI" O. HANLIN
Personal Disclosure

Personal Disclosure Questionnaire

Name of Applicant: _____Tamara Sue O'Brien Hanlin___

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?

   Yes ☐ No X

2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?

   Yes ☐ No X

3. Have you ever declared bankruptcy or been an owner in a business that did so?

   Yes ☐ No X

4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No X

5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No X

6. Have you ever been convicted of driving while intoxicated?

   Yes ☐ No X

7. Have you ever sued a current or former employer?

   Yes ☐ No X

8. Do you have a personal My Space, Face Book or other type of Web Page?

   Yes X No ☐ (Facebook, rarely used)

9. Do you have a personal Twitter Account?

   Yes ☐ No X

10. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?

    Yes ☐ No X

11. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to:

Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 no later than 9:00 AM CST 08/18/15.

Section 4

CB&A Reference Notes

Scott Haskins – Senior Vice President, CH2MHill, Seattle, WA 425-894-0439

Mr. Haskins has known Ms. Hanlin since 2009 and has worked closely with her since 2010. He was her direct supervisor for a few years.

Ms. Hanlin received the highest performance rating possible within their system. She has been excellent in her role and is a high performing employee.

Because they live in different states, communication was not always in person. Ms. Hanlin emailed a weekly status update of key events to the senior management team. They met in person when possible. They conversed many times during the week and worked closely together. She was an effective catalyst for communication.

Ms. Hanlin was generally not the hiring authority though she helped assess the strengths and weaknesses of applicants. She coordinated recruiting and employee development for diverse groups located across the world. She was very effective at reaching out. She worked with recruiters, individuals and the senior management team to identify hires. She performed a number of roles and was excellent in every one. She brought a very broad perspective to every decision. She hired not only for vacant positions but strategically to prepare for future opportunities and expansions. When candidates were strategic hires or of very high value, she identified where they would best fit in the organization.

Ms. Hanlin has excellent judgment when making decisions. If she feels uncomfortable about a particular decision she does not hesitate to reach out and collaborate with those involved. She helped develop the strategy for her team, which is focused on improving processes and serving clients. She started with a core group of employees, which has rapidly tripled in size.

One of Ms. Hanlin's best strengths is effectively working with a diverse group of people. She manages different markets and geographies within the United States and around the world. She is very comfortable and interacts well with everyone. She has been both a leader and a manager. She prefers active engagement but she manages processes well.

Ms. Hanlin is very customer service oriented both externally and internally. She understands that the key to success is working with customers to meet their needs. She has a broad vision and focuses on ideas that benefit the entire organization rather than just her department.

In terms of finance Ms. Hanlin has grown considerably but finance is not her greatest strength. She has managed really complicated budgets related to commercial performance. She utilizes staff well. She can determine whether budget allocations will cover employee costs and overhead, and she understands business development. She conducts monthly and weekly polls regarding utilization. She understands financial criteria and can project future expenses.

Ms. Hanlin is very detail oriented and meeting deadlines is an important aspect of her job. CH2MHILL has a different work culture with numerous milestones and timelines. She has proven to be extremely responsible and very responsive.

Ms. Hanlin handled controversial situations every week because she managed the optimization of resources which included staffing and performance issues. She works in a change rich environment rather than a business as usual environment.

Mr. Haskins knows Ms. Hanlin very well and works with her on a daily basis. He saw nothing that would cause him concern. Her job performance is excellent but her position has been affected by changes to the business model.

Mr. Haskins would definitely hire Ms. Hanlin and will really miss working with her.

Words or phrases used to describe Tamara Hanlin:

- Collaborative,
- Customer focused,
- High performance,
- Relationship oriented,
- Seeks priorities, and
- Enables best performance from others.

Strengths: Seasoned judgment, good instincts, develops excellent relationships, team player, loyal, more interested in the performance of the team rather than herself, adaptable, flexible, outcome oriented, experienced, develops competence quickly and applies it effectively.

Weaknesses: Depending on the position she might have a learning curve. However, she is very adaptable and a quick learner. She fits well into any culture.

Chris Lagerbloom – City Manager, Milton, GA 678-242-2500 404-392-4076

Mr. Lagerbloom has known Ms. Hanlin since 2007. The City of Milton incorporated in 2006 and Mr. Lagerbloom outsourced some services to the private sector. CH2MHILL was contracted to provide general government operations with the exception of police and fire services. Ms. Hanlin was the Operations Manager and the point of contact. They worked very closely together; Ms. Hanlin was essentially an Assistant City Manager.

Ms. Hanlin's job performance was great. She is thorough and timely. She can have the hard conversations as needed and always communicates in a professional manner. She never worked at cross purposes with the elected officials or city employees. When she was transferred to a

different project Mr. Lagerbloom asked if she could return to Milton because they needed her strengths and abilities.

Ms. Hanlin was responsible for assembling the 33 person team that handled government operations. Mr. Lagerbloom is uncertain whether she hired them or whether they were already employed by CH2MHILL and she transferred them to Milton. She has good judgment and knew when to terminate employment, which indicates an ability to pick the right person for the job. Her decisions in general are always good.

Ms. Hanlin is innovative and a change agent. Their experiment in outsourcing services was largely creative and required a vision for change; they built a 21st Century government. She found creative ways to leverage the resources of the private sector within the limitations of the public sector.

When fuel prices were high Ms. Hanlin researched the possibility of fueling trucks with grease. CH2MHill has private resources which gave her more options to address rising fuel costs. The idea was not implemented because doing so would have voided the warranties of the vehicles but the idea was creative and could have worked.

Working with the public was not her primary responsibility but Ms. Hanlin had some exposure. Her interactions with residents, while infrequent, were good. Due to outsourcing the employees in Milton came from six organizations with different structures and vacation days. Ms. Hanlin was always very concise and clear, she worked well with everyone.

Outsourcing was a great experience but it did not survive the test of time. In 2008 Mr. Lagerbloom faced a budget reduction of over one million dollars due to the economic downturn. To address the shortfall they moved to a different service delivery. When the end of a relationship is apparent communication generally decreases. Ms. Hanlin never stopped communicating though she knew the contract was ending. Even during contentious events and uncertain times, communication remained strong.

Milton is a unique community and its vision is largely adapted by the surrounding region. Ms. Hanlin grasped the vision though it was not what she was used to, and rallied employees around it. She has a good balance of leadership skills and managerial abilities.

Milton uses venture teams to solve problems. These teams encompass representatives from all levels of the organization. Ms. Hanlin led them to a successful conclusion. She was also responsible for managing staff on a daily basis.

Ms. Hanlin is very customer service oriented. Mr. Lagerbloom cannot speak to Ms. Hanlin's financial skillset because CH2MHILL was a separate organization and he is not privy to their information. Also, Milton did not have a general fund budget with line items and operations. However, Ms. Hanlin managed projects and never went over budget. She also helped prioritize projects and participated in developing the capital plan. She always met deadlines.

Nothing in Ms. Hanlin's background would embarrass an employer. She handled personnel issues and employees who were disciplined might speak negatively of her.

Mr. Lagerbloom would hire Ms. Hanlin and could love to have her back. She was great to work with and is a good Manager. Any municipality would be lucky to have her.

Words or phrases used to describe Tamara Hanlin:

- Professional appearance,
- Articulate,
- Can professionally and respectfully disagree,
- Decisive,
- Found enjoyment outside of work, and
- Genuinely good person.

Strengths: Her largest strength is ensuring accountability.

Weaknesses: None identified.

Jon Mantay – Operations Director, CH2MHILL, Atlanta, GA 770-314-6562

Mr. Mantay runs Municipal projects nationwide for CH2MHILL and he is the former County Manager of Clackamas County, Oregon. He met Ms. Hanlin in 2009 when she was working as the project manager in Sandy Springs.

Ms. Hanlin's job performance is excellent. She listened to the client, the City Manager and elected officials to understand what they wanted. She has a great skillset in this area and helped them accomplish their goals. When the elected officials became anxious she remained calm and helped them find a solution.

Ms. Hanlin was part of the hiring panel that selected employees for Milton. When Milton took over operations they hired all of the employees brought in by Ms. Hanlin. All of her decisions were good, she is client focused. She listens to help formulate a plan that addresses the issues. She has a participatory style of management. She gives employees a chance to share their ideas and opinions, which creates a sense of teamwork and leads to a better outcome. She is ultimately responsible for decisions and managed effectively.

CH2MHILL uses key performance indicators and had performance based contracts. Ms. Hanlin exceeded the expectations of the client and was very good at delivering services. She likes to investigate new technologies and ideas but analyzes them first. Her analysis might determine that the idea would not work, or it might work in another area. For instance an individual wanted the city to provide free Wifi in the parks. The idea was successful in Roswell but would not have

worked in Sandy Springs. She was very good at analyzing the client's interests and matching it with innovation.

Mr. Mantay hires former city managers with a personal knowledge of the business and then allows them to manage the project. Ms. Hanlin was not required to keep him informed. They had one or two calls per month when she was on site. She always shared pertinent information and called in advance if she saw a problem, particularly when it related to safety which was very important to Mr. Mantay.

When interacting with the public, Ms. Hanlin is nice, calm, easy to talk to and respectful of their opinions. She listens to others without showing emotion. She thanks them for their input even when they make comments that are inflammatory.

Ms. Hanlin is a leader but can manage an organization if that is what the elected body desires. In some cities the Mayor was strong so she took the role of a manager. In other cities she was the leader. She is very adaptable.

Sandy Springs needed a storm water plant. Ms. Hanlin helped the elected officials through the process of creating a master plan. She directed the team to geocode different areas and kept the process moving. She led the project to a successful conclusion, the client was very pleased with the outcome.

Ms. Hanlin is very good at managing tool kits and she assisted clients with their budgets. She provided information, forecasted revenues and tracked expenditures. She is very well versed in finance. She is customer service oriented and meets deadlines.

Mr. Mantay is not aware of any event in Ms. Hanlin's background that would embarrass an employer. He does not believe that anyone would disagree with the comments in this reference.

Mr. Mantay would hire Ms. Hanlin and thinks the world of her. She has a great skillset and a wonderful demeanor. She is calm and seems to effortlessly resolve any problem that occurs.

Words or phrases used to describe Tamara Hanlin:

- Innovative,
- Client focused,
- Values input,
- Inclusive,
- Participatory management,
- Analytical,
- Good at finishing tasks, and
- Sees the big picture.

Strengths: Effective manager, very calm demeanor

Weaknesses: None identified.

Rick Hirsekorn – Vice President, CH2MHILL, Atlanta GA 770-331-2301

Mr. Hirsekorn has known Ms. Hanlin since 2007. He works for CH2MHILL which is a professional services company. They started a new endeavor to operate entire cities in the Atlanta area on a contract basis. He needed to hire several hundred employees with the right experience. Ms. Hanlin was selected because of her city management experience and quickly became one of the top individuals that they depended on.

Ms. Hanlin is very experienced and has a good way with people. She works through issues to determine solutions that are acceptable to everyone. She worked as a recruiting specialist and hired many qualified employees. She is collaborative and discusses different options, her decisions are always good.

The business model they created was a new concept. Ms. Hanlin had innovative ideas on how to make it work. Once the model was in place, she managed operations at a high level as they are a performance based company. She is always timely in completing tasks.

Ms. Hanlin ran and hosted all community events while she was under contract with the city. She always kept others informed. She works very well with the public. She provided good leadership to move the organization in the direction set by the client.

Ms. Hanlin was essentially the Assistant City Manager in a city of 30,000 residents. She managed staff and resolved problems on a daily basis. She was responsible for normal government functions like tax collection, the court system and infrastructure improvements.

Per the contract each City employed their own Finance Director as it was a conflict of interest for CH2MHILL to provide those services. Ms. Hanlin worked very well with the Finance Director.

CH2MHILL ran a thorough background check on Ms. Hanlin and found nothing of concern. She has not been involved in any situation that could be construed as controversial. He does not know anyone who would disagree with the statements in this reference. Their business model has changed and Ms. Hanlin is pursuing other opportunities.

Mr. Hirsekorn would hire Ms. Hanlin. She was a great City Manager for CH2MHILL, a private company, and would be excellent working in the public sector. Mr. Hirsekorn cannot say enough about the performance of Ms. Hanlin. She is a solid colleague and a good friend.

Words or phrases used to describe Tamara Hanlin:

- Dependable,
- Dedicated,
- Situationally aware,
- Outstanding,
- Thoughtful, and
- Caring.

Strengths: Very well organized, knows what she is doing, listens to identify and resolve issues, very good with people.

Weaknesses: She can be so nice that sometimes it takes longer to arrive at a solution. While this trait is not really a weakness, it is the only item that comes to mind. Mr. Hirsekorn never had any issues with her.

Shelia Staton – Human Resource Director, CH2MHill, Atlanta, GA 770-617-4255

Ms. Staton has known Ms. Hanlin since 2008. They worked together at the City of Sandy Springs. In the beginning Ms. Hanlin supervised Ms. Staton's boss, which was intimidating at first. However Ms. Hanlin is very gracious and quickly put others at ease. She is very caring. While closing the project in Sandy Springs they worked as equals though Ms. Hanlin was the project manager.

Ms. Hanlin is very empathetic and sympathetic. She is very much a people person and detail oriented. Her job performance is really good. She might be a project manager today and a project coordinator tomorrow. She adapts quickly to new responsibilities.

Ms. Hanlin has had much experience hiring personnel for positions all over the world. After working at Sandy Springs she was a staff manager in CH2MHILL. When making decisions she is thoughtful. She can make hard decisions.

In terms of management style Ms. Hanlin is a leader or a manager depending on what the situation requires. She is good about keeping others informed and continues to communicate with Ms. Staton though they no longer work side by side.

Ms. Hanlin excels at building relationships. When she says she will do something, she does it. She is respected by others because she follows through. She is an active manager and interacts with employees. She is inclusive in the decision making process and ensures that the issue is resolved to everyone's satisfaction. She is customer service oriented. She managed the budget and did well.

They had thirty days to close down the project in Sandy Springs. The majority of the employees stayed in Sandy Springs but some were transferred to other locations. Ms. Hanlin documented everything and ensured that both groups had what they needed. She collected computers and equipment. She coordinated with others and did not leave any loose ends. Closing a project is not easy but Ms. Hanlin was gracious through the entire process.

Ms. Staton has had two bosses that excel at leading an organization while connecting with every employee no matter their level; Ms. Hanlin is one of them. Most managers only talk to staff when they need something; she builds relationships at every level.

Ms. Hanlin's background is free of any circumstance that would embarrass an employer should the press dig into her background. Everyone that Ms. Station knows agrees with the comments in this reference.

Ms. Station would hire Ms. Hanlin and would work for or with her at any time. Ms. Hanlin is a great City or County Manager.

Words or phrases used to describe Tamara Hanlin:

- Seasoned,
- Open minded,
- Loyal,
- Very good about looking at the big picture,
- Mature, and
- Good sense of humor.

Strengths: People person, understands the situation and what to do, very proficient in city management, learns new tasks quickly.

Weaknesses: None identified.

Blake Detwiler – Community Development Director, CH2MHill, Sandy Springs, GA
404-964-4350

Mr. Detwiler has known Ms. Hanlin since 2007. Mr. Detwiler reported to Ms. Hanlin at one time, and later they became peers. Ms. Hanlin was the program manager working on large municipal programs. Mr. Detwiler was the program manager for the Atlanta Airport.

Ms. Hanlin's job performance is excellent. She is one of the most consummate professionals that Mr. Detwiler has every worked with. She can deliver a message with confidence and authority but has a soft touch with employees and when handling personnel issues.

Reference Notes
Tamara "Tami" Hanlin

When hiring personnel Ms. Hanlin is very thoughtful and detail oriented. She really tries to see beyond what is listed on the resume to determine if they are a good fit for the organization and if they will interact well with the client.

CH2MHILL was the first private sector company to incorporate and create a city. Operations transferred from the County to the City overnight. Ms. Hanlin created the organization from scratch. The challenge was keeping customer service levels high during a major transition. The success of the project is a credit to Ms. Hanlin's management style and inclusive spirit. She is driven and manages an organization at a very high level.

Ms. Hanlin is very innovative and expertly managed the privatization of cities in the state of Georgia. She has been a thoughtful leader in every circumstance and position. She kept the department heads apprised of how things were progressing with the client and where they stood in the contract. She is very inclusive when making decisions.

Ms. Hanlin is an accomplished public speaker. She is well suited for the public sector because she has an easy going personality with a thick skin. She is very easy to work with. She understands the importance of involving stake holders in the process.

Customer service is important to Ms. Hanlin. She has had experience working as a city manager in the public sector and as a program manager in the private sector. Her financial skills are very strong. Her work is completed in a timely fashion.

Absolutely nothing in Ms. Hanlin's background would embarrass an employer. Mr. Detwiler would hire Ms. Hanlin if he had an open position and the budget to do so. She will definitely be a good City or County Manager. She is a top notch employee and is well liked by others. She is a consummate professional and a great person.

Words or phrases used to describe Tamara Hanlin:

- Inclusive,
- Innovative,
- Thoughtful,
- Tough when needed,
- Very intelligent, and
- Ambitious.

Strengths: Absolute professional, blends technical expertise with great oral written communication skills, very well rounded.

Weaknesses: She has no glaring weaknesses but she finds it difficult to delegate. She has a tendency to take on too much because she is a high performer.

Rob Logan – Administrative Services Director, CH2MHill, Sandy Springs, GA
770-378-7948

Mr. Logan has known Ms. Hanlin since 2010. Mr. Logan reported to her while they worked for the City of Sandy Springs. Their offices were in close proximity and they interacted on a daily basis. Mr. Logan oversaw administration and finance. Ms. Hanlin oversaw Mr. Logan, public works, the courts and community development.

Ms. Hanlin is an outstanding manager. She is approachable and level headed. She always works to resolve issues. She made good decisions both when hiring personnel and in general. She maintains operations at a high performance level.

Ms. Hanlin kept others informed at weekly staff meetings. She worked very well with employees. She rallied staff around the organization's goals. She provided good customer service to the City of Sandy Springs.

The client asked that an employee be removed from the project. The situation was difficult because of what had transpired. Ms. Hanlin worked with Human Resources to resolve the issue. She has good financial skills and completes work in a timely manner.

Ms. Hanlin has not been involved in any controversy either on a professional or personal level. Mr. Logan does not know anyone who would disagree with the statements in this reference.

Mr. Logan would absolutely hire Ms. Hanlin. She has experience managing townships, which are similar to cities, and did well.

Words or phrases used to describe Tamara Hanlin:

- Positive,
- Thoughtful,
- Friendly,
- Approachable,
- Professional, and
- Very level headed.

Strengths: Approachability, her door is always open.

Weaknesses: None identified.

Reference Notes
Tamara "Tami" Hanlin

Lynne Riley – Commissioner, Department of Revenue, State of Georgia
404-417-2100 404-909-0640

Ms. Riley and Ms. Hanlin met in 2005. They know each other professionally and personally. They worked in conjunction on projects.

Ms. Hanlin is an excellent employee. She was extensively involved in the process of establishing operations of new cities in Georgia. Her interactions with others are always very professional.

Ms. Hanlin selects good employees. Her decisions in general are good. She is innovative, a change agent and she maintains organizations at a high performance level. She worked quite well with everyone in the organization.

Ms. Hanlin is a leader who rallies the employees around the goals of the organization. During the inception of a new city she led employees in the resolution of many issues. She had the leadership role but was very collaborative.

Ms. Hanlin is customer service oriented and a problem solver. She understands municipal finance and budgeting.

Ms. Riley is not aware of any incident in Ms. Hanlin's background that would concern an employer. Everyone that Ms. Riley knows would agree with this reference.

Ms. Riley would definitely hire Ms. Hanlin. She would be, without question, a good City or County Manager. She has been involved in many projects to create new cities and improve operations. She adds value to any municipality that employs her.

Words or phrases used to describe Tamara Hanlin:

- Leadership,
- Professional,
- Dedicated,
- Analytical,
- Service oriented, and
- Focused on achieving goals.

Strengths: Organization skills, follow through, completion of projects on time.

Weaknesses: None identified.

Prepared by: Lynelle Klein, Colin Baenziger & Associates

CB&A Internet Research

Sandy Springs Patch
June 30, 2011

CH2M Hill to Continue Answering City Calls for Now
Author: Adrianne Murchison

CH2M Hill will continue to provide services for the Citizens Response Call Center for at least a little while.

The for general government services is official on Friday. However, City Council agreed to a contract with CH2 for a minimum of four months, and continued service decided on a month-to-month basis. The contract is $63,771 monthly with an additional fee of $11,000 for the first month to cover the phase-in of new equipment; and $765,252 for a year.

The Call Center receives about 10,000 calls per month for service requests and general inquiries. During business hours, calls are handled by a local customer service representative. After hours, representatives at an auxiliary center in Phoenix, Ariz. answer calls.

Tami Hanlin, a program manager at CH2M Hill said most service requests are for the Public Works department. "And customer agents track [all work] orders on initiation to its end and makes sure it gets closed out," she said.

The Call Center number is 770-730-5600.

Northside-Sandy Springs Neighbor (GA)
June 22, 2011

Sandy Springs City Council decides financial matters
Author: Noreen Lewis Cochran

The Sandy Springs City Council at its regular meeting Tuesday at City Hall conducted mostly financial business, including the approval of the fiscal 2012 budget and ongoing transitions from incumbent government services provider CH2M Hill to other vendors. Prior to adoption of the budget, after a public hearing with no speakers, Finance Director Amy Davis and City Manager John McDonough called attention to a fiscal 2011 accounting error which they said was corrected with no impact to the $76 million general fund.

A one-time transfer to cover $600,000 in health insurance costs for the police and fire departments came out of $7 million in savings from new government services contracts. "It seemed to be a logical approach with minimal disruption across the organization," McDonough said about transfers from public works, for which URS Corp. is the new contractor, and recreation and parks, to be run by Jacobs Engineering Group Inc.

The council voted 6-0 to adopt a new Governmental Accounting Standards Board policy calling for minimum and maximum reserves of 25 and 30 percent, respectively. "It states what your balance requirements are and how you would replenish those funds if you ever go below those amounts," Davis said about the policy, known as GASB 54. Recycling center manager Keep North Fulton Beautiful, moved from the nonprofit budget to the public works department, received $15,000 less than the $75,000 it requested. Mayor Eva Galambos, saying she founded Sandy Springs Clean and Beautiful before cityhood, said she doubted whether the succeeding organization's additional cleanup services, like Adopt-a-Road, were needed. "Now we have code enforcement," she said.

In a statement released after the meeting, organization Executive Director Kathy Reed said additional services deserve support. "The Adopt-a-Road program allows community members and organizations to participate in litter abatement in their neighborhoods. The Evergreen school program provides environmental education in our schools. Both initiatives are vital to good environmental stewardship in our community," she said.

The 6-0 vote allowed the organization to return with a revised scope of work for renegotiation. The City Council also voted 6-0 to approve CH2M Hill as the ongoing call center vendor at a monthly cost of about $64,000 for four months, plus $11,000 in one-time transition costs, despite its incumbency. "Since you have chosen to go with all these new vendors, you're going to have a lot of changes in your procedures," said **Tami Hanlin**, the vendor's Sandy Springs account manager.

Atlanta Journal-Constitution, The (GA)
January 20, 2009

Outsourced cities consider options during recession
Author: Doug Nurse

As the economy faltered, Atlanta dealt with a budgetary shortfall by cutting 350 positions. Gwinnett County also axed 93 jobs. On Thursday, DeKalb County announced it was eliminating 181 positions to save money. But it may not be so easy for Georgia's newest cities. When they were launched, the cities embarked on a bold privatization experiment in which they all independently contracted with CH2M Hill-OMI, a Colorado company, to provide most day-to-day services. They are lump-sum contracts that the cities pay to have the company provide basic services.

For example, the firm manages the cities' departments of public works, parks and recreation, planning and zoning, and human resources. The only people on city payroll are police and firefighters, and a handful of top administrators. Now, as officials at Johns Creek, Milton and Sandy Springs project declining revenue in the foreseeable future, they are sounding out CH2M Hill's willingness to change its contract to help them cut costs. The contracts are about a quarter to a third of the cities' operating budgets. Among the possibilities on the table are having CH2M Hill redeploy staff, eliminating positions, and perhaps even modifying its contract on the level of services provided.

Johns Creek City Manager John Kachmar said he's not panicking, but if at midyear the revenue picture still looks bleak, he may begin negotiations with CH2M Hill in earnest. "When you're an outsourced city, you go to the contract," Kachmar said. "You can't be held hostage by a contract when you can't afford it. Cities have to adjust, and contractors have to adjust. You have to live within your means." Reductions in service or layoffs would be a last resort, he said. Johns Creek would first ask CH2M Hill to freeze open positions and discount its bill accordingly, and it would give idle workers new tasks outside the normal course of their duties -- both of which would require negotiations with the company, Kachmar said.

Fortunately, the company is well aware of the cities' financial pictures, and it is willing to do what it can to cut costs, said Al Crace, Sandy Springs project manager for CH2M Hill. "This is a partnership, and we're in it for the long haul," Crace said. "These are the times we live in, and everyone has to be realistic. The city pays a fixed fee for a bundle of services and levels of service. They tell us what they want, and we'll price it." It's too early to project how bad the financial picture will be in the coming year. But so far, property values are stagnating or declining so ad valorem taxes may be down. People aren't spending as much, so sales tax revenues are flat or falling. Because of the downturn in development, permitting fees, licenses and other income are in a tailspin. And, the cities are at or near the maximum tax rate they can legally impose.

Even so, Johns Creek Mayor Mike Bodker said he believes the city probably won't need to initiate real talks with CH2M Hill. "We still have a lot of runway," Bodker said, referring to the city's financial status. Sandy Springs City Manager John McDonough said he is hoping to find ways that don't affect services to the public. For example, he said, CH2M Hill could move people from departments affected by the slowdown, such as in planning and zoning, and move them to other departments. "We want to work smarter while providing the same level of service," McDonough said. "All cities and counties across the country are dealing with budget issues. We are in a strong position, a very strong position."

In Milton, the company's city staff is so lean and capital improvements so few that discussions likely will turn to reduction in services, said **Tami Hanlin**, former CH2M Hill program director for Milton and now director of a company program that pools resources shared by all the cities. "There's not a lot of fat," she said. "The whole premise is that we have a more efficient way of delivering services." If there's no meeting of the minds, the cities and CH2M Hill would have little alternative but to sever the contract, a prospect everyone views with dread, Bodker said. "We have a nuclear bomb and they have a nuclear bomb," he said. "No one wants to use it."

Forsyth Herald (Cumming, GA)
March 17, 2008

Is Milton a city in turmoil?
Author: Jason Wright

MILTON -- It is no secret Milton's City Hall can be a tumultuous place. Council meetings have a tendency to drag on for hours discussing minor points and council members snub one another publicly -- and those are just the good days. In the roughly 15 months since the city got off the ground, it has seen an unlikely and extraordinary confluence of events for a relatively quiet town of only 20,000. There have been ethics complaints brought against a majority of the original City Council, and another charge lodged against a member of the Ethics Board itself. That is more ethics complaints than any local city has had in recent history. Two of those complaints -- both thrown out -- concerned whether City Council unduly directed staff.

An organizational psychologist brought in to help the newly elected council learn to work together never even got the chance after a newspaper reporter tried to sit in on the meetings. Milton's first City Manager, Aaron Bovos, resigned after a filing mistake that likely cost the city $850,000 (legislation to restore it is pending). Divisive issues and a bitter election turned neighbors against each other, their frustrations spilling into council chambers and refusing to die down months after the final votes were tallied. When the smoke cleared, only one incumbent was re-elected, and all three candidates were officially endorsed by the mayor. And all this tumult may be causing Milton to lose its City Hall staff. Of the five non-public safety, city-paid positions, three are gone [see sidebar]. Milton is mostly staffed by private company CH2M HILL OMI. At least two CH2M HILL department heads have been replaced, with rumors that another may be on his way out if a willing replacement can be found to work in Milton.

The latest high-ranking employee to leave was City Attorney Mark Scott, who was often in the embattled position of mediating council and citizen desires. He resigned from law firm Jarrard and Davis last month, and has been replaced by the firm's namesakes. Sources for this article who did not wish to be named because of current or past business and personal relationships with the city described Milton as a place of "organizational immaturity," one where meetings have staff keeping their heads down for fear they could be the next target of the public or council's rancor. But Mayor Joe Lockwood says those problems are at worst overblown. He said he does not believe any of the people who left "did so because of factors in Milton." "I think this is a positive place to work and I think it's gotten a lot better," he said. He was referring to the time before November's election, when a split on council lead to many late nights punctuated by public arguments.

Acting City Manager Chris Lagerbloom, one of the two remaining original city employees (the other is City Clerk Jeanette Marchiafava), said he doesn't believe the amount of turnover Milton has seen is different proportionally to any other organization. "Each one definitely has its

reasons," he said. He also said much of the staff has been bit by what he terms the "start-up bug." "Once you do it and you're deployed and get that start-up adrenaline, you want it back," he said. In contrast, Johns Creek has lost none of its directors or managers since start up. However, it also has experienced none of the ethics, election, personality or financial issues of Milton.

Alpharetta's long-established government has only one department head with less than five years' service in the organization. According to Robbie Rokovitz, assistant city administrator, the 12 to 17 people who leave per year -- out of 410 employees -- have little time invested in the city. Rokovitz, however, will soon be leaving his job. He was just picked by Holly Springs to serve as its city manager. Lockwood said the shuffling around of staff is one of the strong points of a public/private partnership like the one Milton enjoys with CH2M HILL. "For these people, if for some reason the chemistry isn't there, they're not out of a job. They can move them around," he said.

Lisa Maggart is the city's communications director and a CH2M HILL employee. She replaced Bill Doughty, who moved to Johns Creek in July 2007 after what Lagerbloom and Lockwood deemed a "personality conflict" with then City Manager Aaron Bovos. "I love coming in to work every day," she said. "The staff here is incredible and you get to work with some great people in senior leadership."

That position is common among staff at City Hall, said **Tami Hanlin**, who acts as project manager for CH2M HILL. She said staff doesn't focus on the bad press surrounding Milton and gets along well with City Council. "We certainly are still learning our role and their vision," she said. "I really don't see anything extraordinary about the turnover we've seen at this point and time, I really just don't link it to anything in particular. It's the natural process of a start-up situation." Maggart agreed. "I don't think the city necessarily has a bad reputation," she said. "A lot of it is the growing pains of a brand new city and brand new council."

Rokovitz, assistant city administrator for Alpharetta, said his council's stability is what keeps city's employees on staff, despite offers from the near-by start-ups. "I think [high-level Alpharetta employees] show a great dedication to mayor and council, the stable and transparent governance they provide. "Yes they disagree, but at the end of the day they develop a consensus," he said. And like in Alpharetta, providing a comfortable work environment is paramount to Milton's long-term strategy. "Employees are special things," said Lagerbloom. "And I don't think any of us here take that lightly."

Revue & News, The (Alpharetta-Roswell, GA)
August 30, 2007

Green space: Council planning for more parks
Creative financing, purchase plans on tap
Author: Jason Wright

Despite its nearly 25,000 acres of rustic agricultural property, Milton is short on usable green space for recreation. The city has only two functioning parks it inherited from Fulton County - Bell Memorial Park, known for its four baseball fields, and the 200-acre Birmingham Park, a low maintenance, passive recreation field that has no programming and little use. A third, Providence Park, has been shut down since 2004 for water and soil contamination. A full clean-up could take years, according to the Environmental Protection Division (EPD) and Fulton County, which still owns the park. But if City Council has its way, the young municipality will soon be making big strides toward providing citizens with ample park space. "Everywhere I go around Milton people are always asking when we're going to start developing the parkland," said Councilwoman Karen Thurmond. "Because for so many kids, they do not have some place they can practice. We're a the point now where kids are going to start being turned away at Alpharetta."

For Thurman and the rest of council, parkland appears to be an investment in the future of Milton. "We need to start taking care of our kids," she said. "People tell me they're willing to get out there and grade the property just so their kids can have a place to practice." Jim Cregge feels that push from parents. He is a board member and former president of the Hopewell Youth Alliance, the group that programs baseball on Bell Memorial Park's fields. Now he is acting as a liaison to the city. He said last spring Hopewell saw 670 kids play baseball on four fields, and it's growing every year. As such, Cregge is thrilled council is making parks a priority in the coming years. "Before, the city rightfully had to focus on the essentials, but now it’s time to look at parks and recreation," he said. "We've got the potential and there's a terrific need."

At a special called work session Aug. 23, council hashed out its fiscal year 2008 budget, and parks proved the pet project of the night. Initially, parks improvement was the last unfunded portion of the budget. At the end of the night, roughly $59,000 was left in surplus, so the money was moved to parks. That quickly ballooned to nearly $80,000 in freed up surplus money - including cash taken from a City Hall study. Council is also looking at Special Service District funds collected under Fulton County and any mid-year budget revisions to add to that $80,000. This is in addition to $50,000 for a parks and recreation master plan expected to take roughly 14 months to complete. When it is done, though, it is expected to provide Milton with a road map for future parks development.

Operations Manager Carol Wolfe said funding parks is one of the last remaining unknowns for next year. "Park improvements really is our mechanism where council can define how much they want to fund [in fiscal year 2008]," she said. But what to do with the money? And will it even be

enough to get started? First off, council has been in talks with Fulton County and the state Environmental Protection Division to buy portions of Providence Park and reopen it to the public. However, details are sketchy at this point. Wolfe said the first step is subdividing the clean land from those parts that still require clean up. Then the city will buy those portions at a discounted price - likely the same price they paid for Bell Memorial and Birmingham Park during Milton's transition period. "It will happen, but it will take time," she said. But that's a step in the right direction for Councilwoman Tina D'Aversa, who has campaigned hard for parks and recreation advancements through the year. "We're still a ways out, but at least we know its quantifiable," she said at the meeting.

Another plan on tap is to provide some type of parking surface at Birmingham Park to make it usable. According to City Works Manager **Tami Hanlin**, the cost to provide a gravel surface could run up to $50,000. "Right now, we've got people who would like to go use some of that 200 acres," said Councilwoman Julie Zahner Bailey. "Today, nobody's using this at all. There are some groups that would like to use it for practice purposes," she said. Of course, hampering all these efforts is the lack of any type of master plan for parks and recreation. With so much work going into starting the city, parks were pushed to the following year. "My biggest concern is having a plan instead of just throwing money at the problem," said Councilman Bill Lusk.

At the meeting he and Mayor Joe Lockwood seemed concerned that council was already discussing buying portions of Providence Park and planning upgrades to Birmingham Park without first establishing a plan or creating any sort of budget. "It could all be a waste of money," Lusk said. "Let's have a plan that's fiscally responsible and follow it." With both men sharing a history of heavy construction, they said their main concern is rushing ahead and having to replace any work done in haste. "Let's be realistic folks. It's taxpayer money, let's spend it wisely," said Lusk. Lockwood agreed. "Spending $50,000 on a parking lot might not be the best use of our dollars," he said.

Atlanta Journal-Constitution, The (GA)
January 3, 2007

Neighbors replace back fence with Web as source of news
Author: Michael Pearson

When a proposal to build a parking deck in Midtown Atlanta's Piedmont Park started generating controversy, it wasn't over-the-fence talks or a big neighborhood meeting that mobilized the Ansley Park Civic Association to back the idea.

It was the Web. "When there's a controversial issue, that's when we tend to get the most traffic on the Web site," said Debbie Mobley, one of the association's officers. The association is one of many that are increasingly turning to sophisticated and highly interactive Web sites designed to forge community bonds, work out neighborhood issues and make the mundane business of running a subdivision more convenient.

Many use companies such as Resident Interactive of Alpharetta, a firm that specializes in connecting new high-end subdivisions in what it calls a "digital village." The company recently teamed up with the former BellSouth to provide Resident Interactive sites as part of a communications package for new planned-community subdivisions. The communications company, recently acquired by AT&T, is making a big push into the field, recently announcing plans to add Wi-Fi service to those offerings through an agreement with a North Carolina-based company. Other communities use a simpler approach, making aggressive use of e-mail to keep residents informed and motivated.

"Meetings are a waste of time in my mind. People blabber on and nothing's resolved," said Don Salo, president of the Mount Vernon Parkway Neighborhood Coalition. "With e-mail, I'm able to get a precise question and precise answers."

There are no statistics tracking how many of the nation's estimated 286,000 homeowners associations are making aggressive use of interactive Web sites or e-mail communications, according to the Community Associations Institute, a national advocacy and training organization for neighborhood associations.

But the group's Georgia director, Jennifer Jackson, says use of such technology has become increasingly common.

Dennis Papalois, one of the founders of Resident Interactive, said his company has been growing at a rate of about 35 percent a year as homeowners groups look to ditch old-style Web sites for ones with more features. Unlike static Web sites, which can be difficult for Internet novices to update, the new breed of Web sites are designed to allow staffers, board members and even residents to quickly and easily add information by filling out forms on the Web site itself.

Associations can also create discussion boards and groups for neighborhood clubs, allow users to create personalized event calendars and send out e-mail blasts alerting every resident in the neighborhood about civic or safety information.

At Country Club of the South in Johns Creek, residents of the gated community can even use the community Web site to alert security guards when they expect guests, association director **Tami Hanlin** said. Even so, many residents still like to do things the old-fashioned way. "Everybody prefers to pick up the phone and call us," **Hanlin** said.

Detroit News, The (MI)
January 12, 2000

Beverly Hills tax boost would fund 5-year plan: 2-mill jump adds $3.3 million for village projects
Author: Mike Martindale

BEVERLY HILLS -- Unable to keep pace with repairs and major projects within their borders over the next five years, Beverly Hills will seek a 2-mill tax increase in March. Like other older communities that can't rely on new development, Beverly Hills finds its projected expenses increasing faster than its tax receipts. The village council has approved a ballot question for March 13, asking voters to amend the village charter and raise its millage cap from 11 mills to 13 mills. "There's been a pay-as-you-go philosophy for some time," said Village Manager **Tamara O'Brien Hanlin**. "That only takes you from emergency to emergency. You really can't plan for the future." If voters approve, the increase would mean an additional $200 a year in local taxes for houses worth $200,000 -- nearly the average for Beverly Hills.

The money from the millage increase would go toward about $3.3 million in various projects and improvements planned over the next five years for roads, water and sewer lines, a park, and computers. Other projects include turning Southfield Road into a boulevard by widening it and building a median, and extensive improvements along 14 Mile. One project involves better upkeep of storm ditches. "Ditches throughout the community are actually part of our sewer system, which tend to be ignored yet require constant maintenance," she said. More than 26 miles of water pipes in Beverly Hills, about 40 percent of the total system, are 70 years old and frequently break, **Hanlin** said. The 35-acre Beverly Park, used by various groups for recreation must also be maintained.

Public safety expenses include a new fire truck fund and upgrading computers for police and village offices. Some projects will be partially covered by the state and federal government. "This would not be a dedicated millage but the intent is to complete these improvement projects," she said. That was also the case in 1997: Voters passed, by a 988-570 vote, a 2-mill tax increase for 12 years to repair sewer lines and relieve basement flooding. Repairs are estimated at about $14 million. But not everyone sees the need for a tax increase so soon. Jamil Hakim, one of the village's 10,000 residents, is not in favor of the proposed millage hike. "I don't feel they're managing the money the way they should," said Hakim, who has lived in the village for 32 years. "I love it here, but no, I'm not happy at the thought of paying more taxes." City's list

The Village of Beverly Hills has proposed some major projects over the next five years. A 2-mill property tax increase to help pay for them will be placed on the March 13 ballot. Here are some projects and their estimated cost: * Roads, ditches: $770,000 * Water mains, replace old lines: $2 million * Beverly Park, general maintenance: $50,000 * Public safety, computers, new fire truck fund: $396,000 * Village offices, computer upgrades: $100,000

PR Newswire (thefreelibrary.com)
November 10, 1995

2 MICHIGAN COMMUNITIES APPROVE AMERITECH CABLE FRANCHISE; MOMENTUM BUILDS IN MIDWEST AS CLEVELAND SUBURB GIVES CONSTRUCTION OK

CHICAGO, Nov. 10 /PRNewswire/ -- Listening to residents seeking more choices, officials in the city of Fraser and Northville Township, Mich., last night approved franchise agreements enabling Ameritech (NYSE: AIT) to offer an alternative to the communities' existing cable TV companies. Ameritech also announced earlier this week, the Berea, Ohio, city council authorized the company to begin construction of its two-way video communications network in advance of having a finalized franchise agreement. "Clearly, community leaders are responding to the ground swell of consumer demand," said Greg Brown, president of Ameritech New Media Enterprises. "We're excited to be part of this grassroots campaign for choice that consumers are creating, and we look forward to ushering in a new era of cable TV."

Incorporated in April 1995 as a separate subsidiary of Ameritech Corp., Ameritech New Media Enterprises now has finalized seven cable TV agreements, and is in discussions with more than 30 communities in the Chicago, Detroit, Milwaukee, Cleveland and Columbus, Ohio, metropolitan areas. The city of Columbus also has given Ameritech permission to begin construction in advance of having a completed franchise agreement. As a result of the Fraser City Council's 7-0 vote, Ameritech plans to invest more than $1 million to build a state-of-the-art, two-way video network in the city. Ameritech expects to begin construction in 90 days and begin offering video services to Fraser residents in late 1996. Located about six miles northeast of Detroit, Fraser has a population of about 14,000. "We're thrilled to be able to introduce competition for the citizens of Fraser," said Mayor Joseph Blanke, Jr. "Ameritech's entry as an alternative cable company will lead to more programming options, better service and competitive prices. Fraser will have a modern communications infrastructure that will ensure our city continues to be a great place to live and work."

The Northville Township Board of Trustees voted 4-2 to approve its franchise, which will go into effect in 30 days. Ameritech plans to invest more than $2.5 million to build its video system throughout the township. Construction will begin within four months and residents will be able to order Ameritech video services beginning in late 1996. Located about 20 miles west of Detroit, Northville Township has 18,870 residents. "The Township Board worked diligently in response to our residents, who were asking for a choice in cable providers after neighboring communities approved franchise agreements," said **Tamara Hanlin**, Northville Township Manager. "It is our hope that competition will bring better customer service and better prices. Ameritech's expanded program line-up also will give residents channels and programming they aren't able to get today."

Ameritech's package of video programming, which will be called americast(TM) is still being developed by a joint venture between Ameritech, The Walt Disney Company, BellSouth, GTE and SBC Communications. "It will be a robust offering of 80 to 90 channels containing the widest variety of entertainment and information options available," Brown said. Over the next couple years, Ameritech will expand Americast to include hundreds of channels and add interactive video services such as home shopping and games. Ameritech will begin construction in the next several weeks in Berea, a Cleveland suburb with a population of more than 19,000. It will be the company's first cable entry into the Cleveland area.

Ameritech, one of the world's largest communications companies, helps more than 13 million customers keep in touch. The company provides a wide array of local phone, data and video services in Illinois, Indiana, Michigan, Ohio and Wisconsin. Ameritech is creating dozens of new information, entertainment and interactive services for homes, businesses and governments around the world. One of the world's leading cellular companies, Ameritech serves almost 1.7 million cellular and 700,000 paging customers, and has cellular interests in China, Norway and Poland. Ameritech owns interests in telephone companies in New Zealand and Hungary and in business directories in Germany and other countries. Nearly 1 million investors hold Ameritech shares.

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING

Section 5

Mark A. Kutney

Estero Village Manager Candidate Report

Section 5

TABLE OF CONTENTS

	PAGE
COVER LETTER	1
RESUME	3
CANDIDATE INTRODUCTION	11
BACKGROUND CHECKS	19
CB&A REFERENCE NOTES	23
INTERNET SEARCH	35

Cover Letter

July 19, 2015

Mr.Colin Baenziger
Colin Baenziger & Associates
2055 South Atlantic Avenue, Suite 504
Daytona Beach Shores, FL 32118

Dear Mr. Baenziger:

I recently saw your advertisement relative to the position of Village Manager, Village of Estero, Florida and I would like to be considered as a candidate for this position. **I am the candidate who is a proactive, exceptional manager and leader that can partner with the Village Council in taking the Village to the next level. I have direct experience in leading a newly created local government move forward (i.e., Loxahatchee Groves) and this experience includes working within the "Government Lite" concept as envisioned By the Village. Further, I possess the experience, knowledge, skills and abilities that make me a perfect fit for the position.**

As you can see from my enclosed resume, I am an achievement-oriented manager with over thirty–seven years of experience (thirty-five plus years in a supervisory/management capacity) with local government (strong-mayor, city manager and county forms of government). What it may not demonstrate is the emphasis I place on building an organization that is focused on quality improvement and customer service. This approach requires establishing an organizational culture that is empowered to make decisions and act with a "bias of action" for ensuring productivity, quality enhancement, and citizen satisfaction.

In conjunction with this managerial philosophy, I bring an ability to solve problems quickly, to foresee potential problems, and implement strategies to avoid or resolve these matters in an anticipatory manner. I also have the skills and abilities to work effectively with all entities and the media. I believe my experience and knowledge has prepared me to deal with the challenges confronting Estero. I am an experienced, knowledgeable, creative, enthusiastic and proactive individual that can provide leadership to the Estero Team.

With this background, and my two Masters Degrees in Public Administration (with Honors from Florida Atlantic University) and Regional Planning (The Pennsylvania State University), I am the effective leader that the Village of Estero is looking to employ.

Sincerely,

Mark A. Kutney, AICP, ICMA-CM
13627 Chatsworth Village Drive
Wellington, FL 33414
C (561) 601-4632

Resume

Mark A. Kutney, AICP, ICMA-CM

13627 Chatsworth Village Drive, Wellington, FL 33414-8956
H (561) 793-8512 C (561) 601-4632
makutney_3254@mail.com

SUMMARY OF QUALIFICATIONS

Over thirty- seven years of local government experience with thirty- five plus years in a supervisory/management capacity, and a proficiency in the following areas:

- Growth Management
- Economic Development
- Customer Service
- Strategic Planning
- Labor Relations/Collective Bargaining
- Budgeting/Capital Budgeting
- Project Management
- Human Resources
- Media Relations
- Grantsmanship
- Emergency Management

I am an ICMA Credentialed Manager and savvy leader with a commitment to the principles of Total Quality Management (TQM). Versed in managing change and specializing in dealing with high pressure/demand activities in local government. A dedicated team player with city (strong mayor and city manager forms of government) and county experience.

PROFESSIONAL EMPLOYMENT EXPERIENCE

Town Manager for the Town of Loxahatchee Groves October 2011-September 2014

The Town of Loxahatchee Groves is located in central Palm Beach County and was incorporated as Palm Beach County's 38th municipality on 6/23/06. The Town has a population of 3,173 (2012 BEBR estimate) and comprises 12.5 square miles. The Town conducts its activities as a contract service municipality and I served as Town Manager conducting general management services for the Town through a management company. Specifically, these general management services included general administrative duties, Town Clerk, Finance; Planning and Zoning and Emergency Management. The Town also provides the following services through major contract vendors including: Law Enforcement and Fire Rescue via Palm Beach County; Solid Waste Management; Public Works; Code Enforcement; Engineering Services; and Building Services. A number of minor services are also provided including Special Magistrate, auditing and debris removal services.

Accomplishments

- I was presented with the Awards of Financial Reporting Achievement by the Government and Finance Officers Association of the United States and Canada (GFOA) for preparation of the Comprehensive Annual Financial Reports (CAFR) for Fiscal Year Ended September 30, 2011; the Fiscal Year ended September 30, 2012; and the Fiscal Year ended September 30, 2013.

- I successfully guided Palm Beach State College through the Comprehensive Plan process for the purpose of permitting the College to build their fifth branch campus along with associated commercial development in the town.

- I was responsible for guiding the adoption of the 2012-2013 all funds budget through the Town Council with an approved reduction of 9.37 percent and a General fund reduction of almost 27 percent.

- I led the efforts that implemented the conversion of the Town 's wireless computer system and replaced such with new computer hardware and software; creation of a new website; and through a forensic data recovery firm recovered one terabyte of electronic files that were deleted due to mismanagement of the previous management firms.

- Negotiated and brokered a verbal agreement with the Central Palm Beach County Chamber of Commerce to purchase and/or lease the Chamber Headquarters as the Town's new Town Hall. At the end of my tenure, the Town Council agreed to move forward and purchase the facility.

- Implemented the Town's first Capital Improvements Program and Budget.

- Successfully guided the Town in the completion of the construction of the 148th Culvert Bridge Project and the OGEM treatment (Open Grade Emulsified Mix) of ¾ mile sections of North Road.

- Monitored and directed Town recovery activities during Tropical Storm Isaac.

- Served as the Town's Chief Procurement Officer and handled numerous recruitments including the bid for Solid Waste Services and the Request for Qualification (RFQ) under Florida CCNA requirements for various Town Engineering Services

Deputy City Manager for the City of Belle Glade, Florida 2007-2011

The City of Belle Glade is located on the southeastern shore of Lake Okeechobee and is the largest city within the greater glades area of Palm Beach County. The City has a population of 17,107 (2009 Florida BEBR estimate) and comprises 4.65 square miles. The City's adopted total budget for fiscal year 2009-2010 is $18,168,426 and the City has 92 full time employees allocated throughout the various funds. The Deputy City Manager, works under the direction of the City Manager and acts as Chief Executive Officer during the City Manager's absence. As Deputy City Manager, I served as a Chief of Staff for the City Manager, and I was responsible for review and coordination of City Commission business agenda items. I also served as the City's **Airport Manager** and **Emergency Manager**.

In addition to consulting and advising the City Manager about community/program needs, I was the **Project Manager** for several high profile projects including the **Belle Glade Boat Lock Design and the Strategic Business Plan for Belle Glade Airport.** I was also an appointed (by

the Belle Glade City Commission) member of the Glades Utility Authority (GUA) Governing Board, an independent water / waste water service provider to the Glades area. This Board is responsible for all business decisions of the Authority's 24 million dollar utility operation. In **November, 2010 I was elected chairman of the GUA Authority Board by members of the Governing Board.**

Accomplishments:

- In conjunction with Palm Beach County Emergency Management, I coordinated the reviews, preparation and City Commission adoption of the Continuity of Operations Plan (COOP) for Emergency Operations.
- I played an instrumental role in the review, negotiations, amendment and City Commission adoption of an Interlocal Agreement with Palm Beach County and the cities of Pahokee and South Bay to create the Glades Utility Authority. This agreement essentially transferred the City's water and waste water services to an independent utility authority.
- Assisted the City Manager with the successful negotiation and development of contracts to outsource the management of the City's golf course and commercial campground/marina to separate management entities.
- I handled negotiations with Palm Beach County for the creation of an Interlocal Service Boundary Agreement (ISBA) and in conjunction with this effort, prepared and developed a new application format, procedures, and requirements related to the City's program for future annexation efforts.
- I coordinated the successful adoption and the Florida Department of Community Affairs (DCA) notice of intent compliance finding for the EAR based amendment to the comprehensive plan.
- I was responsible for guiding the adoption of the 2008-2009 Budget through the City Commission as the Acting City Manager and coordinated the completion the 2005-2006 Audit/CAFR that was several years behind schedule.
- On a continual basis, I was responsible for the successful review and coordination of all agenda reports and business items that were presented before the City Commission twice monthly.

Acting City Manager for the City of Belle Glade, Florida
September 3, 2008-November 2, 2008

I assumed the duties of Acting City Manager as a result of the City Manager being discharged.

Development Services Director for the Town of Davie, Florida 1999 to 2007

The Town of Davie known for its open space system and western theme development has a population of over 90,000 and an area of 35.6 square miles. Responsibilities included: the administration and supervision of the Town's Planning and Zoning; Building; Code Compliance; and Engineering Services Divisions. Was responsible for the management of eighty (80)

employees and a total department budget of $8,923,309 (FY 06-07). The Department served as staff support to the Planning and Zoning Board, Site Plan Committee, Unsafe Structures Board, and Special Magistrate Code Hearing Process.

Specific functional duties included: the development of the Comprehensive Plan and Long Range Planning Program; Development Review and processing of Development Related applications (i.e. rezoning, special permits, variances, site plan review and the like); code

compliance process; permitting and inspections; economic development; special planning and design studies and various other functions.

Accomplishments:

- Successfully guided the preparation and adoption of the Town's **Housing** and **Transportation Elements** Amendments to the Comprehensive Plan. Florida DCA found the Amendments in compliance.
- Prepared, supervised and guided the adoption of the **Griffin Road Corridor Zoning District.** This project was a major planning and design effort resulting from condemnation of Griffin Road Right of Way and the increase of a two (2) lane section into six (6) lanes.
- Successfully updated and revised staff planning reports to withstand legal challenges associated with Quasi-Judicial Hearings.
- Updated and revised code compliance mitigation guidelines for fairness and equity.
- Successfully guided the preparation of the **Citizens' Action Plan for the State Road 7 Corridor.**
- In conjunction with my Supervisory Management Team, developed and guided the preparation of the Development Services Department **Strategic Management Plan.**
- Principal author of the Town of Davie **Customer Service Guidelines.**
- Principal author and successfully guided the adoption of the Town's **Cost Recovery Program** related to Development Review Applications.

Director of Growth Management for the City of Hallandale, Florida 1995 -1999

Accomplishments:

- Supervised the preparation of the City's 1995 Evaluation and Appraisal Report (EAR) as required by Florida Statute. The South Florida Regional Planning Council review staff promoted the Report as a model for other cities to use.
- Prepared, supervised, and implemented a City-wide improvement program-**A Comprehensive Approach to Code Enforcement.**
- Successfully amended, reformatted and guided legislation adopting a **Minimum Property Maintenance Occupancy Code** through the City Commission. The Project had languished for over 8 years prior to my involvement.

Community Development Director for the City of Titusville, Florida 1991-1995

Accomplishments:

- Successfully completed the **City's Land Development Regulations** and guided this legislation as well as **City-wide Administrative Rezonings** through the City Council.
- Supervised the completion of **Titusville Commons Parking Facility and Sylvan Park Community Center.**
- Guided the successful completion of the planning phases for the **Space Walk of Fame Riverwalk Project.**

Planning and Development Director for the City of Greenacres, Florida 1984-1991

Accomplishments:

- Successfully guided the passage of legislation that amended the majority of the Zoning Ordinance, initiated growth control measures and administratively rezoned the majority of the City.
- During my tenure, was responsible for the review and site planning of over 1 million square feet of commercial and shopping center development.
- Successfully completed the City's Comprehensive Plan pursuant to the 1985 Growth Management Act. The Plan was completed almost entirely in-house.

Planning and Management Consultant, Diversified Planning Consultants, Lake Worth, Florida 1985-1991

Owner of consulting concern specializing in planning and management services. Clients included the Town of Lake Clarke Shores and Kohl & Mighdoll. Provided services to Barker, Osha & Anderson, Inc. and Executive Management Consultants as a subcontractor. Scope of services included: Developing Comprehensive Plans; developing land development regulations; serving as an expert witness; and the development of planned agreements.

Senior Planner in the Current Planning Division of the Sarasota County Planning Department 1982-1984

Assistant Executive Director for the City of Wilkes-Barre, Pennsylvania Department of Planning and Development 1978-1982

Research Analyst for the City of Wilkes-Barre, Pennsylvania Department of Planning and Development 1977-1978

SPEECHES AND PRESENTATIONS

- Presentation on "**Local Government and Private Consultants Working Together"** at the 2007 Florida Planning and Zoning Association Annual State Conference.
- Presentations on "**Visions and Realities; Let's Make a Deal" Rethinking Redevelopment in a Changing Market** at the 2007 Broward Alliance Redevelopment Conference.
- Presentation on **"Linking Land Use-Plans and Regulations"** Classroom on Wheels seminar series, Sarasota Vocational Center.
- Speech on **"Small City Planner's Perspective on Doing the Comprehensive Plan In-House"** at the Florida League of Cities seminar on Comprehensive Planning-The Nuts and Bolts Problems.
- Speech on **"Architectural Review and Community Appearance Boards"** at the Florida Planning and Zoning Association Annual Conference.
- Numerous other presentations before various organizations bodies and social clubs.

ADDITIONAL COMMUNICATION SKILLS

Holder of 3rd class Radiotelephone Broadcast License through the Federal Communications Commission

EDUCATION

Master of Public Administration with Honors, Florida Atlantic University
Master of Regional Planning, The Pennsylvania State University
Bachelor of Arts in Urban Affairs, Wilkes College (currently Wilkes University)

Continuing Education:

The Certificate in Public Sector Human Resource Management
The Certificate in Internal Investigations, Council on Education in Management in Association with the George Washington University, School of Business and Public Management
Certificate in Process Management, University of Florida Leadership Development Institute
Certificates from the Emergency Management Institute, FEMA in the following study courses:

IS-00100.a	Introduction to the Incident Command System, ICS-100
IS-00100.PWa	Introduction to the Incident Command System ICS-100 for Public Works
IS-00200.a	ICS for Single Resources and Initial Action Incidents, ICS-200
IS-00700.a	National Incident Management System (NIMS) and Introduction
IS-00800.b	National Response Framework, Introduction
G-300	Intermediate Incident Command for Expanding Incidents
G-400	Advanced ICS for Command and General Staff: Complex Incidents

Certificate of Achievement from the National League of Cities Emergency Management Training Program PER-284 Crisis Leadership for Local Officials NLCI

OTHER EDUCATION AND TRAINING

Numerous Certificates and Educational Units obtained can be furnished upon request.

PROFESSIONAL AFFILIATIONS

- Governing Board Member- Glades Utility (GUA) –Independent Governmental Authority responsible for providing water/waste water services for the cities of Belle Glade, Pahokee, and South Bay, and the unincorporated areas of Palm Beach County (Glades area) 2009-2011. **I was elected board chairman in November, 2010.**
- American Planning Association
- American Institute of Certified Planners, Certification No. 4501
- International City/County Management Association (member number 247890)
- Florida City and County Management Association
- Palm Beach City County Management Association
- Florida Chapter of the American Planning Association
- Society for Human Resource Management
- Florida Government Finance Officers Association
- Urban Land Institute
- Davie/Cooper City Rotary Club, member 1999-2007, Board of Directors member 2006-2007
- Town of Davie, Elected member, Board of Trustees, Management & General Employees Pension, 2007

Candidate Introduction

Mark A. Kutney, AICP, ICMA-CM

EDUCATION

Master of Public Administration with honors, Florida Atlantic University
Master of Regional Planning, The Pennsylvania State University
Bachelor of Arts in Urban Affairs, Wilkes College (currently Wilkes University)
American Institute of Certified Planners (AICP), Certification No.4501
International City/County Management Association Credentialed Manager ICMA-CM

EXPERIENCE

Town Manager, Town of Loxahatchee Groves, FL	2011 – 2014
City of Belle Glade, FL	2007 – 2011
Deputy City Manager (three years) and Acting City Manager (two months as well as whenever the manager was absent)	
Development Services Director, Town of Davie, FL	1999 – 2007
Director of Growth Management, City of Hallandale Beach, FL	1995 – 1999
Community Development Director, City of Titusville, FL	1991 – 1995
Planning and Management Consultant, Lake Worth, FL	1985 – 1991
Planning and Development Director, City of Greenacres, FL	1984 – 1991
Senior Planner, Sarasota County, FL	1982 – 1984
City of Wilkes-Barre, PA	1977 – 1982
Assistant Executive Director, Department of Planning and Development (four years) and Research Analyst (one year)	

BACKGROUND

The Town of Loxahatchee Groves is located in central Palm Beach County and was incorporated as Palm Beach County's 38th municipality on June 23, 2006. The Town has a population of 3,185 (2013 BEBR) estimate. The Town conducts its activities as a contract service municipality and I served as Town Manager conducting general management services through a management company. The management company had twelve employees that worked at various times handling General Management and Administration, Town Clerk, Finance, Planning and Zoning and Emergency Management. However, the Town was also served by numerous employees through service contracts for Law Enforcement and Fire Rescue via Palm Beach County, Solid Waste through Waste Pro, Code Enforcement, Comprehensive Planning, Engineering Services, Building Services, and Public Works by a variety of vendors as well as many ancillary services including Special Magistrate, Debris removal and IT services. In terms of direct supervision, I supervised four members of the management company staff and another eight representatives of the contracted services listed above. The Town had four funds that comprise the Budget. These

funds included a General Fund, Transportation Fund, Capital Improvements Fund, and Solid Waste Fund. The adopted budget for the Town's FY 15 General Fund was $2,095,897 and the budget for all funds was $4,873,466.

The three most important issues confronting the Town during my tenure were: 1) the Town's growth as a municipal organization; 2) Development within the major corridors of the Town; and 3) Development of the Palm Beach State College Branch Campus and associated commercial/institutional development.

Issue 1) T**he Town's growth as a municipal organization** revolved around the task that faces all newly incorporated governments in growing properly and providing services to its citizens. The Town needs to build or acquire future facilities (Municipal complex), make decisions regarding the transition from contract services to town employees and address issues related to making the existing water district a dependent district relative to drainage. At the end of my tenure, I was in the process of brokering a verbal agreement with the Chamber of Commerce to purchase their building as a Town Hall. The Town Council has since agreed to move forward and has purchased the facility. The Town moved into the new facility in April 2015.

Issue 2) **Development within major corridors of the Town** is a central issue that needed to be addressed. Many properties within the Town acquired agricultural exemptions stressing property valuation within the Town. The intensity and mix of development along Southern and Okeechobee Boulevards were crucial for the financial well-being of the Town while still maintaining the character of the Town.

Issue 3) **Development of the Palm Beach State College Branch Campus and Associated Commercial/Institutional Development** involved the facilitation and regulation of the Palm Beach State College Branch Campus on 75 acres of land and associated commercial development including Loxahatchee Groves Commons consisting of 94,655 sq.ft. of commercial retail (21.73acres) and Loxahatchee Groves Town Center comprised of 103,000 sq.ft, of commercial retail, 44,000 sq.ft. of office development and a 128 bed ALF facility on over 90 acres of land. These developments located adjacent to each other on Southern Boulevard and B Road would create a synergy and community center for the Town.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

I am interested in Estero because it is an exciting opportunity to help a newly incorporated community transition into an effective municipal corporation. I believe my planning/ development background and experience with recently incorporated municipalities make me uniquely qualified to lead the Village into the future. As a dedicated individual with great integrity, I believe that I can help the Village Council maintain the Village's quality of life, protect the character of the community, and accomplish the planning required to assist the

Village in achieving its vision. Estero fits into my career path because of my passion for being involved in the city/county management profession. Therefore, the management of Estero would be an honor and a devotion rather than just a job. Estero would be the perfect opportunity to make contributions that would be long lasting for this Village and its residents.

As a manager, I would describe my management style as open, collaborative, and participatory with an open door policy. My style is also grounded in many of the elements that embody Total Quality Management (TQM). That would include the following style components: functioning as a coach and motivator that attempts to empower employees; constant and consistent emphasis on customer service; continuous efforts at improvement and quality; and recognition and reward of outstanding performance. My management style would also be indicative of management by walking around and leading by example (not a do as I say, but do as I do posture). My style would also exhibit a leader and manager who delegates and gets out of staff's way, trusting, but verifying the process and outcome. My style further entails a fundamental fairness for hearing all sides of an issue and encouraging subordinates to "do the right thing." In short, these practices are reflective of a multitude of management beliefs and tenets molded into a style. I develop effective teams by utilizing the TQM concepts above, by utilizing training opportunities whenever possible, and implementing performance agreement systems to enhance subordinate/manager effectiveness.

I believe that employees who have worked for and with me would say that I am flexible, enthusiastic, and professional. Additionally, they may indicate that I am easy to work for in a positive way and that I strive to be fair. Some may say that I communicate clearly and precisely. Finally, they may say that upon receiving an assignment from me, I get out of their way and let them do their jobs only intervening to mentor and monitor progress.

Relative to elected officials that I have served, I suspect they might indicate that I am organized and pay attention to the details of an issue. They may say that I work hard and I am diligent in my work. They may also say that I am a good communicator and I speak fluently. They may say that I make compelling arguments and cover all aspects of an issue. Some of the elected officials that I have worked for may have recognized that I may not tell them what they want to hear, but what they need to know regarding matters. Finally, they may say that I am a good role model for my subordinates.

I think that one of my strengths is that I am proactive and anticipatory as it relates to the affairs of those organizations that I have served. Another strength is that "I manage by the book" but have the judgment when to utilize flexibility in matters. I am also collaborative in approach and eager to gather input from others as I value their viewpoints. I place a great deal of emphasis on being accountable for my actions and the actions of my subordinates. Possibly, my greatest strength and one I learned as a young manager and honed over time is my ability to "keep my head" about me when others are losing theirs regarding an issue.

In regard to weaknesses, I have been told that I am academically smart but not equally "street smart." Therefore, I would like to work on the latter aspect. Some may see my candid honesty as a weakness and for some who do not value this virtue as a strength; it may well be a weakness.

As a manager who is grounded in TQM principles, I am a believer in the principle that you cannot improve performance without measurement. In the past, I have utilized survey research to assess strengths, weakness, and problems. I have also used comment cards to attain feedback relative to service delivery and customer expectations. Also in terms of customer service, I have initiated a number of measurement standards for staff to meet relative to response (e.g., telephone efficiency, queuing times etc.) and was the principal author of the Town of Davie Customer Service Guidelines. I have also used benchmarking as a tool to measure and improve effectiveness. I anticipate a Balanced Scorecard and benchmarking may be tools that I would want to implement in Estero.

An achievement that I want to highlight was the creation of the Glades Utility Authority (GUA). The utility systems of the three Glades cities (Belle Glade, Pahokee and South Bay) were experiencing serious problems from a financial, operational and capital standpoint. Palm Beach County came in to attempt this merger for the purpose of righting these systems, and preparing for a number of future economic development and redevelopment projects including the inland port project.

In my position as Deputy City Manager with Belle Glade, I was the lead staff member and representative of the City Manager regarding the review and negotiation related to the adoption of an interlocal agreement with Palm Beach County pertaining to the creation of the Glades Utility Authority (GUA). The GUA was created as an independent governmental authority providing utilities (water/waste water services) to the Glades region. Essentially, the Cities of South Bay, Pahokee, and Belle Glade merged their utility systems with Palm Beach County to create one system managed by a single unit of government. Upon adoption of the interlocal agreement, I was responsible for the transition of Belle Glade's assets and facilities into this new entity. Finally, I was appointed by the Belle Glade City Commission to serve as one of the City's two representatives on the GUA Governing Board. In November 2010, the GUA Board voted to appoint me as the chair for the current year. This effort assisted in reducing day-to-day water and wastewater service costs and capital improvement utility system improvement costs while still providing the City with host fees. It also eliminated over $50 million from the City's debt service and created operating effectiveness from a citywide standpoint. The GUA was an early success adopting a $24 million budget its first year, and the Authority developed a uniform rate system for the Authority city partners as the Authority was preparing for the economic and redevelopment initiatives that were on the horizon.

The biggest mistake that I made in my career and is a lesson learned was a hiring decision in Davie. At the time, I was attempting to hire a Planning and Zoning Manager. Since it was a boom period, there was a shortage of good candidates. In frustration over an inordinate amount

of recruitment time, and many important projects that were "backing up," I settled for a less qualified candidate who ended up being in over his head. That approach was a bad idea because it hurt the organization and I set this individual up to fail, since he was not ready for the position. In retrospect, I should have taken more time and found the right person rather than settling for a less qualified individual on the hope that they would "grow into the job." This lesson has taught me to strive for the best and right individual even if the recruitment takes more time than desired---no settling for just a warm body.

I have fired people in the past. It is never a pleasant experience if you're a caring individual. However, it is part of the responsibilities of a manager. Even when it is a tough call, the manager must always find in favor of the organization; that is the manager's responsibility. Generally, terminations fall into two categories causal and performance. Causal is behavior related and usually involves a transgression such as drinking alcohol and operating a city vehicle. In most cases, this type of action will result in a dismissal (although employee assistance programs are an option). Performance relates to an employee not measuring up to job requirements. In those cases, every effort should be made to correct the problem with Performance Improvement Plans and similar measures. I have addressed behavioral transgressions with less latitude and handled performance issues by giving the employee every opportunity to correct the performance issue.

In my view, the major challenges that a new Village Manager will encounter in Estero are:

- **Village Unity –** The new Village Manager needs to "build bridges" and develop public participation strategies that will support the 37 communities coming together as a Village. Visioning, goal setting, reaching consensus and good public relations will be crucial relative to development and quality of life matters. .
- **Vision Documents and Development –** It will be incumbent upon the Village Manager to ensure that the Village develops its Strategic Plan based upon the Village vision and transition book, the development of a Comprehensive Plan, land use regulations and other visionary sources to properly manage the development of vacant land, the creation of a downtown or mixed use Village Center and the prudent utilization of land use.
- **Intergovernmental Relations –** As the Village moves forward, grows and matures, it will need to establish outstanding relationships with the County and other public bodies relative to service delivery and minimizing the deleterious impacts associated with County/City developments near the Village boundaries
- **Efficient and Effective Government-** The future Village Manager will need to cultivate an organization that is committed to excellence. One that is focused on improving quality of life factors, environmental protection and infrastructure management. In conjunction with the above, there will need to be a continuous quality effort to implement the "Government Lite" concept, develop necessary policies and procedures for day to day operations, and the advancement of municipal office space and other Village facilities.

In my first six months, I would concentrate on discovery, and bringing myself "up to speed" in Estero while "hitting the ground running" and accomplishing the following:

- Meet with elected officials to discern their agendas, goals, concerns and desires; meet with key staff to gain their perspective, and learn about their departments, issues and challenges; and meet with community groups and key stakeholders like the Chamber of Commerce Director to acquire input and perspective regarding the Village
- In concert with the meetings above, review the qualifications and background of the key staff, contracts and interlocal agreements with service providers
- Review key Village documents and policies including the Village Transition Book, the Budget, Procurement policies, and other key documents
- Circulate around as much as possible to learn the "nuts and bolts" of the Village from an informal setting including citizens and communities
- Start to coordinate, refine and implement the vision with the Village Council as well as organization planning, performance measurement, and other necessary adjustments based upon this discovery period

I attempt to forge a solid relationship with the media by respecting their time. Generally, I attempt to return their contacts quickly since they are usually working from a short deadline. I also attempt to help them write the story by being as clear as possible and ensure that they captured what I imparted to them. I do not ask to go "off the record" as there is no certainty that such request will or should be honored. I convey that I respect the job that they do. There is nothing in my background that would embarrass Estero if it became public knowledge.

Social Media can be a very effective tool in reaching the populace, especially Generation Y, a.k.a. Millennials. At a minimum, the Village should use several forms of social media including Facebook, YouTube, Skype, e-mail, blogs etc. to communicate Village meetings, events, special messages and the like. Yes, I have used social media in the past.

I do not believe there are any community activists that would contact Estero with any dirt on me. There were a couple of perpetual code enforcement violators in the Town of Loxahatchee Groves that liked to go on the offensive and write fiction in the form of editorials to the local papers about the Town Council, Town Management Company and me.

I spend time with my family pursuing leisure activities, shopping etc. and when time permits I engage in various physical fitness activities and walk three miles daily. I am also a dog lover, and we spend time doing activities with our dogs.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Proactive
- Collaborative
- Professional
- Dedicated
- Good Communicator
- Mission Oriented

REASON FOR LEAVING MOST RECENT POSITION

I left my last position as I was "laid off" by the Management Company providing Management Services to the Town. Essentially, the owner retired from his job and decided he wanted to be the Town Manager. That left me without a position. Prior to that event, I was in the process of looking to move into a more traditional City management position that provides a solid challenge and opportunity. I thrive in diverse communities with a myriad of issues and those entities experiencing change. I believe that the Estero Village Manager position would be a challenging and exciting prospect that I am highly motivated to undertake.

MOST RECENT SALARY

My most recent compensation was $125,000 per year

CB&A Background Checks

Background Check Summary for MARK A. KUTNEY

Criminal Records Checks:

Nationwide Criminal Records Search	No Record Found
County	
Palm Beach County, FL	No Record Found
Broward County, FL	No Record Found
State	
Florida	No Record Found

Civil Records Checks:

County	
Palm Beach County, FL	No Record Found
Broward County, FL	No Record Found
Federal	
Florida	No Record Found

Motor Vehicle	
Florida	No Record Found
Credit	Excellent
Bankruptcy	No Record Found
Education	Confirmed
Employment	Confirmed

Background Check Summary for MARK A. KUTNEY Personal Disclosure

Personal Disclosure Questionnaire

Name of Applicant: MARK A. KUTNEY

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
   Yes ☐ No ☒
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?
   Yes ☐ No ☒
3. Have you ever declared bankruptcy or been an owner in a business that did so?
   Yes ☐ No ☒
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
   Yes ☐ No ☒
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
   Yes ☐ No ☒
6. Have you ever been convicted of driving while intoxicated?
   Yes ☐ No ☒
7. Have you ever sued a current or former employer?
   Yes ☐ No ☒
8. Do you have a personal My Space, Face Book or other type of Web Page?
   Yes ☒ No ☐ LINKEDIN
9. Do you have a personal Twitter Account?
   Yes ☐ No ☒
10. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?
    Yes ☐ No ☒
11. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.
    NONE / NOT APPLICABLE

Attested to: Mark A Kutney
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 no later than 9:00 AM CST 04/29/15.
(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

Section 5

CB&A Reference Notes

Susan Eichhorn – Former Town Clerk, Town of Loxahatchee Groves, FL 561-281-3507

Ms. Eichhorn has known Mr. Kutney since 2011. They had an excellent working relationship until his departure in 2014. Mr. Kutney always kept Ms. Eichhorn well informed and expected her to maintain confidences. He developed a pleasant work environment by keeping his staff properly informed. He is very respected by his entire team.

Mr. Kutney is an excellent City Manager. His hiring decisions have been very good. He hired one planning technician who had recently graduated from college. This individual came up to speed very rapidly and has turned out to be a wonderful employee.

Mr. Kutney's decisions are very good in general. He is very innovative and maintains his organization at a high level of performance. He has a tremendous amount of experience working with the public and definitely does a good job in this area of his responsibilities. He interacts very well with residents and other governmental entities. He has a good sense of humor and is very patient. He listens to others very well and very carefully.

Mr. Kutney leads his organization and is very involved in its operations. He is enthusiastic about imparting knowledge to town employees. He balances many projects at once and knows the status of each project at any given time. He completes his projects in a timely manner.

Every year Loxahatchee Groves conducts a TRIM (Truth in Millage) process, which is a very extensive budgeting process. Mr. Kutney managed the first TRIM process for the community. He educated the staff on how to conduct the process so they could help him gather the necessary information. He worked individually with each employee. The Town received a letter of congratulations from the State for its excellent work complying with the process. Loxahatchee Groves would not have received this recognition of merit without Mr. Kutney's efforts.

Mr. Kutney provides excellent customer service to residents and citizens. He enjoys working with them. He consistently solves problems. During an election period some issues arose concerning the Town Charter. He attended every meeting with the Supervisor of Elections, even though his attendance was not required. He wanted to ensure the process was proceeding correctly, and he brought the information he gleaned back to his staff to keep them informed.

During the election some citizens expressed a desire to hold a referendum that would not have passed. They followed correct procedures but the circumstances created considerable controversy in the community. Mr. Kutney handled the situation in a manner consistent with the Town Charter. He relied on his vast knowledge of code and State statutes. He delivered the exact same message whenever he addressed residents. He handled the controversy very well.

Every employee and contractor in Loxahatchee Groves would agree with the sentiments in this reference. Nothing in Mr. Kutney's background would embarrass any future employer. Ms. Eichhorn would definitely hire Mr. Kutney. He is absolutely a good municipal Manager.

Words or phrases used to describe Mark Kutney:

- Charisma,
- Confidence,
- Enthusiasm,
- Very knowledgeable,
- Very responsive, and
- Committed.

Strengths: Enthusiasm, good listener, very good role model, and competent.

Weaknesses: He is always striving to maintain a good balance between work and personal life.

Tom Goltzene – Council Member, Town of Loxahatchee Groves, FL 561-718-1044

Mr. Goltzene worked with Mr. Kutney from 2011 to 2014 and was very satisfied with his job performance. They interacted quite well and enjoyed a good rapport.

Loxahatchee Groves has a contract form of government. Mr. Kutney offered recommendations on various contractors. He was very involved and worked closely with the company that provided a selection of contractors. He is responsible for selecting the contractors when the Town submits a request for proposals.

Mr. Kutney makes very good decisions. He is innovative, a change agent, and someone who maintains his organization at a high performance level. Mr. Goltzene and Mr. Kutney met weekly. Mr. Kutney sent an email to the elected officials when any serious issue came up between their meetings.

Loxahatchee Groves has only been in existence for 6 to 7 years, and it employs a small staff. Mr. Kutney worked with several committees to resolve issues. Some examples of this would be the financial town committee and the planning development code review committee.

Although Mr. Kutney was very good at working with the public, occasionally residents became upset when they do not hear what they hoped to hear. As Town Manager, he was the face of bad news. He had to inform residents of the town policies or explain why the Town could not pay for the items they request. The Town is new and experiencing growing pains. Mr. Kutney is polite and knowledgeable. He never became angry with constituents.

Mr. Kutney is a manager who allows processes to work themselves out. He provides focus and direction to the participants on town committees. He solves problems to the extent he is able. In some cases residents make unreasonable demands. When he cannot resolve their issues as quickly as they want or in the way they want, he always provides them with a very good reason.

Mr. Kutney has very good financial skills. He provided a very detailed budget and understood all of its line items. He quickly provided a report to the elected officials if a project or service was expected to go over budget. His work is completed in a timely manner to the extent possible.

The largest controversial situation in Loxahatchee Groves involved a fellow councilman. Mr. Kutney made the councilman aware that he was in violation of the charter whenever he engaged in directing staff or became involved in the day to day operations. Mr. Kutney was correct in his assertions. This particular councilman and one other would disagree with this reference, but only because Mr. Kutney made statements they did not want to hear. Some individuals want to kill the messenger rather than take the message to heart and readjust their thinking to move forward.

Mr. Goltzene would hire Mr. Kutney over and over again. He is a good municipal Manager.

Words or phrases used to describe Mark Kutney:

- Professional,
- Dedicated,
- Knowledgeable,
- Diligent,
- Experienced, and
- Very well dressed.

Strengths: Very good knowledge of his subject matter; researches and provides proper documentation and backup; and follows the codes and regulations.

Weaknesses: He occasionally does not see the other side's point as readily as he could. This weakness is minor and will improve with more experience.

David Browning – Mayor, Town of Loxahatchee Groves, FL 561-215-7668

Mr. Browning has known Mr. Kutney since 2011. Their interactions are very good, and they have experienced no problems with their communications.

Mr. Kutney's job performance was excellent. He received direction from the Council then made the necessary decisions to meet their goals and expectations. He demonstrated innovative characteristics.

Mr. Kutney kept his elected officials very well informed through emails and the telephone. He worked well with the public during public meetings. He is generally not involved in one on one interactions, because the Town is very small and not many residents come to the Town hall.

Reference Notes
Mark Kutney

Mr. Kutney is more of a manager who manages processes than he is a leader. He is contracted to Loxahatchee Groves. While the elected officials make all the final decisions, Mr. Kutney arranged the meetings for the elected body to work through different issues.

Mr. Kutney is customer service oriented, but he works for the Council. Occasionally residents request more than the Council is willing to give. The Town has two governing bodies, the Town Council and the Water Control Board. He had to operate in a hard spot between these entities and members of the public but provided the highest level of customer service possible.

Mr. Kutney's strongest attribute is his financial abilities. He was very good at managing Town funds and the budget. He solved problems. Occasionally his work was not completed as quickly as some elected officials might want, but they understood that Mr. Kutney had a small budget. He did well with the available resources.

Loxahatchee Groves was chartered in 1925 under Florida statute 298. The community became a Town in 2006. Both governing bodies are still viable. Having multiple governing bodies creates a situation in which considerable conflict can occur. The entities had to determine ownership of the roads and which body is responsible for upkeep. Mr. Kutney frequently met with the Town lawyer to help resolve such issues. His job was not an easy one, but he did well.

Because Loxahatchee Groves became a Town only recently, some elected officials do not understand how government works. They make promises to constituents without first determining whether those promises can be fulfilled. Mr. Kutney is ethical and follows the Sunshine law regulations. He has worked very hard to protect the Town. Unfortunately his vigilance has required him to call a councilman on the carpet, in a public meeting, when he was in violation, a very embarrassing situation for this man. That particular councilman and one other would not agree with the information contained in this reference.

Mr. Kutney has not been involved in any controversial situation, either in his professional or personal life. He is a good City Manager.

Words or phrases used to describe Mark Kutney:

- Motivated,
- Intelligent,
- Conscientious,
- Ethical,
- Forward looking, and
- Hardworking.

Strengths: Very organized, presents himself well, and a good manager.

Weaknesses: None identified.

Michael Martin – Commissioner, City of Belle Glade, FL 561-261-9760

Mr. Martin is a City Commissioner and has known Mr. Kutney since 2007.

Mr. Kutney is detail oriented. Whenever a complicated project was proposed, Mr. Kutney was the person to go to with the assignment. He made sure that the project is completed thoroughly. He was an excellent planner for the City and has spearheaded many projects. He was the Project Manager responsible for overseeing the Strategic Business Plan for Belle Glade Airport.

Mr. Kutney was a member of the Glades Utility Authority (GUA) Governing Board, an independent water and wastewater service provider to the Glades area. He reported to the Commission and the public on these matters. He was an excellent resource and was always prepared. He is a good communicator and speaks fluently.

Mr. Kutney helps dissolve strong emotions in tense situations. He has a calm demeanor and does not lose his cool. While he was managing the airport project he had to resolve many issues. He collaborated with experts to ensure that the proper solution was developed. He does not jump to quick conclusions and always follows the letter of the law when making his decisions.

Words or phrases used to describe Mark Kutney:

- Bright,
- Thorough,
- Intelligent,
- Educated, and
- Good communicator.

Strengths: Attention to detail.

Weaknesses: Mr. Kutney is book smart, but does not equally have what people call street smarts. All his actions are by the book. He is well educated and relies mostly on his academic knowledge rather than his practical experience. The City of Belle Glade needed a City Manager with more street smarts.

Maritza Navarro – Former Executive Secretary, City of Belle Glade, FL 561-261-7147

Ms. Navarro has known Mr. Kutney since 2005.

Mr. Kutney was a reliable asset to Belle Glade. He fulfilled many different roles as the Deputy City Manager. He was an assistant to the City Manager, an Airport Manager, and the Chief of Staff. He was also a member of the Glades Utility Authority. He was dedicated to his responsibilities and attended to the details of each one. He is an excellent manager of personnel.

He keeps his staff motivated and in line. He often diffuses problems with employees before they are presented to the City Manager. He is a calming force and handles problems well.

Mr. Kutney helped promote the development of the City and recommend ways to best utilize properties. He managed the auctioning and selling of City owned properties which were not being used productively. He spent many hours investigating and researching each property. He also played a vital role in the development of the airport.

Mr. Kutney is very professional. He keeps to his timelines and never procrastinates in his work. His communications are clear and precise. Mr. Kutney is very loyal and honest.

When the elected officials decided to remove the previous City Manager they kept Mr. Kutney as the Deputy City Manager. They recognized his contributions as a vital part of the City's success. He assumed Interim City Manager duties for three months while a new City Manager was recruited. Mr. Kutney has the experience and education to be an excellent City Manager.

Words or phrases used to describe Mark Kutney:

- Loyal,
- Thorough,
- Honest,
- Professional,
- Responsible, and
- Easy to work with.

Strengths: Professionalism and attention to detail in his work.

Weaknesses: Some may perceive his candid honesty as a negative trait.

John Phillips – Engineering Manager, Employee, Davie, FL 954-797-1198 954-790-7488

Mr. Phillips was hired as the Engineering Manager for Davie in 1999. He reported to Mr. Kutney for seven years. Mr. Kutney is one of the best bosses he has ever had. Mr. Kutney was a natural born leader and managed the largest city department.

One of Mr. Kutney's most impressive leadership qualities was how well he handled employees who were performing poorly. For example, Davie had two inspectors in different departments who were not performing up to expectations. Mr. Kutney easily had grounds to let them go. Instead, he recognized their potential and transferred them to another department. They both excelled in their new positions and in a new environment. However, Mr. Kutney will fire staff members who refuse to demonstrate improvement. He thoroughly documents employee performance and will take whatever steps are necessary. He is fully prepared to become involved in personnel matters.

Mr. Kutney encouraged many new building projects in Davie. He responded in the same way to any person, whether a developer working on a large project or an ordinary resident building a single family home. He maintained an open door policy and made himself available to everyone. He stayed late at work and stayed involved.

One of Mr. Kutney's most noted contributions to the Town was the revision of the outdated code and ordinances handbook. Typically, cities hire an outside consultant for such updates. Instead, Mr. Kutney established a team to make the revisions. When the draft was done, he sent it to a consultant for final review and editing. By using in-house staff for most of the work he saved the Town considerable funds. His choice also ensured that the staff would have the opportunity to incorporate their ideas into the documents.

Mr. Kutney is a good family individual. Nothing controversial exists in his background. Mr. Phillips strongly recommends him for a City or County Manager position. Mr. Kutney has an excellent reputation and background, and will do a great job for any municipality that hires him.

Words or phrases used to describe Mark Kutney:

- Strong but fair,
- Efficient,
- Hard worker,
- Good man, straight shooter,
- Committed to total quality management, and
- Empowers employees.

Strengths: His ability to clearly and concisely express an idea.

Weaknesses: None identified.

Gary Shimun – Former Town Administrator, Davie, FL 954-448-4449

Mr. Shimun was hired as Town Administrator in 2006 and worked with Mr. Kutney until he left to become an Assistant City Manager in Belle Glade. At the time Mr. Kutney managed the Town's largest department. Based on the relatively short period Mr. Shimun worked with Mr. Kutney, he would say that Mr. Kutney was quite capable. Mr. Kutney got along well with his fellow department heads and his staff.

Mr. Kutney is a composed public speaker who routinely made presentations before the Town Council. He was often placed in the middle of many contentious issues due to the growth occurring in Davie. His performance was good, and he handled the public and his elected officials quite well.

Mr. Kutney had applied for the Town Manager position when Mr. Shimun was given the job. Had it been an individual with lesser qualities than Mr. Kutney, that situation could have led to tension or other difficulties. Such problems did not occur. They worked well together and forged a good working relationship.

Mr. Kutney was well respected in Davie and is missed. He has good potential as a manager. Mr. Shimun recommends him for any local government CEO position.

Words or phrases used to describe Mark Kutney:

- Professional,
- Good manager,
- Thoughtful,
- Even handed, and
- Dealt well with the public.

Strengths: Thoughtful, even handed, and handles the public well.

Weaknesses: None identified.

Barry Webber – Former Town Attorney, Davie, FL 954-587-3058

Mr. Webber met Mr. Kutney when he started working in Davie in 1999. The two worked well together. Mr. Webber often sought Mr. Kutney's advice when he needed to discuss land use issues or other matters related to growth management. Mr. Kutney has excellent analytical skills and develops very good solutions to problems, and he develops these solutions quickly.

Mr. Kutney is an excellent public speaker. The political climate in Davie can be quite difficult, yet Mr. Kutney handled it well. He kept calm and responsive, and got along well with his elected officials. Even when community members attacked him, he always remained a gentleman.

Nothing controversial exists in Mr. Kutney's background. He has a good understanding of municipal government, is honest and, once he gives his word, he stands by it. He will make an excellent County or City Manager. Mr. Kutney always stands out from the rest of the pack.

Words or phrases used to describe Mark Kutney:

- Follows up well,
- Listens,
- Thorough,
- Pleasant demeanor,
- Not easily provoked,
- Deliberate, and
- Bright.

Strengths: Problem solving skills.

Weaknesses: None identified.

Nikki Waller – Reporter, Miami Herald, Miami, FL 646-223-0696

Ms. Waller previously covered municipal affairs in Davie for two years during Mr. Kutney's tenure from 1999 to 2007. They remain in touch, and he provides her with perspective when she has a question about local government.

For most of the time Mr. Kutney was there, Davie functioned as a good old boy system. Towards the end of his tenure the Town Manager was caught embezzling about $500,000. At the time Ms. Walker felt she could only trust two people, and Mr. Kutney was one of them. He was one of the few moral people in the local leadership. His department operated very professionally, and he surrounded himself with excellent professional staff. In fact, his department is still the best functioning one in the Town. Davie was one of the hottest development areas in the country when Mr. Kutney worked there, and many development projects came to him for review. The department worked with many developers who were anxious to complete their projects. Time was literally money for them. Mr. Kutney worked carefully with them and did not simply allow them to run away with the farm. He reviewed all plans thoroughly. He was given a task which carried the heavy responsibility of handling the Town's most valuable commodity, its land.

Politics in Davie were very contentious and remain so today. Council meetings were often just short of theater. However, Mr. Kutney consistently behaved in a very patient and logical manner. He always maintained his composure. He was very responsive to his elected officials and the public. He told the truth at all times.

Mr. Kutney did not bend over backwards for the press, but he was very helpful. He patiently explained the details or concept behind any issue she did not understand. Mr. Kutney is the person she misses the most, now that neither of them is involved in Davie.

Ms. Waller conducted research into the controversy surrounding the embezzlement of funds by the previous manager in Davie and discovered that Mr. Kutney had no involvement in the matter. His Planning and Zoning Department was viewed as the top professional department in town. Even in the midst of the controversy involving the manager, Mr. Kutney was able to accomplish a great deal.

Ms. Waller does not typically have any positive comments to make about many government administrators, but she highly recommends Mr. Kutney as a City Manager. He has the qualities anyone would want of a person in such a position. He will perform excellently.

Words or phrases used to describe Mark Kutney:

- Professional,
- Honest,
- Frank,
- Optimist,
- Patient, and
- Good with people

Strengths: Professionalism.

Weaknesses: None identified.

Randall Reid – Former City Manager, Titusville, FL 954-861-5000

Mr. Reid has known Mr. Kutney since the early 1990s. When Mr. Reid was the City Manager in Titusville, Mr. Kutney served as the Planning Director. They still remain in touch professionally. Mr. Kutney is very talented and thorough. He conducted customer service evaluations for the City. He handled personnel issues very well. He was good with his staff and was well liked by them. As a manager he not only enforced codes but also handled his other administrative functions very well, such as staff discipline.

Mr. Reid observed Mr. Kutney in situations where he had to defend the code while everyone else in the room wanted to pursue a development that would contravene the code. He maintains his composure at all times.

Mr. Kutney was essentially an Assistant City Manager while he was in Titusville. He only left because he wanted to return to South Florida at the time, and he left on good terms.

Mr. Kutney is very capable of being an excellent City Manager. Mr. Reid has encouraged him to pursue such a position for some time. Mr. Reid would hire him as a City Manager. Nothing controversial would be found in his background to cause embarrassment. He is recognized as a truly honest person. He has strong ethics and understands what government services ought to be.

Words or phrases used to describe Mark Kutney:

- Highly ethical,
- Composed,
- Ethical,
- Talented,
- Holds his ground when appropriate, and
- Thorough.

Strengths: Loyal team player.

Weaknesses: When he came to Central Florida he dressed very professionally and stylishly. Central Florida was much more casual. He has now made the adjustment.

Bill Underwood – Former City Manager of Belle Glade and Former Budget and Finance Director, Davie, FL 772-233-1511

Mr. Underwood has known Mr. Kutney since 2003. He worked with Mr. Kutney for four years in Davie then hired him as the Assistant City Manager for Belle Glade. Mr. Kutney is a top notch manager. In Davie he was able to walk a fine line in a town where people's sentiments were torn between growth and no growth. He handled his job very professionally.

Mr. Kutney managed his staff very well. Over the years he has had to deal with some difficult staff members and has helped them become productive team members. He understands labor and employment law. His verbal and written communication skills are excellent. He always remained very composed, even in crisis situations. Asked about Mr. Kutney's financial abilities, Mr. Underwood described him as timely, thorough, and accurate.

Mr. Underwood had hoped Mr. Kutney would become the Town Manager in Davie when the position became available. When Mr. Underwood became the City Manager in Belle Glade and Mr. Kutney did not get the Davie position, Mr. Underwood needed help and an Assistant City Manager; so he convinced Mr. Kutney to join him. Mr. Kutney will make an excellent City or County Manager.

Words or phrases used to describe Mark Kutney:

- Professional,
- Astute,
- Ready to be a manager,
- Calm,
- High integrity and morals,
- Strong individual.

Strengths: His thoughtfulness.

Weaknesses: Staying too late at work and working too hard.

Prepared by: Lynelle Klein
Colin Baenziger & Associates

CB&A Internet Research

Palm Beach Post, The (FL)
February 4, 2014

Ruling could bolster PBSC campus plan
Author: *Kevin D. Thompson Palm Beach Post Staff Writer*

A Florida appeals court last week ruled that land-use decisions can't be decided by public referendums, a decision that could deal a fatal blow to a lawsuit a group of Loxahatchee Groves residents filed to force a public vote on whether Palm Beach State College should build a campus in the area. "This is good news for the town and the college," Town Manager **Mark Kutney** said.

The 4th District Court of Appeal reversed a lower court's ruling that required a public referendum on a Boca Raton development by Archstone Palmetto Park LLC, saying state lawmakers have made it clear that a referendum goes against the intentions of their 2012 amendment to the state law. In April, a group of Loxahatchee Groves residents filed a complaint, compelling the town clerk to show why the campus issue shouldn't come to a vote. The residents have said that a new campus, and the commercial development that will come with it, will ruin the town's rural character.

Robert Hartsell, the Pompano Beach attorney representing the residents, said he was disappointed with the ruling and the Legislature's willingness to deny its citizens the right to vote on such an important issue. When asked if the ruling kills the lawsuit, Hartsell wouldn't go that far. "It makes our case a lot more difficult," he said. Town Attorney Michael Cirullo didn't return several calls seeking comment.

Brian Seymour, the West Palm Beach environmental and land-use attorney who represented PBSC for the campus construction, said the appeals court ruling was correct. "The appellate court has confirmed that a referendum on a development order is legally improper," Seymour said. "This has always been the college's position." Todd McLendon, the community activist behind the suit, said that town's rural character is slowly being "chipped away." "This is another example why it's important to vote for good people, not just because of a political party affiliation," he said. "Good representatives don't suppress the people's vote." Despite the unresolved legal issues, the college's plan to build the campus on 75 acres on the northwest corner of Southern Boulevard and B Road has moved forward.

In October, the college's District Board of Trustees unanimously voted to spend up to $4 million for architectural design, infrastructure and site work on the proposed campus. The trustees also approved the entire first phase of the project, which will include a 50,000-square-foot building for classrooms and offices. With the appeals court ruling, Mayor David Browning said the town should finally be able to move forward. "The ability for the residents to sue is going to go away," Browning said. "I'm just glad this is close to being over."

Town-Crier Online
June 14, 2013

Local Officials Concerned About FEMA Flood Maps
Author: Ron Bukley

Government leaders in the western communities are taking issue with new flood maps created by the Federal Emergency Management Agency (FEMA) that show most of The Acreage, Loxahatchee Groves, Royal Palm Beach and Wellington would be underwater after a 100-year rainstorm.

Royal Palm Beach Councilman David Swift said he attended the Western Communities Council meeting May 30, where Palm Beach County Water Resources Manager Ken Todd gave a presentation on the C-51 Reservoir Project and the new FEMA maps.

"Basically, the new maps show that during a 100-year storm event, almost all of The Acreage, Wellington, a large portion of Royal Palm Beach and Loxahatchee Groves would be flooded," Swift said. "I've lived here 35 years, and I think I've experienced something very close to a 100-year event three times. My understanding of where it floods in Royal Palm Beach is not shown on those maps."

Swift said there are some issues concerning the data that FEMA used, especially about its modeling and its assumptions.

"We agreed at the meeting to share our data of elevations here in the village and try to come up with a comprehensive map for The Acreage and for Loxahatchee Groves, for Wellington and all the western communities that's verified," he added.

Swift said the new maps are important to the average citizen because they could cause the amount paid for flood insurance to increase from $150 a year to perhaps as a high as $800.

"That's why the maps need to be accurate, because the national flood insurance rate is based on those maps," Swift said. "The western communities are working together to better define that map."

Wellington Deputy Village Manager John Bonde said a contractor from out of state was hired by FEMA more than a decade ago to create new flood insurance maps.

"They're called FIRM — that's Flood Insurance Rate Maps," Bonde told the Town-Crier Monday. "We were expecting these new maps to come out 13 years ago. Well, the first round of the maps came out last week. The maps show the new flood zone areas. They are very preliminary maps; they are not the final maps. They could be modified, changed a number of ways before they are adopted. They probably won't go into effect at least for another 12 months."

Bonde said there is a 30-day comment period on boundaries and names, and a 90-day comment period on modeling features such as pump stations, assumptions and elevations during which engineers for the local entities look at the data to determine whether they actually agree with the FEMA modeling.

"A number of people have already begun questioning some of the assumptions and some of the features because the [FEMA consultants] are not familiar with the local systems here," Bonde said. "Local stormwater engineers are looking at it now, since they just got it last week."

Local engineers will soon be making comments and appeals on the maps, Bonde said. "Right now, engineers are looking at it to determine what rational comments they want to make and what, if any, appeals they want to make, because you are allowed to do both," he said. "The idea being that nobody's perfect, and these maps may be imperfect."

Bonde said Wellington has hired a consultant who is familiar with the village's Acme Improvement District, which oversees drainage.

Explaining that he prefers to use a 1 percent chance of flooding, rather than a 100-year event, Bonde said, "If you get a 1 percent chance or greater, then you're in a flood zone, an area of special risk, they call it. If you have less than a 1 percent chance, you are not required to have flood insurance."

The flood map changes are largely driven by the Biggert-Waters Flood Insurance Reform Act of 2012, which sets new policies for flood insurance. "The federal government has been subsidizing flood insurance and recovery efforts for many, many years," Bonde said.

He explained that FEMA is several billion dollars in arrears and that the law requires the federal flood insurance program be financially sound.

"People with premiums are going to see significant increases in those premiums just as a result of the 2012 legislation," Bonde said. "It was off of a lot of people's radar. Insiders knew this was going on because the federal government is scrambling to close the gap on its deficits, and this is one of those areas that they felt they needed to do something about, so they passed this law."

Bonde noted that no homes in Wellington were flooded during Tropical Storm Isaac in August 2012, which dumped 15 to 18 inches of rain on the western communities, causing canals to breach and streets to flood, but little actual flooding of homes. He pointed out that FEMA came to Wellington after Isaac and inspected homes whose owners claimed flood damage, but none was found.

"There were homes where there were leaks because of wind-driven rain, but that's not flooding, where the elevation of the water got to the finished floor elevation," he said.

Indian Trail Improvement District Supervisor Michelle Damone, who heads the Western Communities Council, said only one home in The Acreage was flooded during Isaac, although streets and yards were underwater for a week or more in some areas.

"Right now, the FEMA maps are showing all of The Acreage in the flood zone, which would probably mean about a $600 increase per house in their insurance," Damone said. "For some homes, it could be higher than that."

She said that the flooding of that one home during Isaac was due to a faulty home pad elevation.

"We can prove that in a 100-year storm, our homes are not flooded," Damone said. "But if we're in a FEMA flood zone, we're forced to have flood insurance."

Damone said the Palm Beach County League of Cities has hired a consultant to study the maps.

"The Western Communities Council collectively believes that representing all of the western communities, we could work together and utilize Tropical Storm Isaac as an example of this," she said. "Even though we were under 18-and-a-half inches of rain, our roads and canals were flooded, but our homes were not."

Mark Kutney, town manager of Loxahatchee Groves, which had about a dozen homes flood during Isaac, said he has attended several meetings so far on the new maps, including the Western Communities Council, League of Cities and a FEMA conference call along with Loxahatchee Groves Water Control District Administrator Steven Yohe.

"They gave us a preliminary map at the League of Cities meeting," **Kutney** said. "When I saw our map, it was very alarming because most of the town is in a flood zone now and it wasn't previously."

FEMA representatives told **Kutney** it will schedule public hearings on the maps in about six months.

"The League of Cities is probably going to do some sort of consortium, but each city is going to be required to have its own engineers take a look at the hydrology and look at the maps, and that's why I'm very happy that we're in the process of getting our own engineering consultants on board to assist us with this project," **Kutney** said.

He estimated that 85 percent to 90 percent of Loxahatchee Groves would be put in the flood zone if the new maps are approved unchanged.

"That means that folks will have to pay for flood insurance, and it also means that we will have to look at flood plain regulations as it relates to waterproofing structures and things that go along with being in the flood zone," **Kutney** said. "We don't have anything like that as of right now."

Town-Crier Online
June 7, 2013

Lox Council Gives Initial OK to Big Dog Code Change
Author: Ron Bukley

The Loxahatchee Groves Town Council granted preliminary approval Tuesday to an ordinance that would allow Big Dog Ranch Rescue to locate on a site in the community, offering veterinarian services and dog boarding as accessory uses.

Town Manager **Mark Kutney** said the town's Uniform Land Development Code allows animal rescue services, but it does not currently allow veterinary services and animal boarding as accessory uses.

Big Dog Ranch Rescue filed an application requesting that the council make such uses available. The organization needs the veterinary care and boarding uses in order to augment donations they receive.

Representatives of the animal rescue nonprofit said they have outgrown their existing shelter located in unincorporated Palm Beach County behind the Lowe's Home Improvement store at the intersection of State Road 7 and Southern Blvd.

They are looking at several locations on Okeechobee and Southern boulevards. A potential site at the northwest corner of Bryan and Folsom roads was eliminated after neighbors objected at the council's April 2 meeting.

Town planning consultant Jim Fleischmann said the ordinance would allow rescue facilities with the accessory uses in the town's agricultural residential district.

Fleischmann said the amendments would address most if not all of the concerns raised by residents, who were concerned about smells and barking dogs. The amendments include a definition of what an animal rescue facility is, an increase in the minimum size of property from 5 acres to in excess of 10 acres, and a clarification that veterinary care and animal boarding could only be attached to the animal rescue facilities.

"The wording makes it clear that it can only be in conjunction with animal care," Fleischmann said. "There are also provisions for waste disposal."

The ordinance has a section on the number of animals allowed per acre, which ties to current county regulations, which allow up to 30 dogs and cats for parcels of 2.5 acres or larger. It also has criteria for outdoor runs, recommending a minimum 200-foot setback from any residential area, enclosed by a chain-link fence and landscape area around the fence. The architecture must also conform to the town's rural vista guidelines.

Fleischmann said that Big Dog Ranch Rescue representatives appeared at a recent meeting of the Loxahatchee Groves Planning & Zoning Board, whose members had no objections to the amendments proposed by staff and were in full support.

Councilman Jim Rockett asked Fleischmann if the ordinance would preclude Big Dog Ranch from locating at the Bryan and Folsom parcel, and Fleischmann said it did not, but the applicant still has to go through the special exception process if it were to apply for that location.

Rockett asked why the town is doing the land use amendment process now, rather than after a site is selected, and Fleischmann said the application was made by Big Dog Ranch Rescue because they wanted to make sure the code would allow them to operate with the accessory uses.

Kutney said the ULDC text amendment is written comprehensively, so that it could apply to other animal rescue uses.

Councilman Tom Goltzené was concerned that the amendment applies more directly to a dog rescue operation, rather than other animals, and that the way it is worded, an applicant could have a veterinary service if it has an animal rescue facility, but not the other way around.

"I'd like to have staff look at this a little better," Goltzené said. "I'm not qualified to discuss the rescue business, but I'm concerned about how these issues affect other people. I think we need to rework it if I'm going to vote for it."

Town Attorney Michael Cirullo said an animal rescue facility is currently allowed with a special exception as long as the use does not deter from the property value or peace of surrounding neighbors.

Mayor Dave Browning recalled a hybrid wolf facility that operated near his home. It was on a 20-acre site, but the howling of the animals still kept him and neighbors awake at night.

During public comment Jeff Brophy, agent for the applicant, said the Folsom and Bryan location had been eliminated due to neighbors' objections. "We can't do that at Folsom, so it leaves Okeechobee or the Southern site," Brophy said.

He added that the nonprofit's current site is on 28 acres, but Big Dog Ranch Rescue can operate on only 4 acres, and the site, originally a wildlife rescue facility, was retrofitted but is still not suitable for dogs. He noted that the new facility would have dogs outside only from 7:30 a.m. to 7 p.m.

Big Dog Rescue has the donations and is ready to begin construction, Brophy said.

"That's the reason we're going through the process," he said. "If the town does welcome us in, whoever the neighbors are, we will include them in the design and approval process. We want to make sure the community embraces the design."

Lauree Simmons, president and founder of Big Dog Ranch Rescue, said the no-kill facility wants to get the full approval from the council and residents.

"We want to become part of your community and something you will be proud of," Simmons said. "We want our project to be beautiful and nationally recognized. Our buildings will look more like ranch houses."

Ruth Menor, executive director of the Vinceremos Therapeutic Riding Center and a resident of Bryan Road, said she was happy the Bryan and Folsom site had been excluded.

"I know the challenges they face being a not-for-profit, but just as we developed our site, we're very concerned about our neighbors, and how it would affect them," she said. "My center happens to be on a road that doesn't have a lot of traffic. The only other neighbor that we have is Palms West Hospital, Everglades Farm Equipment and another horse farm. I think the traffic would be my main concern for this organization."

Jarriel made a motion to grant preliminary approval to the ordinance with the understanding that it would be tweaked to take council concerns into consideration. The motion carried 4-0 with Councilman Ryan Liang absent.

Town-Crier Online
May 31, 2013

Lox Council Irked By FDOT Water Retention Sites
Author: Ron Bukley

Members of the Loxahatchee Groves Town Council are disappointed if not angry at the Florida Department of Transportation's report on retention pond siting in preparation for the widening of Southern Blvd. Southern Blvd. is the area that Loxahatchee Groves anticipates as its commercial center, and many of the projected retention sites are in that area, rather than to the north of the commercial zone, as council members had requested at public hearings.

Town Manager **Mark Kutney** gave an update on the pond siting at the council's meeting May 21, explaining that he and Vice Mayor Ron Jarriel had attended FDOT's final public hearing May 8. "What they did was a very elaborate matrix," **Kutney** said. "Basically, our role is limited to input on certain parcels. We didn't really have any decision-making capability. It's all being done by FDOT and their experts."

There are five basins that FDOT is looking at in the widening project, with the westernmost running from west of Lion Country Road to Seminole Pratt Whitney Road. The second runs from Seminole Pratt almost to A Road. The third runs from A Road to D Road, the fourth is from D Road to F Road and the fifth is from F Road to Folsom. Several parcels are sited in each basin, listed in the matrix as potential water retention sites and given rankings.

"As they have explained it to us, in each basin they need one parcel," **Kutney** said, explaining that each parcel is ranked for the FDOT's preference, and it will focus first on taking the site with the highest ranking.

More than a dozen sites are under consideration in Loxahatchee Groves between A Road and Folsom, **Kutney** said. From D Road to F Road, the parcel ranked highest was one owned by Drysdale Realty. "They have made their position known that they are not happy," **Kutney** said, noting that there are a total of five potential parcels in that basin.

The parcel running from F Road to Folsom had a number of potential sites, including one that FDOT had indicated had potential joint use with the town, **Kutney** said, explaining that they had discussed one of the parcels as a potential future town hall site. "What they had talked about was they needed the property for their pond and we would work out a joint use with them," he said.

Kutney added that FDOT seemed to ignore commercial zoning by the town on some of the parcels. "The town had made it very clear, I think Mr. Jarriel was very eloquent in telling them that, please, be cognizant that this is our commercial corridor, and if we could, let's try to move these ponds to the rear of the properties over by Collecting Canal," **Kutney** said.

Kutney said FDOT maintenance representatives were concerned about the cost of laying pipe to a retention pond farther from the road. "Unfortunately, it just seems that most of the parcels are

closer to Southern," he said. "So, the process is ended and we're waiting to hear what they have to say. I'll be getting in contact with all the property owners, and we'll be moving forward from here."

Councilman Tom Goltzené said that not only did Jarriel inform them about the town's preference to have the retention ponds away from Southern, but previous Town Manager Frank Spence, former Loxahatchee Groves Water Control District Administrator Clete Saunier and he himself all had relayed the same message over the past two years. "Apparently, the aspect of community involvement is very low on the matrix," Goltzené said.

Mayor Dave Browning asked about the potential joint-use parcel, and **Kutney** said he did not have details. "What they would do is they would give the use of the property that's going to be the pond to the town," **Kutney** said. "They just want the easements to make sure that they can maintain the pond, and we can use the property for whatever we want as long as it didn't threaten the integrity of the pond."

Kutney added, however, that he did not know how much land would remain after FDOT creates the water retention area.

Browning said he found it ironic that FDOT seems to choose the sites that are desirable for other purposes. "They don't really listen or care about what anybody else does along there, which is a shame," he said.

Jarriel said FDOT representatives had implied they were going to make the acquisitions worthwhile to the town, but the final result has not been determined. "They want to take property that we are going to allow to be commercial, and turn it into a retainment center," he said. "That hurts the town and it hurts the developers as far as commercial, and it doesn't do us any good at all. It cuts our revenue, and that property, because it's zoned commercial, costs them three or four times more than what the property on the back side would be. I'm very disappointed, but I'm not surprised. They led us to believe they were going to work with this town, and they didn't."

Goltzené said he had attended several of the meetings in which FDOT had indicated it would work with the town. "It all really relates to their construction cost," he said. "Everything else was an irrelevancy, whether people wanted to sell their property, whether we wanted it to be here or there. Any of that ranked so low that in the end it was, 'How many pipes do I have to lay end-to-end.' The fewest gets it, and if you look, that's what happened in every single instance — the shortest distance won."

Town-Crier Online
May 31, 2013

Property Values Up In Wellington And RPB, DOWN In Lox
Author: Anne Checkosky

Palm Beach County's 2013 estimated property tax values were announced this week and for three area municipalities the news was great, average and not so good. Overall, the county's tax base grew for the second year in a row from $125 billion to $129 billion, according to figures released Wednesday, May 29 by Palm Beach County Property Appraiser Gary Nikolits (shown above). That's a 3.7 percent increase over last year.

Wellington saw the biggest property values increase of all municipalities countywide, up 6.6 percent over last year, from almost $5.4 billion to $5.76 billion. And of the 38 cities and towns that make up Palm Beach County, only four saw a decrease in property values. That included Loxahatchee Groves, which experienced a 4.4 percent dip. Its taxable value dropped from almost $180 million last year to $171.9 million this year. The property values are based on sale prices from 2012. Tax notices won't go out until late July. And then politicians will have to make decisions about whether or not to change property tax rates to avoid increasing taxes. For now, most officials are glad the numbers released this week bring an end to a downward spiral that began in 2008. But it's too early to tell what if any impact this may have on property tax rates this year.

Loxahatchee Groves Town Manager **Mark Kutney** was somewhat surprised by the figure. About a month ago, Nikolits told him the preliminary estimated taxable value would be up over the previous year. "It went down more than I thought it would," he said.

But on the other hand, it isn't surprising, given the lack of commercial property in town and the number of agricultural classifications it has, **Kutney** said. Having an agricultural classification lowers tax rates for homeowners who run agricultural businesses on their properties. The town's overall property tax rate is set at 1.2 mills per $1,000 of assessed value, the same as 2012.

John Thomas, director of residential appraisal services for Nikolits' office, agreed with **Kutney's** assessment. There just isn't a lot of demand for agriculturally designated land. Even though values increased significantly in Loxahatchee Groves during the boom, it has been slow to recover, he said. "I was hoping it would have stabilized last year," Thomas said.

Loxahatchee Groves isn't heavily dependent on ad valorem tax money, however, **Kutney** added. Of its $3.6 million budget, only $210,000 comes from property taxes.

Wellington Village Manager Paul Schofield characterized the 6.6 percent increase as very good news and said he hopes to be able to restore some services that were cut in previous years. "I'm really happy to see that rate. We knew it was going to go up, but we hadn't been projecting this much. Last year was just a little over 1 percent," he said.

Wellington's estimate of taxable value is $5.76 billion this year vs. $5.4 billion last year. Schofield attributes that to a rise in new construction. "New construction is up to $84 million from $61 million last year. We have seen improvements on all fronts," Schofield said.

Thomas expected a much smaller increase, between 2 and 2.5 percent, he said, so he was also surprised by Wellington's figures. He agreed Wellington is making a strong comeback.

Schofield said that Wellington has been seeing a trend toward increasing values. "The new housing construction and housing sales have been picking up, which are indicative of an improving housing market in Wellington," he said. "Our rates are up about 6.2 percent. At the current millage rate (2.47) we will see about $785,000 in additional ad valorem taxes. We can begin to put back in some of the services we cut over the years. I think it's a really good sign."

Wellington will use the additional revenue to improve drainage and keep up with maintenance, Schofield said. He noted that last year's Tropical Storm Isaac, which saw major flooding in the community, highlighted some drainage issues. Isaac dropped more than 18 inches of rain on Wellington in 36 hours.

But he isn't going to make long-term decisions about the village based on a year's worth of data, either. "This is two years of recovery. You never want to make long-term decisions based on one year of improvement," Schofield said.

Royal Palm Beach experienced a 3.7 percent increase in property tax values, about on par with the county average. And that's just fine with Village Manager Ray Liggins. "We're where we were hoping to be," he said.

Royal Palm Beach's total taxable value in 2012 was $1.8 billion and is estimated to be $1.87 billion this year, figures show. That will bring in an extra $120,000, Liggins said. Property taxes account for 15 percent of the town's revenue; $8.7 million comes from local taxes such as for sales, gas and water, he said. The budget is $21.6 million for 2013. After five years of decreases though, it's nice to have a surplus, Liggins said. And he hopes the trend continues.

The village is stable and balanced with a good mix of commercial and residential properties, much like the county, Thomas said, adding he was glad to see mid-range priced properties starting to come back.

Overall, Thomas is hopeful the market is beginning to stabilize. "I can't predict the future — there are still some pockets of distress — but it looks promising," he said.

Town-Crier Online
April 19, 2013

Opinions Differ On Handling Groves Road Ownership
Author: Ron Bukley

The Loxahatchee Groves Town Council took steps Tuesday to begin resolving issues regarding road ownership and goals for road paving.

Mayor Dave Browning was absent from Tuesday's special meeting, and Councilman Tom Goltzené left early, leaving Vice Mayor Ron Jarriel and councilmen Ryan Liang and Jim Rockett to debate.

Town Manager **Mark Kutney** said that Goltzené had brought up the issue of road ownership at the board's last meeting.

"Most of the town roads are easements cobbled together to form a public road system, not in the town's ownership," **Kutney** said, explaining that Goltzené was trying to ascertain whether the town needs to acquire some type of claim to ownership that will enable it to make future improvements.

Jarriel noted that the town is working with the Loxahatchee Groves Water Control District to transfer ownership of the roads recently paved with open-graded emulsified mix (OGEM), but Goltzené said his concern is not so much with the district roads as non-district roads that the town does not have clear title to.

"Can we get the same thing done for the non-district town roads?" Goltzené asked, explaining that council members had discussed the issue in the past as it relates to Marcella Blvd. and Compton and Bryan roads.

He asked whether the form that was used to gain title to Bryan Road would be appropriate for other roads, and said the town should come up with a process to get it done. "They asked people, 'Do you want to be a road?' I'd like to take the first step in that process if that's what we're going to do," Goltzené said.

Town Attorney Mike Cirullo said the form was prepared by the LGWCD with Bryan Road in mind, but could be used for any road.

In the process for Compton and Marcella, each property owner signed a dedication that had a legal description of the easement.

"It was accepted by the water control district on behalf of the public," Cirullo said. "I thought that was a model we could use perhaps as a point of conversation for starting the process for doing a more formal documentation of roads that have been used around here for a long time."

Cirullo added that implementation of the form takes time and money because each of the roads was done based on a survey and legal description. He said the process would begin by selecting some roads for improvement and seeing how the system works.

Rockett asked whether the town was going to have to go to every property owner, and Cirullo said the priority would probably be for those roads where there is a need or desire for paving.

"We could do it differently for different roads depending on how the council wishes to proceed," Cirullo said.

Rockett said the council had separated Marcella Blvd. and Compton and Bryan roads in previous discussions because they are already surfaced and in need of repair.

"As for the discussion on the rest of the town roads, if we're looking for a regularized way, to me we already have it," he said. "I'm certainly not interested in spending that kind of money in terms of the work that would go into every single road. I don't think it's necessary to just identify the roads as we already have for a number of years. If they are town roads, they need to be maintained."

Kutney said the town management has a quandary in that it gets calls from residents asking for maintenance or improvements. "These town roads are all different based on the level of treatment they have received over the years," he said. "The concern is that since the easements have been cobbled together, the image out there is that they are public roads, but are they really?"

Bill Underwood, CEO of Underwood Management Services Group, the town's contracted management firm, said he has concerns about the town's road policy as it relates to the collection and expenditure of gas tax money, explaining that he had expressed concerns in the past regarding roads that might actually be private.

Jarriel said he thought the time was getting close that the town could legally claim many of the roads because it has had an interlocal agreement with the LGWCD.

"I'm not going to support spending a fortune for surveys and time to get people to give their property over to the town," Jarriel said, adding that he would prefer to have residents agree to let the town have easements so it could take care of their roads.

Jarriel said the district has made progress in getting clear title to the paved portions of A, C and D roads that it plans to turn over to the town. He said he did not agree with the management firm's concerns about clear title to roads for gas tax expenditures because the town had followed the Palm Beach County League of Cities' recommended procedures.

"Legal says we can use it; management says they're not sure about it," Jarriel said. "If I have to pick who I'm going to go with, I'm going to go with legal."

Goltzené said the issue was over Florida Statute 95.361, which states that when a road constructed by a governmental agency has been maintained or repaired continuously for four years, it shall be deemed to be dedicated to the public.

"The problem is they don't want to ask you [the residents] because some of you will say no," Goltzené said. "They will instead say they have been grading it, and some of you have been asking for it, and then you'll lose your land. I'm not going to [stay] for the rest of this. Also, before I leave, I want to say I support the management team. I don't know why we hired them if we don't want to listen to them."

Liang said he understood the hesitation in getting legal descriptions. "I think that in the long term, we're going to have to do it eventually," he said. "We need to bite the bullet and accept the fact that any roads we are going to claim as a town road, no matter which method we use, we are going to have to get legal descriptions."

Jarriel said he thought future road policy should be discussed in a workshop with the mayor present.

Rockett made a motion to get bids for resurfacing or repairing Marcella Blvd., Compton and Bryan roads, as well as some other paved roads in the town's jurisdiction, and it carried 3-0.

Jarriel said problems have also arisen with some residents closing off roads with gates or putting signs up saying "residents and guests only," although some of the roads have several residences on them, which threw into question whether they were public roads or not, although they have been maintained by the district or town.

Jarriel asked whether the roads should be taken off the gas tax map or the residents should be asked to remove the signs and/or gates.

Rockett said he believed town officials should inform the residents that if they choose to make it a private road, they would lose the support of the town in maintaining their road, or should be informed what they are giving up.

Kutney suggested that he have the public works director go out and talk to them.

"If that doesn't resolve the issue, they could get an informal letter from the town manager, and if that isn't successful, I would have what I would call a formal letter from the town attorney," he said. "If they ignore it, then they're certainly a candidate for a private road, and not a public road and all that goes with that."

Liang made a motion supporting **Kutney's** recommendation, which carried 3-0.

The council also approved the town's gas tax road map, minus about 2 miles of roads that have gates or signs posted, until town management might be able clear up the related issues. That motion also carried 3-0.

Palm Beach Post, The (FL)
March 10, 2013

PBSC fight could wind up in court
Author: Kevin D. Thompson

The group behind the petition to block Palm Beach State College from building a campus in Loxahatchee Groves will go to court if necessary to force a vote on the issue, their attorney said last week.

"Our position is that everything was adequately filed," said Megan Hodson, an attorney with Robert N. Hartsell, P.A., in Pompano Beach. "They are entitled under the town charter to put this to a referendum vote."

Last month, Town Clerk Susan Eichhorn deemed insufficient the 267-person-signed petition to stop the campus, saying the full text of the ordinance wasn't attached and that the affidavit that was submitted failed to include the correct language to inform the town clerk that each person who signed the petition had the chance to read the full ordinance text.

There were two land-use ordinances the town council approved in August, clearing the way for the college campus at B Road and Southern Boulevard. One amended future land use, and the second regulated property development.

The group, led by resident Todd McLendon, immediately filed an affidavit to challenge the ruling. The town council at Tuesday's meeting received the affidavit but did not discuss it. The council is scheduled to vote March 19 on whether the petition is sufficient.

For months, the town has been saying residents who opposed the campus had ample time to form a petition.

McLendon, however, said the town charter prohibited them from doing so until the final land-use amendments were passed.

After that happened, McLendon said the charter states that any group wishing to start a petition has to wait 30 days to make sure there are no legal challenges to the ordinance.

"It's a Johnny-come-lately petition, but it was the only legal way for us to do it," McLendon said. "There was no legal basis for doing a petition for a referendum before it was enacted."

Town Manager **Mark Kutney**, however, said McLendon is misinterpreting the town charter.

"There's a 30-day window for people to appeal, and he didn't do that," **Kutney** said. "He was waiting to see if somebody else was going to challenge, and I don't know why he would do that unless he didn't want to challenge (the ordinance)."

Mayor David Browning said the college waited two months before closing on the land to see if there would be any legal challenges to the deal. "If there was a challenge, they had the ability to walk away from the deal before they bought the land," Browning said.

PBSC closed on the 75-acre parcel on Oct. 30.

McLendon said the town has been using "scare tactics" to suppress a vote by telling residents it could be on the hook for as much as $7 million if the deal falls apart. That total would include the $4.5 million PBSC paid for the land as well as legal fees.

But McLendon said the lawsuit PBSC has threatened to file against the town under the Bert Harris Private Property Rights Protection Act is baseless. Enacted in 1995, the clause states that property owners are entitled to "some form of compensation" if they could demonstrate that a governmental action "inordinately burdens" their property.

The clause, however, also states that "governmental" entities are not considered property owners under the act.

"That means (the college) isn't entitled (to compensation) under the act," McLendon said. "The lawsuit all revolved around the Bert Harris ... Act, but their basis for a lawsuit has no weight at all."

But Browning said the threat of a lawsuit is real. "That's not something I'm prepared to put our residents through," he said. "If that's a scare tactic, so be it."

If the town throws out the petition at the next council meeting, McLendon said he would either start another one or take the town to court to force a referendum vote.

"This referendum is going to happen," McLendon said. "It's just a matter of how long we have to fight before it happens."

McClatchy-Tribune Regional News (USA)
February 18, 2013

EDITORIAL: Loxahatchee Groves residents pick losing fight over Palm Beach State College campus
Author: The Palm Beach Post, Fla.

Feb. 18--If Loxahatchee Groves residents win their fight to keep Palm Beach State College from building on the northwest corner of B Road and Southern Boulevard, the town they claim to be protecting will be the loser. Loxahatchee Groves, which has a budget of only $3.7 million, would be on the hook for the $4.5 million PBSC paid for the 75 acre site, plus legal fees. The town also would lose the jobs and other economic benefits that come with being home to a college campus. At least when Wellington shortsightedly blew off PBSC's efforts to put its fifth campus in the village, contracts hadn't been signed, and there was no money on the table. PBSC has been searching since 2006 for a site to build a campus that will serve residents in the western part of the county that includes Wellington, Royal Palm Beach, Loxahatchee Groves and The Acreage.

In an interview, PBSC President Dennis Gallon said he is "baffled" at the 12th-hour effort by residents who have gathered enough petition signatures for a ballot question seeking to overturn the land approvals the town council made to allow the college to begin construction. Dr. Gallon noted that the college participated in several hearings, during which officials outlined their mission and goals for the property. Residents also had ample time to appeal the zoning changes after the council approved them. "As far as I know, there was no appeal that came forward to the town council," Dr. Gallon said. "Certainly, we did not get any about the college establishing a presence. After that appeal period was over we then purchased the property."

PBSC did its due diligence. Residents who oppose the campus failed to do theirs. Town Manager **Mark Kutney** said, "This has been the craziest thing."

Indeed. The aggrieved residents argue that the campus and the commercial development that will accompany it will ruin the rural character of the roughly 3,500-resident town. They don't want the traffic that thousands of commuters will bring. "We want to stop our lifestyle from drastically changing," said Todd McLendon, one of two residents who circulated the petition. "We're afraid of our town becoming downtown West Palm Beach, with smaller home sites and people moving in who don't have the same views we do." In fact, Dr. Gallon said, locating the campus in Loxahatchee would be good for both the college and the town. "It would be an asset," he said. "We would be providing access to educational opportunity, employment opportunity and economic development opportunity for that community. It's a win-win."

It's unclear whether a referendum could stop PBSC from building. Mr. **Kutney** said a Florida law prohibits referendums on land-use amendments. The town council should get clarity before allowing a vote that would cost $12,000 and could be meaningless. And those opposed to the college should have started their petition before PBSC bought the land.

Town-Crier Online
January 25, 2013

At Council Meeting, Jarriel Disputes Manager's Memo
Author: Ron Bukley

Loxahatchee Groves Town Councilman Ron Jarriel defended his actions last week after the town's management company criticized him for directly asking the Loxahatchee Groves Water Control District for help with hedging work on a town road. His action drew a letter from Town Manager **Mark Kutney** suggesting that Jarriel was undercutting **Kutney's** authority as town manager, since he had been directed by the council to seek a contractor to do the work.

In a memo to Jarriel dated Dec. 11, **Kutney** wrote: "It is with deep sadness that I must write this… I specifically refer to your actions at the Loxahatchee Groves Water Control District Board of Supervisors meeting last evening. Earlier that afternoon, I had informed you that the town's public works independent contractor was set to undertake the hedging of Sixth Court North from D Road to Folsom Road. Although you expressed a contrary view, you did not advise me of any intention to address this matter in front of the LGWCD board." **Kutney's** memo also charged that Jarriel had violated the town's charter regarding non-interference by council members and asserted that Jarriel violated the town's ethics code, which states that no public officer shall undermine the duties, responsibilities and role of the town manager.

Jarriel asked that the issue be placed on the Jan. 15 council agenda for discussion, saying he felt his actions were not unwarranted if he were acting as a citizen. "We have a situation where the town manager felt I was unethical, and I want to clarify it tonight," Jarriel said. "If the council feels like I was unethical, then I need to know it, and it won't happen again. If they agree with the way I feel, then we have to ask for legal advice how we can keep this from happening again." Jarriel said he was concerned that **Kutney** had also written a letter to LGWCD Chairman David DeMarois expressing similar concerns, a move Jarriel said was "uncalled for."

He pointed out that LGWCD staff hedged the road in six hours using its hedging tractor, which is capable of trimming as high as 22 feet. "If the town had been able to get their contractor to do it, we had an estimated cost of 30 hours," Jarriel said, pointing out that the town's independent contractor is LGWCD Supervisor Frank Schiola. "The job would have been done with a pole saw and a chain saw. At $26.50 an hour, it would have been approximately $800. That's not counting the rental of the chain saw and pole saw." Jarriel also pointed out that using those tools would have been dangerous compared with using the tractor.

Kutney's letter to DeMarois referred to a 1999 attorney general opinion that special districts could not perform work on private roads. Jarriel did not feel that concept applies. "Everybody knows that the roads in Loxahatchee Groves are basically public roads because they're open to the public," Jarriel said, estimating that he has personally put in 20 to 30 requests for various types of maintenance on behalf of residents.

Councilman Tom Goltzené said he has spoken to **Kutney** about the need for hedging and trimming on Sixth Court North. "I spoke to him as we rode in his vehicle the length of the street and watched the branches bounce off his windshield," Goltzené said, adding that the town had been waiting a long time to see any work done. Jarriel said the town is in need of an interlocal agreement with the district for such work, but it has been stalled by recent events, including the dismissal of former LGWCD Administrator Clete Saunier.

The memo from **Kutney** warned Jarriel to take his concerns seriously, "since these infractions are considered malfeasance." "I would advise you that you conduct yourself accordingly, as the management company cannot continue to overlook this indiscriminate behavior in the future," **Kutney** concluded.

Jarriel asked council members if they thought he had behaved unethically. "I personally feel like the management works for the council. The way I read this letter is we work for management," he said.

Kutney said the management company enjoys its role but that there have been several situations where Jarriel had pushed the envelope. "You guys have been great bosses," he said, adding, "Ron Jarriel is a fine man [and] my memorandum was an attempt to help Ron."

Kutney pointed out that the management company operates under direction of a council majority and that if individual council members do things that could affect the rest of the council, it's a serious situation.

Kutney said he had no intention of the discussion being on the agenda, but Jarriel had insisted. He added that Jarriel cannot appear before other governmental bodies saying he is only a resident, because he is still a councilman. "I'm sure when those supervisors look at him they don't recognize just Ron Jarriel, resident," **Kutney** said.

During public comment, LGWCD Supervisor Don Widing said that if he'd known his motion at the district meeting was to do the hedging, he would not have done it, and he did not know that the town's contractor was Schiola. He added that it had taken too long to reach an interlocal agreement between the district and the town. "It doesn't take 10 people three or four months to make a simple decision on who's going to cut some stinking dead trees down in this town," Widing said. "We've got to stop these little skirmishes."

Councilman Jim Rockett said he did not disapprove of Jarriel's behavior. "I think he might get overzealous at times, but that's it," Rockett said. "I'm not interested in doing anything about it."

Vice Mayor Ryan Liang said he supports Jarriel and his actions. "I think the bigger question is, why did he feel he needed to go directly to the district?" Liang said. "At times, I'm sure we all have felt government is moving too slow. We're trying to get things done, and Ron feels at times that he needs to take it into his own hands. I have no objections to that, but we do need to follow our guidelines."

Liang added that he would have liked the council to have discussed the issue before **Kutney's** letter had been sent to the district.

Goltzené said the function of the council is to make policy. "In doing that, we ought to realize those policies are for everyone, including ourselves," he said. "Ron needs to understand, and I say this with all due respect… that his role in this situation is one of five, and one who is here to vote on issues and give direction to management, and to allow management to do the work." Goltzené said he did not want to sanction Jarriel, and that it was Jarriel himself who had brought the issue up. "I'd just like to see people get along, work together and we not have any repercussions of this between us," he said.

Palm Beach Post, The (FL)
August 21, 2012

PBSC expects land-use approvals
Author: Kevin D. Thompson

LOXAHATCHEE GROVES -- Palm Beach State College tonight is expected to get the final major land-use approvals needed to enter into a contract to begin building on B Road and Southern Boulevard.

The Loxahatchee Groves Town Council is scheduled to vote on two ordinances and one resolution involving design and building codes for the proposed 75-acre project to proceed.

The votes are the last major approvals the college needs from the town before a master plan must be submitted to the Florida Department of Education for the college's fifth campus, which the school said will happen late this year or in early 2013.

The 97-acre property is owned by the Alexander Family Trust. PBSC has until Oct. 30 to close on the land. A 91,000-square-foot shopping center is scheduled to be built on the remaining 22 acres.

Town Manager **Mark Kutney** said he doesn't anticipate any surprises at today's meeting, but said there's been a phone effort under way to get more residents who oppose the project to attend. "There are some folks who are trying to scuttle the project," **Kutney** said. "We'll hear from both sides. It should be interesting."

Some residents are concerned about increased traffic. **Kutney** said they are also worried about the new campus lowering property values and increasing crime and noise. "I find that hard to believe that would happen," **Kutney** said.

During last week's primaries, **Kutney** said some of the project's opponents voiced concerns to voters outside a polling precinct. "This is part of the process towns go through," said Richard Becker, PBSC's vice president for administration and business services. "We don't have any problems with residents showing support or asking questions."

To alleviate traffic concerns, PBSC has a preliminary agreement with the Florida Department of Transportation to create turn lanes into and out of campus. The college wants to install speed bumps on B Road to encourage students to use Southern Boulevard instead.

The project's first phase is expected to include a 40,000-square-foot building for classes and offices. PBSC has said the project could take 35 years and $150 million to complete.

Town-Crier Online
August 3, 2012

2013 Lox Groves Town Tax Rate Unchanged
Author: Ron Bukley

At a budget workshop Tuesday, the Loxahatchee Groves Town Council agreed to keep its property tax rate unchanged at 1.2 mills for the upcoming year. Due to a small drop in overall property values, that will bring in slightly less property tax revenue than last year. The council also approved a sheriff's budget at the same level as last year, $274,785, and approved a solid waste allocation of $220,500, with a $100-per-customer refund taken out of unassigned funds.

And, addressing a much-discussed issue, council members approved a method for residents on dirt roads to get open graded emulsified mix (OGEM) paving done by a petition process. The $206,025 in ad valorem revenue will be $3,975 less than the $210,000 collected last year. The town will also take in $343,726 in utility taxes, $289,897 in state revenue sharing and half-cent sales tax, and $248,500 in franchise fees. With other, smaller revenues, the town's total revenue estimate is $1,426,748.

Councilman Tom Goltzené pointed out that less than 20 percent of the total revenue will be from ad valorem taxes. "With the electrical utility tax and the FPL franchise fee, really twice as much money comes out of people's electric bill as their tax bills," he said. Expenditures will include $254,635 for town management and a total of $630,869 for other government services.

Staff had transferred $225,000 from unassigned funds to the sanitation fund to give town customers some relief in a bad economy. Bill Underwood, head of the town's contracted management firm, said the town had a good revenue year in 2011 and put $357,000 into undesignated net assets. To give some relief to residents, they put some in the solid waste fund and the rest into a capital improvements fund.

Vice Mayor Jim Rockett said he would like to provide relief to residents in the form of a sanitation refund. "I think it's a great idea, but I'd like to do it so we could repeat it each year, not necessarily give away such a large chunk the first year," Rockett said, suggesting $126,000, which would be $100 per customer for the town's 1,260 clients. "I'd like to plan to do it next year," Rockett said. "I'm not going to try to guess when things are going to get better, but I'd like to think they are going to get better someday."

Rockett suggested spreading out the surplus over the next several years. Town Manager **Mark Kutney** said the refund would not be sustainable over the long term.

Goltzené said he favored a rebate to residents and understood Rockett's point on sustainability, but felt some of it might be put somewhere else.

Councilman Ron Jarriel said he favored taking it one year at a time. “We have a management team, and they’re one of the best,” he said. “The future, I think, is going to be very positive. This is one way to treat everybody equal.”

Councilman Ryan Liang said he liked the idea but was not sure about committing to do it more than one year.

Mayor Dave Browning said he liked the idea of planning the rebate for two years, and the council gave consensus to budget $126,000 for the coming year.

Other provisions in the budget include $150,000 to supplement Loxahatchee Groves Water Management District activities.

During public comment, Elise Ryan, a member of the town’s finance committee, encouraged council members to spend money on roads. “Nobody says lower taxes, they want better roads,” she said. “We have a significant balance that needs to be put to good use.”

Rockett made a motion to adopt the tax rate, which carried 5-0.

Town-Crier Online
June 8, 2012

Moratorium Stops Groves Code From Shutting Biz
Author: Ron Buckley

The Loxahatchee Groves Town Council eased enforcement of restrictions on home-based businesses Tuesday until it could amend its Uniform Land Development Code to allow activities such as that of residents Jerry and Janet Eick, who were cited for selling hay largely to their neighbors.

Councilman Ron Jarriel added the item to the agenda, although the meeting room was full of residents who had been alerted that the matter would be discussed that evening. "They sell hay on their property," Jarriel explained. "I hate putting things on [the agenda] at the last minute, but I was made aware of it Saturday evening, and I felt it was important. They've been sent a notice that they must cease all sales, so I went out to check it out myself." Jarriel noted that one of the primary goals of the ULDC was to not unnecessarily disrupt home businesses in the town. Jarriel said the family has lived in Loxahatchee Groves for about 30 years and has been selling hay for 17 years. "When they first started, they were questioned by the county," he said. "The county came out and did an inspection. They were told to take care of some things, and they haven't had any trouble since." However, a complaint from someone launched a town code enforcement action.

Jarriel said the family operates as a bona fide agricultural business on B Road raising horses, and that most of the hay is used to feed their own livestock. "From the road, you wouldn't know that they had a hay sale there," Jarriel said. "They've got a beautiful piece of land, and most of the hay sales [are to] their neighbors. When I can buy hay a lot cheaper from my neighbor than I can at the Red Barn or Tractor Supply, I appreciate that break." Jarriel said that when the council passed the ULDC, members agreed that if it started taking away from the benefits that residents legitimately enjoyed beforehand, it would be corrected. "I apologize that it got to the point that they received a notice, and I wasn't aware of what was going on," Jarriel said.

Mayor Dave Browning read a letter from the Eicks, stating that they had lived in Loxahatchee Groves for 30 years and originally bought hay for their horses and cows. "We have always given hay to people who could not afford to feed their animals," they wrote. "We support many neighbors in their time of need. It would not only be a financial hardship for our family if we were not able to continue our hay business, but this would also cause hardships for many of our neighbors."

In the letter, the Eicks stated that they barter with neighbors for things such as horseshoeing, horse training, dirt, mechanical work and care for animals when they are away. "Many of our neighbors and ourselves could not afford this unless we did barter," the letter stated. Jarriel said he would like to figure out how to solve the problem. Town Attorney Michael Cirullo said that the council could declare a moratorium until they've approved an ordinance correcting the issue.

"When given direction to review an issue that has come to you, we are given specific directions to address that issue," Cirullo said. "In the meantime, we either don't initiate or we don't continue that enforcement until we come back to you for further direction." Cirullo said the council could approve a new section of the code granting hay and related sales, or add a section for conditional uses. "We could bring back some options, and you could tell us what you think," he said.

Councilman Jim Rockett said the situation is akin to what Loxahatchee Groves stands for and that when they went through the process of constructing the ULDC, they tried to follow certain themes. "If I was to pick a type of neighbor that I would like to live next to in this community, this would be my choice," Rockett said. "I would like to restore their operation until we come up with something else."

Browning said that when they first put the town's comprehensive plan together, they had agreed that existing operations would continue as long as they were not illegal. "We were really talking about things that were bad on the environment," he said. "There were people out here stripping cars, and things like that, and if they were not blatantly bad for the community, we were not going to shut them down, and I think that applies in this situation." Browning said that interfering with residents' lives was not the intent, as long as their activities did not negatively affect neighbors. He said it was wrong to cite someone "where the neighbors have no problems, and we have not heard of any complaints from neighbors."

Rockett suggested that an amendment could be crafted that would allow property owners to engage in bartering and trade as long as they are residents conducting the activities themselves and are not actively advertising.

During public comment, Mary Ann Miles, who lives next to the Eicks, said she had no complaint. "If anybody should have a complaint, it should be me, and I don't," Miles said.

Jarriel made a motion for staff to review the ULDC and formulate options to address the issue. The motion carried 3-0 with Councilman Tom Goltzené and Vice Mayor Ryan Liang absent.

Town Manager **Mark Kutney** said he would tell officers to put a stay on code enforcement until the council addresses the issue.

In other business, the council approved a preliminary reading of a moratorium on land use amendments until Nov. 30 while staff and the council review its comp plan to refine provisions that allow commercial development. The proposed ordinance exempts any such applications that were pending as of April 17, which include those for the property at the corner of Southern Blvd. and B Road, where plans are underway for the fifth Palm Beach State College campus. It also exempts the town-initiated amendments that are likely upon completion of the review of the comprehensive plan by the town during the time of the moratorium.

Town-Crier Online
May 4, 2012

Landlord Dispute Has Groves Seeking New Office
Author: Ron Bukley

Faced with the possibility of losing some of the town's office space to a new tenant, the Loxahatchee Groves Town Council directed its staff Tuesday to search for a new office location. During his administrative update, Town Manager **Mark Kutney** said he had learned just recently that a U-Haul operation is seeking to occupy part of the town's current office space at Palms West Plaza on Southern Blvd. "This report troubles me," he said. "It is not good news."

Kutney said he learned of the situation when two people visited last week, "sizing up our offices and informing us that they were going to be taking over the space. He immediately contacted the landlord, Kan Yee of Yee's Corp. "It turned out he did do some negotiations with them," **Kutney** said, pointing out that the town's current lease allows the landlord to attempt to secure tenants for portions of the town's office space. "If he is successful in acquiring an expected tenant, then he needs to give us a letter in writing, and then we have 15 days to vacate the space," **Kutney** said, explaining that he and Councilman Ron Jarriel met with the landlord to find out his intentions.

Kutney said the landlord was not aware of the notice requirements. "He thought he could go ahead and do it," he said. "I corrected him on that. I also informed him that we didn't appreciate folks just dropping into our offices." **Kutney** noted that the prospective tenant wants the space that currently serves as a conference room and is also used by town committees. "We're at the point now where Councilman Jarriel did ask Mr. Yee if he had an alternate proposal or if he wanted to talk to us about making a different proposal, and he didn't," **Kutney** said. "We have started to look at various options. There aren't a lot of options in the town."

Thus far, **Kutney** has explored an office near Palms West Hospital and a private residence. "We have even talked about the idea of possibly building a small town hall to meet our needs at F Road and Okeechobee where there seems to be a site we could work with," he said, adding that they might occupy the space temporarily with some trailers. "We're bouncing a number of issues around." **Kutney** is also exploring the town's options at its current location. "I've asked the town attorney to take a look at the lease to see where we're going, but we're very unhappy because we thought we had a good arrangement with Mr. Yee," he said. "We feel like we are a good tenant, and he's not treating us the way he should. There is [other] available space in the center."

Town Attorney Mike Cirullo said the lease expires in September 2013 but that it does allow the landlord to investigate leasing out some of the space currently occupied by the town. Mayor Dave Browning asked whether the new tenant is going to operate a U-Haul business and store rental trailers in the parking lot. "You've got a parking lot there that's approved for parking, not for staging a U-Haul business," he said.

Councilman Jim Rockett noted that it might be time to discuss setting up permanent facilities for the town. "We've been in existence for a while now, and we're still taking baby steps, I believe, but maybe we need to have serious discussion on the options of putting our own facility together," he said. Rockett pointed out that the Loxahatchee Groves Water Control District office is the designated emergency operations center but that the office is not a hardened building and could be destroyed in a hurricane. He added that the town's Community Emergency Response Team needs a good staging area for emergencies. "If we had our own land or site, we could certainly create something that is a little better suited for what they need," Rockett said.

Rockett said he would like to look at possible sites for the town to acquire and construct a facility that could serve as an office and emergency operations center. "The thing that comes to mind is a hardened core of poured concrete block or concrete wall and ceiling and maybe have a central part to a facility that could be an emergency operations center," he said.

Councilman Ryan Liang said the council needs to look at both long-term and short-term needs. "I know that CERT keeps quite a few things in that second office, so you have to look at storage and also alternate meeting places for our committees, and then the other would be a long-term solution," Liang said. "If we have to build a facility, obviously it's not going to get built in less than a year. So, we have to think about short-term options as well."

Jarriel said he had been under the impression that the town would be able to occupy its current offices until it could build a town center. "The shame is in all the work that our staff has put into upgrading those offices," he said. "We finally had a place where our committees could meet." Jarriel asked that the council direct staff to come up with temporary solutions but also look into a more permanent solution. "Now is the time to buy property if that's what we want to do," he said. "I'm thinking along the lines of modulars or something like that, but that would be more or less temporary."

Councilman Tom Goltzené said building a town hall is not his priority, especially not on Okeechobee Blvd., and not when there is the possibility of developers building office space on B Road where they might be able to get the developer to build to the town's needs under a long-term lease. "I would have concerns about sinking a lot of money into any particular thing at this time because we have a lot of things we have to work through," he said, adding that he felt it was unfortunate that the town is in this position. "I don't know if there was some penny-wise and pound-foolishness in not securing these spaces. We certainly should pay more attention to that kind of stuff."

Browning said if they were to build a town hall, "it would have to be very basic, attractive but very basic," he said. "If we were to do it, now is probably the best time to do it because prices are the lowest in history. It does change our priority list and makes me glad I've got some money in the bank."

Palm Beach Post, The (FL)
February 3, 2012

PBSC behind on deal to buy Loxahatchee Groves property
Author: Kevin D. Thompson

Nearly four months after agreeing to buy 75 acres in Loxahatchee Groves for its fifth campus, Palm Beach State College is still months away from completing the $4.5 million deal.

"We probably are a couple of months behind where we anticipated being," said Richard Becker, PBSC's vice president for administration and business services. "This isn't what we do for a living, so we're going about it very prudently."

The college has until Oct. 30 to close on the property. Becker said the college is close to signing two contracts -- one with the property's owner, Alexander Family Trust and the other with Atlantic Land Realty, the West Palm Beach commercial developer -- in the next few days.

Calls to Alexander Family Trust and Atlantic Land Realty were not returned.

After those contracts are signed, Becker said the next step is working with the town for approvals. The college must submit a site plan to Loxahatchee Groves on what the campus will look like. Becker said that can be done 30 days after the contracts with the owner and land developers are signed.

A 91,000-square-foot shopping center is scheduled to be built on the remaining 22 acres of the property, at the northwest corner of Southern Boulevard and B Road.

Working with the town, Becker said, will be a prolonged process that will take anywhere from three to five months and include a series of public hearings for residents to weigh in.

So far, Becker said the town has been cooperative, but he added there will be residents who are going to object to a college and a shopping center being built in their backyard.

"We don't want to bulldoze anything," Becker said. "Look at our campus in Palm Beach Gardens. Most people don't even know we have a campus there because it's surrounded by vegetation."

Although there are some minor concerns about potential traffic problems and increases in crime, Town Manager **Mark Kutney** said Loxahatchee officials are looking forward to working with PBSC and Atlantic Land Realty. "It'll be a very interesting and exciting project for the town," **Kutney** said. "From what I've heard, the majority of our residents are happy and excited."

Palms West Monthly
October 6, 2011

Loxahatchee Groves council selects new management company
Author: Angie Francalancia

LOXAHATCHEE GROVES — The Loxahatchee Groves Town Council selected Underwood Management Services Group to provide it with a town manager, and doing so, gets a man who has lived most of his working life in the surrounding community and who has worked throughout South Florida.

Mark Kutney, a Wellington resident and whose previous experience includes work in Greenacres, Titusville, Davie, Hallandale and Belle Glade, will become Loxahatchee Groves' Town Manager.

Kutney is an associate with Underwood Management Services, founded by William F. "Bill" Underwood.

While Loxahatchee Groves continues to operate with a contract management style government, **Kutney** says he believes he'll be spending 40-plus hour a week in Loxahatchee Groves.

"I think we want to stabilize the operations of the city and I think we probably want to take it to the next level, start to make continuous improvements," **Kutney** said.

Town Council members who supported Underwood Management Services in the 3-2 vote cited the principals' past experience garnering grants for their cities.

"Underwood Management has gotten millions and millions of dollars in grant money," Councilman Ron Jarrel said. "We need to start getting some grants."

Jarriel was joined by Councilmen Jim Rocket and Ryan Liang in favor of Underwood Management.

This is the second time Underwood Management has been considered for the position in Loxahatchee Groves. Frank A. Spence, whom the council chose not to retain, was selected over Underwood Management in 2009. That decision rested in part because Underwood Management had filed suit against Belle Glade, its former contract employer, for breach of contract.

Underwood is Director of Financial Services for Oakland Park and will continue in that position. Underwood previously served as Financial Services Director for Davie, director of administrative services in Stuart, and in the late 1990s was Finance Director of Belle Glade.

Underwood Management Services requested $250,625 to provide the town's management, which will include the town manager, town clerk and financial services.

Sun, The (Belle Glade, FL)
July 9, 2009

GUA board members selected
Seven people named to committee
Author: *Naji Tobias; The Sun*

GLADES - The Glades Utility Authority (GUA) approved the selection of a newly formed committee board on July 1.

This move comes just a few weeks after the June 16 formation of the entity.

During the July 1 GUA meeting, held at Belle Glade City Hall, it was revealed that the Belle Glade representatives would be Deputy City Manager **Mark Kutney** and Samantha Wallace. Both selections were reportedly nominated by Belle Glade's five commissioners at its June 1 commission meeting.

In a vote on Belle Glade's June 15 commission meeting - just two weeks after the nomination - all of the commissioners voted 5-0 in favor of **Kutney** and Wallace.

Belle Glade commissioner Mary Wilkerson on the two selections: "**Mark** knows the condition (ins and outs) of Belle Glade financially," Wilkerson said of **Kutney**.

"He's very knowledgeable of the GUA contract and I'm quite sure he'll make sure it will be carried out in the best interest of the city and its citizens," Wilkerson continued.

"Samantha is a well-educated woman.

She's an all-around person and she's going to make an informed decision when she gets ready to vote."

Belle Glade's commissioners also considered Eddie Lee Rhodes and Charles Wilson, but both reportedly declined the offer due to other obligations.

Pahokee's selection was Derrek Moore, the city's finance director.

South Bay picked Corey Alston, its new city manager, as its GUA board selection.

The at-large selection for the Glades area is Michael E. Jackson, who's the ombudsman/liaison to Palm Beach County Commissioner Jess Santamaria (District 6).

The move was questioned by some, who may have thought Jackson was a Palm Beach County employee, thus creating a potential conflict of interest.

But the county had no issue with the selection, as it was revealed that his position is on a contract basis.

The county members on the GUA board are Shannon LaRocque and Jimmy Beno.

Here's how the votes will be broken down: Belle Glade - 2 votes Pahokee - 1 vote South Bay - 1 vote At-large selection - 1 vote Palm Beach County selections - 2 votes each There were concerns about how the voting would take place, as locals initially feared that the county would ultimately have the final say in how decisions are made with the GUA.

But with the area having a total of five representatives, residents should know that the Glades area will be holding the majority of the votes.

"That's what the county drew up and the three cities approved it," said Lomax Harrelle, Belle Glade's city manager.

"It's going to take them a while to get everything sorted out."

The GUA board members are typically scheduled to meet on the first Wednesday of every month.

Each of the tri-cities will host the GUA meetings for three consecutive months on a rotating basis.

The GUA will officially launch on Oct. 1, the first day of fiscal year 2009-2010.

Sun, The (Belle Glade, FL)
June 4, 2009

Support for boat lock project
Approximately $20 million likely needed to fund initiative
Author: *Naji Tobias; The Sun*

BELLE GLADE - The boat lock construction near Torry Island could begin within the next year. It's a real possibility, officials say. However, that will likely depend on funding and authorization from the federal government. A large group of stakeholders in the proposed project, implemented by the City of Belle Glade in July 2007, discussed the concept during a May 29 meeting at the Dolly Hand Center. For one thing, officials determined that approximately $20 million in funding would be needed to begin the project.

Though it may sound prudent to seek federal dollars to fund the construction, representatives from the U.S. Army Corps of Engineers say it would take well over five years for the boat locks to be completed, should the city decide to take that route. And there's no guarantee the federal government would grant funding anyway, officials said.

"It's going to be a long process, but I hope it doesn't take that long," said **Mark Kutney**, who is Belle Glade's deputy city manager. **Kutney**, aware that the city must get approval from the federal government to begin the project, is confident the boat locks will be constructed in the near future.

After all, the city received a $1.5 million grant from the office of Tourism, Trade and Economic Development (OTTED) less than two years ago for the boat lock construction. Carol Wehle, who's the South Florida Water Management District director, suggested the city to seek alternative ways to obtain the funds needed for construction. One way funding could be provided - note that there's no guarantee this will happen - is that a collaborative of the water management district, FHREDI (Florida Heartland Rural Economic and Development Initiative) and LORE (Lake Okeechobee Regional Economic alliance) could support the boat lock construction as a part of the proposed vision for an inland port in the Glades.

While being fully aware of the current unknowns out there, city officials are optimistic that the boat lock project would take no more than three years from now to complete.
"It seems like everyone is in agreement with the project, I haven't heard anything negative about it," **Kutney** said.

Interestingly, however, the location of where the boat locks are tentatively slated to be constructed - the Sugarcane Golf Course - did raise some questions. Recently, the city looked at four possible locations for the boat lock construction - the golf course, the Hooker Highway extension, the rock pit and a property owned by Fritz Stein.

After several factors were taken into consideration, such as property acquisition, economic optimization and development impact, to name just three, city officials later determined that the golf course would be the best fit.

Additionally, the golf course location would cost $17.4 million, while the proposed expenses of the other three locations were estimated to be at least $18 million, engineers say.

John Hendricks, who's a manager with the Sugar Cane Golf Club, said he is okay with the idea. However, he is concerned about how some of the golf course holes will be affected during the course of the proposed construction. It's possible that Holes 2, 4 and 5 of the golf course could be closed throughout the building process. "It's going to be a disturbance, but there's not much we can say about it," Hendricks said. Inconveniences notwithstanding, Hendricks is excited about the boat lock design, which includes a proposed island for Holes 2, 4 and 5. To get to those holes, Hendricks explained, you must travel over the boat lock bridge, which encompasses the Rim Canal, the Hillsboro Canal and the North New River Canal.

The design's purpose is to allow water-craft navigation from Lake Okeechobee to the Hillsboro and North New River canals. The boat locks will always be closed, Hendricks said, unless boaters are near the area, set to cross through Lake Okeechobee. The wait time for golfers would be no more than 15 minutes, with up to 16 fishing boats being able to cross through the locks. Boats up to 80 feet in length will be able to access the boat locks, officials say. "It's going to be unlike anything this area has ever seen," Hendricks said.

"With the boat locks at the golf course and the way it will be designed (Holes 2, 4 and 5 is slated to be built down the middle of the course), it will be something all golfers want to play on when it's done." benefits of the construction, engineers say, include employment opportunities to build the boat locks, ancillary jobs at the Belle Glade marina and infrastructure development.

Engineers from WRScompass, who the city tapped to take over the boat lock project, are optimistic that a waterfront community will emerge in the near future, thereby creating a much-needed tax base for the city of Belle Glade. "The boat lock design is an important step forward for Belle Glade and the neighboring communities," said MacKay Jimenson, who's the public affairs director for WRScompass. "We look forward to working with U.S. Congressman [Alcee] Hastings and the South Florida Water Management District to find funding solutions for this project," he continued. "The boat locks, as well as other neighboring projects, can establish the infrastructure to begin the economic redevelopment of the Glades."

Sun, The (Belle Glade, FL)
September 25, 2008

Belle Glade passes balanced budget
Millage rate announced during Sept. 15 meeting
Author: *Naji Tobias; The Sun*

BELLE GLADE — With little controversy this time around, the city's budget for the upcoming fiscal year was approved on Monday night.

The vote was 4-1, with Commissioner Shelly Miller opposing the action.

During the final budget workshop meeting, which lasted for about a hour, Commissioner Miller, in a last ditch effort, made a motion to maintain the public works director for a minimum of three months.

According to **Mark Kutney**, the acting city manager, Larry Peters has been working on such projects that include the proposed youth empowerment center and the boating locks at Torry Island, to name just two.

Mr. Peters, who is also a certified engineer, would have made $109,200 for the 2008-2009 fiscal year had his position been funded.

Unfortunately, Commissioner Miller's motion to keep Mr. Peters on board failed by a 3-2 majority vote.

"It was the right thing for the city to retain the public works director, who was also working as a certified engineer," Commissioner Miller said.

"Now, we gotta hire an engineer for the same salary and we have no public works director. "It's not in the best interest of trying to balance the budget," she continued. "Mr. Peters, you were truly an asset."

The public works director, whose last day with the city will be on Sept. 30, thanked Commissioner Miller for the support.

"I'm thankful for the opportunity to work here," Mr. Peters said.

According to **Mr. Kutney**, it would have cost the city $32,270 for the next three months to retain the position.

"I think the move is gonna help us in this tight budget year," said Vice-Mayor Mayor Kendall.

Other than the elimination of the public works director, the finance director, the assistant finance director and the purchasing manager positions have been frozen, at least temporarily, in efforts to keep the city's costs down.

"We're going to have to do more things from an individual basis," **Mr. Kutney** said, regarding the work of all the city's employees. "We're all committed to doing what we're here to do."

Mayor Steve Wilson has advocated the possibility of a Christmas bonus for all employees, as he recognized the work that the city has done in spite of the budget crunch.

Still, the mayor realizes that more will have to be done with less personnel this fiscal year.

"We expect and hope that everybody steps up," Mayor Wilson said. "That's what has to be done."

Commissioner Michael Martin made a motion to freeze all salary increases until there's a new city manager on board, which passed unanimously.

"We're making it clear that we're not taking anything from anyone," Mayor Wilson said on the employees' salaries. "We just want to be fair with everyone."

It was announced that the mill-age rate for the upcoming fiscal year will be at $6.4300 per $1,000 of taxable value.

That's a decrease from the 2007-2008 rate, which was set at $6.6037 per $1,000 of taxable value.

It also means that this year's value will be rolled back by 0.1737 percent, according to city officials.

The city's balanced budget for the 2008-2009 fiscal year is set at $26,006,731.

The 2008-2009 fiscal year begins on Oct. 1 and ends on Sept. 30, 2009.

Miami Herald, The (FL)
October 18, 2007

DAVIE: Kutney next to leave post

Mark Kutney, who has overseen development issues for the town of Davie since 1999, told the Town Council on Wednesday that he will retire Nov. 6.

Kutney, 53, said he is in negotiations for a couple of city management jobs in South Florida, but he declined to discuss details. Last year, he was a finalist for Davie town administrator, but the town ultimately gave the job to then-Pembroke Pines assistant city manager Gary Shimun.

As Davie's development services director, **Kutney** oversaw Davie's building code compliance, engineering, and planning and zoning divisions in a town that has tried to balance fast growth and a rural past.

Kutney is the fifth department head to retire or resign since Shimun took office a year ago. The others are the fire chief, police chief, finance director and town engineer.

Miami Herald, The (FL)
November 1, 2005

TOWN'S STORM TAB: $100 MILLION
Author: *NIKKI WALLER, nwaller@herald.com*

After Wilma crashed through Davie, savaging mobile home parks and seriously damaging dozens of single-family homes, town officials estimate that damage from the storm could cost the town and its residents more than $100 million.

``The town has experienced a lot of damage," said Davie Development Services Director **Mark Kutney**. The town is one of the first in Broward to put a dollar figure, however preliminary, on Wilma's damage.

As of Monday, the town had declared 693 structures to be unsafe, including 608 mobile homes, 46 single-family homes, 38 town homes and one business. If a building is declared unsafe, people are not allowed to live in it.

Town officials said Everglades Mobile Home Park, just west of Florida's Turnpike, took the worst hit, and **Kutney** said crews will make a second visit to assess damages there this week. ``That park is really a mess," **Kutney** told the Town Council at a special meeting Monday night. ``You can't tell . . . what went where. The infrastructure really took a hit in that area."

Since the storm hit, at least 40 town employees, working in teams of 16, have been canvassing the town's neighborhoods to construct a rough catalog of damages, from roofs missing shingles to decimated mobile homes.

Kutney and the town's building official, Bill Hitchcock used the team's findings to compute preliminary damage totals, around $103 million. ``Our estimate right now is strictly related to structures. It doesn't take into account any damage to mobile home park infrastructure," or to the town's parks and facilities, said **Kutney**.

The damage estimate covers all damages within the town; the town government will be responsible for only a portion of the cleanup costs.

Earlier this fall during the town budget season, some town leaders expressed concern over the town's relatively small cash reserve, fearing cleanup costs after a strong storm could drain the budget reserve and cause financial disaster.

Wilma will probably not destroy the town's finances, said Davie Mayor Tom Truex. ``A lot of it's going to be reimbursed by FEMA," said Truex. ``I don't know what the bottom-line impact is going to be, but it's not time to panic."

Miami Herald, The (FL)
October 23, 2005

TOWN OK'S 4 BUILDING PROJECTS
Author: *JULIA NEYMAN, jneyman@herald.com*

Four new Davie developments got the go-ahead Wednesday after the Town Council approved plans for an office building on Orange Drive, a shopping center on Stirling Road, a small office building on 64th Avenue (Davie Road) and a retail-professional building on Griffin Road.

The buildings are part of the booming expansion in eastern Davie, especially along the Griffin Road corridor, said **Mark Kutney**, the city's development services director. ``None of them are all that large. They're just nice in-fill projects," **Kutney** said of the four buildings. ``We're not at build-out yet, but we're getting close."

There was little disagreement over any of the buildings except the B & R Development, an office and retail building at 7780 Griffin Rd. Council members questioned if the building's architectural style fits in with the town. In the end, the council voted 4-1 to approve the building so long as the developer agrees to meet with the mayor or council members individually to discuss how to ``put a little dressing" on the two-story structure, Mayor Tom Truex said. ``I'm looking at this, and I'm sorry but I am not impressed," said Councilwoman Judy Paul, the lone dissenter in the vote to approve the development. The B & R development will have retail stores on the ground floor and offices upstairs.

The council voted unanimously to green-light the Orange Drive Professional Building at 5595 Orange Dr., the Toral Professional Building at 4820 SW 64th Ave. (Davie Road), and the Victoria-Say Plaza at the intersection of Stirling and Davie roads. Victoria-Say Plaza will house a mix of retail and office space, said Freddy Roye, project manager for the plaza. Roye said tenants could include beauty parlors and barbershops, restaurants, pizzerias, and insurance and law offices but said no specific tenants have been lined up.

Roye said he hopes construction will begin in December or January and wrap up by the end of 2006. The Orange Drive Professional Building is already sold out, said Sam Shapiro, president of Samuel Shapiro & Associates, the developer for the office building. Shapiro said several mortgage and real estate brokers, as well as a private investigation firm, have signed on for the 12-unit building. Shapiro said he hopes to begin construction right away. He said the building will take about six months to complete.

The Toral building will house the owner's offices. At Wednesday's council meeting, members did not mention Chris Kovanes, the town administrator placed on administrative leave earlier in the week after the Florida Department of Law Enforcement began investigation of allegations of illegal pornography and misappropriated funds against him.

Miami Herald, The (FL)
September 26, 2004

TOWN GETS HOUSE WORK
Author: *NIKKI WALLER, nwaller@herald.com*

Dissatisfied with the county's building and structural inspection services, several Broward cities are turning to Davie's Building Department to provide inspections and plan reviews.

New agreements with Lauderdale Lakes and Dania Beach, approved by the Town Council this month, will take Davie's building department in an entrepreneurial direction.

``We believe this will bring in additional revenues," Davie Development Services Director **Mark Kutney** said at a Tuesday night budget meeting. State law says building departments should be self-sustaining, but any profits resulting from the agreements will go into the town's general fund, **Kutney** said.

The town has provided two nearly full-time inspectors to Hallandale Beach for about six months. Word got around, and Dania Beach and Lauderdale Lakes came calling.

``The county inspection program seemed to be dissolving. We couldn't get a consistent inspector over here," Lauderdale Lakes building official Dean Decker said. ``We had tons of work to get done, so we had to look elsewhere."

Enter Davie, whose building department employs more than 40 inspection staff members. ``Davie was so willing to work with us," Decker said. ``They have the infrastructure in place to take care of a small city."

The town anticipates other cities will want to hire Davie inspectors and plan reviewers and is adding four part-time inspectors in the next year.

But the new hires are unrelated to the new agreements with cities, **Kutney** said, noting that the town has not yet begun recruiting for those positions. ``It's a safeguard in case we should incur an up-tick in development," he said. ``We've been busy for the last two or three years, and [more inspectors] will allow us more flexibility."

Davie inspectors began work Sept. 23 in Lauderdale Lakes, which has contracted for one full-time structural inspector, a part-time plan reviewer and other inspectors as needed, totaling over 4,000 hours of work.

If the council makes a final approval, building, structural, mechanical, electrical and plumbing inspectors will start in Dania Beach on Oct. 1.

The Miami Herald
November 23, 2003

PUBLIC MEETINGS TACKLE TOWN'S FUTURE
Author: *SAMUEL P. NITZE, snitze@herald.com*

Planning and zoning regulations may not be the stuff of high drama, but in Davie, the rules of development often draw a crowd.

Residents jam town meetings to speak on development proposals. Local political campaigns often hinge on a candidate's vision for how Davie should look and feel.

Officials hope to harness that civic involvement during coming months in preparation for the first major revision of the town's comprehensive plan since it was adopted in 1997.

The plan outlines the town's goals and has a map showing where certain types of development - residential, commercial, industrial, etc. - are permitted.

The Planning and Zoning Division has scheduled five public workshops between now and February to hear residents' ideas and concerns, principal planner Debby Ross said.

The meetings will help town staffers prepare an evaluation and appraisal report to submit to the state. The report, sent once every five years or so, helps the state decide if the town has kept its goals and to help the town identify areas in need of improvement, Ross said. Residents are likely to make their voices heard.

``Davie probably has a more involved citizenry than the average city in Florida," said **Mark Kutney**, the town's director of development services.

The meetings will include staff presentations, group discussions and a question-and-answer period. The public will be asked to identify goals in areas like land use, affordable housing, transportation and infrastructure.

More meetings will be scheduled as the report nears adoption, and a survey will be mailed to all registered voters in Davie.

The Miami Herald
January 15, 2003

GATED-COMMUNITY PLAN HAS RESIDENTS IN RURAL DAVIE UPSET
Author: *JERRY BERRIOS, jberrios@herald.com*

Davie leaders will consider allowing developers who build custom homes a chance to collect ``points'' toward items such as guard gates and cul-de-sacs. But some residents think the idea goes against the town's recently approved rural lifestyle plan that puts a priority on open space.

``It goes against everything we are trying to do,'' said Councilwoman Judy Paul. ``It isolates the community and doesn't have any connectivity.''

The idea of ``connectivity'' is big in Davie. It means neighborhoods would be continually connected, in a grid, not encircled by a cul-de-sac or enclosed behind walls and guard gates.

``Cul-de-sacs and guard gates have a tendency to hamper connectivity efforts,'' said **Mark Kutney**, Davie's development services director. Attorney Barbara Hall is bringing the idea to Town Hall. She's representing a client who wants to develop some 20 acres on Southwest 105th Avenue. The development, which would be custom homes, is pending, **Kutney** said.

Hall could not be reached Tuesday for comment.

Last year, the Town Council came up with regulations to preserve the town's rural character and equestrian lifestyle. The rules include establishing scenic corridors, requiring streets to connect inside developments, increasing some lot sizes and prohibiting solid walls and guard gates.

If developers build homes with Florida architecture or follow other suggestions, they would be given ``points'' to use toward restricted items like guardhouses and cul-de-sacs.

Residents now living on Southwest 105th Avenue oppose Hall's plan, saying it will cut off their 18-home neighborhood. Any new development should be a part of the existing neighborhood, not a private enclave cut off by walls and a guard gate.

``Putting a gate there makes us an on-ramp to a gated community,'' said homeowner Michael Bartlett. ``That's inappropriate.'' Most residents want a bigger neighborhood instead of two separate communities, he said. ``You are going to see people zooming through our neighborhood and go behind that gate,'' Bartlett said. ``It's just not right.''

The Davie Town Council meets at 7 tonight at Town Hall, 6591 Orange Dr.

Miami Herald, The (FL)
November 1, 2005

STRUCTURAL DAMAGE IS ADDING UP TO FISCAL DISASTER FOR ONE SMALL TOWN
Author: *NIKKI WALLER, nwaller@herald.com*

After Wilma crashed through Davie, savaging mobile home parks and seriously damaging dozens of single-family homes, town officials estimate that damage from the storm could cost the town and its residents more than $100 million. ``The town has experienced a lot of damage," said Davie Development Services Director **Mark Kutney**.

The town is one of the first in Broward to put a dollar figure, however preliminary, on Wilma's damage. As of Monday, the town had declared 693 structures to be unsafe, including 608 mobile homes, 46 single-family homes, 38 town homes and one business. If a building is declared unsafe, people are not allowed to live in it.

Town officials said Everglades Mobile Home Park, just west of Florida's Turnpike, took the worst hit, and **Kutney** said crews will make a second visit to assess damages there this week. ``That park is really a mess," **Kutney** told the Town Council at a special meeting Monday night. ``You can't tell . . . what went where. The infrastructure really took a hit in that area."

Since the storm hit, at least 40 town employees, working in teams of 16, have been canvassing the town's neighborhoods to construct a rough catalog of damages, from roofs missing shingles to decimated mobile homes.

``Our feeling is that eight out of ten mobile homes incurred some kind of damage," said **Kutney**. **Kutney** and the town's building official, Bill Hitchcock, used the team's findings to compute preliminary damage totals, which rise to around $103 million.

``Our estimate right now is strictly related to structures. It doesn't take into account any damage to mobile home park infrastructure," or to the town's parks and facilities, said **Kutney**.

The damage estimate covers all damages within the town; the town government will be responsible for only a portion of the cleanup costs. Town-owned structures alone suffered $60,000 to $70,000 in structural damages. The public works director, Bruce Bernard, estimated that damaged park amenities will cost another $150,000.

Earlier this fall during the town budget season, some town leaders expressed concern over the town's relatively small cash reserve, fearing cleanup costs after a strong storm could drain the budget reserve and cause financial disaster. Wilma will probably not destroy the town's finances, said Davie Mayor Tom Truex. ``A lot of it's going to be reimbursed by FEMA," said Truex. ``I don't know what the bottom-line impact is going to be, but it's not time to panic."

Miami Herald, The (FL)
October 5, 2000

DAVIE RESIDENTS SPEAK OUT AGAINST ZONING ORDINANCE
Author: *SARA TOTH, stoth@herald.com*

Residents, worried that a proposed zoning ordinance would change the character of their town, turned out in droves to the Davie Town Council meeting Wednesday.

Late into the night, the council listened as resident after resident spoke against the ordinance creating a new zoning classification that would sacrifice lot size for increased common ground.

Davie currently requires a house to be built on at least one acre, but the proposed ordinance - which was in its first reading - would allow a home to be built on a lot of a minimum 20,000 square feet as long as the overall density of the development was one house per acre. It would allow 25-30 more homes on 450 acres than current zoning laws.

The ordinance was petitioned by GL Homes of Florida, which already has two developments in Davie.

``It will take our town out of the realm of equestrian and rural and put it in the realm of suburban America," said councilwoman Judy Paul.

But Planning and Zoning Development Director **Mark Kutney** said that, according to density statistics, Davie is already considered a suburban community.

Residents were also concerned that the ordinance was tailored to the interests of a developer. ``It's the project that the developer doesn't have to live with because they just move on. You just need to slow down the judgment here," Larry Davis said to council members. Davis said he was also concerned about the project's impact on roads and schools.

A few residents support the ordinance citing the zoning category's requirement for horse trails and recreation facilities. ``They have added an element that our current areas don't have," said Lind Greck, who lives on a private one-and-half acre lot.

The proposed ordinance would only be applicable to developments east of Flamingo Road, which city officials consider to be more suburban than the western portion of the town.

Miami Herald, The (FL)
February 21, 1999

DEVELOPMENT CHIEF HIRED BY DAVIE
Author: *JACKIE POTTS, Herald Staff Writer*

One down, two to go. At least one of Davie's trio of Town Hall vacancies has been filled.

Mark Kutney, the former growth management director for Hallandale, started work last week as Davie's new development services director. ``I look forward to working in a city that has some fast growth elements," **Kutney** said Wednesday night.

Kutney, 44, spent three years with the city of Hallandale, where he earned about $71,000 overseeing projects such as cutting through administrative red tape for granting variances. Before that, he served four years as the community development director in Titusville. He lives in Wellington in western Palm Beach County.

Kutney replaces Michele Mellgren, who left in October to open a consulting firm.
Two major Davie posts still remain vacant.

Davie is seeking a police chief to replace Jack P. Mackie, who resigned last year, and a town administrator to replace Bob Flatley, who was fired last August.

Interim Town Administrator Bob Rawls assembled a seven-member citizens advisory board to screen the 106 police chief applicants. They are expected to submit a short list of candidates next month. The town hired an independent consultant, The Mercer Group, to handle the town administrator search.

Herald staff writer Jackie Potts can be reached by e-mail at jpotts@herald.com

Miami Herald, The (FL)
August 9, 1998

LAWSUIT FORCES HALLANDALE TO APPROVE FAST-FOOD RESTAURANT
Author: *COREY DADE Herald Staff Writer*

A lawsuit filed against Hallandale by developers of a proposed Burger King forced city commissioners Tuesday to approve the project for a section of town usually slated for more upscale establishments.

The fast-food restaurant will be the newest tenant at Seawalk Pointe Shopping Center at 2301 E. Hallandale Beach Blvd., in the heart of Hallandale's business district and a few blocks from the posh Three Islands neighborhood.

City commissioners granted a conditional use permit, a special provision that allows fast-food restaurants into the business district, after shopping center owner Three Islands Associates Retail, which will build the restaurant, filed suit against the city for rejecting its first permit application in June. Three Islands Associates agreed Tuesday to drop the suit.

Commissioners voted against the Burger King in June because they wanted a finer quality restaurant in the area. But city staff, who had recommended approval, urged them to reconsider the application because it met all the guidelines of the conditional use permit.

``I would prefer not to see the Burger King there. That is our top area, the last piece of valuable land left in Hallandale," Commissioner Arthur ``Sonny" Rosenberg said. ``But I had to change my vote because we were put in a bind by [city] staff."

Rosenberg said he thought the commission could deny a conditional use permit even if the developer satisfied the requirements. But the permit is merely used to apply heavier scrutiny to certain projects and if they meet the requirements, they must be approved, said Growth Management Director **Mark Kutney**. ``If the conditional use meets all the conditions, like any other use, the city commission is obligated to approve it," **Kutney** said. ``If you are not going to approve, the city has to show why the project didn't meet the guidelines, but we showed that it did meet the guidelines."

The Burger King, which will occupy 2,630 square feet as a stand-alone building at the southwest corner of the mall, had to meet a host of special conditions. The building's exterior must match the color -- a deep beige -- of the shopping center and the drive-through and its menu board must be visibly hidden from the road behind 20-foot tall trees and thick shrubbery.

For a classy touch, outdoor seating will be available out front under a canopy.

``This Burger King is going be different than any other in the area. This is really going to be a beautiful building," said Emerson Allsworth, an attorney for Three Islands Associates. ``After having done everything asked of them, they did expect approval. Our client was disappointed and somewhat perplexed when the project was turned down because they had worked for a year with the city to comply with the permit."

Allsworth said developers soon will apply for a building permit and hope to break ground in October. The construction should take four months, he said.

Despite his turnabout, Rosenberg said he will work to abolish the conditional use permit because it goes against the intended land use of the business district. ``I didn't change my mind about it," he said. ``I think I'm going to try to get that out of our code book. It never should have been put there in the first place."

Miami Herald, The (FL)
August 28, 1997

HALLANDALE APPROVES $130 APPLICATION FEE FOR PUBLIC MURALS
Author: *OSCAR CORRAL Herald Staff Writer*

Anyone who wants to paint a mural in public view in Hallandale will have to ask for permission and pay a fee.

The City Commission unanimously approved last week an application fee of $130 for new murals. The fee does not guarantee permission.

The goal is to screen out the ugly or obscene ones, Mayor Dorothy Ross said.

The ideal murals are those that don't advertise a business and enhance an area, Ross said. The commission wants to set a standard for what people can paint on murals in Hallandale. ``We don't want graffiti on the walls, even though some people might consider it a mural," Ross said. ``We would like some nice murals to enhance the looks of the area without advertising. We just want to keep murals from becoming gaudy."

Mark Kutney, director of growth management, said the fee also was implemented to help cover the costs of reviewing applications.

Commissioner Gilbert Stein said Hallandale should allow certain types of murals not related to business because of their decorative quality. As it stands, Hallandale's current laws do not permit murals. ``A mural with beer bottles or topless dancers is an eyesore," Stein said. ``But if you drive down Dixie Highway, you'll see some terrific-looking murals not related to the business they are painted on. We want murals to beautify, not advertise," he said, referring to murals outside the city.

Gradually, more murals may pop up around Hallandale, but **Kutney** doesn't expect a huge increase. ``I don't think we're going to see an onslaught of murals anytime soon," he said.

Research completed by: Keith Knutson & Lynelle Klein
Colin Baenziger & Associates

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING

Section 6

Maria D. Lasday

Estero Village Manager Candidate Report

Section 6

TABLE OF CONTENTS

	PAGE
COVER LETTER	1
RESUME	7
CANDIDATE INTRODUCTION	11
BACKGROUND CHECKS	19
CB&A REFERENCE NOTES	23
INTERNET SEARCH	35

Cover Letter

Maria Dorado Lasday

53 Holabird Circle ***19877 Maddelena Circle***

Highwood, IL 60040 ***Estero, FL 33967***

July 20, 2015

Dear Estero Village Council:

I respectfully submit for your review and consideration my resume for the Village Manager position. It would be an honor to hold a leadership position in the Village of Estero.

My strengths have enabled me to excel in the north suburban Chicagoland area as a Village Manager. My ability to communicate and to develop relationships with County, Federal and State agencies, other municipalities, corporations, and university personnel, in part, helped me succeed in the Village of Bannockburn, Illinois. I also excelled in the City of Highwood, Illinois due to a strong working relationship with elected officials and my ability to facilitate consensus.

When I began my Village Manager position at the Village of Bannockburn, there were many infrastructure needs that required attention, as well as stormwater management concerns. I had the unique opportunity to help solve the stormwater management issues and to implement the replacement of the majority of the Village of Bannockburn's outdated infrastructure, which was funded in large part by grants and/or stimulus funding loans. I am proud to say that the Village of Bannockburn received the 2009 Community of the Year Award by the Lake County Stormwater Management Commission.

As Village Administrator of the City of Highwood, my efforts facilitated the annexation of 90 acres of land owned by the United States Army to the City of Highwood. Although it was difficult at times to navigate a factionalized Village Council, I was able to find consensus and the support to approve the annexation. The annexation resulted in the City of Highwood being able to supply water to the Army, which brought thousands of dollars of additional revenues on a monthly basis with no additional cost to the City of Highwood.

My legal background and real estate development experience have also been a key factor in my success as a Village Manager and Village Administrator. I understand how real estate developments work from a municipality's point of view, as well as an attorney's and real estate developer's point of view. My multi-faceted experience has been instrumental in my economic development success with both the City of Highwood and the Village of Bannockburn.

After reviewing the Village of Estero's recruitment brochure, I am confident that I am uniquely qualified for the position of Estero's first permanent Village Manager. I respectfully submit the following additional information based on the "ideal candidate's" characteristics noted in the brochure:

Integrity, Management and Leadership Style

1. I lead by example. I continually reinforce to my staff the importance of integrity and having pride in their performance.
2. I am a team player. I utilize a collaborative style of management. I derive great satisfaction from developing staff and listening to their ideas. I believe in an "open door" policy and always attempt to be approachable. I also hold weekly staff meetings with the department heads to determine the issues to be addressed.

Understanding the Community

1. I understand a community that is upscale and requires staff to be exceptionally responsive to its residents and businesses. The Village of Bannockburn's residents and corporate occupants require superior customer service. The motto with the staff in the Village of Bannockburn is to strive to always provide "White Glove" service.
2. Similar to the Village of Estero, the Village of Bannockburn residents enjoy the cultural benefits of a university, easy access to highways, and upscale shopping and dining. I enjoy managing a community with these amenities.

Finance

1. The Village of Bannockburn enjoys a Standard & Poor AAA bond rating. With careful strategic planning, obtaining many grants and alternative revenue sources to replace old infrastructure systems, and by keeping operational costs low, the Village of Bannockburn has been able to maintain a balanced yearly budget and to increase its asset base for the last several years.
2. The Village of Bannockburn contracts with many outside vendors and independent contract employees to provide services to the residents. During the last seven years, I have sought proposals from vendors and prepared contracts for services (waste hauling, landscaping, planning, building inspections, electric aggregation, water operations, holiday lighting, snow plowing and various other services).

Infrastructure and Alternative Funding

1. During the last several years in the Village of Bannockburn, I have been very busy replacing old infrastructure systems. To date, 95% of the lineal feet of roadways in the Village have been replaced. Several of the transportation projects required working cooperatively with the State of Illinois Department of Transportation, the Illinois State Toll Highway Authority, the Lake County Department of Transportation and adjacent communities. I was able to secure grant funding or other alternative funding sources to pay for the costs related to the replacement of most of the roadways.

2. I organized and prepared the necessary documents to obtain grant funding for the replacement of 2 storm sewer systems, 5 water main systems, and 2 sanitary sewer systems. I additionally led the implementation and installation of a new water meter system.
3. For budgeting and fiscal planning purposes, infrastructure projects were incorporated into the Village of Bannockburn's 5 Year Strategic Plan and Capital Improvement Plan.

Economic Development

1. From reading the brochure, I understand that the Village of Estero would require a manager with an understanding of economic development, planning, building and zoning. My legal background as a commercial transactional attorney and municipal attorney enables me to understand and negotiate contracts, as well as work with businesses, developers and construction contractors to further economic development.
2. In the Village of Bannockburn, I prepare all of the plan reviews for the Plan Commission/ Zoning Board of Appeals and the Architectural Review Commission. As a result, I have a keen understanding of the zoning code and the need to streamline and follow consistent zoning and planning processes and policies.
3. My experience with Village of Bannockburn officials in preparing, updating, and refining the Village of Bannockburn's Comprehensive Plan enables me to understand the importance of developing and implementing a community's long range vision.
4. As an in-house real estate attorney with a construction company and a development company enables me to understand the complexities and importance of zoning and planning processes when developments are being formulated.
5. I am very involved with the business community and the Deerfield, Bannockburn, and Riverwoods Chamber of Commerce ("DBR Chamber of Commerce"). In 2008, when I assumed my position as the Village Manager of Bannockburn, the retail district was only 30% leased. By working with the DBR Chamber of Commerce, interested businesses and possible tenants, and property owners, I am proud to say that the retail district is now 96% leased.
6. The Village of Bannockburn continually works with the businesses to maintain a good working relationship and to facilitate expansion and retention. We recently created marketing videos to promote the Village to prospective businesses and residents, which are accessible on the Village website.
7. With the implementation of expanded community special events, the addition of new bike and walking trails, the replacement and installation of infrastructure, the development of a new Village of Bannockburn website, and the use of social media, the Village has been able to attract many new corporate occupants into the Village, as well as receive this year the 6th Best Suburb in Illinois by Niche Local Rankings, as well as the 2012 5th place national ranking "Where the Richest Retirees Reside" as reported by Bloomberg Rankings.

Ability to Communicate, Solution-Oriented and Forward Thinking

1. I am very goal driven. I am highly motivated by knowing and understanding the mission statement of a community and their desired goals. This knowledge gives me an opportunity to execute policies that will improve the quality of life of the residents, the ultimate goal.
2. My nature is to be proactive and to advise a Village Board of upcoming trends and emerging issues. I regularly read many governmental publications and attend state, national and Chicagoland meetings or conferences to be informed.
3. Communication with elected officials and executing the community's policies is essential to me. In the Village of Bannockburn, I prepare a thorough weekly manager's report to advise the Village Board of significant events, meetings or possible issues. I additionally prepare a yearly goals' list with the Village Board and provide updates every 6 months.
4. Due to my extensive 20 year legal career, I have very strong organizational, analytical and communication skills (oral and written). My legal background and written skills have enabled me to prepare the documents necessary to introduce new services to the Village of Bannockburn's residents during the last three years: Commercial and Residential Waste Hauling Programs and an Electric Aggregation Program.

Education

1. Bachelor of Arts Degree, double major (government and public policy), Pomona College
2. Juris Doctorate degree, UCLA School of Law
3. ICMA Credentialed Manager

Community Involvement and Intergovernmental Relations

1. It is essential to me to be engaged in a community and to foster good relationships with other governmental entities.
2. I regularly attend and help plan community events throughout the year.
3. I annually attend the Bannockburn School DARE 8th grade graduation and meet with the Bannockburn School Superintendent on a regular basis.
4. For the last four years, the Village of Bannockburn staff organized and managed the Annual Bannockburn BBQ Challenge. During this event, 8 communities come together to compete for the best barbeque brisket, ribs and side dish. Last year, attendance totaled over 1,000 community members.

Location

1. Although I currently work in Bannockburn, Illinois, I am a resident of Estero, Florida. For the last several years, I have been commuting to Illinois for work – working during the week in Illinois and spending long weekends and vacations at my home in Florida.
2. I would enjoy living and working in Florida, especially in a community as special as the Village of Estero. As an experienced commercial transaction and municipal attorney and Village Manager, I am confident that I would be able to learn Florida municipal legal processes and succeed as the Estero Village Manager.

In conclusion, I would be honored to be considered for the position of the first permanent Village Manager in the Village of Estero. I would love to work alongside the Village of Estero Council to create a fully operational and vibrant community that all the residents would be proud of and deserve.

Thank you for your consideration.

Sincerely,

Maria Lasday

Maria Lasday

Resume

MARIA DORADO LASDAY 19877 Maddelena, Estero, FL 33967

Cell: (847) 414-1619 E-Mail: mlasday1@gmail.com

SUMMARY

More than twenty years of local government experience with expertise in the following areas:

- Management, Operations and Analysis
- Commercial, Real Estate and Municipal Transactions
- Operations and Project Management
- Infrastructure System Designs and Implementation
- Financial Operations and Budget
- Labor Relations
- Planning and Zoning
- Media Relations

An innovative leader with demonstrated organizational, analytical and communications skills. Experience in working with public-private partnerships, contract services, university personnel, alternative stormwater management and specializing in planning and community development. Achievement-oriented with foresight; a dedicated team player who is able to work independently within the organizational framework and bring staff together as a team.

RELEVANT LOCAL GOVERNMENT EXPERIENCE

Village Manager, **Village of Bannockburn, IL** **2008-Present**

The Village of Bannockburn is an affluent Chicago suburb consisting of a vibrant corporate and retail community, residents living in large estate homes on two to four acres of land, and a university with a total daytime population of 32,000. Bannockburn has a Standard & Poor rating of AAA.

Duties and Responsibilities as Village Manager:

- Chief executive officer of a municipal government providing police, roads, stormwater drainage, water and sewer utility, open space, community development, recreation, planning, zoning, finance, public works, forestry, general and personnel services. Works closely with the Fire Marshall at the Deerfield Bannockburn Fire Protection District for fire protection services.
- Oversee and am responsible for the efforts of approximately 55 staff (10 full-time employees, 15 part-time employees and approximately 30 independent contract employees).
- Implement Board directed policy and administer the village's day-to-day operations. Identify and resolve long range issues.
- Prepare and administer the Village's operating and capital budgets and strategic plan.
- Negotiate with public and private sector entities with respect to economic development, public works projects, building and water services, and other service contracts.
- Serve as the Village's primary spokesperson to the media.
- Oversee and am responsible for the Village's compliance with County, State and Federal regulations, as well as follow up documents required as a result of grant funding obtained.
- Prepare the Comprehensive Plan and plan reviews for Plan Commission / Zoning Board of Appeals and the Architectural Review Commission.
- Work with local chamber and an Economic Development Commission to promote the community and on all community Special Events.

Achievements

- Oversaw the upgrade of 95% of the roads in the Village, replacement of 2 storm sewer systems, 5 water main systems and 3 sanitary sewer systems, and installed a new water meter system.
- Obtained a substantial portion of the funding for infrastructure projects by identifying and securing approximately $8,000,000 in grants and low interest loans from County, State and Federal agencies.
- Worked with the Illinois State Highway Toll Authority to facilitate the completion of a bridge reconstruction project.
- Worked with the Illinois Department of Transportation to facilitate the resurfacing of five State Routes, two add lane widening projects along two State Routes, and $537,000 of landscaping along State Route 22 to implement stormwater best management practices.
- Recommended policy and implemented new ways for storm water management in the Village and substantially reduced the risk of damage from excess water flow following heavy rains.
- Negotiated and implemented a Village residential and commercial waste hauling program.
- Negotiated and implemented a Village electric aggregation program.
- Implemented NIMS compliant emergency management plan and conducted table top exercises with the city's key personnel, Trinity International University personnel, outside agencies, and local schools.
- Oversaw the accreditation of the Police Department with the Illinois Law Enforcement Agency.
- Increased staff morale and developed personnel.

City Administrator, **City of Highwood, IL** **2006-2008**

The City of Highwood is a diverse full service Lake County, Illinois community with a population of 5,420 residents, 40-50% Hispanic.

Duties and Responsibilities as Village Manager:

- Chief executive officer of a municipal government with 34 full-time and 27 part time employees.
- Oversight responsibility for the following functions: police, fire, roads, stormwater drainage, water and sewer utility, community development, planning, zoning, finance, public works, general services and personnel.

Achievements

- Prepared terms for labor contract and conducted negotiations with police and fire unions.
- Negotiated and executed the annexation of 90 acres of unincorporated land and a water main installation project to provide water to the Army.
- Worked with local chamber to attract businesses to community.
- Worked with local agencies to provide some services to the low income Hispanic population in the community.
- Improved building and zoning processes.
- Improved staff morale.
- Negotiated agreement with outside company for the development of its Comprehensive Plan.
- Implemented NIMS compliant emergency management plans and conducted table top exercises with the city's key personnel, outside agencies, and local schools.

OTHER PROFESSIONAL EXPERIENCE

City of Highwood Zoning Board of Appeals **2001-2006**
Chairman from 2004-2006. Member 2001-2004.

Diamonds Plus, Chicago, Illinois **2001-2006**
Managing Partner of a diamond importing and finishing company.

ECD Company, Chicago, Illinois **1993-1999**
Corporate Counsel to Real Estate Development Company. Worked closely with president to acquire, develop and manage a multi-million dollar real estate portfolio.

Metropolitan Life, Barrington, Illinois **1990-1993**
Registered Representative for a life insurance company. Worked on creating funding vehicles for estate planning and for corporate buy-sell agreements. Facilitated corporate health insurance plans.

Abbott Contractors, Northbrook, Illinois **1988-1990**
Corporate Counsel for a development/construction company. Gained cooperation and approval of municipalities for real estate development projects. Secured payment from state agencies and municipalities for services rendered through negotiation and/or litigation.

Pedersen & Houpt, Chicago, Illinois **1986-1988**
Attorney for a diverse law firm, specializing in real estate, commercial transactions and municipal issues.

EDUCATION

Juris Doctor, University of California, Los Angeles Law School, Los Angeles, CA, May 1986
Bachelor of Arts (Government and Public Policy), Pomona College, Claremont, CA, May 1982

PROFESSIONAL AFFILIATIONS

- The Metropolitan Managers Association (President).
- ILCMA (winter conference and summer conference committee).
- ICMA (ICMA Credentialed Manager, Planning Committee, Women's Task Force, Diversity Task Force).

FOREIGN LANGUAGE

- Fluent Spanish (oral and written)

Candidate Introduction

Maria Dorado Lasday

EDUCATION

Juris Doctor, University of California, Los Angeles Law School, Los Angeles, CA, May 1986
Bachelor of Arts (Government and Public Policy), Pomona College, Claremont, CA, May 1982
International City/County Management Association, Credentialed Manager 2014

EXPERIENCE

Village Manager, Village of Bannockburn, IL	2008-Present
City Administrator, City of Highwood, IL	2006-2008
Chairman, City of Highwood Zoning Board of Appeals (Member 2001-2004)	2004-2006
Managing Partner, Diamonds Plus, Chicago, Illinois	2001-2006
Corporate Counsel, ECD Company, Chicago, Illinois	1993-1999
Registered Representative, Metropolitan Life, Barrington, Illinois	1990-1993
Corporate Counsel, Abbott Contractors, Northbrook, Illinois	1988-1990
Attorney, Pedersen & Houpt, Chicago, Illinois	1986-1988

BACKGROUND

The Village of Bannockburn is an affluent Chicagoland suburb with a Standard & Poor bond rating of AAA. The community consists of a vibrant corporate and retail community, residents living in large estate homes on two to four acres of land, a university, a daytime population of approximately 34,000 and an approximate night time population of 2,000. Within the Village, there are two main state routes (Route 22 and Route 43). There are also several federally designated routes within the Village. Recent major businesses recruited or expanded include Walgreens, Heinen's Grocery Store, Metro Self Storage, NorthShore University Health System, PHH Mortgage, Illinois Bone and Joint, Midtown Athletic Club, College Park Athletic Club, a local McDonalds franchise, Donlen Corporation (a subsidiary of Hertz Corporation), Baxalta Inc., and Great Lakes Credit Union. Some of the other corporate businesses in the Village include Mesirow Financial, LTD Commodities, Terlato Wines, and IPC International.

With careful strategic planning, obtaining many grants (approximately $8,000,000.00 during my tenure) and alternative revenue sources to replace old infrastructure systems, and by keeping operational costs low for the last several years, the Village has been able to maintain its Standard & Poor AAA bond rating, a balanced yearly budget and to increase its asset base. The Village's fiscal year 2013-2014 budget amounted to $10.3 million. In 2014-2015, the budget was approximately $7.1 million. Please note that the Village's 2013-2014 budget excluded major transportation projects that I actively participated in the management of, such as State of Illinois road improvements projects on Route 22 and Route 43 budgeted at approximately $11.7 million. The Village of Bannockburn staff is very limited since many of the Village's general services are provided by outside vendors and contracted employees. During the last seven years, I have

prepared and managed contracts for waste hauling, landscaping, building inspections, electric supply, water operations, holiday lighting, snow plowing, and public works maintenance services. Fire protection services are provided by the Deerfield Bannockburn Fire Protection District. Administrative, zoning, planning, and water services are provided by 3 full time employees and 2 part-time employees. Police services are provided by 7 full time sworn officers and 13 part-time employees.

The three most significant issues facing the Village of Bannockburn are:

- *Reforestation.* Due to the infestation of the Emerald Ash Borer in the Village, the Village is in the process of removing thousands of trees, which is extremely costly and has affected the landscape of the Village. To preserve the character of the Village, the Village will begin the reforestation of the public areas during the next several years.
- *Personnel.* Sixty percent of the police department personnel will be retiring in the next four years. As a result, a succession plan will soon be implemented. Another issue pertaining to personnel involves the State of Illinois' possible adoption of a Responsible Bidder Bill, which requires, in part, only using contractors with apprenticeship programs. Should the legislation be adopted, the Village's costs to provide services will increase substantially, as some of the Village's contract employees will no longer be permitted to provide Village services under the parameters of the new legislation.
- *Revenues.* The State of Illinois presently does not have a fiscal budget, which has detrimentally affected municipalities. Many of the monies that normally pass through to the Village are in jeopardy of being lost, delayed or diminished. As a result, the Village is presently operating on a very lean budget and has removed the majority of capital projects scheduled for this summer. Fortunately, the Village is experiencing a lot of economic development activity, which will help offset any loss of State monies. For example, in the last 12 months, Heinen's Grocery Store opened their third Illinois store in the Village and Baxalta Inc. and Donlen Corporation chose the Village as their corporate headquarters, which will bring approximately 1,300 new employees to the Village this year. In addition, the Village may be annexing property situated in adjacent unincorporated Lake County, Illinois for commercial development in the near future.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

The Village of Bannockburn has a thriving corporate daytime community. Current residents enjoy top-ranked public schools, easy access to highways and rail transportation, the cultural benefits of a hometown university, upscale shopping and dining in Village's commercial areas, and the financial benefits of having a large corporate community. I enjoy managing a village with these amenities. That is why I am very interested in the Village of Estero Manager position. My multifaceted experiences in Village of Bannockburn allow me to be uniquely qualified for the position.

Maria Dorado Lasday

A collaborative style of management has helped me succeed in managing a community. I enjoy developing staff and listening to their ideas. I believe in an "open door" policy and always attempt to be approachable. I also believe that I am only as good as the weakest link in the organization. Accordingly, developing staff is a top priority. During performance reviews, I engage the employee to determine (1) how they would assess his/her performance, (2) the areas they feel need further development, (3) whether the prior year's goals were achieved, and (4) new goals for the upcoming year.

In addition to developing staff, I enjoy mentoring and developing young professionals. I presently mentor five young professionals (students or recent graduates from Master in Public Administration programs). For the last several years, I have organized and moderated a "Question and Answer" session for new and aspiring managers at the Illinois City/County Management Association's winter conference. Last year, I was a guest lecturer at Northern Illinois University's school of Public Administration. This year, as president of the Illinois Metropolitan Manager's Association, I will facilitate the implementation of several educational sessions for many of the city/village managers and recently appointed management professionals in the Chicagoland area.

The elected officials that I serve would likely say that (1) I am a leader, (2) very goal driven, (3) highly motivated by knowing and understanding the mission statement of a community and their desired goals, (4) an excellent communicator (oral and written), (5) very competent, (6) intelligent, (7) very strong in economic development, planning and zoning, (8) highly ethical, (9) able to find creative solutions to resolve problems and fund infrastructure needs, (10) very resourceful with obtaining grants, (11) dedicated, and (12) I always plan several steps ahead. Staff would say they that they appreciate my open door policy, energy, communication, integrity, consistency, support, high standards, team approach, and recognition of their accomplishments. Both groups would see me as (1) a person with unlimited energy, (2) a person who is approachable, (3) a person who strives for perfection, (5) a person who loves challenges and accomplishing goals, (6) a team player with a collaborative style of management, and (7) a communicator. Communication with elected officials and executing the community's policies is essential to me. In the Village of Bannockburn, I prepare a thorough weekly manager's report to advise the Village Board of significant events, meetings or possible issues. I additionally prepare a yearly goals' list with the Village Board and provide updates every 6 months.

My greatest strengths are my ability to resolve problems and to obtain grant monies for infrastructure needs. When I began my Village Manager position at the Village of Bannockburn, there were many infrastructure needs that required attention, as well as stormwater management concerns. I had the unique opportunity to help solve the stormwater management issues and to implement the replacement of the majority of the Village of Bannockburn's outdated infrastructure, which was funded in large part by grants and/or stimulus funding loans. I am proud to say that the Village received the 2009 Community of the Year Award by the Lake County Stormwater Management Commission.

When I first began my position at the Village of Bannockburn, many of the roadways were also in very poor condition, which created many traffic and congestion problems. During the last several years, 95% of the lineal feet of roadways in the Village have been replaced. Several of the transportation projects required working cooperatively with the State of Illinois Department of Transportation, the Illinois State Toll Highway Authority, the Lake County Department of Transportation and adjacent communities.

To fund the infrastructure needs, I organized and prepared the necessary documents to obtain grant funding for the replacement of 2 storm sewer systems, 5 water main systems, and 2 sanitary sewer systems, as well as grant funding from County, Federal and State agencies to fund transportation projects. I additionally led the implementation and installation of a new remote reading water meter system.

During the last several years in the Village of Bannockburn, I have additionally implemented and expanded many annual community special events, added new bike and walking trails, and expanded the community's marketing efforts. In the last few years, a new Village website was launched, new community marketing videos were created, and social media tools were utilized. As a result, the Village has been able to attract many new corporate occupants into the Village, as well as receive this year the 6th Best Suburb in Illinois by Niche Local Rankings, as well as the 2012 5th place national ranking "Where the Richest Retirees Reside" as reported by Bloomberg Rankings.

Similar to the Village of Bannockburn, my ability to work with elected officials and find consensus facilitated my success in the City of Highwood. As the City Administrator of Highwood, I led the annexation of 90 acres of land owned by the United States Army to the City of Highwood. Although it was difficult at times to navigate a factionalized City Council, I was able to find consensus and the support to approve the annexation. The annexation resulted in the City of Highwood being able to supply water to the Army, which created thousands of dollars of additional revenues on a monthly basis with no additional cost to the City of Highwood.

My legal background as a municipal attorney and my real estate development experience has been very instrumental in my success as a Village Manager. My professional experiences have facilitated my understanding of municipal zoning and planning processes and the necessity to streamline municipal approval processes. My legal experience was also very helpful in obtaining consensus between the community and the elected officials while updating the Village of Bannockburn's Comprehensive Plan.

In terms of weaknesses, I always strive for perfection and sometimes work too hard. However, I have learned how important it is to recognize that work and life balance is essential to maintain energy and to continue to perform at a high level. I have also learned that I can't always be perfect. That being said, I always try to be thorough and strive to inform my Village Board to the best of my ability.

To evaluate whether employees are performing at an optimal level, I hold weekly meetings with administrative staff and the police chief together as a group, as well as individual department head meetings once a week to assess current issues, provide direction where needed, and to determine whether goals are being attained. On an individual basis during performance reviews, an assessment of the prior's year's goals is conducted to determine whether goals have been met. For the contract employees (waste hauling, landscaping, building, planning, electric aggregation, water operator, holiday lighting, snow plowing and various other services), a review of the scope of services provided in the contract is evaluated each year to confirm services have been rendered in accordance with the contract terms.

During my tenure in the Village of Bannockburn, I have been very successful as I have been able to complete almost all of the Village's goals outlined by the Village Board throughout the years. As the Village of Bannockburn Village Manager, my greatest achievement has been the replacement of the old infrastructure systems with grants, as well as solving the Village's stormwater issues. My biggest mistake was not initially realizing the importance of living a balanced life. During the last few years, I have learned to seek time for family and personal growth to maintain my high energy level and development.

During my career in village management, I have had to develop, promote, hire, fire and discipline employees. When there is a disciplinary issue, I communicate with the employee and try to approach the situation in a positive manner with guidance to improve. However, there has been a situation where an employee has been terminated for extreme cause. The most difficult firing occurred in my former community when an officer was terminated due to illegal activity, which resulted in the loss of his accumulated pension.

Some of the challenges I see facing the Village of Estero are:

8. *Transportation.* Working with State and Lee County officials to develop a plan to improve safety and reduce current congestion along several of the roads in the Village, especially Corkscrew Road and Tamiami Trail. Additionally, working with Lee County to improve the walkways along Estero Parkway due to the imminent opening of Walmart will also be needed.
9. *Development of Comprehensive Plan, Village Codes and evaluation of Zoning Map.* To insure that future economic developments occur in the Village of Estero consistent with citizenry expectations, it will be essential to complete the Comprehensive Plan, refine the zoning code and evaluate the current zoning map.
10. *Contract Management.* Evaluate whether the Village of Estero should undertake a jurisdictional transfer of some of the roadways or whether to continue having Lee County maintaining the Village's roadways long term.

During the first six months my efforts will include:

1. Meeting with staff, elected officials, citizen groups, the local chamber of commerce, business leaders in the community, city managers from adjacent communities, and county/state officials to assess the Village's needs, positions, and outstanding issues.
2. Assessing the Village's current contracts for services and whether other contracts for services are required.
3. Determining the Village Board's organizational goals and citizens' expectations.

I am very responsive and work well with the media. I always strive to provide accurate and quality information. I occasionally provide press releases to the media to deliver a specific message or promote an event in the community. Last year, I was in contact with the media extensively due to my former Village President's sudden resignation.

Should it become known in my community that I am a finalist for the Village Manager position in Estero, Florida, and the media probes my background, I do not anticipate anything personally compromising being revealed that would embarrass the Village of Estero. Furthermore, I do not anticipate anyone contacting Village of Estero with negative comments regarding me.

In my spare time, I enjoy spending time with my family, taking long walks, traveling, playing tennis, and learning golf.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

1. Goal Oriented
2. Collaborative
3. Visionary
4. Passionate
5. Highly Ethical
6. Proactive

REASON FOR CONSIDERING DEPARTING CURRENT POSITION

For the last several years, I have been travelling between Illinois and Florida on a regular basis to visit my parents who live in Cape Coral, Florida and to spend time at the home that I own in Estero. I would truly enjoy living and working in Florida on a full time basis, especially in a community as special as the Village of Estero.

CURRENT / MOST RECENT SALARY

My current compensation at the Village of Bannockburn is $217,993.00, including vehicle allowance.

In conclusion, I would be honored to be considered for the position of the first permanent Village Manager in the Village of Estero. I would love to work alongside the Village of Estero Council to create a fully operational and vibrant community that all the residents would be proud of and deserve.

Thank you for your consideration.

Sincerely,

Maria Lasday

CB&A Background Checks

Background Check Summary for
MARIA DORADO LASDAY

Criminal Records Checks:

Nationwide Criminal Records Search	No Record Found
County	
Lee County, FL	No Record Found
Lake County, IL	No Record Found
Cook County, IL	No Record Found
DuPage County, IL	No Record Found
State	
Florida	No Record Found
Illinois	No Record Found

Civil Records Checks:

County	
Lee County, FL	No Record Found
Lake County, IL	No Record Found
Cook County, IL	No Record Found
DuPage County, IL	No Record Found
Federal	
Florida	No Record Found
Illinois	No Record Found

Motor Vehicle

Florida	No Record Found

Credit	Excellent
Bankruptcy	No Record Found
Education	Confirmed
Employment	Confirmed

Background Check Summary for
MARIA DORADO LASDAY
Personal Disclosure

Personal Disclosure Questionnaire

Name of Applicant: Maria Lasday

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?

   Yes ☐ No X

2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?

   Yes ☐ No X

3. Have you ever declared bankruptcy or been an owner in a business that did so?

   Yes ☐ No X

4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No X

5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No X

6. Have you ever been convicted of driving while intoxicated?

   Yes ☐ No X

7. Have you ever sued a current or former employer?

   Yes ☐ No X

8. Do you have a personal My Space, Face Book or other type of Web Page?

   Yes X No ☐

9. Do you have a personal Twitter Account?

   Yes ☐ No X

10. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?

    Yes ☐ No X

11. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to: Maria Lasday
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 no later than 9:00 AM CST 08/14/15.
(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

Property of Colin Baenziger & Associates

Section 6

CB&A Reference Notes

Mark Rooney – Former City Administrator, Highwood, IL 847-525-0829 224-293-1625

Ms. Lasday was a volunteer on the planning and zoning board when Mr. Rooney was the City Manager in 2001. Also, they are neighbors and have lived in the same subdivision since 2001. They have been colleagues since 2006.

Ms. Lasday has done very well in Bannockburn. Highwood is a difficult place to work politically and they went through seven managers in eight years. While she had a short tenure in Highwood she was the most successful administrator of those who have served after Mr. Rooney. She had the longest tenure and achieved more than the others. She has had to break down acceptance walls in a fairly male dominated profession, but has done so without making anyone uncomfortable. She is always professional and easy to work with.

In Bannockburn Ms. Lasday works with a stable board and has contracted out their services in a competitive fashion. As a lawyer she has more of an eye to the details in a contract and has leveraged the tax dollars to provide a high level of service. The residents want services without overpaying. She is willing to reach out to and learn from her peers. She has taken ideas from larger cities and applied them to improve her community.

Ms. Lasday is very collegial and collaborative with neighboring managers. She has been quite successful in working with other communities to negotiate a better price. Her paperwork is always spot on and has been modified for communities with 40,000 residents.

Ms. Lasday hired an excellent Police Chief. The department works well for the community and they collaborate with neighboring departments. She reorganized office personnel to make the organization stronger. She has reached out to other managers and organizations. She seeks the right advice from the right advisors. She is very strategic on who she gathers information from.

Because Ms. Lasday analyzes a situation from many different angles her decisions are always good. She is smart enough to gain a few different perspectives especially on challenging issues. The former Village President had some personal issues that were very sensitive and affected the village. Ms. Lasday did remarkably well handling the internal politics and the publicity. The situation did not receive as much attention in the news as it should have and she never lost board support or created a public out roar.

Ms. Lasday is very active in the community and is always present at community events. She attends the barbeque cook off with neighboring communities. She participates in the joint Chamber of Commerce. She is involved in professional organizations like the ICMA.

When working with the public Ms. Lasday recognizes their concerns while helping them understand the rules and ordinances. She treats everyone individually and provides customer service. She works with the staff to reach a mutually agreeable point. Because of her legal background she understands that there are many ways to achieve a result, within the code, and

the municipality does not need to throw up roadblocks. She helped residents and business owners procure variances and provisions to move forward.

Ms. Lasday is both a leader and a manager. She leads the organization without micromanaging the departments. She rallied the key managers in the ICMA to make adjustments to the conference programming and presented her ideas on contracting services to regional managers.

Ms. Lasday recognizes problems and counsels with others to address them. Highwood always had a strained budget but she did a great job pointing out where revenue did not meet the projected expenses. She helped the Council make hard decisions on what they wanted to prioritize and what they could not fund. She did not pick the priorities but she shaped the conversation.

Nothing in Ms. Lasday's background would embarrass an employer; nothing in her personal life is untoward. A predecessor or successor of Ms. Lasday might have a different opinion of her but Mr. Rooney cannot say what the opinion would be.

Mr. Rooney would hire Ms. Lasday. One of her strengths is working diligently to shore up any shortcomings. Because of her legal background she was a breath of fresh air in their professional associations. She looks at issues through the eyes of a lawyer.

Words or phrases used to describe Maria Lasday:

- Warm and friendly,
- Tenacious and driven,
- Solves problems and addresses issues,
- Leads by example,
- Hard worker, and
- Demanding boss without being a dictator.

Strengths: Reaching out in a collegial and professional manner - she is assertive without becoming shrill. Legal training in analyzing problems is an asset.

Weaknesses: She has only worked in smaller communities. A larger and more bureaucratic organization will be harder to transform into the efficient model that she has developed at Bannockburn. One of her biggest challenges will be to work as a change agent without losing the support of the elected officials, especially in regards to unions who have strong protections on what changes can be made.

Susan Garrett – Former State Senator, State of Illinois 847-293-0102

Ms. Garrett has known Ms. Lasday since 2006. Ms. Garrett was a State Senator and the City of Highwood was in her jurisdiction while Ms. Lasday was the Manager. Ms. Garrett's office was located in Highwood and they worked on different projects together.

In comparison to other city managers Ms. Lasday is very smart and tenacious. She is resourceful, focused, and energetic. Since moving to Bannockburn she has advised Ms. Garrett on legislation to benefit municipalities and has been very helpful. She is not afraid to stand up to the status quo and stands by her word. Ms. Garrett is now retired from public office but they have remained personal friends and they still talk about public policy.

Cities always want money from the state but what is unique about Ms. Lasday is her enthusiasm for grants, she actively pursues them. She looks for alternative options to fund projects. Her experience as an attorney is beneficial and she utilizes every resource.

Ms. Lasday has made excellent decisions for Highwood and Bannockburn. She is very honest. She is well respected in Bannockburn and has accomplished what most could not have. She has received grants to improve major intersections and maintains the highest standards because she is innovative and resourceful.

Ms. Lasday has been a leader in the field and in the industry. She participates in Lake County municipal organizations and attends in person while other managers frequently send someone to represent them. She attends village meetings.

When working with the public Ms. Lasday is exceptional, she has many years of experience. No one in the community has spoken negatively of her to Ms. Garrett. While Ms. Garrett is overly organized Ms. Lasday is even more so and often reminded Ms. Garrett of tasks and deadlines. Ms. Lasday has good financial skills.

Nothing in her background would embarrass an employer. Highwood is a very small community that is family run. Many managers employed by the city left before they had completed a year of service. Ms. Lasday was very upfront in that she would run operations by the rules, she is very ethical. The length of her tenure was incredible under the circumstances. She brought in many projects and was well respected in that regard.

Ms. Garrett would hire Ms. Lasday. She is one of the best managers. Ms. Lasday has a great personality; she is always positive and enthusiastic. She is a gem.

Words or phrases used to describe Maria Lasday:

- Resourceful,
- Organized,
- On top of things,
- Tenacious,
- Articulate, and
- Creative.

Strengths: Incredibly resourceful.

Weaknesses: She is a strong person who stands by what she believes in and some do not appreciate her tenacity.

Dave Wentz – Police Chief, City of Highwood, IL 847-208-2491

Mr. Wentz met Ms. Lasday in 2004 when she was on the Zoning Board.

Ms. Lasday is a tireless worker. When committed to a project she gives 120%. She is often in the office day and night. No other manager put in as much time as Ms. Lasday did. She is famous for the number of grants that she procured for their community.

Ms. Lasday is a very cordial and polite professional. She is a good face for an organization and always smiles no matter what is happening. She is excellent at managing personnel; Mr. Wentz is unaware of any personnel issues during her tenure.

While other city managers are not open to suggestions Ms. Lasday is. If she does not know the answer, she finds it. She listens to others and weighs all of the information before making a decision. As a leader Ms. Lasday rallies others and wants buy-in from every party.

Ms. Lasday is innovative and a change agent. She seems to always look for better means of accomplishing goals. If she sees a more efficient process, she embraces it. She always kept the police department very well informed.

Ms. Lasday served on committees before she became City manager and knew many people in the City. While the job is isolating, Ms. Lasday was out in the community more so than most managers. During her tenure Mr. Wentz never heard a resident speak badly of Ms. Lasday.

Bannockburn is in fantastic shape from a financial perspective. Highwood is a struggling middle class town but did better under her leadership. They would be in better shape now had she remained. She is beyond efficient and always completes tasks in a timely manner. She accomplishes so much that even just watching her is exhausting.

Ms. Lasday's background is clear of any incident that would embarrass an employer. She left Highwood to advance her career. Because of differences in personality you cannot mesh with every person but Mr. Wentz cannot identify anyone who would disagree with this reference.

Mr. Wentz would hire Ms. Lasday in a heartbeat and had hoped that she would apply to Highwood when they had a vacancy. She is an excellent manager and puts in more effort than any other managers.

Words or phrases used to describe Maria Lasday:

- Efficient,
- Tireless,
- Determined,
- Friendly,
- Capable, and
- Professional.

Strengths: She has accomplished a great deal with very limited resources.

Weaknesses: None identified.

Annette Zborowski – Former Finance Director, Highwood, IL 847-338-1448

Ms. Zborowski has known Ms. Lasday since about 2007. At the time, Ms. Lasday was City Manager and Ms. Zborowski was Finance Director for the City of Highwood. Since then, they have still worked together while Ms. Lasday has been Town manager for Bannockburn and Ms. Zborowski went to work for a neighboring town. During their time working directly together, Ms. Lasday did a wonderful job. They got along very well and Ms. Lasday was widely respected by all of those she worked with. Part of the reason Ms. Zborowski appreciated her so much was that Ms. Lasday was accessible and responsive if Ms. Zborowski needed to reach her.

Ms. Lasday made very good decisions in general and in hiring. She was very good with managing the budget and understands the financial aspects of the budget. Ms. Lasday was very good in dealing with the public both in a group and one on one. She was very involved in the community and made herself available to residents. She took the time to speak with residents if there was a problem and act immediately. If day to day problems arose, such as a road issue, and Ms. Lasday always reacted quickly to make sure the problem was resolved and to be sure possible accidents were avoided.

Ms. Lasday is both a leader and a manager. She is a leader and was committed to helping the City of Highwood to function at a high level. She was very good at securing federal grants to fund roads. She solved problems daily, and she was also able to handle difficult situations. For

example, the City had a difficult board to work with, however, because Ms. Lasday has such a fantastic personality, she was able to work with them easily. She also was able to work with fire and police unions to negotiate contracts that were beneficial to all parties involved.

Ms. Lasday was a great person to work for and Ms. Zborowski would work for her again without question, she is an amazing city manager. She has nothing in her background that could be considered controversial.

Words or phrases used to describe Maria Lasday:

- Energetic,
- Proactive,
- Smart,
- Kind,
- Skilled, and
- Professional.

Strengths: Well-known in many other communities. Always willing to help. Able to work well with all council members. She always achieves her goals.

Weaknesses: None identified.

Ron Price – Chief of Police, Bannockburn, IL 847-682-0755

Mr. Price began working with Ms. Lasday in 2008 when she was the Village Manager for Bannockburn and he was a police lieutenant. In 2010 he was made Chief of Police and they began working more closely together. She was a great boss and oversaw all operations within the village. As a staff, they are like a small family and affectionately refer to her as "M", in homage to the James Bond character, and they have the utmost respect for her. Those who have ever worked with Ms. Lasday can attest to what a hard working individual she is.

Ms. Lasday is customer service oriented and does phenomenally well with the public. In fact, Mr. Price has never met anyone more enthusiastic, energetic, or eager to please residents. The public loves her. Every once in a while there are one or two residents with a difference of opinion, but she works with them just as well. Ms. Lasday has been innovative and helped Bannockburn to function at an extremely high level. She has been given another nickname of Maria "Grant" Lasday because of all the grant money she was able to secure. The village of Bannockburn is very wealthy and the mindset was that the village would not be able to get any grant money because it had such a large tax base, but she was able to prove otherwise and encouraged Mr. Price to go after grant money for the police department as well, which he did. Another example of her innovative spirit and ability to problem solve revolved around flooding

issues. Before she came to the village, Bannockburn had a flooding problem, but she created rain gardens, which alleviated flooding issues.

Ms. Lasday was very good financially and when dealing with the budget because she does not want to waste public money and watches where they are spending. Also, she was able to look at the police department's pay and did a study showing where they stood in relation to other surrounding areas and towns of their size; then she adjusted their pay rate to make them competitive. Initially the police department was ranked at the bottom and now they are in the middle, which obviously pleased them. Ms. Lasday makes good decisions in general and when hiring. One of the most important hires she made was an Assistant to the Village Manager. The previous assistant had been with the village for 11 years and left to take another job; so to bring someone in who could fill such big shoes was going to be a challenge, but she found someone through the Illinois Municipal League who is phenomenal.

Ms. Lasday is very involved in community organizations within Illinois and is well-respected by mayors and Village Managers in surrounding communities. Mr. Price would hate to lose her, but he would hire her without question and knows she will make a fantastic leader wherever she goes. The Police Chief in Highwood would love to have her back. She has nothing in her background that would be construed as controversial. She would never do anything wrong or anything that even had the appearance of being wrong.

Words or phrases used to describe Maria Lasday:

- Friendly,
- Helpful,
- Hard-working,
- Ethical, and
- Intelligent.

Strengths: Outstanding ethics. Unbelievable personality. Has the ability to work with all personality types.

Weaknesses: None identified.

Ken Marabella – Former Village Administrator, Mundelein, IL 847-209-2291

Mr. Marabella has known Ms. Lasday since about 2008 as they were both Village Administrators; he for Mundelein, she for Bannockburn. Mr. Marabella and Ms. Lasday worked together throughout the years and her job performance has been truly exceptional. Ms. Lasday is also an attorney, so she has been able to see municipal government from a different vantage point. She was a very dedicated public servant and had the capacity to deal with residents and populations of very different socioeconomic backgrounds. For example, Bannockburn is a very

wealthy community and she routinely deals with CEOs of corporations; while her previous city, Highwood was much more diverse and economically challenged. She was able to bridge any gaps very effectively and the people of Highwood hated to see her leave. She is well-established within community and professional organizations. She is currently President-elect of Chicago Metropolitan Managers Association and has given presentations at both Illinois and International Organizations for City Managers.

While Mr. Marabella did not work with her on a daily basis to notice her daily budgeting skills, he was aware that she left Highwood, and currently has Bannockburn, in a better place, financially, than it was when she arrived. She managed to handle Public Works projects with limited resources and leveraged funds through state and federal agencies in order to get grants to complete more infrastructure work than communities ten times her size. She wrote most of the proposals and has excellent written skills overall. Also, she headed up a consortium with other north shore communities to purchase elevator inspections and other commodities. Negotiating as a consortium allowed them better prices and the partnering managers were happy about saving money for their municipalities as well.

Ms. Lasday has frequently solved problems over a number of years and working with many different agencies, tackling many issues with public works and infrastructure. Something noteworthy that she was involved in was working very quietly and behind the scenes to get big corporations to relocate to Bannockburn. Specifically, she has been working on 1 or 2 significant grocery stores. In Illinois communities receive 1% of sales tax and these stores would be a huge benefit to Bannockburn. Ms. Lasday is both a leader and a manager. She is able to rally the troupes to work toward a common goal. However, she also manages her duties very well. For example, with Village Board Meetings, she prepares summaries to go in agenda packets and provides weekly summaries for the Board. She has a wonderful relationship and communicates very well with elected officials.

Ms. Lasday has nothing controversial in her background and would make an incredible City Manager. Department heads, employees, and citizens will all have to step up their game to match her. Whoever hires Ms. Lasday will never be sorry.

Words or phrases used to describe Maria Lasday:

- Great friend,
- Ethical,
- Effective,
- Professional,
- Kind, and
- Hard-working.

Strengths: Legal background and bi-lingual. Writing zoning and development agreements. Knows what to look for, what to write in, and how to get what is needed in agreements. Outstanding people skills.

Weaknesses: Could take more time for herself.

Michael Talbett – Village Administrator, Kildeer, IL 847-438-6000

Mr. Talbett has known Ms. Lasday since about 2009. They are both Village Administrators within the same county and both were practicing attorneys before they got into municipal government. Mr. Talbett gets along very well with Ms. Lasday and they meet about once a month to go over issues that they are both dealing with. They think alike, but have different perspectives, which allow them to assist each other. Mr. Talbett has witnessed Ms. Lasday solving problems and taking innovative approaches as she dealt with issues. One example that is most illustrative of her ability is, in IL very recently they established an electric aggregation program. This program enabled municipalities to bid for electric supply. So the local electric company still maintains the line, but communities can go out to bid for the supplier. Bannockburn has very large homes (between 5000-7000 square feet), and even though Kildeer's homes are in the 3,000-5,000 square foot size, they have a higher volume. The combination of these factors made their aggregate very attractive to bidders and they were able to get the lowest price in district, by far. They are paying 4.9 cents, while everyone else is paying around 8 cents. Part of their success was that they took the time to study the market instead of hiring the process out to a consultant like most of the other villages did.

Not only was this aggregation program an example of Ms. Lasday's innovative spirit, but it only demonstrated her ability to work well with the public. For example, they had to get the approval of residents by referendum. In order to do this, they had to lay out an educational program to advise residents what the aggregate was about and why it was good for them. People were suspicious because it was a government program and they wondering who was being subsidized, but Ms. Lasday handled herself very well and the referendum passed at over 70%. Incidentally, within 2-3 months, all of the people who had initially opted out of the program had opted in. This entire process reflects on her credibility and ability to reach residents.

Ms. Lasday's decision making abilities are sound, whether related to daily decisions or hiring. Mr. Talbett knows several of her hires, including his current Finance Director and they are all exceptional. She is very active in using interns, which allows her to see who is good, and who is even better. She is customer service oriented and knows that the village residents are her clients.

Ms. Lasday is a leader, through and through. Lake County holds Manager Meetings every two months and even though she has only been a manager for 7 years, she has the respect of her peers. She is engaged, stays on top of legislative issues, and gets things done. As a result, some of the old-timers who have been managing their municipalities for 20-30 years call on her for

advice and look to her for guidance on a whole host of things. She is not just involved in local associations, but on a state level as well.

Ms. Lasday has an uncanny ability to get grants and funding. In fact, she was able to capture more funding than most of the communities around her combined. Some of these were infrastructure grants, and she actually just finished negotiating a contract for trash pickup for commercial properties, which led to significant savings for those businesses.

Ms. Lasday has nothing controversial in her background. She is straight as an arrow and very conscious. Mr. Talbett would hire her without hesitation and would recommend her to anyone.

Words or phrases used to describe Maria Lasday:

- Conscientious,
- Honest,
- Hard-working,
- Smart,
- Intuitive, and
- Innovative.

Strengths: Takes responsibility for her actions. Thinks through problems, then figures out a way to solve them. Strong ability to get grants and funding.

Weaknesses: Sometimes too focused.

Louise Linari – Former Alderman, Highwood, IL 847-323-5220

Ms. Linari has known Ms. Lasday since 2006 when Ms. Lasday was City Manager and Ms. Linari was an Alderman for the city of Highwood. Her job performance was excellent and she was able to effectively build consensus with employees and department heads. She had very good financial skills and took an innovative approach to saving the city money. At the time, Highwood was cash-strapped and Ms. Lasday applied for grant money for their roads. Also, they were able to lend some of the city's industrial capabilities to a religious organization in the next community over, which brought in money for the city.

Ms. Lasday dealt well with the public in group settings and one on one. She worked with the police department to institute a walking policy for their officers so that the citizens saw public safety on the streets. Also, their community was comprised of an aging population of Italians, as well as a younger Hispanic population. Sometimes understanding each other was difficult and Ms. Lasday encouraged a greater sense of understanding through her interactions with the groups.

Ms. Lasday helped the organization to function at a high level through her daily work, but one thing that stood out was an issue with the Fire Department. They needed 4 fire fighters on duty at all times, so she worked jointly with the Fire Chief on scheduling. Ms. Lasday was very involved within the community and was always present and engaged at town meetings. She worked hard to help bring new businesses and developers to the community. She worked very hard to bring in a LEEDS condo building to the area. She had negotiated to have a developer come in and take over a closed hotel and convention center, to do condos above, with retail shops below, but the depression hit and the project fell through.

Ms. Lasday is a strong decision maker. Many people do research when making decisions until they have an "A-ha moment"; she is very good at looking at both sides before making recommendations and looks at the trickle effect that will happen with her decisions. She helps other decision-makers she works with to also see pros and cons of a decision. During her time at Bannockburn, Ms. Lasday was able to get grant money and tackle a huge issue related to their roads. A major thoroughfare ran through the village that led to the airport; this road was only two-lanes, and it was heavily traveled. She was able to get enough grant money to create a 4-lane road with minimal cost to the Village. This major project was comprised of three legs and it only took about three years; which is also a testament to her ability to handle large projects from start to finish.

Ms. Lasday is a supportive leader. She leads those she works with, while still holding herself accountable to a high standard. For her, city management is not about power. The core of who she is based around her desire to serve and to do what is right and best for the community. She is willing to learn from those she works with and it not afraid of other people knowing what she knows; in other words, she willingly shares her knowledge. Ms. Linari would hire Ms. Lasday in a heartbeat.

Words or phrases used to describe Maria Lasday:

- Compassionate,
- Smart,
- Talented,
- Knowledgeable,
- Personable, and
- Creative.

Strengths: Works extremely hard. Service-oriented and has the community's best interest in mind. Does what it takes to get a job done.

Weaknesses: Early on, her financial skills were probably a little weak, but she hired a Finance Director, worked very closely with him, and that area ended up becoming a strength.

CB&A Internet Research

Chicago Tribune, Chicago, IL
February 23, 2015

Deerfield, Bannockburn would face steep cuts in Rauner budget plan
Author: Steve Sadin

A suggestion by Gov. Bruce Rauner to cut revenue shared by Illinois with the state's municipalities was met with criticism by local officials while ideas to spend more on schools drew praise.

Cutting local government's share of state income tax revenue along with increased spending on education were two parts of Rauner's state budget ideas offered Feb. 18, which have drawn a reaction from Deerfield and Bannockburn leaders. "We understand the position the state is in but we don't think it should be solved by taking it from the municipalities," said Deerfield Mayor Harriet Rosenthal. "This will put us in a really bad position."

Bannockburn Village President Frank "Bud" Rothing was stronger in his criticism, though it was directed at years of financial mismanagement by the state before Rauner was sworn into office last month. "All this is doing is passing the state's problems on to local government and we've acted responsibly," Rothing said. "Our state representatives have been building the burden for decades and as Gov. Rauner said, it is 'unsustainable for the future.'"

Deerfield plans to receive $1.7 million of its projected $18 million in revenue from its share of state income tax, according to finance director Eric Burk. Should the governor's proposal become law, he sees a shortfall of between $850,000 and $900,000. Bannockburn Village Manager **Maria Lasday** expects a drop between $30,000 and $120,000.

One of the justifications Rauner gave for pulling the income from the municipalities is their large cache of reserves, according to an outline of the program provided by his office. The outline said $6 billion would be withdrawn statewide. It also said the aggregate municipal reserves in the state are $25 million.

Rosenthal saved her strongest rebuke for the plan to force Deerfield and other towns to spend down their reserves after spending years creating a financially stable environment. "He's only proposing this because we have reserves," Rosenthal said. "We plan and budget very carefully so we have what we need and an emergency fund. That's why we have a Aaa bond rating and the state is where it is." At the same time Rauner proposed reducing the local share of revenue, he recommended spending an additional $300 million on education throughout the state for youngsters in kindergarten through high school without a tax increase, as well as $25 million for early childhood education.

Rauner's ideas on bumping up school funding drew applause from Deerfield Public Schools District 109 Superintendent Michael Lubelfeld. Though he does not know if any of the money will reach Deerfield, he approves of the concept. "Gov. Rauner is living up to his campaign

promises about trying to do something about the situation we're in," Lubelfeld said. "This is a very broken system. I welcome any increase to educational spending in the state."

In the past there have been cuts to education and the idea of more was welcome by Township High School District 113, according to spokesperson Jennie Waldorf. "We were pleased to hear Gov. Rauner announce that he wants to increase the level of funding to K-12 education," Waldorf said. "We look forward to the details being released so we can better determine how it affects District 113."

Rothing and Rosenthal are waiting to see what legislation passes the Illinois General Assembly and reaches Rauner's desk before applying a scalpel to their budgets. Rosenthal plans to have her voice and those of her colleagues heard before any votes by the legislature. "We'll work with the Northwest Municipal Conference to appeal to our representatives and senators," Rosenthal said. Should the proposal become law, Rosenthal said she would not suggest increasing taxes to offset the loss of income. "We'll probably have to make some cuts," Rosenthal said. "We're pretty lean now but we'll figure it out."

The Chicago Tribune, Chicago, IL
February 3, 2015

New McDonald's in Bannockburn clears hurdle, but not without opposition
Author: Steve Sadin

A new McDonald's in Bannockburn could open within 12 months. Some officials oppose plans for new McDonald's in Bannockburn. McDonald's is a step closer to opening a restaurant at the Bannockburn Green Shopping Center — but some members of the village's plan committee would like to see a softer approach.

The Plan Commission & Zoning Board of Appeals recommended the Village Board of Trustees approve McDonald's request for a special use permit and zoning variations at its regularly scheduled meeting Feb. 2, despite the objection of two commissioners.

The board could act on the recommendation as early as its Feb. 23 meeting, according to Village Manager **Maria Lasday**. It must also be approved by the Architectural Review commission. If all regulatory hurdles are cleared, McDonald's Regional Real Estate Manager Mary Meyer said the eatery could open within the next 12 months.

The 3,800 square-foot restaurant will be located just south of the corner of Waukegan and Half Day Roads, near a PNC Bank, with a drive through facility containing two ordering kiosks, according to McDonald's attorney James Olguin. He said the better part of the restaurant's sales will come from people ordering from their cars and departing with their food. "We are primarily a drive by business," Olguin said. "People see us from the road and pull in."

Though four of the commissioners — Chairman Jim McShane, Bob Borden, Louise Feeney and Will Montgomery — voted for the proposal, Commissioners David Elston and Susan Knaack were opposed. "For years we've been trying to keep drive-thrus out," Knaack said. "This is a horrible idea. This is not what we're looking for in our community. I don't like the corporate cookie cutter design. I'd at least like to see a nicer looking one like Lake Forest or Winnetka."

Elston agreed with Knaack about the aesthetics but was primarily concerned with the 13 signs he counted in the proposal. He felt two signs would be sufficient to attract motorists, and none were necessary to let shoppers in the center know about the restaurant. Most of the signs consist of McDonald's logo. "The signing is excessive," Elston said. "When Panera went in we cut it down. We have goofy sign regulations but we should use them uniformly."

Borden defended the proposed signage because of the difficulties motorists will have viewing the restaurant from either Waukegan or Half Day Roads. "I see a challenge for them because of the trees," Borden said. "Lake Forest is right out in the open," he added referring to the McDonald's less than two miles north of the proposed location on Waukegan Road in Lake Forest.

Two members of the public spoke including Paul Swanson, the owner of the Newport Coffee Shop in the center. He is concerned McDonald's coffee sales will have a direct adverse impact on

his business. Jack Koenig, who owns a home directly across street from Bannockburn Green on Half Day Road, is worried about both safety issues and the negative effect McDonald's will have on the other businesses in the center which serve food. "I've seen gang fights in (the) Lake Forest McDonald's. That will come to Bannockburn," Koenig said. "Do we want to let (McDonald's) drain business away from the people who are here?"

Lasday answered the security question firmly. "We have a very good police department," she said. "They are 100 percent for it and Deerfield High School is excited."

Jeff Tighelaar, who manages the center for its owners, discounted any potential negative impact. He said a number of merchants had exclusive rights to sell certain items and McDonald's cannot offer them like the hold Dogout has on hot dogs and gyros. "They will bring more business," Tighelaar said. "Some may drive in for McDonald's and find out they can get a prescription at Walgreens. They may learn about other businesses which they did not know are here."

McDonald's has the right to operate from 5 a.m. to midnight Sunday through Thursday and from 5 a.m. to 1 a.m. on Friday and Saturday, according to Olguin. He said the hours may be shorter.

With one restaurant less than two miles away to the north on Waukegan Road in Lake Forest, another less than five miles directly south on Waukegan Road in Deerfield and a third near Highway 41 and Half Day Road in Highland Park, Meyer was asked if the proposed Bannockburn location was over saturation. "We run statistical analyses on all our locations," Meyer said. "Some are half a mile apart. Both are within our market." She also said the Highland Park restaurant was closing next month and some of that traffic would matriculate to Bannockburn.

Deerfield Review (IL)
November 20, 2014

Bannockburn swears in two new trustees
Author: Steve Sadin

Bannockburn's Village Board of Trustees has returned to full strength with the addition of Diana Lackner and Demetrios Kozonis. Kozonis and Lackner were sworn in as Bannockburn's newest trustees Monday, Nov. 10 as the first item of business at the regularly scheduled board meeting at Village Hall filling two vacancies which arose after a pair of resignations. Lackner filled the seat left vacant when Village President Frank "Bud" Rothing assumed his position Sept. 8, replacing former Village President James Barkemeyer who resigned Aug. 22 amid allegations of inappropriate sexual contact with teenage employees at his Wilmette hardware store in the early 1990s.

Kozonis replaces Daniel Orth who voluntarily left his office Oct. 2 for personal reasons, according to Village Manager **Maria Lasday**. Both **Lasday** and Rothing declined to elaborate on Orth's departure.

Lackner and Kozonis both said Monday they will all be running for a full term in the April 7 municipal election. Rothing indicated in August he would be seeking a full term as village president then too. A marketing executive by profession, Lackner has served on Bannockburn's Open Space and Park Committee and Fine Arts Council, according to information provided by the village. She has led a community effort to define open space planning and worked with village officials to develop pathways through residential neighborhoods. "I hope to use my experience to improve the village and make it a more favorable place to live," Lackner said before the meeting.

A nearly 20-year resident of Bannockburn, Kozonis chairs the village's Architectural Review Committee. He is an architect by profession and the CEO of Mega Group, a real estate company which develops, sells and manages property. "I'm continuing to be involved," Kozonis said. "I want to help the village where I can help."

Board holds public hearing on property tax increase - No one from the public or any of the board members spoke during a public hearing on a proposed real estate tax increase in the village next year. Residents who live in a home with a market value of $500,000 can expect to pay up to $125 more a year, according to Finance Director Linda McCulloch. The increase is the amount allowed by the state without expanding it using the village's home rule powers, according to **Lasday**. The board is scheduled to vote on the tax hike Dec. 8, according to McCulloch.

Deerfield Review (IL)
July 17, 2014

Heinen's will offer taste of its food at barbecue challenge before opening day
Author: Steve Sadin

Customers will get a chance to eat meat from Heinen's Aug. 9 but will have to wait until Aug. 13 to buy it. The Cleveland-based grocer will open its Bannockburn Green store at 10 a.m. Aug. 13 but will be providing the meat and barbecue sauce for Bannockburn's annual Barbeque Challenge at 1 p.m. Aug. 9 in the shopping center parking lot. "We feel this is a great way to introduce us to the community," said Jeff Heinen, one of the company's owners. "We would have liked to be open but we hope people will get to know us and come back to visit us."

The barbecue challenge will have Deerfield defending the trophy it won last year against representatives from Bannockburn, Riverwoods, Highland Park, Lake Forest, Lake Bluff and Kildeer. Heinen's committed to sponsor the event along with Bannockburn in May and offered to donate the meat. The company originally planned to be open in time for the challenge. "We had hoped to be open Aug. 6 but we had a delay getting some equipment," Heinen said. "Unfortunately things like this happen."

When the market opens, people will see a completely remodeled store rather than one looking like the Dominick's that was there for more than 30 years, according to Bannockburn Village Manager **Maria Lasday**. "They ended up gutting the entire space and there was a lot of work," **Lasday** said. The fact that meat will be local residents first introduction to Heinen's food is particularly appropriate. The company began as a butcher shop in 1929 in Cleveland when Joe Heinen, Jeff's grandfather, opened the doors, according to the company website.

People who sample the meat as well as the recipes of the seven communities Aug. 9 will have a chance to not only try Heinen's meat and sauce, but will get to vote on the best creation, according to Deerfield Bannockburn Riverwoods Chamber of Commerce Executive Director Victoria Street. In addition to the people's choice award, a panel of judges will choose the best dishes, according to Street. They are Rep. Brad Schneider (D-Deerfield), state Sen. Julie Morrison (D-Deerfield), state Rep. Scott Drury (D-Highwood), Lake County Board President Aaron Lawler and Lake County Board member Ann Maine. Music will be provided by Déjà Vu throughout the afternoon and merchants will be offering specials, according to Street. In addition to barbecue, there will be hot dogs, cotton candy, snow cones and lemonade.

When Heinen's opens in Bannockburn, it will be the third Chicago area location, joining Barrington and Glenview. Lake Bluff will open later in the summer or early fall, according to Heinen, who describes his upscale market as unique. "We are a grocery store but we rely on customer service and sourcing of our products to do things differently," Heinen said in May. "We do it at a competitive price. We want to be (even) with the competition."

The company acquires all its products directly from the producer. Heinen believes it gives the store a qualitative advantage. "It's unusual for a company our size or twice our size to work directly with our distributor," Heinen said. "We know 70 to 80 percent of the people who grow our produce for us. People say what we have is very fresh and in some cases unique." When the price is higher, Heinen believes it is worth it for the quality. Seafood is an example. "It was swimming yesterday and on your table tonight," Heinen said. "We fly it in from the East Coast, Hawaii and Alaska. "You can taste the difference. It may be a little more but the difference is worth it."

Alliance for Innovation – Transforming Local Government
September 2013

Sustainability Lessons in Small Towns and Rural Communities

(Link below has a PDF with **Maria**'s presentation)

http://transformgov.org/en/knowledge_network/documents/kn/Document/305479/Sustainability_Lessons_in_Small_Towns_and_Rural_Communities

Deerfield Review (IL)
August 8, 2013

Lasday runs BBQ challenge to meet neighbors
Author: Laura Pavin

For Bannockburn Village Manager **Maria Lasday**, building relationships with the members of other villages is important—even when done in the absence of business. Bannockburn's willingness to foster harmonious relationships is much of what **Lasday** also loves about working for the village, as it creates an environment between board and administration that is amicable and efficient. That's the premise of the second-annual Bannockburn BBQ Challenge, which will be held at the Bannockburn Green Shopping Center on Saturday, Aug. 24, from 1 p.m. – 4:30 p.m. "The barbecue event is strictly intended to foster good relationships with our neighbors."

And, of course, engage in a little friendly competition with the villages of Lake Forest, Highland Park, Deerfield, Riverwoods, Kildeer and Lake Bluff. **Lasday**, who is also the village representative for Bannockburn at the DBR Chamber of Commerce, said that all members of the public were invited to the event, which will feature live music by popular cover band Deja Vu. In the spirit of fostering positive community relationships, we spoke to **Lasday** about what she liked most about Bannockburn, as well as what people could expect from this year's barbecue.

Q: How long have you been with Bannockburn for?
A: Since April 2008 – I was an attorney for 20 years prior and was at Highwood for 1 ½ years after that.

Q: Do you live in town?
A: No, I live in Fort Sheridan.

Q: What do you like about Bannockburn?
A: I love Bannockburn for many reasons: I love the people; the town is beautiful with large lots—it's a Tree City USA community; I like the diverse composition of the community - the village has residential, college, office and retail districts; I also really like the environmentally-friendly and sustainable policies and relatively all-new infrastructure it has in place; it's a dark-at-night community; the village has policies in place that promote rain gardens all throughout the village for storing water to reduce the amount of water going into storm drains and presently has many rain gardens and bioswales installed in the village. I also appreciate it's financial soundness. The community has a Standard and Poor's AAA rating.

Q: What does your role as village manager entail?
A: In Bannockburn, it's done a little differently than in other villages. The manager is required to make sure staff executes policies; I love the way Bannockburn's village government is set up, because the trustees are each assigned a commission for which they are responsible, so they are actively involved with the staff on policies and regulations; for instance, the widening of Route

22 was a huge project, and the road commissioner went with me to Schaumburg for all the planning meetings with IDOT to make sure that it was the best project that it could be. Yes, he's a trustee, but he's also in charge of roads. He was very involved, every step of the way with me so that we could brainstorm and try to come up with good policies to recommend to the board to make sure that the village is protected for years to come.

Q: What is Bannockburn's BBQ Challenge all about?
A: It's our second year doing this; we are trying to make it an annual event. We originally had it following the widening of Route 22 to show people that the project was done and that the Bannockburn Green Shopping Center was open for business. Now, we are doing it to bring the surrounding communities together in a setting that is strictly social—no business is being conducted. We underwrite the whole thing because we want to foster good relationships with our neighbors.

Q: How does it work?
A: We give everyone their own booth and provide the meat, and the villages will bring their own spices and cook it at the event. The teams can be comprised of whoever they choose. Like other communities, we are in the process of determining who our team will be this year—you want your best chefs there! I think our public safety officers are going to be doing most of our cooking.

Q: What kind of food will it involve?
A: Each village will strive to prepare the best barbequed food in three categories: Baby back ribs, beef brisket and a side dish.

Q: How is the food judged, and who judges it?
A: Quality of appearance, tenderness, flavor and overall appeal will be judged by a panel that includes Congressman Brad Schneider, State Senator Julie Morrison, State Representative Scott Drury and Lake County Board Representatives Ann Maine and Aaron Lawler.

Q: Will there be awards?
A: Awards will be given for the best of each category, the people's choice and the grand champion.

Q: How did last year go?
A: Last year, Lake Forest won with the judge's panel, so they got the big travelling trophy, which is a trophy that travels to each community each year, based on whoever wins it. So, the community that wins the next year gets their name on the trophy and it goes to their community. Riverwoods won the People's Choice Award last year, and that's a travelling trophy, as well.

Q: How many people are you expecting to come out this year?
A: Last year we had about 500 people, and this year we are expecting a lot more!

Deerfield Review (IL)
June 21, 2012

Watering restrictions in place
Author: Bridget O'Shea

Local villages have instituted watering restrictions due to the high temperatures and dry conditions expected this weekend and into next week. Bannockburn Village Manager **Maria Lasday** said residents in even-numbered houses may water their lawns on even-numbered days. Odd numbers can sprinkle their lawns on odd-numbered days. On all days, there is no watering allowed at all between noon and 6 p.m. Lincolnshire has also instituted an even and odd-day watering restriction, although it does not have a midday restriction. "It doesn't make sense to sprinkle your lawn at that time anyway," Lincolnshire Public Works Jennifer Hughes said. "Most of the water is lost to the air." Highland Park has also adopted an even and odd-day watering restriction in addition to a noon to 6 p.m. watering ban.

In Deerfield, even-numbered houses are allowed to sprinkle their lawns on even-numbered days, while odd-numbered houses are allowed on odd-numbered days. On all days, lawn sprinkling is prohibited between noon and 6 p.m.

In Riverwoods, there is no lawn sprinkling between 10 a.m. and 5 p.m. every day of the week. Pat Goldstein, co-owner of Castro Landscaping Services in Lincolnshire, said she is not very concerned for business because the restrictions apply to homeowners and not businesses. They do not apply to when the company is installing plantings. "If we were prohibited from watering during an installation, that would be a problem," she said.
If restrictions applied to her employees, she said, that would prohibit them from working.

Tom Bahr, a grower at Bahr's Greenhouses in Highland Park, said he is not too worried about the restrictions, because all the watering at Bahr's is done by hand, making the business exempt from the restriction. "If they were to restrict water for us, it would kill our business," Bahr said. Bahr believes homeowners who fill up backyard pools or continuously sprinkle their lawns will be hit the hardest.

Deerfield Review (IL)
March 29, 2012

Bannockburn, Kildeer select new electricity supplier
Author: Pat Krochmal

Bannockburn and Kildeer residents can expect to see about a 40 percent difference in their utility rate after signing a one-year contract with Constellation Energy to supply their electricity. "We are absolutely thrilled with this rate," Bannockburn Village Manager **Maria Lasday** said. "We are very excited that it was possible."

Village President James Barkemeyer noted that Constellation's competitive price and reputation among Illinois businesses led to its choice. **Lasday** said Constellation Energy, the village's future electricity supplier, and ComEd, their former supplier, are both owned by the company Exelon, but are different entities, and therefore offer different rates.

Maureen Brown, manager of Constellation's Corporate Communications, said Constellation Energy and ComEd are not the same company. They are owned by the same parent company. "Because we are a national supplier and buy, sell and trade every day, we can take advantage of the rate drop in market prices," Brown said. "And we are very competitive on prices." About 1,500 customers in both communities will benefit from the savings, said Frank Orcel, Constellation's manager for origination.

The company will begin supplying energy June 1, and the savings should be notable in the next billing. Anyone who wishes to opt out will have three options to do so in the coming weeks, he added. Bannockburn and Kildeer voters overwhelmingly approved electric aggregation measures on Tuesday night's ballot, empowering their local governments to leverage collective buying power to purchase lower-priced electricity for residential and small business customers.

Village officials, as well as Constellation Energy, will provide more information in coming weeks to residents so they may take advantage of the reduced home rate. Constellation Energy is a longtime competitive energy provider in Illinois, with 1 million residential customers' nationwide, and more than 90,000 business and public sector customers. Headquartered in Chicago, Exelon has operations and business activities in 47 states, the District of Columbia and Canada.

Lake County News-Sun: Web Edition Articles (Waukegan, IL)
January 31, 2012

Walgreens to move IT workers to Bannockburn
Author: Pat Krochmal

DEERFIELD — Walgreens has leased a one-story office building at 1000 Lakeside Drive near Interstate 94 and Half Day Road in Bannockburn. Deerfield-based Walgreens is planning to remodel the facility to accommodate 200 employees in the information technology department that was in Northbrook. The building should be ready in April, said Robert Elfinger, media relations specialist in Walgreens' corporate communications department.

The 57,750-square-foot building sits on a four-acre site. The structure, built in 1995, boasts fiber optics installed in 2010, a state-of-the-art security system, overhead doors and delivery stalls, as well as an on-site cafeteria, according to real estate Web sites that were advertising the building's availability. The Walgreens transition is the third big firm to move into Bannockburn.

Just a few weeks ago, Catalyst Health Solutions, Inc., signed a lease to occupy 1200 Lakeside Drive, Bannockburn Village Manager **Maria Lasday** said. Then, North Shore University Health System announced it would move into the Bannockburn Mediplex, 2151 Waukegan Road.

Illinois Senate Democrats
January 27, 2012

Measure Expands Cell Phone Ban to All Highway Construction Sites
Author: Staff

Village officials in north suburban Bannockburn were surprised to learn that construction work on Route 22 and Waukegan Road did not meet the criteria for enforcing the ban on cell phone use in work areas. Since the construction project does not necessitate a reduction in the speed limit, local officials are not permitted to enforce the law that is common at work sites throughout Illinois.

A measure filed by State Senator Susan Garrett (D-Highwood) would modify the existing ban by prohibiting motorists from using cell phones on any stretch of highway that is undergoing construction or maintenance. "Our highway workers already face greater odds of injury or even death due to their work environment," Garrett said. "Expanding the cell phone ban ensures all workers, not just those on large construction projects, are protected from distracted drivers." "After a long, hard day of work, our men and women should be able to return home safely to their families," Bannockburn Police Chief Ronald Price said. "This measure will make a difference here in Bannockburn and in communities throughout Illinois."

Chief Price also stated that the Village is heavily enforcing Illinois' ban on texting while driving, partnering with the Illinois Department of Transportation in the "Drive now, Text Later" Campaign. "We want to thank Senator Garrett for helping us ensure the safety of our construction workers," Bannockburn Manager **Maria Lasday** said. Senate Bill 2488 has been filed and will be heard later this month in the Senate Transportation Committee.

Deerfield Review (IL)
December 8, 2011

Village cuts insurance costs, boosts coverage
Author: Pat Krochmal

Bannockburn trustees have agreed to change village insurance carriers, a move that will not only save almost 50 percent on premiums, but also will provide better coverage in some areas.

The Village Board has given the Intergovernmental Risk Management Agency, which has been the village's insurance provider for 19 years, a required one-year notice that it was going to withdraw on Nov. 22, 2010. It authorized Mesirow Financial Agency to procure insurance proposals for general liability and workman's compensation insurance for the village for a fee of $5,000.

Mesirow returned with proposals that were significantly less than the village was paying, said Village Manager **Maria Lasday**. "This is huge for the village." she added. "To have such a great savings and better coverage is just huge."

The board last week unanimously voted to accept a proposal from Illinois Public Risk Fund Pooling for Workman's Compensation Insurance with a premium of $18,513 to cover employees from Jan. 1-Dec. 15, 2012.

It also accepted a proposal from Glatfelter-American Alternative Public Entity to become the village's general liability insurance carrier for a premium of $44,984 from Jan. 1 to Dec. 31. "It's admirable that the board decided to step away from IRMA, which really didn't suit our village to find other insurance carriers," said Trustee Eugene Nordby. "This will not only save us almost 50 percent, but also will cover us better in areas such as police. "It's very unusual to get better coverage and pay less."

Deerfield Review (IL)
November 17, 2011

Village looks to soften water-rate increase
Author: Staff

Bannockburn residents are in for a water-rate increase, but just how much has not yet been decided. Highland Park, which provides water for the community, has requested a 1.8 percent hike, but the Bannockburn Village Board may ask residents for a little more, said Village Manager **Maria Lasday**. "Right now, this is still in discussion and the trustees are evaluating their options," **Lasday** said. "We really don't want to increase the water rates much. "If we did a 1 percent increase, the cost would go up six cents per 100 cubic feet and if we did a 3 percent increase, the cost would go up about 17 cents per 100 cubic feet. So the increase could come out somewhere in the middle at 10 to 12 cents per cubic feet, which wouldn't cause a very great impact."

Right now, trustees are struggling over the decision, **Lasday** said. "They know the economy hasn't been the best for everyone, so they are trying to make it as low as possible and still be responsible," she added. "But they also have to make sure there are reserves in place to replace infrastructure should it be needed." The issue will return to the Village Board for discussion and possibly a decision Nov. 28.

In another village financial issue, the village will save 40 percent on insurance by changing insurance carriers Jan. 1 after opening workers compensation and general liability insurance to bidders.

Deerfield Review (IL)
November 17, 2011

Village ponders ways to cut residents' power costs
Author: Pat Krochmal

Bannockburn leaders are considering placing a referendum on the March 20 primary ballot asking residents if they want the village to purchase electricity for them from a less-expensive source than Commonwealth Edison. If approved, the village would be authorized to solicit bids and enter into service agreements for the sale and purchase of electricity, related services and equipment for residential and small-commercial customers who do not opt-out. Village trustees also are studying the details of an electric energy program that could mean substantial savings for residents and business people now.

The Energy Savings Program provides residential and small-business customers an electric supply price that is 20 percent lower than what ComEd is charging, said **Maria Lasday**, Bannockburn's village manager. ComEd's price is 7.733 cents per kilowatt hour, while the Energy Savings Program price is 6.2 cents per kilowatt hour. The reduced price is guaranteed through June 2013, she added. The Energy Savings Program is not meant to replace or compete with municipal aggregation programs that the community is studying. Energy Savings provides an opportunity for residents and businesses to have immediate access to electric supply savings while waiting for the village's aggregation program to be implemented, if approved, **Lasday** noted.

Towns that passed referendums last spring to pursue municipal aggregation cannot implement a program until August. Towns that are investigating municipal aggregation and plan to place a referendum on the ballot next year will not be able to implement a program until June 2013. So making residents and small businesses aware of the Energy Savings Program offers an opportunity for them to get an immediate, guaranteed 20 percent reduction in their electric supply costs while waiting for Bannockburn's aggregation program to be implemented, **Lasday** said.

The Energy Savings Program also can benefit residents and businesses of towns that are not interested in or don't have the staff to do the work necessary for their own municipal aggregation program. In that case, the Energy Savings Program can be offered to residents and small businesses instead of a municipal aggregation program, she noted. The program will not only provide customers with 20 percent savings through June 2013, but also will buy time for community leaders to learn from the early adopters of municipal aggregation programs in case a town might want to pursue its own program later, **Lasday** said. The issue will be back before the Village Board for discussion and possibly a decision Nov. 2.

Deerfield Review (IL)
October 27, 2011

Village looking to market itself
Author: Pat Krochmal

Bannockburn has launched a multifaceted campaign to educate the public about the village's assets. "We are trying really hard to be business-friendly," said Village Manager **Maria Lasday**. "We are also trying to help people sell their homes and help businesses lease their tenant space. The village is streamlining its procedures so people can navigate the system easier. It also has updated its website to make information more easily accessible. It plans to hold coffees for real state agents to apprise them of what the community has to offer. And it has created a brochure to showcase the village as an attractive place for businesses and residents. Village staff will call an Economic Development Commission meeting and invite the business community, **Lasday** said. Each person who comes will get a stack of brochures to give to their leasing agents to help rent space.

The brochure describes Bannockburn as "combining the best features of country and urban living" and the community as one of the most beautiful and safest in the Chicago area. It presents facts about the community and details about Bannockburn School and Deerfield High School, as well as Trinity International University. It pictures the neighborhood's equestrian trails and pedestrian paths for jogging, walking and biking. It lists forest preserves and conservation areas that are just minutes away.

The brochure names all the shops and services available, as well as the clubs and organizations. "We've laid the foundation, we've fixed our infrastructure and now we're marketing," **Lasday** said. Before Bannockburn became home rule, the village lacked statutory authority to do certain things, so it tied many of its decisions to zoning regulations - one of the few tools it had to exercise local discretion, Village President James Barkemeyer explained in the fall newsletter. "As a result, almost everything was made into a zoning issue," Barkemeyer said. "Because of this, our zoning code expanded and expanded. The last time I looked, it was (more than) 300 pages long. "Every issue was both a Zoning Board and Village Board event, much like the Mousetrap game. Like the whirling cogs in that game, I think the intended targets (builders, homeowners and businesses) were sometimes scared away." However, now the village can deal with many more issues directly and has often shaved two to four weeks from the processing time, Barkemeyer said. But even before Bannockburn updated its rules and regulations, it also was concentrating on improvements elsewhere.

During the last two years, the village has been working on the most ambitious road-resurfacing and -widening program in its history, Barkemeyer said. It will conclude next summer with the last of the work to be done on Route 22. "Obviously our efforts are paying off since we have two Fortune 500 companies thinking of leasing here," **Lasday** said. "And that would be wonderful."

Deerfield Review (IL)
August 18, 2011

North Shore officials lambaste ComEd over outages
Author: John Roszkowski

Several North Shore mayors and village managers were highly critical of ComEd's response after the July storms as they spoke this week during a hearing of the Illinois House's Public Utilities Committee at the Highland Park Country Club. Bannockburn Village Manager **Maria Lasday** said the community had to provide policing where a downed power line was lying on a main road for a couple of days after the July 11 storm. Eventually the village had to hire an electrician to remove it. "It is unfair for ComEd to expect communities to provide policing where there are downed power lines or where streetlights are not working," she said. "If ComEd is unable to move the power line or provide electrical service to the streetlight, then ComEd should be required to reimburse communities for their police services." **Lasday** added that the village was inundated with telephone calls from residents and businesses that were unable to reach ComEd after the storm.

Highland Park Mayor Nancy Rotering said its police station lacked power for four days after the July 11 storm and its fire station had no power for three days. Some residents reported downed power lines on their driveways that were not removed for several days. "Public safety was at risk," she said. "Illinois residents and villages expect more from ComEd." Highland Park Village Manager David Limardi said residents disposed of "22 tons of spoiled food that we had to pick up" after the storm because of lengthy outages.

Glenview Village Manager Todd Hileman said the town has had several occurrences of residents losing power over the past couple months, and in some cases the outages were not storm-related. He said generally "ComEd service reliability is poor and numerous areas in the village have had repeated outages in both good and bad weather." "Our residents are angry," he said. "They're tired of lame excuses. They want action."

Dan Pierce, president of the North Shore Sanitary District and a former Highland Park mayor, questioned whether delays in restoring service to the district were related to a dispute with the utility about paying more than $300,000 for ComEd-owned electrical equipment serving a sewage pumping station located at Lake Michigan. "A reliable and consistent supply of electricity is essential for the district to fulfill its mission of protecting the environment," said Pierce, whose agency treats wastewater for 315,000 Lake County residents. "The loss of power, for even a brief period, can result in the discharge of raw sewage to Lake Michigan and other local waterways."

Anne Pramaggiore, ComEd president and chief executive officer, testified at the hearing that it was a "very challenging summer" for both ComEd and its customers.

Pramaggiore said there were 10 major storms throughout the summer, a number of which were record-setting and ComEd has tried to respond as quickly as possible. “The July 11 storm was the largest in our history,” she said. Pramaggiore said the July 11 storm had a “hurricane-like in impact,” knocking out power to more than 900,000 customers.

During the peak period after the storm, she said, ComEd had 1,000 crews and 5,000 workers putting in 16-hour shifts, many working around the clock to get power restored. She said ComEd had restored power to 75 percent of customers within two days and 95 percent within four days. Pramaggiore, said, however, that ComEd is taking several steps to improve its system reliability and communication with residents. ComEd is also pushing Senate Bill 1652, which would provide for a “smart-grid” system, that would include capital upgrades and modernization of the electrical system along with new smart meters that immediately identify outages as they occur, she said. The meeting -- which lasted more than four hours -- was put together by state Rep. Karen May (D-58th).

Daily Herald (Arlington Heights, IL)
July 30, 2009

It's not looking like a wind-win situation Communities examine pitfalls of wind power
Author: Mick Zawislak

With interest — and options — for wind power increasing, Lake County and several communities are working to head off problems before they arise. Clean power is regarded as an exciting possibility, but few towns have ordinances on the books to regulate potential impacts, such as noise or flickering shadows. To avoid pitfalls, several towns have imposed moratoriums and about a dozen have teamed with the county in a task force to study issues surrounding wind power. The intent is to produce a model ordinance outlining rules for a variety of technologies and situations, as many products are emerging that have no track record, said Lake County senior planner David Husemoller. "We're trying to learn from people's ups and downs and be prepared as much as possible," Husemoller said. "We want to make sure this ordinance is watertight and everyone is protected." The task force, which has been meeting since May, also wants to produce a fact sheet to answer common questions and dispel inaccurate information. "It is complicated, so we're putting our heads together to share resources," he added. "There's so much out there, it's hard to organize it all. We're trying to digest all the different perspectives."

On July 13, the Bannockburn village board approved a six-month moratorium on applications for any wind or solar energy device. The action was taken after an individual wanted to install a wind turbine, according to Village Manager **Maria Lasday**. "The more you find out, the more questions you have," she said. "Many communities in Lake County are going that route just to give us time." Lincolnshire and Wadsworth are other examples.

A 120-foot turbine that went online in Libertyville in early May is an example of what can go awry. Aldridge Electric described the turbine as an investment in clean technology to power its facility on Rockland Road, but neighbors have had a different experience. Residents filed a complaint against Aldridge and the village, describing the turbine as a nuisance that provided "relatively little gain" compared to the hardships it produced. The complaint portrayed the turbine as producing a grinding and squeaking noise that woke residents from sleep, drove them from their yards and caused headaches, nausea and anxiety. The turbine was quieted after a temporary restraining order was secured. A revised order issued Friday allows it to operate from 9 a.m. to 3 p.m., but it has remained idle.

Residents promise to pursue the issue and want the turbine removed. One of several residents who addressed the village board Tuesday night described the sound as that of a helicopter that never takes off. "It's real. I hear it," Tim Barkules said. Residents also want the village to revise its ordinance governing such uses and investigate the circumstances regarding the various approvals for the project. Mayor Terry Weppler said the board would take the considerations seriously.

Highland Park News (IL)
March 13, 2008

Lasday resigns as city administrator
Author: Kenneth L. R. Patchen

Highwood City Administrator **Maria Lasday** is leaving her position to work as village manager for Bannockburn starting April 7. An interim city administrator for Highwood has not yet been named. "I'm excited about the new position and looking forward to it," **Lasday** said. "I will miss our staff, the council, the mayor and residents. They've been wonderful people to serve." Those who worked with **Lasday** -- who earned $72,000 a year as city administrator and who started in 2006 -- praised her commitment to the city. "We're going to miss her," said Mayor Vincent Donofrio. "I wish her all the luck in the world and great success." Third Ward City Council member Louise Linari said, "I'm sad to see **Maria** go. I'm hoping we can find someone with her dedication and passion." Fourth Ward Council Member Jim Hospodarsky said, "I thank her for her contribution to our community and wish her the best."

Lasday will leave her position March 31. As city administrator, she has managed the city's staff and municipal budget process. She spent time working on negotiations and issues related to the recently approved Highwood Towers multi-use development project on the Moraine Hotel site.

Lasday had submitted a resignation from her position last November but acceded to Donofrio's request at that time for her to remain. Donofrio said the city will have a smooth transition period. He has talked with Bannockburn officials who are cooperating with him about the transition. "There most likely will be an interim administrator while the council starts a search," said **Lasday**.

Second Ward Council member Walter Pieri said, "Her successor should come from a professional search and interview process." Highwood businessman Meno J. Passini often worked with **Lasday** on city projects and issues. "I worked with **Maria** when North Shore Estates caught fire last January. That night when everyone left, **Maria** was the one that made sure everyone was safe and had a hot breakfast before they faced their losses that day," he said. "She let me drive her car to pick up food while she supervised the relocation site at the Hotel Moraine."

Maria Lasday was one of the reasons that the Highwood Towers passed," he said. "She could see this was the project that (would) put Highwood on the road to an expandable tax base and better City services. If she would have left last November the Towers would not have passed."

Linari, Pieri and Passini cited the controversy about building Highwood Towers as a difficult time for the community with which **Lasday** had to contend. **Lasday** declined the opportunity to comment about any community controversies during her tenure. Linari said, "I'm sad that people with political agendas hounded her.

If she was not hounded, I think she would have stayed." Pieri said, "I do not blame **Maria** for leaving, after having to endure the audience at the City Council meetings openly insulting her qualifications and education. **Maria** has maintained her professional demeanor amidst all the rumors and innuendo from some so-called Highwood residents. She kept her cool throughout the war of words."

News Sun, The (Waukegan, IL)
March 12, 2008

Highwood administrator takes Bannockburn job
Author: Staff

Highwood will conduct a regional search for a new city administrator, Mayor Vincent Donofrio said Monday. City Administrator **Maria Lasday** has accepted a new position as village manager of Bannockburn, and will no longer be with Highwood after this month. "We'll be going out and looking for a new administrator," Donofrio said, adding that the city may appoint an interim administrator during the search. **Lasday** has been the city administrator for about 18 months. "We're going to miss her," Donofrio said. **Lasday** said she will miss working with the staff in Highwood and appreciates the chance to work for residents of Bannockburn.

Highland Park News (IL)
December 20, 2007

Fate of Highwood Towers to be decided in January
Author: Kenneth L. R. Patchen

Rejection or acceptance of the proposal by Mega Realty, Inc. to build Highwood Towers will be decided by the Highwood City Council at either the Jan. 2 or the Jan. 15 meeting. City Administrator **Maria Lasday** said council members have requested the city attorney to draft an ordinance to accept the proposal, but the text will be subject to change if requested by the council. "It was a six-to-two vote to draft the ordinance," said Mayor Vincent Donofrio.

Mega Realty has proposed construction of a seven-story multi-use retail and condominium building at the location of the former Moraine Hotel at 700 Sheridan Road. It would have 30,000 square feet of retail space and 128 residential units plus parking. The proposal has been criticized during a series of meetings in the past year for being too high and placing too much bulk on the 3.8 acre parcel. The council prefers a proposal that is six stories tall with the top two floors stepped back plus additional mitigating funds.

Those voting against the request for a draft ordinance to be prepared were Fourth Ward Aldermen Jim Hospodarsky and Leonard Cahnmann. Hospodarsky said, "The Highwood Plan Commission has spent 13 months and a considerable amount of time and effort on this, and twice they have unanimously rejected the developer's proposal. Furthermore, the Plan Commission, in its latest Findings of Fact, made recommendations they asked the council to follow in its evaluation of any future proposal. The new Highwood Towers proposal has done little to address concerns raised by the Plan Commission." Leonard Cahnmann did not respond to an e-mail request for comments about the Highwood Towers proposal. Other council members support the decision to request a draft ordinance. "As a council, our job is to make a decision," said Frank J. Bruni. "We will find something that's best for Highwood." He said Mega Realty owns the property and has certain rights by law about what they can do with it.

'Good reputation'

"We have to work with him," said Bruni. "The height has changed. We worked him down. He's got a good reputation." Council member Louise Linari said, "We directed our attorney to begin the paperwork to move the proposed project forward. We have to finish ironing out the details. We need to discuss certain aspects of the project that remain concerns for our council members." She said that to the best of her knowledge there is no final decision on the project's details. She said she expects the height of the structure will continue to be an issue. Feedback she gets, however, suggests that businesses in town want the higher population density such a housing complex would bring to the community. "Business owners want density," she said. "They need walk-in traffic."

The restaurants too want residents who feel they can quickly come into town for a nice meal at a good restaurant. The only way for restaurants to continue to be available is if there are many people who enjoy the convenience of local dining. "We're very sensitive to the fact that that is what Highwood is all about," Linari said.

First Ward Council member Charles Pecaro is inclined to view the newer proposals favorably but also thinks it is too early "to say yes or no to it." He said further details will be helpful and he wants to see more details of the proposals. "I think the town needs something there," he said. "Almost everyone I ask about this topic just wants to make sure it does not turn out like Tudor Park. Highwood Towers will help the City of Highwood and bring money to our businesses."

Highland Park News (IL)
December 13, 2007

Mayor casts deciding vote to keep Lasday
Author: Kenneth L. R. Patchen

The Highwood City Council voted to keep **Maria Lasday** as city administrator, a one-year appointment with a salary increase effective for the New Year. The vote to retain **Lasday** as city administrator was split, with Mayor Vincent Donofrio providing the tie-breaking vote. Those voting against the reappointment were Leonard Cahnmann, Charles Pecaro, Kathy Murphy-Pieri and Jim Hospodarsky. Those in favor were Walter Pieri, Frank J. Bruni, Louise Linari, Michael Fiore and Donofrio.

"She has too many irons in the fire to stop now," said Mayor Vincent Donofrio.

"The Mayor's very persuasive," said **Lasday**. "We have a lot of projects we're working on."

The council has appointed **Lasday** city administrator to her second term following the departure of former administrator Marc Huber. The agreement covers services for 2008 and includes a 16 percent salary increase to $72,000. **Lasday** had previously indicated she would not accept the position, but changed her mind at the urging of Donofrio, with whom she works closely. She said the city is restructuring its departments to improve efficiency and services for residents.

At the start of the New Year, a listing of city initiatives will be announced, said Donofrio. 'Pending projects' "We have a lot of pending projects to move forward," Donofrio said.

Council member Jim Hospodarsky, a year ago, urged the council to conduct a professional search for a city administrator which he anticipated would include **Lasday** as a candidate. He had praised her willingness to step forward to serve as a volunteer administrator when Huber resigned, and he voted for her appointment last year when it was apparent to him he did not have votes to adopt a professional search process. He continues to think a professionally conducted search process is appropriate for the city's top administrative position. "We, as a Mayor and Council, need to be united behind the city administrator, and I, once again, believe that conducting an immediate search and allowing Ms. **Lasday** to be a candidate, is the best opportunity to unite the Mayor and Council on this issue."

Pecaro and Cahnmann did not respond to an e-mail request made last week for comments about her reappointment. Other council members are pleased **Lasday** will continue. "I'm thrilled," said Linari. **Lasday's** "managed to do something I haven't seen in a long time: she's got employees supporting one another and working together across departments. Citizens called her when she resigned and asked her not to (leave)." **Lasday** is liked by her department leaders, Linari said. "At our Mayor's direction, she's working on intergovernmental issues with nearby governments," she said.

Linari believes it is important that Donofrio have someone he can work with because his is not a full-time position so he must rely on the City Administrator to move forward with the programs, policies and projects that he and the council support. B

runi does not want to change city administrators at a time when so much is happening in Highwood. "There's so much going on in the city that she's familiar with, any change would be very negative. It's just that simple," he said.

Highland Park News (IL)
December 6, 2007

Audit shows Highwood has balanced budget and top-notch finance rating
Author: Kenneth L. R. Patchen

For Highwood city residents, the news about the management of their tax dollars does not get much better. The independent accounting firm of Lautterbach & Amen reported to city officials Nov. 26 that the city budget is in balance for the first time in recent years and gave the city an unqualified audit opinion. In addition, the city finance rating is the highest it can achieve since its numbers are materially correct. "Everything is going very very well over the past year," said city Finance Director Nick Narducci. "We were improving all our accounting systems." City Administrator **Maria Lasday** said, "This last year was positive. The prior two years were negative." Narducci said the general fund showed a positive increase in fund balances, from $543,000 to $640,000, an increase of $90,000. "All other funds (also) show a positive fund balance," he said.

The police and fire pension funds did well, although greater improvements are needed for the police pension fund. The interest rate earning for both funds is about 8.5 percent. The Fire Pension Fund is at 80 percent of its necessary level to meet anticipated obligations at $1.6 million, which places it among the top 10 percent pension funds in the state. The current pension payout is $20,000 annually but the fund is growing at about $200,000 annually. It has an A rating. The Police Pension Fund is at 49.3 percent of its necessary funding level at $1.4 million, which places it in the 50th percentile, Narducci said. The fund anticipates a retiree payment to start in about five years when the fund is at $2.5 million. The fund has a B-minus rating because of the low percent of assets. The city has until 2033 to get both funds to 100 percent of necessary funding to meet obligations. "These are big liabilities on the city," he said. "So, we're moving along rather well."

After the meeting, two council members reacted well to the news. "What I'm pleased with is we're getting things under control," said First Ward Alderman and Finance Committee member Charles Pecaro. "We're realistic but optimistic." He admitted the city has a way to go to meet anticipated obligations, but revenue streams suggest a basis for optimism. "The business district is doing well," he said, "The sales tax is doing well."

Sales tax revenue provides customers from outside the community an opportunity to help finance municipal services through their purchases in restaurants and bars. "I think the presentation went well," said Louise Linari, Third Ward Alderman and Finance Committee member. "We're living within our means, and we are in the black. We had a surplus at the end of our fiscal year which was probably a first in a very very long time." She is concerned about the lack of latitude in city finances. "We have no rainy day fund," she said. "I'm concerned about that. We don't have emergency funds. It's time we stopped doing that."

Highland Park News (IL)
November 29, 2007

Lasday resigns -- but may end up staying
Author: Kenneth L. R. Patchen

Highwood Administrator **Maria Lasday** will review an extension of her contract offered by city council members after the Nov. 20 council meeting. She initially notified city attorneys Raysa & Zimmerman, LLC, of Park Ridge, that she would decline the offer and resign effective Jan. 1. She later said she was reconsidering the offer. "I did resign," she said. "I am reconsidering." She said she probably will have a final decision by the Dec. 4 council meeting. Mayor Vincent Donofrio had asked her to reconsider the decision, she said. Her willingness to rethink leaving her position was motivated by two things. "I really love the staff and working with the Mayor," she said.

Lasday has served as city administrator since the departure of former city administrator Marc Huber, who served after J. Mark Rooney. Huber resigned in Sept. 2006 and was replaced by **Lasday** as an interim administrator. She previously served on the city's zoning board and is a city resident. The council's offer of a new contract would extend her service for the city. Mayor Vincent Donofrio was unavailable to return telephone calls for comment.

News of the resignation and subsequent intent to reconsider created confusion about her intentions and feelings for city officials. Council member Kathy Murphy-Pieri was surprised a resignation could be reconsidered. It is not like that in the private sector, she said. A decision to leave is a decision to leave. "I think she should follow through. That's my way of looking at it," Murphy-Pieri said. "If you truly loved Highwood, and didn't love the contract, you'd stay and work around it. (But) that's just me." Murphy-Pieri said the Illinois Municipal Managers League has a program of retired city administrators who can come to a community to work as interim officials until a permanent city administrator is hired. In addition, these "Range Riders" can provide mentoring for new hires. She expected they would help the city during an administrative interregnum. "That's what I was hoping we would do," she said.

Council member James Hospodarsky continues to support his approach -- to conduct an open search to fill the position, a search which can include consideration of **Lasday**. For him, resignation and reconsideration are not an issue. "From my perspective, nothing's changed," he said. "The search process needs to begin now. If she would like to be a candidate, she should be a candidate." He said his views today are the same as when he published his Fourth Ward Newsletter on Nov. 6. At that time, he characterized **Lasday's** offer to serve as administrator when she was appointed by Donofrio as " commendable and a significant gesture on her part to the help our community." Hospodarsky said he always has supported the need for a search process to find a city administrator and continues to believe that today.

Highland Park News (IL)
October 4, 2007

Boundary dispute hits Highwood
Author: Kenneth L. R. Patchen

A former Highwood alderman and former city attorney have charged the Highwood City Council with failure to request Highland Park to adjust municipal boundaries at Fort Sheridan, a change which would increase Highwood city revenues. Highwood City Administrator **Maria Lasday** scheduled a presentation about the issue for Tuesday night's Highwood Council meeting. An 18-minute video, with gaps, makes the charges available on the Internet at http://video.google.com/videoplay?docid=3623622324264255200. Highland Park city officials do not believe there is any issue related to municipal boundaries between the two communities.

Housing development underway at Fort Sheridan is on U.S. Navy property, is being constructed by a joint public and private venture with Forest City Military Communities, and Highland Park is providing public utilities to Navy housing in accord with existing agreements. On Oct. 1, Highwood too began providing water service to other parts of Fort Sheridan in accordance with agreements.

On Sept. 18, former Highwood Council Member Lisa Cervac told the council it was not protecting taxpayer's interests by its failure to request that 44 acres of property being developed at the south end of Fort Sheridan be annexed to Highwood. She estimated the loss of city revenue to be $150,000 annually in taxes, utility and water fees. Her charges were supported by former City Attorney Paul Diambri, who also said the property is supposed to be disconnected at Highwood's request and that such a request has not been made.

Prior to Tuesday night's council meeting, Highwood Mayor Vincent Donofrio said the boundary agreements made 10 years ago do not explicitly require disconnection, according to the terminology used. "This disconnection would be made to (Highwood's and Highland Park's) best efforts," he said. The transfer of boundaries, he said, is not as clear-cut as suggested by recent charges. Now, Donofrio said, the present reality of Navy land ownership and the joint venture partner indicates new ways not previously envisioned are part of the mix. "It's like starting out all over again," Donofrio said.

Highland Park Assistant City Manager Patrick Brennan said Highland Park officials believe they are acting properly, the Navy development that is occurring does not require a disconnection or realignment of city boundaries, and that both cities have worked closely in the past and will continue to do so in the future on issues related to Fort Sheridan development.

Cervac asked the Highwood City Council to act immediately and request the property be annexed to the city. "The only thing that is keeping Highwood and its residents from getting the tax dollars and the benefits of the property, quite frankly, is the Mayor and the City Council,"

said Cervac. "You are tasked with protecting this community's interests and frankly you're failing. "The clock is beyond ticking. This is something that should have been done over a year ago," she said. "Tonight (Sept. 18), make the motion to ask the City of Highland Park to disconnect from the property that is rightfully ours." Donofrio said to Cervac that Highwood has been working on the issue with Highland Park since he took office, that boundary agreements are issues that started with the previous administration, and that development of Fort Sheridan property has been unfolding for 10 years.

Diambri said, "It was intended that at the time the property was developed, we would annex the property so that we could charge appropriate fees. It's in the millions of dollars over a period of 10 or 20 years. The boundary agreement's written specifically that way. When somebody starts to develop, then Highland Park will disconnect at Highwood's request. Highland Park has adopted an agreement, that is my understanding, that says Highwood is not a party and they can provide services outside the municipal boundaries, or proposed municipal boundaries, which is exactly contrary to the boundary agreement. And this city council, as Ms. Cervac has said, has sat here and done absolutely nothing."

Brennan said the federal government decided in 1995 to identify parcels at Fort Sheridan as either surplus or non-surplus. The surplus areas were sold and the non-surplus areas were taken for use by the Army Reserve and Navy. A boundary agreement set forth how those surplus area boundaries were to be set. The intergovernmental agreement on boundaries dealt with all of the Fort property and allocated portions to the Town of Fort Sheridan Development, the Lake Forest/Lake County Forest Preserve District area, and the Historic District of Fort Sheridan.

Today, the U. S. Navy is building new homes on its property under terms of a public-private joint venture. The Navy housing area is within the City of Highland Park, said Brennan. The private sector contractor owns the homes above the surface of the Navy's ground. The contractor-partner does not own the ground on which the homes are constructed, however. "There are no boundary adjustments to the non-surplus area," he said. "It was federal property. There was no need to adjust boundaries because it was not being developed privately." A second tract of land, the disposition area, 34 acres, will require a boundary agreement at a future time. "There are plans for the disposition area to be sold by the U.S. Navy for private development," Brennan said. "The City of Highland Park and Highwood have been talking about the future of that property and intend to implement the boundary agreement for the disposition property." Donofrio agreed that discussions were underway for that property and were appropriate so far to the situation. Cervac, however, had directed her comments to the Highwood Council about another large tract, 44 acres west of Patton Road

The fate of that parcel is set by an existing agreement, Brennan said. The area east of Patton Road goes to Highland Park and the area west of Patton, the one mentioned by Cervac in her comments to the council, goes to Highwood. Nothing is in contention there, he said. "I'm confident we have a good professional working relationship with Highwood," he said. "We continue to work together." Donofrio agreed. "We're working well with Highland Park," he said.

Highland Park News (IL)
March 15, 2007

Oak Terrace School, others offer help to fire victims
Author: Kenneth L. R. Patchen

Oak Terrace School is accepting donations to help families in eight apartments rousted from their homes in North Shore Estates March 7 by an early-evening fire.

The assistance is part of a broad outpouring of help from local businesses, Moraine Township officials, and individuals who responded to the needs of about 40 Oak Terrace school children and adults affected by the fourth-floor blaze.

Highwood Fire Chief Thomas Lovejoy said there were no fatalities or injuries. The fire started at about 6 p.m. when the department received an automated alarm call as well as a 911 telephone call. Deputy Chief Ronald Pieri quickly called in additional levels of equipment from about 18 communities. The fire was under control within 45 minutes of his fourth request for additional equipment and most had left the scene by midnight. The cause of the fire is under investigation. Lovejoy said the damage estimate may exceed $225,000.

Oak Terrace School officials continue to provide assistance to affected families and have made arrangements to manage financial donations to assist those dislocated by the fire, said co-principal Sandra Anderson. She said the school is accepting gift cards to distribute to families from stores such as Target, Jewel-Osco Foods, Wal-Mart and Dominick's Finer Foods.

"We're also accepting monetary donations on behalf of the Parent Teacher Organization," she said. "The parents will dispense the money. We've received gift cards and money already."

No additional clothing donations are needed since immediate needs were filled by clothing on-hand at the school.

"We could use more new underwear and socks for boys or girls," she said. "The best thing is the cash or the gift cards."

Oak Terrace welcomed parents and children to the school on Thursday and Friday even though the school was closed for teacher training sessions. The children were in their school at computers, in the art rooms and gymnasium where they could distract themselves from the fire.

"It was great," she said. "We had food set up here too. Parents served breakfast."

One of the most amazing things, she said, was that parents burned out of their homes still managed to attend parent-teacher conferences to discuss their child's learning progress.

"That speaks volumes about the home-school relationship," Anderson said. "They wanted to come and see the teachers. It speaks highly of the desire that their child receive an outstanding education. One of the families who lost everything was here on time Friday morning for her conference."

The assistance effort was spontaneous and extensive, said Joseph Passini. "The people that were displaced were calm, collected, and they were courteous. Everyone got helped," he said. "We've gotten donations from La Union, the Dollar Store and Mee Jun Chinese restaurant for food and supplies for displaced residents. The township went to Walgreens to buy supplies for them." He said other groups that helped families in some way included Interfaith Housing of the Northern Suburbs, the Lake County Health Department, students from Highland Park High School, the Highwood Public Works Department, and the Red Cross. "I'm sure there were others," he said.

Lovejoy said, "The Mayor (Vincent Donofrio), business people, City Administrator **Maria Lasday**, aldermen and citizens showed up to oversee the sheltering to really take care of these people. That was heartwarming to see."

"**Maria Lasday** got there around 7 p.m. and left at 8:30 a.m.," said Sepulveda. "She was there the entire night. She did a heck of a job."

He said Donofrio did not go to a community meeting and, instead, brought milk to the hotel for people to drink. Donofrio was the one who got the owner of Hotel Moraine to open the doors of the closed hotel to house about 38 victims of the fire, he said.

Northwood Junior High School Principal Steven Hamlin drove a school bus to pick up children at the Moraine Hotel and brought them to Oak Terrace School, said Linda Carlstone, North Shore School District 112 community relations specialist.

Highland Park Fire Chief Alan Wax, present at the fire scene, said some Highland Park Pace buses were dispatched to help move people.

Township Supervisor Mari Barnes said victims were given charge card privileges at the Highwood Walgreens store so they could get baby care items, such as diapers, and other supplies with minimal fuss. She said the Red Cross also provided an immediate infusion of cash for parents. Some families, Barnes said, were able to move into vacant apartments in other buildings at North Shore Estates.

Chicago Tribune News
January 26, 2007

Highwood ditches property-tax boost, Miscalculation led to 20% hike proposal
Author: Susan Kuczka

Highwood officials have backed off a proposal to raise property taxes by 20 percent after learning that budget estimates had been miscalculated. "We made a mistake and now we corrected it," City Administrator **Maria Lasday** said after a Finance Committee meeting Wednesday night at City Hall. She said city officials overestimated how much money would be needed to cover pension costs for retired police and firefighters in the fiscal year that will begin May 1. "We're not raising property taxes," said **Lasday**, reassuring residents who were shocked that the city would resort to such a drastic property-tax increase shortly after becoming a home-rule community.

In November, voters gave the city home-rule status. Home rule gives communities more taxing power. Municipalities with at least 25,000 residents automatically have home-rule powers, but smaller communities like Highwood, with about 5,000 residents, need voter approval. In seeking approval for home-rule powers, city officials told voters they would consider increasing the local sales tax and such fees as those for parking and building inspections to raise additional cash for the approximately $4.8 million annual budget. Many residents said higher property taxes had not been proposed. Before implementing home rule, Highwood's tax increases were capped by state law at 5 percent, or the rate of inflation, whichever was lower. That meant an increase of about 3 percent annually, records show.

The proposed increase meant the owner of a home valued at $150,000 would have paid approximately $200 more a year in property taxes, according to figures from the city treasurer's office." A lot of people felt [municipal officials] broke a confidence with the city's residents," said Bill Lolli, a longtime treasurer in Highwood who recently helped a group of residents voice their concerns about property taxes. Compounding the threat of the tax increase was the fact that the Moraine Township assessor's office had recently increased the value of many Highwood homes during a routine reassessment.

Highland Park News (IL)
November 23, 2006

Highwood administrator has high hopes
Author: Kenneth L. R. Patchen

Highwood's interim city administrator **Maria Lasday** brings a bundle of relevant credentials to her, so far, volunteer position, but the one some have focused on is her enthusiasm and hopes for the city. Her work has been dominated immediately by attention to city budget, personnel management, Fort Sheridan housing issues and a proposed new mixed-use commercial and residential development on the Moraine Hotel site to be named Highwood Towers. In addition to her skills and experience, she also brings to her work fluency in Spanish, a useful language in a city with virtually half the residents speaking it.

Lasday was appointed city administrator by Mayor Vincent Donofrio and confirmed by city council members in October after years of service as a member of the Zoning Board of Appeals. **She** resigned from the Highwood Zoning Board of Appeals as of Nov. 17 and will not be serving as a member of the review body.

Her family lives in Highwood, although, like many in the city, she started out somewhere else. She grew up and was educated in California. Her local credentials are solid. Third Ward Alderman Jim Hospodarsky and Donofrio approached her about taking on the position after former city administrator Marc Huber went to Round Lake Beach to work. "I said, OK," **Lasday** said. She told them, though, that as chairman of the Zoning Board of Appeals, she thought she would have to continue to guide the city's evaluation of the proposal. "As chairman of the Zoning Board, I couldn't just walk away," she said. "The main issues left are density, height, parking and traffic. If we want the development, we have to find the right balance."

Finding balance is a larger issue than just specific development proposals. She has thrown herself into her new work with multiple hours beyond the standard work week on multiple tasks, she said. Her initial contributions have drawn support from the council and mayor. Council member Louise Linari said, "I appreciate all the hard work she's done. She's helping us realize a bright future for Highwood." Donofrio said, "Highwood is built on volunteerism. As Highwood was growing, people volunteered all the time. And that is what **Maria** is doing. She loves being in Highwood and loves what she is doing. I'd hate to lose a person like that." He expects city residents and employees will find her good to work with. "She's easy to talk to and her door is always open," Donofrio said. "She's very well liked and appreciated by the staff here."

Her current workload includes: reviewing current employee benefit plans, updating seven years of certificates of occupancy, managing the city's revenue flow, better managing of employee work hours, better tracking of purchase orders, reinstatement of fire inspections, and negotiating issues related to the Forest City/U.S. Navy partnership to build new housing at Fort Sheridan.

"I'm working on revising all our zoning codes," she said. Street pavements are being evaluated as are east border issues with Highland Park, she said. A new salt dome is being planned, the Western Avenue lift-station contract has been signed and will be built soon, utility expenditures are being evaluated, and a plan to allow on-line credit card payment of utility bills is under consideration. "It all takes time to put things in place," she said.

In May 1986, **Lasday** received her law degree from the University of California at Los Angeles Law School. Previously, she had attended the prestigious Pomona College in Claremont, Ca., where she received her Bachelor of Arts degree in 1982. "My (work) experience was all related to development," she said. She went to Pedersen & Houpt, a mid-size Chicago law firm, as an attorney working on commercial transactions as well as ordinances for two of the firm's municipal clients. She then moved on to Abbott Contractors, in Northbrook, where she was corporation counsel helping to investigate prospective development sites. Her assignment was to lower project risks through feasibility studies. "My whole experience at Abbott was working with the Illinois Department of Transportation, the City of Chicago and other municipalities," she said.

In the early 1990s, she was a lobbyist for Metropolitan Life In Barrington, and, after 1993, she was corporation counsel for ECD Co. in Buffalo Grove. ECD is a real estate development company, which brought her into multi-part transaction negotiations involving all types of buildings. She is married to Allen Lasday and the couple has three children, Jeremy Greenberg, a senior at Highland Park High School, Gabi Greenberg, an eighth grader at Northwood Junior High School, and Samantha Greenberg, a freshman at the engineering school at Cornell University in Ithaca, N.Y. "I do this (work) because I love Highwood," she said. "It's very rewarding."

Highland Park News (IL)
October 12, 2006

Lasday accepts city post
Author: Kenneth L. R. Patchen

Highwood aldermen appointed **Maria Lasday** interim city administrator at their Oct. 3 council meeting. **Lasday** was appointed after City Administrator Marc Huber resigned to accept a similar position in Round Lake. **Lasday** has been chairman of Highwood's Zoning Board of Appeals and brings extensive experience as an attorney in the fields of real estate, development and construction to the position. "I feel very confident that she can handle the job," said Mayor Vincent Donofrio. "She's bringing her law experience to the job. She's worked with municipalities before, on both sides of the table." He said he feels very good about her appointment.

Alderman Jim Hospodarsky said, "She's tremendous. **Maria** is somebody very knowledgeable about Highwood. She will help us transition to a new city administrator." "I've been very involved with everything in the city for a long time," **Lasday** said. "I love Highwood. I love dealing with city (issues). To me it's fun. I'm an attorney and I used to represent municipalities."

Highwood will seek a new city administrator to replace Huber who had worked for the city, first as a building department official and then as city administrator for more than three years. He had worked closely with former city administrator J. Mark Rooney, now working in Wheeling. A timetable to select a full-time city administrator has not be established. **Lasday** said her immediate focus has been to make sure some obligatory filings to regulatory agencies are done. She also is attending to major development projects in the city, such as Highwood Towers and Morgan Place. "I'm used to juggling a lot of different things," she said. She will not be involved in the process to find a city administrator to replace Huber, nor did she indicate if she was interested in the position full-time. "I haven't even thought about it full-time," she said.

Lasday grew up in California, attended Pomona College, and graduated from UCLA Law School. She moved to Highwood in 1986 and has raised her family here. One of her three children is in college, another is a high school senior, and another is an eighth-grader. **Lasday** has served on the Zoning Board of Appeals for about five years, she said, and has also helped out with some of the Judiciary Committee work. "She makes the transition smooth over time," said Hospodarsky. "This is a time (for the council) to reflect on what we want the city administrator to be."

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING

Section 7

Craig Malin

Estero Village Manager Candidate Report

Section 7

TABLE OF CONTENTS

	PAGE
COVER LETTER	1
RESUME	3
CANDIDATE INTRODUCTION	9
BACKGROUND CHECKS	17
CB&A REFERENCE NOTES	23
INTERNET SEARCH	43

Cover Letter

Colin Baenziger
Colin Baenziger & Associates
2055 South Atlantic Avenue, Suite 504
Daytona Beach Shores, FL. 32118

Dear Colin:

Please find attached a resume and supplemental materials submitted for your review of my suitability for the Estero Village Manager position. The opportunity of being the first Village Manager for Estero is intriguing, and I'd welcome your thoughts on my potential candidacy.

As you know, having secured my goals of revitalizing Davenport and getting my children through elementary and high school in one place, the Davenport City Council recently cleared the path for me to transition to my next career assignment with a succession and transition agreement. With fourteen years of record-setting and widely praised service, the City Council acted to protect me from a sudden and unsupported Mayoral request to resign for a circumstance clearly beyond my authority, and we've all parted amicably.

The challenge and opportunities of creating a new governing structure, and knitting the community together is an interesting assignment, and one that I'm well suited for. My professional years in Vernon Hills, Illinois were focused on building a vibrant community from subdivisions, while my volunteer time in that same era was focused on creating a public school, from literally nothing. Building community, both physically and socially, runs through my resume as my life's work. In addition to my resume and all my Davenport performance evaluations, I've attached a hundred references and a letter signed by every member of the Davenport City Council to underscore our amicable parting.

I look forward to discussing my suitability for the position further. Feel free to call (563 529-1542) at your convenience or visit www.craigmalin.info for more info.

Best Wishes,

Craig Malin

Resume

CRAIG MALIN

CITY ADMINISTRATOR

Davenport, Iowa

Est. 1836 | Population 103,000+ | August 2001–June 2015

Creative & collaborative CAO for lead city of 375,000 population bi-state metro region. Report to Mayor & 10 member Council serving two-year terms. Responsible for 1,000+/– employees & $250M+/– budget.

In Brief: Led dynamic, transparent, participative revitalization, growing city over 100,000 population. Built partnerships & focused on innovation, openess & professionalism. Improved finances through efficiency, revenue diversification and economic development. Consistently excellent evaluations.

Created Partnerships
- Hundreds of private / public partnerships
- Regionalized support departments & divisions
- $1.8 billion state & federal funding (with partners)
- First insurance co-pays & wage freeze with (not *from*) unions

Strengthened Economic Development
- $2.5+billion of tax base growth
- Infrastructure investment doubled
- City taxes for new investment cut in half
- With partners, secure / retain 5,000+ jobs
- Design Center created, award-winning plans follow
- Downtown thriving, leading region in new investment

Focused on Performance
- Workforce efficiency improves 62%+
- Set new record for citizen satisfaction
- Technology elevated to departmental status
- Business plans developed for all departments

Built an Inspiring Team
- Personally deliver staff training
- Seven direct reports become local / state CAOs
- Five of eight department heads = internal candidates

Improved Finances
- Fund balance doubled (2008-2014)
- Two year balanced budget processes
- Add $15+ million new (non-tax) annual revenue
- Net City assets increase $50+ million in 10 years
- Monthly capital program monitoring with detailed financial reports

Enhanced Quality of Life
- Create universal college attendance programs
- Full ADA access through Project Civic Access
- 50%+ crime reduction, with community policing
- $100+ million new / renovated cultural attractions
- Riverfront dramatically improved, to national acclaim

Promoted Environmental Stewardship
- Multiple LEED buildings
- Midwest's largest 4 STAR community
- National floodplain management leader
- 500+ acres park / open space added or improved

Led by Example
- Decline pay raises years in a row
- Oversee thirteen floods & work the front lines
- Pay 4X average employee health insurance premiums

SUMMARY

Nationally Recognized
- City Manager, Assist. Manager & County Leader of the Year
- Most Livable, Sustainable, Transparent City

Uniquely Credentialed
- 4th Masters in Progress
- AICP Planner & ICMA-CM Manager
- Harvard Kennedy School Sr. Exec. & Natl. Preparedness Leadership

Highly Professional
- Only PD, FD, PW, Parks, Library & EMS Accreditation in U.S.
- Ten Direct Reports Become CAOs

Broadly Experienced
- Four Cities
- Two Counties
- Metro Planning Organization
- Park District
- Model School
- Private Business

$5 Billion of Community Development Experience

CONTACT

Address
3708 E 59th Street
Davenport, IA 52807

Phone
563.529.1542

Email
craigthomasmalin@gmail.com

Website
www.craigmalin.info

EXPERIENCE (cont.)

ADMINISTRATIVE COORDINATOR (i.e. County Administrator)

Douglas County, Wisconsin
Est. 1854 | Population 42,000 | June 1999–August 2001

CAO for 1,340 square mile county on the shore of Lake Superior, with 272,000 acre County-owned forest. Report to 30 member Board. Supervise 18 appointed department heads, collaborate with 5 elected department heads and direct labor relations for 350 employees. Responsible for $52 million budget.

In Brief: Serve as second career professional CAO in County history (the first resigned after 100 days).

Highlights Include: Simultaneously serve as CAO, Personnel Director and Zoning Administrator. Settle all labor contracts without arbitration. Implement first performance evaluation program and reorganize departments to better serve citizens. Oversee largest project in County history ($43 million) incorporating Superior City Hall into County-built metro government center, reducing combined costs by $18 million. Two direct reports become County Administrators. Serve as consultant to County following separation.

ASSISTANT MANAGER / ASSISTANT TO THE MANAGER / ADMIN ASSISTANT

Vernon Hills, Illinois
Est. 1958 | Population 20,000 (daytime 60,000+) | September 1988–June 1999

Assistant Manager responsible for community development, human resources, staff supervision, environmental programs, risk management, tech support, public information, facilities, grants and budget coordination.

In Brief: Jack of all trades assistant for fast-growing, high service quality suburb, helping position community to feature a AAA bond rating and no municipal property tax. Received Key to City at farewell party.

Highlights Include: Coordinate annexation of thousands of acres and $2 billion of consistently improving development. Develop fiscal impact model guiding land use and budget decisions. Multimillion grant acquisition and service delivery savings. Integral part of management team which doubled size and population, with a nearly eightfold tax base increase; design / construction of every major municipal facility, and accumulation of fund balance equal to two years operating budget, all while delivering outstanding services without a property tax. Direct reports move on to professional success, including one becoming a City Manager.

FOUNDER / BOARD MEMBER

Prairie Crossing Charter School
1995–1999

Charter author and founding board member of the first parent-created school to open authorized by the Illinois Board of Education. The award-winning public school, open and free to all, features small class sizes, an extended school day and year, empowered (and AFT represented) teachers, welcomed parents and a hands-on environmental science / citizenship curriculum. It is a small and unique neighborhood school, beloved by those who choose to attend. It is not affiliated with any for-profit charter operation.

AWARDS & CERTIFICATIONS

International City Management Association Credentialed Manager
(ICMA-CM)

American Institute of Certified Planners
(AICP)

Outstanding Manager of the Year
ICMA (2004)

County Leader of the Year
American City & County (2001)

Assistant Excellence in Leadership Award
ICMA (1998)

Community Resilience Award
Army Sustainment Command (2015)

Top 10 Digital Cities
Center for Digital Government (2013 & 2014)

Innovations in American Government "Bright Idea"
Harvard Kennedy School Ash Center (2013)

"Sunny" Award
Sunshine Review (2013)

All American City (QC Literacy)
National Civic League (2012)

Siemens Sustainability Award Finalist
U.S. Chamber of Commerce (2010)

International Community Sustainability Award
ICMA (2008)

America's Most Livable Small City
U.S. Conference of Mayors (2007)

Daniel Burham Award – Best Comprehensive Plan
Iowa APA (2006)

Achievement Award
National Association of Counties (2001)

Economic Development Award of Merit
American City & County (1996)

EXPERIENCE (cont.)

CONSULTANT / PUBLIC SPEAKER / FREELANCE WRITER
Private Business

Periodically assist local governments / communities with short-term assignments.

PLANNING TECHNICIAN
Libertyville, Illinois
Summer / Fall – 1988

Assisted with site plan review and implemented a computerized land use inventory.

YOUTH CONSERVATION CORPS MANAGER
Lake County Forest Preserve
Summer – 1987

Managed summer program, teaching job skills to teens while constructing capital improvements.

GRAYSLAKE PARK DISTRICT
Various Titles
Summers of 1984–1987

Worked in various capacities including lifeguard, program assistant and operations supervisor.

UNIVERSITY OF ILLINOIS
Teaching Assistant
1986 – 1987

Received tuition waiver and got paid to attend graduate school. Thank you, citizens of Illinois.

NORTHEASTERN ILLINOIS PLANNING COMMISSION
Intern
Summer – 1986

Completed general adminstrative tasks and office procedures update.

GRAYSLAKE, ILLINOIS
Village Manager's Office Intern
Summer – 1985

Completed general administrative tasks and a local economic development project.

FEDERAL GOVERNMENT EXPERIENCE
1983 – 1988

Interned for two Presidential candidates, two U.S. Senators and two U.S. Representatives.

SOME FIRSTS, SOME NEVERS

- First / only ICMA member recognized as profession's leading practioner three times
- Never used a sick day in my professional career* †
- No Mayor or County Board Chair I've worked for has lost a re-election bid†
- First public charter school to open authorized by the Illinois State Board of Education
- First large scale traditional neighborhood projects in Quad Cities and Chicago metro regions
- First city in Iowa to open municipal building meeting LEED standards (now, multiple buildings)
- First place in national contest for best minor league ballpark (city owned, renovated on my watch)
- First / only city in America with accredited police, fire, ambulance, public works, parks and library
- First tax rebate program, partnered with school district dual enrollment program, to offer college for all
- First continued games at riverfront ballpark as an island in flooded Mississippi River (since opening in 1931)

** I did take a three day vacation in a hospital, once*

† Knock on wood

EDUCATION

HARVARD UNIVERSITY – JOHN F. KENNEDY SCHOOL OF GOVERNMENT

Senior Executive in State & Local Govt. (2001)

Natl. Preparedness Leadership Initiative (2007)

MA – PUBLIC ADMINISTRATION
University of Illinois (Urbana)
(1992)
City Management Thesis

MGS – URBAN PLANNING & POLICY
Roosevelt University (Chicago)
(2001)
Community Sustainability Focus

MA – HUMAN RESOURCES DEVELOPMENT
Webster University (Chicago)
(1991)
Public Sector Concentration

MA – COMMUNICATIONS
Johns Hopkins Univ. (Washington, DC)
Presently enrolled
Online program

BA – POLITICAL SCIENCE
Western Illinois University (Macomb) (1986) Public Admin. Minor / ROTC Basic

ICMA SERVICE

SUSTAINABLE COMMUNITIES COMMITTEE
Founding member

CREDENTIAL ASSESSMENT REVIEW
One of ten who redrafted ICMA-CM credentialing exam questions

E-GOVERNANCE TASK FORCE
Developed best practices for local government E-Governance

STATE & INTERNATIONAL AWARDS COMMITTEES
Review best practices / recommend award recipients

ETHICS TRAINING
Completed training to serve as ICMA Ethics Trainer

DHS / NLC / ICMA EMERGENCY MGMT. COMMITTEE
One of fifteen who guided national training effort

NLC ENERGY, ENVIRONMENT & NATURAL RESOURCES COMMITTEE
ICMA's appointee to NLC's "Green Committee"

GOVERNMENTAL AFFAIRS & POLICY COMMITTEE
Guides ICMA public policy development

PUBLIC MANAGEMENT MAGAZINE
Periodic contributor

MEMBER

ICMA | APA | Medic (regional ambulance) Board | Numerous State & Local Civic Groups | Youth Sports Coach (Little League, Pony League) Scout Volunteer | Big Brothers Mentor

FREQUENT PUBLIC SPEAKER

ICMA Annual Conferences
- "Are You Ready For The Manager's Chair?"
- "Beyond Transparency"
- "Comprehensive Sustainability"
- "Being Bold Without Being Fired"
- "Leading From The Heart"
- "Creating Communities For All Ages"
- "Innovation, Risk & Resiliency"
- "Forging Onward After Failure"

Iowa City Managers Association
- "Managing Under Pressure"
- "Free Beer & Questionable Advice"

APA Annual Conferences
- "Planning Like Marines"
- "Innovative Floodplain Management"

Harvard University Kennedy School
- "Emergency Management: Cities On The Front Lines"

Wisconsin APA / ASLA Annual Conference
- "Remarkable & Resilient Floodplain Management"

ICMA Restoration Conference
- "Disaster Planning, Response & Recovery"

American Planning Association Midwest Conference
- "Traditional Neighborhood Development"

U.S. National Academy of Science
- "Leadership In Community Resilience"

National Community Reinvestment Coalition
- "Community Engagement In Planning"

Mainstreet Annual Meeting
- "Building Sustainable Communities"

Mayor's Institute on City Design
- Brownfields Redevelopment

International Economic Development Council
- "Downtown Revitalization"

Section 7

Candidate Introduction

Craig Malin

EDUCATION

BA – Political Science, Western Illinois University
MA – Public Administration, University of Illinois
MA – Human Resources Development, Webster University
MGS – Urban Planning & Policy, Roosevelt University
MA Candidate – Communications, Johns Hopkins University (attending on-line program)
Harvard University – Senior Executive in State & Local Government
Harvard University – National Preparedness Leadership Initiative

EXPERIENCE

City Administrator – Davenport, IA.	8/01 – 6/15
Administrative Coordinator (i.e. County Administrator) – Douglas County, WI.	6/99 – 8/01
Multiple Assistant Titles – Vernon Hills, IL.	9/88 – 6/99
Founder – Prairie Crossing Charter School	1995 – 1999
Planning Technician – Libertyville, IL.	Summer, Fall – 1998
Youth Conservation Corps Manager – Lake County Forest Preserve	Summer, 1997
Various Titles - Grayslake Park District	Summers 1984 – 1987

Intern – Village of Grayslake, Northeastern Illinois Planning Commission, Federal Officials …

BACKGROUND

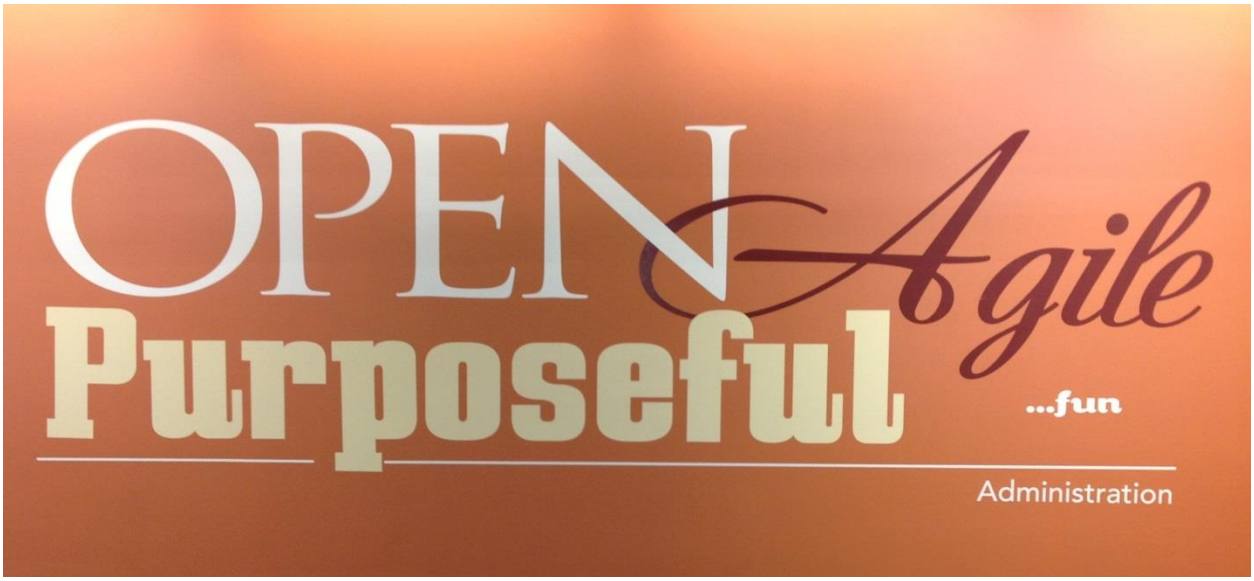
Davenport is the third largest city in Iowa, established by Congressional charter prior to Iowa statehood. It is the largest and most diverse of the "Quad Cities". With a decade of highly participative revitalization, today it leads the region in tax base growth, and leads all cities in America as the only one with accredited police, fire, public works, parks and library departments. The City employs roughly 1,000 in any given year, with just under 800 full-time, non-seasonal employees. As City Administrator, I led 13 direct reports, and had responsibility for annual budgets ranging from $188 million to $228 million, depending on our capital improvement program for the year.

Davenport faces the same challenges other Iowa cities face, including unfunded state mandates and state revenue reductions while competing for investment, population and jobs in a global marketplace. We succeeded in the face of these challenges with a "can do" spirit, a strong orientation to innovation and civic engagement and an exceptionally professional staff.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

Why Estero? – Having worked or interned for four cities, two counties, a park district and a regional planning organization, I have both significant depth and a broad scope of knowledge concerning local government. As I look back, the most fun I've had in my career was starting a public school from scratch and building a sense of community in Vernon Hills, which began as a collection of disjointed subdivisions. The ability to bring all of my experience to bear on a start-up municipality is an extraordinary opportunity and would be a terrific capstone to my career.

Regarding management style, the folks in Admin in Davenport said they wanted some color in the office. Their wish was granted, and we placed our team motto on the wall, so no one would be confused about how we do, what we do.



It's the first thing you see when you enter; an orange wall with letters three feet high and twelve feet long. Seriously, no one is confused about our approach to management.

What Would They Say? - I've supplied my performance evaluations from Davenport, and they are positive to a fault. In the span of fourteen years, the only comment that could be remotely construed as negative was I should become more active in the community as time allows. The following comment said I should take more time off, so that was amusing. Words like integrity, visionary, creative, innovative and analytical get used a fair amount. Through the course of my career, there aren't more than five people I could name who clearly don't / didn't

like me. My plan is to outlive all of them (the plan is working) and work the number back down to zero.

The strengths are as advertised – open, agile, purposeful and fun. They come packaged in a brand that includes a zero sick days work ethic combined with three Masters Degrees and over twenty five years of widely varied and successful experience in setting the standard for organizations. I've helped double the size of a community featuring no municipal property tax and a AAA bond rating, hold the record for tenure at the helm of any Iowa city over 100,000 and started a national award-winning public school from nothing more than an idea.

The main weakness, like many people, is over relying on strength. I process information quickly, and have significant experience. Thus, I can get to solutions before others. This is helpful in most situations, but not all. People will tell you I can get ahead of others on issues, and that's a fair critique. It's also one I'm aware of, and have learned to make adjustments for.

Regarding performance metrics, Davenport may be without peer in the nation. Davenport became the only city in America with accredited police, fire, public works, library and parks departments on my watch. The City is a member of the ICMA Center for Performance Measurement and incorporates business plans for every department into its budget. We work in the public trust, and have jobs that can make the difference between life and death. We take what we do seriously, while leaving ample room for not taking ourselves seriously.

My biggest achievement in life was being lucky enough to be in the right place, at the right time, to meet my future wife. And then … not screwing it up.

As for professional accomplishments, the resume has a good collection and it is difficult to choose one. Perhaps the most easily visible is reversing 75 years of failure in protecting the city-owned riverfront ballpark from flooding. It was widely understood that protecting the ballpark from a Mississippi River flood was impossible. The before and after pictures on the next page tell a different story. If you want to hear a ten minute story of personal commitment that includes risking my life to secure an important "win" for Davenport, check out 27:19 to 37:05 of the Exit Interview on www.craigmalin,info. Leadership requires full commitment (or no one else will follow you). The ballpark went from empty and mud-encrusted on my arrival to shining symbol of Davenport's success and the #1 Minor League ballpark in America. I'm going to miss it.

City Owned Ballpark During Flood 1931 – 2001

City Owned Ballpark During Flood 2004 – 2015

My biggest failure? - Some backstory, first. Cities operate in a mercurial global economy. In the 21st century, regional economies are sorted by resource availability, effective governance, connectivity and workforce quality. Davenport is blessed with resources and connectivity, but its workforce must adapt and improve. To get ahead of the curve on workforce quality, public schools must innovate and improve at the pace of economic life, not bureaucratic convenience.

The Davenport City Council understood this and, with my steadfast encouragement and thousands of hours of work, placed a remarkable public initiative on the ballot called the "Davenport Promise". The ballot initiative would have redirected a portion of the one cent local sales tax to a universal college scholarship for all Davenport students who graduated high school. It was unique in the nation, and would have fundamentally transformed Davenport. We expected the ballot initiative would pass easily. It wasn't raising taxes (it actually capped property taxes), it was redirecting a portion of an existing regional tax.

Once the City Council placed the topic on the ballot, it could not legally advocate for it. We understood that, but expected others to join together in a positive campaign. That positive campaign did not materialize, and thus the only campaign on the topic was negative. The referendum failed by roughly 3,000 votes, as nearly 20,000 parents didn't vote that day. We swung for the fences, and we struck out. That simple.

The good news is neither I nor the City Council gave up. We have worked with a new School Board President and new Superintendent on many fronts, and Davenport Schools now feature a dual graduation program, with students being able to complete their high school work and receive an Associate's Degree in four years. To supplement these free first two years of college, the City created the "College Cornerstone" program where a portion of a resident's property taxes may be directed to a "529" college savings plan, such that they can accrue the third and fourth years of college tuition simply by building a new home (or rehabbing an existing home) in Davenport. The morals of the story? Don't ever give up, and there is no need to raise property taxes if you think outside the box.

Have I Fired People? - Yes. Cities operate in the public trust, and are responsible for work that can have life and death consequences. High standards of competence and accountability come with the territory. Even with a full commitment to investing in employees, terminations are sometimes necessary. Faith in a fair process is important, as is retaining dignity for the employee being released. It is never an enjoyable experience, but I am proud of the fact that a number of employees who have been terminated have thanked me for the manner in which they were treated. I've even gotten Christmas cards from some.

Challenges & First Six Months? – The most significant challenge is the principal attraction of the position; namely, creating a high-achieving organization from the ground up. It is an extraordinary opportunity to apply all my organizational and community building skills in a start-up setting. My first six months would be spent in 12 – 14 hour days, reading everything I could get my hands on and meeting with anyone I could convince to talk to me, to establish a strong foundation on which to build the organization.

The Media, etc. - I view the media as a partner in telling the story of the community. If it's a bad story, it's my fault, it's resolved quickly, and it will not happen again. If it's a good story (as 99% of them are) it's because we have a great staff, involved citizens and wise elected officials. The creation of www.davenporttoday.com as an open government portal, social media integration platform and media resource is evidence of leading edge communications / media relations skills and commitment. In September, we'll be winning one of the top three national awards (stay tuned for which one) from 3CMA for this leading edge communications platform.

There is nothing in my professional background that would embarrass any reasonable person. While there is confusion in the media regarding my separation from Davenport, the bottom line is I achieved all my personal and professional goals and was ready to move on. No one before had come close to serving fourteen years in Davenport. The City Council was thankful for my service and most gracious in providing an opportunity for me to move on. I've supplied a letter signed by every alderman to underscore our amicable parting, along with every Davenport performance evaluation and 100 references to address any concerns that my service to Davenport was anything but exemplary.

In my spare time, I read, write and exercise regularly. I build furniture, climb mountains every now and then and contribute to the community as a youth baseball coach and Big Brothers mentor.

The Words - Resilient, Curious, Cheerful, Center-Fielder, Husband, Father

Reason For Leaving Davenport – When runners cross the finish line at a marathon, they don't turn around and run 26.2 miles back to the starting line.

As I was being interviewed in Davenport, I was asked the typical question about how long I intended to stay. I said thirteen or fourteen years. This created a bit of a stir because nobody

ever says thirteen or fourteen years. It's both a curious number (normal responses are multiples of five years) and nobody prior had ever come close to serving even ten years. Only one person had served more than five. Thirteen or fourteen years was not just viewed as odd. It was viewed as ridiculous and impossible.

I took on the impossible task of serving as Davenport City Administrator for fourteen years because I understood an extended length of tenure was required to position the City for success and because that is how long it would take to get my youngest child all the way through high school in Davenport. That dual goal – to get the City in a great position and give my children a stable childhood – was achieved in June.

From my vantage point, Mayor Gluba (who I hold in high regard) mistakenly asked for my resignation for a problem that does not actually exist. Having done that, I could have fought the resignation request as he heads into an election that may have him achieve his goal of being the longest serving Mayor in Davenport history. I could have duked it out in the media. I could have made a spectacle of the City Attorney (who reports to the Mayor and Council, not me) signing off on an agreement in 2014 and changing his mind in 2015.

I did neither. I had crossed my Davenport marathon finish line. City council members boycotted a meeting called to fire me, and then protected me and my family with a succession agreement that exceeded any severance package under my contract. They honored my record-setting service and contributions to Davenport by clearing the path for me to run my next marathon in another community. I'm thankful for that and wish them and Davenport all the best.

Most Recent Salary - $210,000, 6% deferred comp, $5,856 car allowance, 360 hours of annual vacation, etc.

Section 7

CB&A Background Checks

Background Check Summary for
CRAIG MALIN

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Scott County, IA	No Records Found
Douglas County, WI	No Records Found
Lake County, IL	No Records Found
State	
Iowa	No Records Found
Wisconsin	No Records Found
Illinois	No Records Found

Civil Records Checks:

County	
Scott County, IA	No Records Found
Douglas County, WI	No Records Found
Lake County, IL	No Records Found
Federal	
Iowa	July 2011, Lawsuit filed against the City of Davenport including Mr. Malin in his capacity as City Administrator *Disposition* = September 2014, Terminated October 2009, Lawsuit filed against the City of Davenport including Mr. Malin in his capacity as City Administrator *Disposition* = July 2011, Closed April 2009, Lawsuit filed against the City of Davenport including Mr. Malin in his capacity as City Administrator *Disposition* = August 2010, Terminated November 2007, Lawsuit filed against the City of Davenport including Mr. Malin in his capacity as City Administrator *Disposition* = July 2011, Dismissed *See page two of the Personal Disclosure for candidate explanation of records found*
Wisconsin	No Records Found
Illinois	No Records Found

Background Check Summary for
CRAIG MALIN

Motor Vehicle	
Iowa	No Records Found
Credit	Excellent
Bankruptcy	No Records Found
Education	Confirmed
Employment	Confirmed

Background Check Summary for
CRAIG MALIN
Personal Disclosure

Personal Disclosure Questionnaire

Name of Applicant: Craig Malin

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?

   Yes ☐ No X

2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?

   Yes ☐ No X

3. Have you ever declared bankruptcy or been an owner in a business that did so?

   Yes ☐ No X

4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No X

5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No X

6. Have you ever been convicted of driving while intoxicated?

   Yes ☐ No X

7. Have you ever sued a current or former employer?

   Yes ☐ No X

8. Do you have a personal My Space, Face Book or other type of Web Page?

   Yes X – www.craigmalin.info

9. Do you have a personal Twitter Account?

   Yes ☐ No X

10. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?

    Yes ☐ No X (short answer – slightly longer answer follows next page)

11. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

    See next page

Attested to: _____
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 no later than 9:00 AM CST 08/14/15.
(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

Property of Colin Baenziger & Associates

Background Check Summary for
CRAIG MALIN
Personal Disclosure Explanation

Question #10

The slightly longer answer is Mayor Gluba recently asked City Attorney Tom Warner and me to resign in relation to a development agreement signed off of by the City Attorney in 2014. There is a pending question whether the City may or may not have to pay to grade a development site. In the worst case, the City will net $3.7 million a year from the development. The City Attorney (who reports to the Mayor and Council, not the City Administrator) signed off on the agreement in 2014. A copy of his e-mail sign off can be found, below.

Mayor Gluba's resignation request was not shared with any Council member prior to him making it. Both the City Attorney and I declined to resign. The following day, the City Council boycotted a meeting called to terminate both of us, and then they stepped in to protect me with a succession and transition agreement at their next meeting. Having secured my personal goal of getting my children through high school in one (terrific) place, we've parted amicably after fourteen years, and I am grateful for their actions. For the record, I continue to hold Mayor Gluba in high regard. He is a good and spirited man, and I was proud to work with him for nearly eight years.

Each of my Davenport performance evaluations have been submitted and they are uniformly excellent. I have also attached a letter signed by every City Council member (page 3) which underscores our amicable parting.

Question #11

Two former Davenport City Attorneys have named me in litigation. Former Davenport City Attorney Mary Thee later dismissed her claim, with no damages paid. Former City Attorney Mike Meloy regularly sues the City and names individual officials, including me. It is not uncommon for Mr. Meloy to have a dozen pending lawsuits at any one time. If you have any questions regarding Mr. Meloy's litigation record, I encourage you to contact attorney Rand Wonio at 563 324-3246.

City Attorney Tom Warner's
sign off of development agreement

Malin, Craig

From: Warner, Tom
Sent: Tuesday, June 17, 2014 1:03 PM
To: Wright, Brandon
Cc: Malin, Craig
Subject: Re: Elmore Extension Greenshoot and Agreement

Same.

Sent from my iPhone

On Jun 17, 2014, at 1:00 PM, "Wright, Brandon" <bwright@ci.davenport.ia.us> wrote:

No issues here.

Brandon Wright
Finance Director
City of Davenport
Phone: (563) 326-7750
Fax: (563) 888-2079
Email: bwright@ci.davenport.ia.us

From: Malin, Craig
Sent: Tuesday, June 17, 2014 12:50 PM
To: Warner, Tom; Wright, Brandon
Cc: Malin, Craig
Subject: Elmore Extension Greenshoot and Agreement

Tom and Brandon:

Please advise if you have any concerns regarding this version, before it goes on the agenda.

Thanks,

Craig

Background Check Summary for CRAIG MALIN Personal Disclosure Explanation

Letter regarding succession agreement signed by every Davenport alderman:

OFFICE OF THE DAVENPORT CITY COUNCIL
226 W. Fourth Street
Davenport, Iowa 52801
(563) 326-7757
FAX (563) 328-6728
www.cityofdavenportiowa.com

To: Mr. Craig Malin

From: Davenport City Council

Date: June 24, 2015

Subject: Succession Agreement

Mr. Malin,

Negotiating a succession agreement with the longest tenured City Administrator in the history of Davenport has been a difficult and emotional task.

At no time during the discussion, was it the intention of any elected official below to question your credibility, work ethic, or desire to make Davenport a better place. You consistently demonstrate a high level of initiative, and strive to improve performance.

We wish you the best in the future.

Gene Meeker
Alderman at Large

Jason Gordon
Alderman at Large

Rick Dunn
First Ward Alderman

Bill Edmond
Second Ward Alderman

William J. Boom
Third Ward Alderman

Raymond A. Ambrose
Fourth Ward Alderman

Barney Barnhill
Fifth Ward Alderman

Jeff Justin
Sixth Ward Alderman

Mike Matson
Seventh Ward Alderman

Kerri Tompkins
Eighth Ward Alderman

CB&A Reference Notes

Ray Ambrose – Alderman, Davenport, IA 563-320-1042

Mr. Ambrose was on the interview committee that hired Mr. Malin in 2001. Politics in Davenport are very rough and tumble. Mr. Malin's long tenure is impressive and he did many incredible things for the community. Davenport is the greatest city in the United States and is cutting edge in many areas, thanks to Mr. Malin. No one loves the city more than him. Mr. Ambrose considers Mr. Malin the best City Administrator in the country.

Mr. Malin developed a hiring process that is very thoughtful, thorough, and transparent. The entire community is involved in the process. He has hired exceptional employees and every department is nationally accredited. Davenport owns the #1 minor league baseball stadium and has the #1 minor league baseball team. The riverfront is rated #1 on the Mississippi River and #3 in the entire country. Mr. Malin met every standard there is and was visionary in developing a community that residents can be proud of.

Mr. Malin is innovative, a change agent, and he maintains operations at a high level of performance. One Alderman was not as competent on the computer and felt he was out of the loop. Everyone else felt that Mr. Malin's level of communication was incredible.

Davenport is included in the Quad Chamber of Commerce along with six other cities and these communities are very competitive in economic development. The Chamber lobbies for all the cities; Davenport is the largest of the six. Mr. Malin was a strong voice for the city. He is very politically astute and understands the dynamics of the cities and the chamber. Also, he worked very hard to develop a strong relationship with the public school system. He is very passionate and compassionate.

During Mr. Malin's tenure the city had seven record breaking floods. He improved flood protection and Davenport is now a national leader in flood preparedness and mitigation. He oversaw the Public Works department during a transition. The unions went three years without raises because employees were treated so well. They have the best trained, educated, and best city employees in the country.

Mr. Malin shared a great vision with the elected officials which they embraced. Most of the Aldermen have been on the Council for six to eight years, though they have been up for reelection every two years, which is an indication of how residents feel about the vision.

Mr. Malin put some concepts together for the state of Iowa and gained their support. He showed that a youth recreation center would fill 1,000 hotel rooms a week. The state has awarded the city with $11 million dollars for the center and another 3.5 million for infrastructure. He is an incredible visionary and is always very positive.

Davenport would have an AAA rating if they had a state university, but their rating is very high due to Mr. Malin's leadership. He hired the individual who stepped in as the interim when he left. She has an incredible background and Mr. Malin saw something in her that others on the committee did not. They are fortunate to have her, every department has great leadership.

Because of the politics in Davenport some negative things have been written about Mr. Malin but if you look at the city and what he accomplished, you can see the quality of his leadership.

The same day that Mr. Malin stepped down in Davenport an individual called Mr. Ambrose to express his interest in hiring Mr. Malin to create a County administration system. They felt that Mr. Malin was the ideal person to head this project.

Anyone who hires Mr. Malin will have the best Administrator in the country. Mr. Ambrose is willing to discuss Mr. Malin with anyone interested. Every Council member signed a letter acknowledging what he did for the community. Mr. Ambrose wishes that Mr. Malin were still the Davenport Administrator.

Words or phrases used to describe Craig Malin:

- Visionary,
- Thoughtful,
- Thorough,
- Transparent,
- Positive, and
- Energetic.

Strengths: Highly intelligent, incredible visionary, great father and husband, always involved with the youth and concerned about the schools, high energy level.

Weaknesses: He overcame any weaknesses that may have been present when he was first hired.

Gene Meeker – Alderman, Davenport, IA 563-343-4932

Mr. Meeker was the Downtown Development Director when Mr. Malin was hired in 2001. Mr. Meeker was elected as an Alderman in 2007. Mr. Meeker has worked closely with Mr. Malin in both the private and public sector and has high regard for Mr. Malin and his abilities.

Mr. Malin always received high evaluations from the Council and Mayor. He managed the organization well. He works well with department heads and hired excellent employees. He is creative and a great writer. He kept the elected officials well informed so they could answer questions from the public. He worked long hours and seldom took time off. He is dedicated to his job, almost to a fault.

Any Administrator that lasts fourteen years in Davenport makes good decisions. Mr. Malin was very organized. The way he directed projects and operations was impressive. He was a stickler for staying on the job and on the project. He was always available to the public and the Council when they had questions, needed direction, or wanted information. He presented information very well to smaller groups but could improve on making presentations to very large groups.

The new casino in Davenport was a $110 or $120 million dollar project which involved the planning department, the staff, and the Department of Transportation. Mr. Malin was very good at staying on target and meeting deadlines. The project received opposition from residents. He successfully worked through their concerns and the project is under construction.

Davenport has not raised property tax in four years which is unusual and can be directly attributed to Mr. Malin. He has great writing and grant skills, and procured state funding for projects. He redirected resources to the priorities established by the Council.

The location of the casino project mentioned earlier was controversial. Some in the community wanted the casino on the riverbank and others wanted it close to a major highway. The city received much public and diverse input. Mr. Malin led the process, negotiated the best deal, and secured a great location but not without citizen complaint and controversy.

Mr. Meeker is not aware of anything in Mr. Malin's background that would be considered embarrassing or controversial. Whoever hires Mr. Malin will have a manager who works hard and puts in many hours, but he is not a social animal who shakes hands and slap backs.

Mr. Malin never planned to retire in Davenport but he stayed long enough to bring the community to a point where the staff was top notch and the city was in a good financial condition. The public opposition to the casino wore on him and it was a good time for him to move to a new opportunity. Some residents are never happy but they cannot challenge his intellect or the results he achieved.

Mr. Meeker would hire Mr. Malin, he is an excellent manager. He knows the job and what has to be done. He identifies projects and looks for new ways to work. His management style is very refreshing. Because he enjoyed such a long tenure in Davenport some of the newly elected officials had higher expectations than what anyone can meet. If given a new opportunity Mr. Malin will employ the same energy. He is very qualified to lead any community.

Words or phrases used to describe Craig Malin:

- Very intellectual,
- Great communicator,
- Attended meetings regularly,
- Never complained or criticized others in public,
- Well dressed and always neat, and
- Great family man.

Strengths: Excellent at communication, keeps the Council informed on a regular basis. Always on the job, always on time, worked late.

Weaknesses: While he worked well with employees and business contacts, he did not appear to be comfortable joining community groups and attending social events. However, he always attended city functions and meetings pertaining to projects that the city was involved in, and he frequently organized these meetings.

Greg Lundgren – President, Ryan Construction, Davenport, IA 563-529-8013

Mr. Lundgren and Mr. Malin met in 2001. Mr. Lundgren has sat on many hiring panels for department head positions and was the President of the Public Library Board for 17 years. He has seen Mr. Malin in different roles.

On a scale from 1 to 10 Mr. Malin's job performance is a 9+. He takes into the consideration where the community has been, where they are now, and where they can go. He helps residents understand the vision and has done a great job of guiding the community.

Mr. Malin helped elected officials with no previous experience understand development and creative financing alternatives like TIF's while exhibiting exemplary patience in the process. He used a number of people as sounding boards for issues and problems, which gave him alternative perspectives and solutions.

The City provided funding to the Library but Mr. Lundgren and the Board of Trustees managed operations. Mr. Malin was always supportive and worked well in this environment. He learned the personalities of the department heads and understood their responsibilities. He worked with them to set goals and then gave them the freedom to exercise their strengths and creativity.

Mr. Lundgren was on the hiring panel that selected the Public Works Director. The previous Director is one of his best friends. The committee chose three individuals. Mr. Malin wanted to hire the one who Mr. Lundgren felt was too militaristic. He had such a different personality from the previous Director that Mr. Lundgren could not imagine him in the role and was the only person on the committee to vote against this individual. About a year later Mr. Lundgren reluctantly sat on the panel to hire an Assistant Public Works Director. He had the opportunity to see a different side of this Public Works Director and realized that he had been wrong to vote against hiring him. Mr. Malin makes good decisions when selecting personnel.

Mr. Lundgren is on the hiring committee for Mr. Malin's replacement which has given him an opportunity to reflect on his performance. They had a good working relationship even when they did not agree. He hired employees whose experience and knowledge was a perfect complement to his skillset. Once decisions were made he moved past differences of opinion to carry out the will of the Council.

When the Foundation wanted to build two additional libraries Mr. Malin attended every meeting with appropriate staff members to answer questions. He spoke on how the levy would impact tax payers and they sold the concept to residents. The libraries were 60% city funded and 40% foundation funded. The library bought a piece of land that was twice the size needed and Mr. Malin came up with a very sustainable approach to land use to sell the excess property, the money from the sale helped fund the project. When he showed Mr. Lundgren the plans prior to the public meeting Mr. Lundgren asked which of the city engineers and architects drew the plans. Mr. Malin smiled and replied that he had drawn them. He is a closet urban planner and enjoys determining the destiny of the community beyond the operational side.

At times Mr. Malin errs on the side of being too inclusive, which can sometimes take the train off the track, but his ability to be inclusive was very good for the community. He has good financial skills and hired excellent finance directors. He is very detailed. He has a good understanding of what departments need and what they can afford.

A casino was up for sale that blocked public access on the riverfront. The facility had fallen into disrepair and was overpriced so it did not sell. Mr. Malin wanted to open access to the riverfront and suggested that the city purchase it and then relocate it. Many residents were very opposed to the city owning a casino and Mr. Malin became the focal point for the controversy. Even though residents from surrounding communities that owned casinos shared the benefits of having one, the project was not approved. Later another developer bought 288 acres in a prime location and worked with Mr. Malin to move the casino to this development. Mr. Malin made it clear that the city needed to provide infrastructure for this deal. He was criticized by the elected officials and the public for spending those tax dollars but the elected officials were the ones to sign the agreement which clearly stated that the city would provide infrastructure. Mr. Malin was already considering separating from Davenport and it became clear that this was the right time to do so. The city lost real talent when he left.

Mr. Lundgren is not aware of any incident in Mr. Malin's past that would be embarrassing to an employer, he would hire Mr. Malin.

Words or phrases used to describe Craig Malin:

- Thoughtful,
- Visionary,
- Energetic,
- Interactive,
- Inclusive, and
- Moves forward in the direction set by the Council.

Strengths: Limitless energy, very thoughtful visionary.

Weaknesses: The majority of the time he is very patient and understanding when laying out the big picture because he understands that teaching and achieving buy-in takes time. However, when someone has pre-judged the situation and does not want to even consider the plan he can become frustrated.

Jason Gordon – Alderman, Davenport, IA 563-529-4468

Mr. Gordon has known Mr. Malin since 2001. Mr. Gordon was elected to the Council in 2010 and worked closely with Mr. Malin until 2015. They have similar senses of humor and always worked well together.

Mr. Malin's job performance overall was excellent. He is extremely intelligent and hard working. Not many people can reach a resolution to a problem as efficiently or successfully as Mr. Malin. He is easy to work with.

By in large Mr. Malin made good decisions when hiring personnel though one hire was the exception. He tried to mentor the employee and when improvement did not occur he handled the separation well. He generally makes good decisions.

Mr. Malin came to an organization that was dysfunctional. Department heads had been in place for some time that either were not the best to begin with or were at a point in their career where their performance had declined. In a very short period of time he implemented new hires and increased efficiency. When he left, the organization was performing at the highest level in its history. He improved operations so much that he was able to invest time in other areas.

Mr. Malin could have been more engaged with the community and may have some introvert qualities. He did coach little league and participated in the Big Brother program. He was involved in activities that he felt passionate about. At times his presentation style was not received well by everyone in the group; however he is more than adequate at presenting material in a good, honest, and successful way.

The school district is a separate entity from the government. When Mr. Malin was hired the district was facing declining enrollment and other challenges, and their relationship with the city was adversarial. Mr. Malin was instrumental in building a strong relationship with the school leadership and the superintendent. They are now engaged in very specific conversations about ways they can partner. He nurtured the relationship to a strong and steady place.

Mr. Malin hired a great Finance Director and they worked well together. He is cognizant that raising taxes and fees is difficult for the elected officials. He successfully identifies alternative ways to overcome budgetary challenges. He completes tasks in a timely manner.

Because Mr. Malin is a visionary and a change agent he has been involved in controversy. His ideas were not always well received by the public even though they were not controversial. Nothing in his background would embarrass an employer should the press investigate his past. At least one of the elected officials has a different opinion of Mr. Malin but the majority of them agree with Mr. Gordon's assessment.

A misunderstanding regarding a development agreement occurred between Mr. Malin, the corporate counsel and the city council. The best way to handle the situation was to provide Mr. Malin with a severance package and the support and well wishes of the Council. Mr. Gordon really values the years that Mr. Malin served in Davenport.

Mr. Gordon would hire Mr. Malin. He is an excellent choice for a city that needs improvements, wants more efficiency in government, and wants a visionary. He is highly competent and fully engaged. Mr. Gordon has not worked with anyone else who creatively addresses situations and challenges nearly as well as Mr. Malin.

Words or phrases used to describe Craig Malin:

- Visionary,
- Efficient,
- Creative thinker,
- Extremely intelligent,
- Hard working, and
- Good financial acumen.

Strengths: Thinks creatively about challenges and issues, visionary, very efficient.

Weaknesses: While this trait is not a weakness, communication could be better at times. Because of his strengths he can be perceived as standoffish or indifferent though he is not actually standoffish or indifferent.

Bill Edmond – Alderman, Davenport, IA 563-271-2751

Mr. Edmond was elected to the Davenport Council in 2008. Mr. Malin was the City Administrator and they worked together until 2015.

Mr. Malin is one of the hardest working and most intelligent people that Mr. Edmond has ever worked with. Davenport is the only city in the entire country that has all of its front line agencies nationally accredited, which is largely due to Mr. Malin's leadership.

They had a great relationship; Mr. Malin's door was always open. The City could not have been nationally accredited without excellent department heads which is an indication of Mr. Malin's hiring ability. His decisions for the community in general are very good.

While Mr. Malin is a change agent and he maintains the organization at a high performance level, he is particularly innovative and not afraid to think outside the box. Mr. Edmonds shies away from discussing policy through email and Mr. Malin was very accommodating. Most of their communications were in-person conversations or phone calls.

Mr. Malin left the ribbon cuttings to the elected officials though he did attend community meetings. He works pretty well with the public and gave many power point presentations during council meetings. He was very good at answering questions by the council and public.

Mr. Malin is a leader. He spent a year and a half working to secure a really innovative state grant. Sales tax dollars would come back to the community in the form of an economic development grant. He worked day and night on this project and made trips to the capital to lobby for it. They received $12 million dollars for the community.

Mr. Malin is customer service oriented and believes that the citizens are the customers. His financial skills are very strong. He always completes tasks in a timely fashion, even long painstaking work like the grant previously mentioned.

The owner of the minor league baseball team wanted to build a Ferris wheel outside the stadium. Mr. Malin immediately embraced the concept but it became controversial when residents felt it would degrade the park. They moved forward and this ballpark was voted the best park in the country. The following year the Ferris wheel was voted the best new addition to a ball park in the entire country. The Ferris wheel is now an icon on the river front and the residents love it.

Mr. Edmond cannot recall anything in Mr. Malin's background that would concern an employer. Mr. Malin separated from the community after the Mayor, who was afraid he would not be re-elected, shifted all blame to Mr. Malin and another senior employee. There will always be some residents who disapprove of what a city does and the Administrator is an easy target.

Mr. Edmond would hire Mr. Malin. He did a great job in Davenport.

Words or phrases used to describe Craig Malin:

- Highly intelligent,
- Very hard working,
- Very motivated,
- Much attention to detail, and
- Leader.

Strengths: Leadership.

Weaknesses: He is a workaholic. Mr. Edmond often emailed him at late at night thinking he would respond the next morning and received an immediate response.

Jeff Justin – Alderman, Davenport, IA 563-320-2037

Mr. Justin was elected on the Davenport Council in 2007 and worked with Mr. Malin as the City Administrator until 2015. Mr. Justin is a longtime resident of the community and is a professional engineer. He understands the role of the Administrator and feels that Mr. Malin did a great job. On a personal note, he is a baseball coach and a good man.

Mr. Malin worked well with ten bosses, a challenging situation for any manager, and moved the city forward. Their interactions were very professional. Mr. Malin made good decisions both when hiring personnel and in general.

Mr. Malin is a manager who is innovative, a change agent, and he maintains operations at a high level. He kept the elected officials informed through a weekly briefing prior to the Council meeting.

Mr. Malin was often out in the community and attended community functions. He interacted well with the department heads and stake holders. He did not spend much time behind the desk but worked on different initiatives and the annual budget process. He was always moving the organization in the right direction.

During budget season Mr. Malin brought department heads together. He let the department heads manage their divisions but provided budget parameters and direction. He gave department heads the freedom to develop and execute their plan. His financial skills are very good. He completed work by the deadline.

Everything is controversial at the city level but nothing happened that specifically pertained to Mr. Malin. While some newspaper articles are negative, they do not have merit to them and are typical for the profession.

A disagreement occurred on how a development project should have been negotiated. Mr. Justin found no fault with Mr. Malin during the process but the Mayor felt there could have been better communication between the attorneys, the staff, and the Council. The development project was approved by every member of the Council. Some council members blame Mr. Malin but they are not taking personal responsibility for signing the agreement. This situation led to a discussion that it was time for Mr. Malin to move on and they agreed on a severance package. The process was amicable and the Council wishes him well.

Mr. Justin would hire Mr. Malin; he was the best Administrator that Davenport ever had. He was the longest serving Administrator and worked endless hours to move the city further than it has ever been.

Words or phrases used to describe Craig Malin:

- Passionate,
- Competent,
- Cares about the community,
- Well organized,
- Professional,
- Innovative, and
- Ethical.

Strengths: Very passionate, hard worker, very visionary, competent, moved the city forward.

Weaknesses: He is not the best communicator with the public. His thought processes are so advanced that he sometimes has difficulty communicating at lower levels.

Ed Winborn – Former Mayor, Davenport, IA 563-324-5463

Mayor Winborn worked with Mr. Malin from 2006 to 2008. Mr. Malin accomplished a great deal and is an excellent City Manager – so it was a terrible loss for Davenport when he left.

The two men met on a daily basis because Mr. Malin believed in being a good communicator with his elected officials. Davenport has ten Aldermen plus the Mayor to whom the City Manager answers. Overall Mr. Malin had an excellent relationship with the elected officials except two Aldermen who were never happy with anything the staff did.

Mr. Malin may not be the best public speaker but he knows how to establish consensus among residents. He worked with various organizations in the community to address their concerns, and Mayor Winborn never received a complaint about Mr. Malin not being responsive.

Davenport's operations were modernized by Mr. Malin. He transformed garbage pickup from a two man handling system, to the mechanized, one driver method. He instituted storm water fees, which were unpopular at first, to help maintain the high quality of water. He was also heavily involved in the plans for the banks of the Mississippi River. These plans incorporated input from citizens and included the construction of four parks over 25 years. Davenport does not have a flood wall so Mr. Malin made sure the parks were designed to withstand any flooding.

Mr. Malin also brought green technology to this Midwest City. The new police headquarters is an almost 75% green operation with plants growing on the roof. This project was expensive and difficult to sell to the residents, but Mr. Malin got the community engaged in developing the idea and gained their approval.

Mayor Winborn highly recommends Mr. Malin for a Manager position.
Words or phrases used to describe Craig Malin:

- Visionary,
- Knowledgeable,
- Hardworking,
- Self-motivated,
- Nice, and
- Progressive.

Strengths: Forward thinking, modernized the city, and recruited quality employees.

Weaknesses: Does not sell himself to the public; so they do not realize all that he does for them.

Tara Barney – CEO, Quad Cities Chamber of Commerce, IA 563-370-8078

Ms. Barney worked with Mr. Malin from 2002 to 2015. Mr. Malin pushes for change and has made a difference in Davenport.

Davenport is the largest city in the Quad Cities area, and Mr. Malin has taken it upon himself to ensure that the City is a leader in innovation and economic development. He helped the Council rethink the City's relationship with the Mississippi River to view it as an opportunity to improve the quality of life and generate taxes. Many other City Managers whom Ms. Barney works with or has worked with are only able to see one aspect or the other, not both together. He pushes for good designs to be developed and brought in a level of aesthetics the region had so far lacked.

Mr. Malin gave good presentations and appropriately used power point programs. He is a phenomenal communicator. He frequently dropped by her office to inform her of a project or an issue. He paid attention to the residents and listened to them.

Under Mr. Malin's leadership the City's departments received their accreditation, a lengthy and intense process. He accomplished this due in large part to the professional and skilled team he built. When he interviews candidates he looks for individuals who are self-starters, who can interface with the community, and who can do their jobs with little oversight from him.

Mr. Malin was not involved in anything controversial or embarrassing in Davenport. He is frequently engaged in activities with his family and represented the City well.

Mr. Malin will definitely make an exceptional Manager because he has proven himself capable with his work in Davenport.

Words or phrases used to describe Craig Malin:

- Professional,
- Creative,
- Responsive to Council,
- First impression will be that he is reserved,
- Ethical, and
- Personable.

Strengths: Visionary, builds teams, communication, proactive, and takes advantage of Davenport's size to influence other cities in the region.

Weaknesses: Impatient with colleagues who do not want to accept innovation.

Tory Brecht – Former Reporter, Quad City Times, IA 563-888-2263

Mr. Brecht was a reporter for Quad City Times from 2004 to 2011 during which period he met frequently with Mr. Malin and reported on events in Davenport. Mr. Malin is an intelligent and capable City Manager.

Mr. Malin has navigated both negative and positive relationships with elected officials. At one time a group of Councilmembers were against everything, and he was trying to push them to make changes. Despite their difference of opinions Mr. Malin worked well with them and always followed what the majority decided.

The Davenport staff is noticeably more professional and qualified than the group of employees Mr. Malin inherited. His preference is not simply to hire people who have experience in organizations of similar size, but rather he looks for people who are Assistant Directors in larger organizations and who have more experience and knowledge.

In the late 1980's Davenport experienced a massive decrease in its agricultural and manufacturing economy. When Mr. Malin came in 2001 the City was still trying to recover. He focused on urban renewal and invested a great deal of time and money in the redevelopment of the downtown which had become almost completely deserted. He also improved the City's bond rating and received good marks for how well he handled the debt.

Mr. Malin led the initial charge for Davenport Promise, a program which would have paid for students' college educations based on how long they had lived in the city. Some people questioned whether or not he should have been a proponent for a referendum they felt should

have come from the school district. Once the proposal was placed on the ballot Mr. Malin stepped back and allowed the school district the opportunity to take the lead. Unfortunately school district officials felt offended that the City was meddling in their business. They did not take a stand on the issue, and this lack of support led to the proposition being voted down. Had it been put in place, the referendum would have revolutionized the education system.

The only controversy Mr. Malin experienced involved employee raises. With the poor economy people were not overly pleased to see the government granting pay increases, even if such raises were warranted. One critic argued that the raises where excessive and raised a ruckus, but actually the Council had only approved a cost of living increase. Mr. Malin had done nothing wrong, and he cleared matters up quickly.

Public speaking is not Mr. Malin's strong suit. He is intellectual and sometimes talks over his audience's level of understanding. He needs to be more direct and simple in his explanations. However, he has always pushed for customer service and treated members of the public respectfully. He implemented a snow plow hotline and pothole link on the website which has allowed residents to have their problems addressed quickly and efficiently.

Mr. Malin has worked with a variety of Councils and personalities and always weathered the challenges very well. He made numerous improvements to the City, thus gaining the respect of many people. For these reasons Mr. Brecht recommends Mr. Malin as a Manager.

Words or phrases used to describe Craig Malin:

- Dry sense of humor,
- Outgoing,
- Intelligent, and
- Ethical.

Strengths: Forward thinking, not afraid to try new ideas, and accepts criticism.

Weaknesses: Not always as direct in his communication as he needs to be.

Jennifer Nahra – Communications Director, Davenport, IA 563-528-0358

Ms. Nahra worked with Mr. Malin from 2001 to 2015. Ms. Nahra came from the private sector and wanted to work for Davenport because she thought the City was open-minded and operated in a can-do environment. However, this was not the case until Mr. Malin became City Manager. He reinvented the culture to become more accepting of innovation and technology.

Mr. Malin has worked with some challenging Councils which contained Aldermen who were never pleased with the staff. During one election all but one Alderman ran unopposed, which illustrated how well the City functioned.

Mr. Malin is an excellent communicator. He keeps the staff and Council well informed. He has improved his public speaking abilities tremendously. Previously he tended to speak to an audience as though they were at his same level of knowledge, which they were not. He is a visual person; so he uses videos, photographs, and power point presentations. He has learned to consider his audience and therefore organizes his information into a storyline that everyone is able to understand.

Customer service is uppermost on Mr. Malin's agenda. He developed a portion of the City's website for people to report potholes and obtain a response within 48 hours. When he came to the City he made it clear that all efforts were to be professional from how phones were answered to making City Hall more inviting by having the doors to offices open whenever possible. He has taken his dedication to customer service to the extreme. At one time the building's roof was being repaired, and an intense smell permeated the offices so much that he sent all the staff home. However, he remained behind and sat outside City Hall just in case any residents came by and needed help.

Mr. Malin initiated technological changes which were challenging because most people had the opinion that, if what they were using at the time was working, why change it. He sympathized with their attitude; so, he determined that he try the new system first. If he found it to be better, then the rest of the staff would follow. He has altered the employees' opinions on change. They now embrace innovation and look for new technology and new approaches themselves.

Mr. Malin has hired exceptional employees. He seeks out people who have a clear understanding of team work, have a can-do attitude, are committed to customer service, and thoroughly understand their responsibilities.

On top of the internal changes Mr. Malin has made he has revolutionized the City physically. He renovated the John O'Donnell baseball stadium which is one of the oldest in the country. This work saved the stadium from flooding and helped retained the minor league team contract as a result. He put in place a public participation process bringing forward ideas on the riverfront visioning. Thousands of people provided their input on what they would like to see happen with the land along the Mississippi River. One source of stress for the City has been the lack of a flood wall along the river banks. Mr. Malin used this to the City's advantage and has created plans for parks which have been designed to prevent flooding.

Several years ago a female Administrative Assistant for the elected officials filed a sexual harassment complaint against one of the elected officials. She later filed a complaint against Mr. Malin and the Human Resources Director stating they were not proceeding quickly enough with an investigation. The City offered a settlement to this employee, and the issues were resolved. [CB&A Note: This incident is described in more detail in the Internet Research we have provided for Mr. Malin.]

Mr. Malin is a phenomenal boss. If a person were to lay a picture of Davenport in 2001 next to a picture of the City in 2015 the changes are remarkable. He left his mark on the community and is a fantastic City Manager.

Words or phrases used to describe Craig Malin:

- Family man,
- Energetic,
- Always in a hurry,
- Sense of humor,
- Loves baseball, and
- Quick witted.

Strengths: Builds consensus, intelligent, and technology savvy.

Weaknesses: He moves so quickly that other people involved fall behind because they do not have the same background on the issues that he does.

Cheri Rigdon – City Council Assistant, Davenport, IA 563-349-1208

Ms. Rigdon worked with Mr. Malin from 2002 to 2015. He is an amazing City Administrator.

Mr. Malin met with the City Council once a week to go over timelines and progress reports on projects. He was the Council's rudder for keeping them on track and reminding them of their goals. Occasionally the elected officials had a hard time seeing his vision for the future, but they usually caught on eventually and agreed with his recommendations.

Customer service is essential to Mr. Malin. He worked with community groups and residents; no one received preferential treatment. An additional positive trait is that Mr. Malin is not political. He focused on what is best for the City rather than being sidetracked by the political ramifications of decisions.

Mr. Malin quickly identifies problems and finds solutions. Once he has all of the facts he goes to the elected officials for their approval. He provides them with background information and offers his opinion. He is also supportive of his staff and gives them the chance to improve

themselves through training and workshops. In the nine years she has known him, Ms. Rigdon has never heard him raise his voice or admonish an employee in public. Several Directors now on staff chose to come to Davenport because of the changes he has instituted in the City.

During his time in Davenport he has built two new library branches, received accreditation of the City's departments, and initiated the rebuilding of downtown. Davenport's downtown area has become a destination, accomplished by applying millions of dollars of local, State, and County money to projects with the supportive input of residents.

Mr. Malin has a vision for the types of amenities the City needs to offer for children. He led the push for the construction of a skateboard park, which was hotly debated. Some residents argued it would encourage bad behavior and were prone to place negative stereotypes on skateboarders. However, he went out into the community to make his case and received the majority vote to proceed. Since the park has been built many who initially opposed the project now love it.

Mr. Malin is not a back slapping 'yes' man who goes out of his way to say hello to everyone in the office. He has been called aloof for that. In reality, he is simply too busy and concerned about getting things done. He never complains, no matter how intense a situation becomes.

If not for Mr. Malin's efforts, Ms. Rigdon believes Davenport would still be suffering from the 1980's drop in the economy. He encompasses all attributes of a phenomenal manager. Ms. Rigdon definitely recommends him for a Manager position.

Words or phrases used to describe Craig Malin:

- Bright,
- Positive,
- Fair,
- Quick study,
- Professional,
- Gracious, and
- Does not take things personally.

Strengths: Has a vision for the future of the community, knows how projects are progressing at all times, and is a gifted writer.

Weaknesses: He has been criticized for not attending some community group meetings; however, Ms. Rigdon thinks his approach may be good so long as he does not develop a bias towards one group over others.

Reference Notes
Craig Malin

Larry Laschen – Former Village Manager, Vernon Hills, IL 815-334-1784

Mr. Laschen worked with Mr. Malin from 1988 to 1999. Mr. Malin was reliable and one of the best employees Mr. Laschen had during his long career in local government.

Mr. Malin was so reliable that, when he was Assistant to the Manager, Mr. Laschen began giving him assignments which normally would have been given to the Assistant City Manager. It did not take long to promote him to the position of an additional Assistant City Manager. Unfortunately this promotion offended the existing Assistant City Manager, who later quit.

Vernon Hills dealt with several sensitive subjects because the Village was the fastest growing suburb of Chicago, and one group of residents held anti-growth sentiments. One issue concerned the development of a new subdivision between two existing subdivisions. Mr. Malin met with area residents and offered them options for what the new subdivision might look like. He showed them pictures of the various homes and apartments proposed and took a vote on which ones they were prepared to see constructed. By including them in the process he got them to accept the project more readily.

On another issue Mr. Malin was put in charge of acquiring land for a new alley. He went to each homeowner in the neighborhood and clearly outlined the benefits. Eventually the homeowners ceded to the City the land it needed to build the alleyway.

Mr. Malin puts in the time and effort to do his job well. He is not lacking in any area. Therefore Mr. Laschen easily recommends Mr. Malin for a Manager position.

Words or phrases used to describe Craig Malin:

- Innovative,
- Intelligent,
- Enthusiastic,
- Takes pride in his work,
- Hardworking, and
- Self-starter.

Strengths: Dependable, completes tasks on time, and delivers a quality product.

Weaknesses: At the time they worked together he was young and did not have a great deal of experience, but surely by now this is no longer an issue.

Mike Bladel – Former Police Chief, Davenport, IA 515-284-6422

Mr. Bladel worked for Mr. Malin from 2001-2007 at which time Mr. Bladel became a presidential appointed U.S. Marshall. Mr. Malin was a phenomenal City Administrator.

Mr. Malin worked through some of the most difficult times with some of the most difficult Councils. He did a fantastic job of maintaining a positive relationship with the elected officials and getting things done. To illustrate just how tough things were with the Council, other cities in the state would record Davenport's City Council meetings to use it to show prospective businesses how dysfunctional the city was and lure them away from Davenport to their cities. Despite this turmoil he had a long tenure as City Administrator, which is quite a feat.

Mr. Malin was supportive of his staff. At one point one of the Councilmembers disagreed with a decision Mr. Bladel made and tried to fire him. Luckily Mr. Malin understood the lines of authority and refused to fire him despite intense pressure to do so. He instilled in his employees the importance of customer service. He made sure that the department heads were out in the public armed with facts and ready to deliver the city's messages.

Davenport went through budget cuts, layoffs and a general shrinkage of government during this time. Mr. Malin met often with the senior management to keep the lines of communication open and dispel fear.

Mr. Malin achieved a great deal of success, a few of his successes include building a new Police Department facility, upgrading various parts of the infrastructure, building two libraries and overcoming tough union negotiations.

Regrettably Mr. Malin got caught in a "gotcha" game with a Councilmember. The department heads receive annual cost of living raises automatically while Mr. Malin's raises must be approved by the Council. One year the Human Resources Director made a mistake and instated his raise prior to the Council's approval. This Councilmember, who was never satisfied with anything, overreacted and accused Mr. Malin of stealing. The mistake was soon discovered and he was found to have done nothing inappropriate.

Mr. Bladel highly respects Mr. Malin and recommends him for a Manager position. He did a great job for the city.

Words or phrases used to describe Craig Malin:

- Eye on the ball at all times,
- Engaging,
- Never burns out,
- Not a glad-hander,
- Family man, and
- Never has a bad day.

Reference Notes
Craig Malin

Strengths: Long term planning, respectful, tenacious, gets people to work together and makes things happen.

Weaknesses: None offered.

Prepared by: Lynelle Klein and Emilee Anderson
Colin Baenziger & Associates

CB&A Internet Research

ABC - 8 WQAD (Quad Cities, IA)
June 24, 2015

Malin out as Davenport city administrator
Author: Shellie Nelson

Malin out as Davenport city administrator. Less than a week after the mayor publicly demanded his resignation, it appears city administrator **Craig Malin** will be replaced. Davenport Mayor Bill Gluba called for **Malin**, and city attorney Tom Warner, to step down during a news conference Thursday, June 18, 2015. Gluba said **Malin** and Warner had "overstepped their authority" in connection with a contract for the extension of Elmore Avenue, a new road that will lead to the future Rhythm City Casino at the interchange of Interstate 74 and Interstate 80.

While some agreed with Gluba's argument, six aldermen skipped the meeting at which they were to vote on dismissing **Malin** and Warner; that left the council without a quorum and no vote happened. Gluba later defended his actions, but adjusted his statement to only call for **Malin** to step down. "The decision to spend somewhere between $1.6 and $5 million was made by Mr. **Malin** without our consent, and he's only allowed to spend $50,000 with our approval," Mayor Gluba said. "I'll let Warner off the hook, [but] **Malin** knew exactly what he did and failed to tell us. As far as I'm concerned, he's got to go." Now, it appears the back-and-forth over the issue will, ultimately, still end with **Malin** out as city administrator.

All but two aldermen attended a news briefing held Wednesday morning, June 24, 2015, at which Alderman Jason Gordon confirmed **Malin's** last day as Davenport City Administrator will be Friday, June 26. **Malin** has agreed to a deal to leave his role with the city, Gordon said. **Malin** was not at the briefing. Aldermen Mike Matson and Ray Ambrose were also not there. The council was scheduled to vote to accept **Malin's** resignation, and to appoint an interim city administrator, during their regularly-scheduled meeting set for Wednesday evening, June 24.

Quad-City Times, The (IA)
June 24, 2015

Who's the boss?
Author: Times Editorial Board

Some Davenport aldermen boycotted a meeting called Friday by two aldermen. City Administrator **Craig Malin** posts a succession of snarky, then confessional, then boastful columns Friday to the city-owned news site, then yanks them the same day. Some aldermen huddle in closed-door briefings over the weekend.

On Tuesday, some aldermen assemble at City Hall awaiting word on the next step in **Malin's** self-perpetuating drama. We know Davenport aldermen are confused. Imagine how taxpayers must feel. Aldermen seem comfortable letting this play out beyond the public's eyes. But rest assured, they'll be quizzed plenty about this through the campaign leading to the Nov. 3 election.

Disclose today
The time for candor, disclosure and full discussion in a public meeting came and went Friday, Saturday, Sunday, Monday and Tuesday. So today must be the day. The council is scheduled to convene at 5:30 p.m. today for a regularly scheduled meeting. Various city hall sources suggested a resignation deal is in the works. If full, public discussion does not occur today, all 10 aldermen deserve voters' wrath. Right now, voters have only two certainties:

Aldermen unwittingly committed taxpayers to millions of dollars in site improvements on the Rhythm City Casino site.

Malin is bound to get a big, fat severance check.

That's the $250,000 severance package aldermen approved 6-4 Sept. 10 for just this scenario: A complete and utter loss of faith in their hired help. "Hired help" is the term **Malin** used repeatedly in self-aggrandizing columns on the city-operated news site he staffed with writers and photographers aldermen authorized. **Malin** turned to the city-owned Davenport Today site Friday to fan the flames. In a series of hastily written, posted, then deleted columns, **Malin** rambled on incoherently about our reporters, the mayor's misperceptions, Father's Day and other topics. Read all three posted on qctimes.com with this editorial. You can't find them on the city's site. In an email, Davenport Communications Director Jennifer Nahra confirmed **Malin** posted and removed the succession of columns Friday with no input from city staff or his elected bosses.

On Tuesday, Mayor Bill Gluba acknowledged again he never reads the **Malin** website. Gluba said he had to ask his son to find **Malin's** succession of columns. That included information from **Malin** that convinced Gluba to rescind his request that City Attorney Tom Warner resign. Let's repeat that: The "hired help" didn't reach out to his bosses to divulge that information. He posted it to a website he knows the mayor never reads. "That's not appropriate," Gluba said in a

phone interview Tuesday. “That’s another reason it is time for a change. Antics like that are unacceptable.”

Malin's 'antics'
Malin’s columnizing “antics,” as the mayor characterized them, affirm what has been apparent. He’s out of control. We asked Davenport communications director Nahra for insight on **Malin’s** postings. We got another one of those cryptic, double-speak responses that seem to substitute for candor: “**Craig** removed the column to end what appeared to be a circular story, specifically his comments about the mayor’s comments about his comments. Please know that **Craig** is not commenting on the mayor’s comments. **Craig** also tells me that he had a discussion with some Council members Saturday afternoon and thought it best to give the Council more time and space to think through positive resolutions, given the Mayor’s misinterpretation as reported to him by KWQC.

Our translation: **Malin** isn’t “commenting on the mayor’s comments…” He is advising the council on “the mayor’s misinterpretation.” It appears the hired help is playing his elected bosses against each other.

Council trusted 'hired help'
Malin can post column after column on the taxpayer’s dime. But here’s the pertinent story line: A majority of aldermen, on the record, told Times reporter Brian Wellner they trusted **Malin** to negotiate the best deal for taxpayers. They wound up with an agreement that leaves taxpayers on the hook for grading the casino site. Wellner had been working on a story trying to straighten this out for two weeks when Gluba called for **Malin’s** resignation. The 10 other elected bosses had at least that long to call out their hired help. Council meets today to further review the situation. Tonight we’ll find out if the bosses are ready -- or even able -- to contain their hired help.

Quad-City Times, The (IA)
April 19, 2015

Davenport honored for repairing soldier's home
Author: Thomas Geyer

For the 17 months he was stationed in Afghanistan, the last thing Army Reserve Sgt. 1st Class Bradshaw Nunnally needed to worry about was his house. His girlfriend, Janetta McGowan, had been keeping an eye on it and making sure all was well. And then in July 2014, rains came and what Nunnally described as hydrostatic pressure caused a portion of his house at 1128 Grand Ave. in Davenport to collapse. "I was looking right into the basement," McGowan said Saturday night while attending the Army Sustainment Command-Army Reserve Element military ball at The Phoenix restaurant in downtown Davenport. "I was freaking out. He's overseas and I have to call him about this."

A brigade engineer, Nunnally, 44, said he knew what happened, but since he lives on a hill he did not have flood insurance. "I don't live in a floodplain, so I couldn't get flood insurance and so the insurance company couldn't cover it." But the city of Davenport came to the rescue of one of its own citizens, with Lt. Col. Mike Clarke, an engineer and the city's Director of Public Works helping to set it all right. "I had been where he was in Afghanistan," Clarke said. "I let him know, 'I'm a lieutenant colonel, I'm an engineer, I've been exactly where you are now. I've got your back.'" Clarke got his public works team together and they cleaned and secured the home and got it ready for a construction company to assess the damage and make repairs.

In a news release, Davenport City Administrator **Craig Malin** said the foundation, as well as damage to the ceiling and roof, needed to be repaired to the home that was built in 1900. The air conditioner also needed to be replaced. In a normal circumstance, the city would demolish such a home, and send the person a bill, he said. But that seemed to be the wrong thing to do in this case. So, the city took the funds that would be used to tear the house down, about $37,000 and used it to repair the home. "This was an unusual circumstance," Clarke said. "Here is a soldier who is in harm's way overseas and who has a situation at home that we have the ability to assist him with. We were all over it. We weren't going to tear his house down. Not on my watch."

Repairs to the home were completed in September. Nunnally, a 24-year veteran of the Army Reserves, came home in December. To thank the city for its efforts on behalf one of its soldiers, the Army Sustainment Command-Army Reserve Element presented the city with the Community of Resilience Award at the ball Saturday night. "I really thought he was going to come home to nothing after serving the country," McGowan said. "If it hadn't been for the city I would have come home to an empty lot," Nunnally said.

The Quad-City Times
February 6, 2015

Davenport lawsuit in judge's hands after Malin testimony
Author: Brian Wellner

Davenport City Administrator **Craig Malin's** testimony Thursday capped off a three-day trial as an open records case against the city is now in a judge's hands. **Malin** testified the contract he signed with accounting firm Deloitte & Touche in 2012 was not illegal, as the lawsuit's plaintiff's claim. Quad-City attorney Mike Meloy filed the suit against **Malin**, the city of Davenport and Deputy City Clerk Jackie Holecek seeking to make public all documents provided to the city by Chicago-based Deloitte regarding the city's attempt to acquire the Rhythm City Casino from Isle of Capri casinos.

Meloy asked Scott County District Judge Stuart Werling to void **Malin's** contract with Deloitte because he didn't have Davenport City Council approval. Werling is taking the case under advisement and is expected to issue a written ruling at a later date. "The motion that passed did not authorize **Malin** to sign anything," Meloy argued at one point Thursday. "There's nothing sinister about confidential agreements entered by the city," said attorney Rand Wonio, who represented the city. **Malin's** three hours of testimony came as part of a surprising turn of events. Meloy had said throughout the trial he was going to call **Malin**, and **Malin** even showed up in the courtroom Thursday morning. But after Meloy questioned plaintiff Patricia Lane on the stand, he rested his case.

Wonio, who had complained moments before that **Malin** was being "inconvenienced" by Meloy, called **Malin** to the stand himself as part of the defense's case. **Malin** was Wonio's only witness. Wonio asked **Malin** if he had city council approval to sign the contract. **Malin** said an Oct. 24, 2012, motion gave him "policy directive" to undertake the necessary due diligence work in order for the city to acquire a casino. **Malin** said he hired Deloitte to do the due diligence work. **Malin** said Davenport City Attorney Tom Warner advised him to sign the Deloitte contract even though it exceeded his express authority. Any contract exceeding $50,000 requires council approval. Deloitte was charging $360,000 for its services. "He told me I could and should sign the contract and the council would ratify it afterwards," **Malin** said.

Asked about any risk if the council chose not to pay Deloitte's bill, **Malin** testified he was confident because the Oct. 24, 2012, motion passed 9-1. The council ultimately ratified the contract when it paid the $387,500 bill six months later in July 2013, by a 9-1 vote. Alderman Mike Matson, 7th Ward, was the lone "no" vote each time.

When Meloy cross-examined **Malin**, he had more questions about the contract. **Malin** testified the council motion did not specifically authorize him to sign the Deloitte contract. Meloy said the motion did not have either **Malin's** name or Deloitte's name. Davenport Mayor Bill Gluba's name appears on the Oct. 24, 2012, motion. **Malin** took issue with claims he was withholding the

Deloitte name from the public. He said the day he signed the contract on Dec. 12, 2012, he announced it at an open council meeting that night as part of a slideshow presentation.

Testimony from Aldermen Barney Barnhill, Jeff Justin, Mike Matson and Ray Ambrose did not echo **Malin's** with regard to publicizing the Deloitte name. Matson and Ambrose thought the Deloitte name was made public following a Quad-City Times open records request in March 2013. Barnhill and Justin testified that they recalled hearing the Deloitte name in December 2012 but in a closed meeting.

Among the documents plaintiffs requested through Iowa open records law was a copy of the Deloitte contract and any associated documents, such as a scope of services and records of any due diligence work. Meloy said the city turned over the contract but refused to turn over the due diligence work, which he got after subpoenaing Deloitte. "These particular requests were not fully complied with by the defendants," Meloy said in his closing argument.

Warner turned over the scope of services three months after the lawsuit was filed in June 2013, according to Warner's testimony Wednesday. Warner and **Malin** testified Deloitte never completed its due diligence work because the city canceled the firm's services after the Riverboat Development Authority, which holds the state license for the Rhythm City, pulled the plug on the city's attempt to buy the casino. Therefore, they say, there was never a final report to turn over to Meloy in his open records requests.

Meloy took issue with defense claims the city never had Deloitte's work, saying **Malin** agreed to sell the work to developer Rodney Blackwell for the same amount Deloitte was charging the city. Blackwell wanted to buy the casino in the spring 2013. Dan Kehl ultimately bought the casino. **Malin** testified he made the deal with Blackwell at city council's direction in order to recoup public money. "It seemed like a no-brainer to us," **Malin** said.

Meloy also requested copies of all the Deloitte bills, including a February 2012 bill for $209,000 sent to Warner. Warner testified the $209,000 bill was canceled. When asked for a record of it, Warner said he deleted the emailed invoice from his inbox. **Malin** said Thursday that to his knowledge, deleted emails cannot be retrieved, not even by the city's information technology department. Meloy argued otherwise. "You cannot simply destroy public records," he said.

Attorneys have referred to dozens of exhibits and hundreds of documents and emails throughout the trial. As he examined **Malin**, Wonio carried boxes of paperwork one at a time over to where **Malin** was seated at the witness stand, plopped down the boxes, opened the lids and asked if this was turned over to the plaintiffs. **Malin** said, "Yes." "When we get right down to it, the plaintiffs show six or seven pieces of paper when the city has given them this mountain of information," Wonio said. "What they're really pursuing is a colossal attorney fee. It's highly unfair to the taxpayers to have that kind of burden against them." Meloy filed the lawsuit on behalf of Lane, a city employee, and Davenport chiropractor and landowner Alan Diercks. Plaintiffs are seeking monetary damages against defendants for violating state open records laws and payment of attorney fees.

Quad-City Times, The (IA)
September 23, 2014

City looks to revise gun policy
Guidelines likely will exempt elected officials
Author: Barb Ickes

Davenport's unenforced ban on elected officials bringing weapons to City Hall is likely to be lifted under a pending policy change. Members of the Davenport Civil Rights Commission recently asked that they be allowed to ban guns from their meetings at City Hall and were told they had no authority to do so. The commission's liaison to the City Council, Alderman Bill Edmond, 2nd Ward, routinely arrived armed at the monthly meetings, which concerned commissioners.

Edmond is legally licensed in Iowa to carry a concealed weapon, he said. He was replaced last week from his position on the Civil Rights Commission, but he said it had to do with political differences with commissioners and was not related to gun policy. He also said he "informed" City Administrator **Craig Malin** that he was carrying a weapon shortly after the concealed-carry law passed in 2011.

City policy that was written in 2000, however, requires city officials and city employees (except for police) to get the city administrator's written permission to have a weapon on city-owned property. **Malin** was asked whether he gave Edmond his written consent, and **Malin** replied, "I have no idea who is or is not availing themselves of the ability to legally carry a concealed weapon." He then was asked whether his response should indicate he does not enforce the city policy, and he replied, "A city policy can't take away a legal right."

Two days after he wrote that reply, he said, city department heads discussed the policy. "Consistent with Corporation Counsel Tom Warmer's opinion, the policy was revised to pertain to employees or contractors/vendors hired by the City, as that is within the appropriate scope of my position's authority on this topic," **Malin** wrote in an email Monday. "It retains all the rights our citizens enjoy, and leaves ample room for the City Council to further act on a policy level if they deem appropriate."

Asked whether city employees and city vendors are regarded as citizens, given the amended policy continues to bar them from carrying a weapon onto city property, he replied, "Did you miss the point of my e-mail wherein I summarized how a city administrator's authority is less than that of the U.S. Constitution, Iowa Code and the Mayor and City Council?" He said it was the consensus of city department heads that employees and vendors should not be permitted to carry.

Edmond said he can appreciate the distinction between rules for city employees and city officials. "Myself, my colleagues, including the mayor, work for the voters," he said. "As

employees of the City of Davenport, the Quad-City Times, or Joe's Tavern, if there's a policy against it, you follow it."

In reference to last week's story about Edmond declining to seek **Malin**'s approval to carry at City Hall, despite the policy requiring it, Edmond said public response has been overwhelming. "My employers are the voters," he said. "They are the only ones who can restrict my rights. Based on all the phone calls from last weekend, that ain't going to happen. It was 100 percent support." He said **Malin**'s insistence that he lacks the authority to restrict concealed-carry rules should have been tempered by a caveat: "He's only restricting employees. "Any citizen of Davenport ... who has a concealed-carry permit is perfectly welcome to come to meetings armed."

He also said city workers are not at the same risk of violence as elected officials. "I haven't seen many garbage men being shot at," he said. "I don't think there will ever be a problem at City Hall. You know what? I'll bet the people in Maquoketa thought the same thing (referring to a recent shooting at Jackson County Courthouse)." In Bettendorf, anyone with a permit to carry a concealed weapon is permitted to do so on public property, Police Chief Phil Redington said Monday. There is no exception for city employees, he said.

Quad-City Times, The (IA)
September 11, 2014

Council OKs new deal for Malin
Council votes 6-4 for agreement, salary increase
Author: Thomas Geyer

By a vote of 6-4 Wednesday, Davenport aldermen approved a new employment agreement with City Administrator **Craig Malin**. The new contract, which goes into effect Jan. 1, provides **Malin** an annual base salary of $210,000, an increase of $25,543. With a car allowance of $7,056 and deferred compensation of $12,600, the total package is $229,656. There had been some question about when **Malin**'s current contract ends.

Alderman Rick Dunn, 1st Ward, was one of the four who voted against the agreement, said that Davenport attorney Dick Davidson told him in an email that **Malin**'s current contract does not end until Dec. 31, 2015. Davidson, of the Davenport law firm of Lane & Waterman, negotiated the new contract with **Malin** at the request of Mayor Bill Gluba. However, other paperwork provided to Gluba indicated that **Malin**'s current contract with the city ends Jan. 1. "We're going with the Jan. 1 date, so we needed to get this done," Gluba said.

In addressing aldermen on Sept. 3, Davidson said the new agreement would be an at-will contract, meaning **Malin** could be released without the city having to establish just cause. The new contract also includes a four-month minimum and a 12-month maximum severance package. It would take a vote by six members of the city council to remove **Malin**, and that resolution could be vetoed by the mayor, Davenport city attorney Tom Warner has said.

The four aldermen who voted against the employment agreement+ were the same ones who at the Sept. 3 meeting said **Malin**'s contract should be discussed as part of the budget planning process. "I believe it is something we need to look at during budget time," Dunn said after Wednesday's meeting. "There's no need to do this at this time. We have a very tight budget and it's something we need to discuss." Alderman Jason Gordon, at large, voted in favor of the agreement. "In my estimation, **Craig** is a valued city employee who has consistently performed well according to the evaluations by the 10 aldermen and the mayor," Gordon said. "His (**Malin**'s) contract did expire in January, so we needed to address that issue one way or another, and I felt that the most intelligent and proactive way was to come to an agreement with **Craig**." Gordon said aldermen are prepping for budget talks.

According to Iowa law, cities must have a budget for the next fiscal year approved by March 15. Davenport's fiscal year ends June 30. Gordon said one of the main reasons the city is doing so well is the stability of the city administrator's position. **Malin** was hired in 2001 and is the city's longest-serving administrator. "The administrator is a critical position. You don't need a revolving door," Gordon said.

Gluba said the city has been professionally administered and is heading in the right direction because of **Malin**. "Population is up, crime is down, the tax base is growing, and citizen satisfaction is at its highest point since we began surveying the community decades ago," Gluba said. "This all spells success and we should be proud of our city and thankful for having a top-notch professional city administrator running the day-to-day operations of this complex governmental organization."

Quad-City Times, The (IA)
August 12, 2014

Davenport soars with 4-Star community distinction
Author: *Doug Schorpp*

Davenport has become only the sixth city in the country to be selected a Star Communities' 4-Star Community for excellence in environmental, economic and social sustainability. "It helps in recruiting potential employers to come to the city," Mayor Bill Gluba said during a news conference Monday at the Eastern Avenue branch of the Davenport Public Library. The recognition means Davenport is Iowa's only, and the Midwest's largest, 4-Star Community.

Star Communities is a nonprofit organization based in Washington, D.C., that administers a rating system with a comprehensive set of community metrics that cities, towns and counties can use to measure performance across diverse areas. The voluntary program helps communities assess current conditions and find solutions to address current and emerging challenges. More than 75 communities in 33 states and in Canada are using the rating system. The other 4-Star Communities are Tacoma, Wash.; Broward County, Fla.; Austin, Texas; Evanston, Ill.; and Tucson, Ariz. The only current 5-Star city is Northampton, Mass. "This national recognition reinforces what we all know. Davenport is a great city to live, work, retire, recreate and invest in," Gluba said. "Davenport is a national leader in innovation, livability and sustainability, and this recognition reinforces our leadership. I can't thank our staff and our community partners enough for all their hard work to make Davenport such a wonderful place." "The city of Davenport and its many community partners are clearly doing great work to safeguard and enhance the lives of current residents while preparing to meet the needs of future generations," Hilari Varnadore, the executive director of Star Communities, said in a news release. "The people of Davenport should be very proud of this accomplishment."

Davenport achieved perfect scores in the categories of arts and culture, civil and human rights, and outdoor air quality. Near-perfect scores were achieved in green infrastructure, hazard mitigation and public spaces. In all, the city received 439.1 points, doubling the score posted by Des Moines. Other categories include housing affordability, workforce readiness, human services, indoor air quality, safe communities and local economy. City officials also said that Davenport is one of 31 local governments selected to participate in a year-long pilot program for the rating system. "It is the first national system for rating sustainability," City Administrator **Craig Malin** said.

Malin said it took city staff 1 1/2 years to complete the work for the submission to Star Communities. He said the rating is good for a three-year period, after which the city hopes to reach new heights with the program. "We are not here to go backward. We are here to go forward," he said. "It is for three years, then we have to reapply. "As we test ourselves against the highest standards, we are right on the leading edge. It is a very robust measure, and with each one of these categories there are more than 40 measurements we have to demonstrate what we have done."

Quad-City Times, The (IA)
July 21, 2014

Malin leads city into another business
Funds for PR effort better spent elsewhere
Author: Times Editorial Board

After attempts to run the Davenport School Board, then buy a private casino, Davenport City Administrator **Craig Malin** appears to have had better luck leading taxpayers into another business. He won aldermen's backing to spend $178,000 a year to create a government-run news bureau. That's some moxie in a community with two daily newspapers, at least four strong weeklies, three network-affiliated TV news operations, two public radio stations, a public television station and good, comma isn't needed here ol' WOC-AM.

Clearly, Davenport doesn't have any expectation to compete with our 150-year-old new business by hiring two-part-timers, buying weather reports from Terry Swails and contracting with a couple more freelancers. The proposal outlined in a PowerPoint presentation prepared at **Malin**'s direction describes a public relations plan intended in the city's words to: "Create positive buzz," and "manage message on potential controversies" and "change the culture!" That culture-changing exclamation point is **Malin**'s, too, reflecting his long-held disdain for public criticism. He's yearned for public discourse free of criticism, naysaying and doubt. Of course, he'll find none in this here, or in any vibrant community worth living in.

Davenporters love their city, especially when it fills their potholes, shovels their streets, maintains their parks and responds to their emergency calls. Beyond that, consensus can be hard to come by. So he's ginning up an overpriced news bureau that essentially will ramp up the press release and web outreach for which the city already pays communications chief Jennifer Nahra $83,079 and Chief Information Officer Rob Henry $129,966 annually. "As far as we can tell, no U.S. city has embarked on this effort," said Tory Brecht, one of the part-timers hired for the city's news bureau. Um, there's a reason for that.

Malin rankled Davenport school district leaders and staff when he led aldermen to pursue a $25 million federal education grant without school board leadership. He was chief cheerleader with Mayor Bill Gluba to leverage taxpayer money to buy a casino. Now he's got a news business. We know the news business. This $185,000 plan doesn't come anywhere close. All aldermen approved is a hyper-PR campaign, which a private agency would have done much better at less cost. How will aldermen know if their $185,000 a year PR effort is working? This money came with zero criteria, no specific outcomes and without much discussion of the process. We don't sweat the competition. We're just sorry to see the city squander the equivalent of three police officer salaries on an over-priced public relations scheme.

Quad-City Times, The (IA)
September 3, 2013

Taxpayers stuck with world's largest cover charge
Chorus Line settlement reaches $270,000
Author: Quad-City Times

Davenport taxpayers are getting hit with the biggest strip club cover charge ever: $270,000. Still, it's a bargain. City Administrator **Craig Malin**'s well-intentioned but botched crackdown on the Chorus Line, 4128 N. Brady, put the city in a position where state and federal courts agreed: This ham-handed enforcement left the city liable for the strip club's lost business and legal fees.

Strip club owner Nadeem Mazhar, of Bettendorf, was seeking $561,550, but agreed to about half that last week. The lump sum puts him back in a horribly exploitive business that, nonetheless, is 100 percent legal in Iowa. We won't dispute the merits of First Amendment protections that enable nude dancing, along with a free press. But we will note that strip clubs do little to encourage neighboring development. Nor do they engender pride in the families of patrons or performers.

Davenport police responded to a shooting outside the club March 30. A stabbing was reported Nov. 3. The club manager was sentenced to a 10-year prison term for the 2011 sexual assault of a drunken performer who had passed out. So we understand why **Malin** attempted to block the reopening of this strip club after it closed in 2008. An adult boutique had opened in its place. So when the Mazhar attempted to reopen, **Malin** seized on city code that prevents adult business operating so closely together. The boutique, however, had been licensed by the city as a retail boutique, not adult business. **Malin** personally inspected the boutique merchandise and came to a different conclusion.

But judge after judge agreed: City records didn't classify the boutique as an adult business, so the city's restriction on adult businesses didn't apply. Worse, judge after judge determined **Malin** exceeded his authority by investigating, then serving in his role as hearing administrator for adult business zoning disputes. "The record is quite clear from both the transcript and the written decision that Defendant **Craig Malin** assumed a personal commitment to a particular result, that is, the denial of the license," the appellate court wrote. "This combination of all three functions of investigation, advocacy and adjudication, has the appearance of fundamental unfairness in this administrative hearing, thus vitiating its legal effect."

Strip club owner Mazhar is taking that unfairness all the way to the bank. Now he operates on North Brady, doing little to revitalize a corridor that still has too many vacant storefronts.
And taxpayers pay the price for a zealous city administrator who didn't know when to quit.

Quad-City Times, The (IA)
July 23, 2013

Council says no to Malin contract change
Author: Kurt Allemeier

A draft amendment to Davenport City Administrator **Craig Malin**'s contract that includes changes in his severance package worth as much as $241,000 was informally discussed by aldermen but won't face official action. Aldermen and Mayor Bill Gluba said Monday that the timing was not right for any change in the contract. **Malin**, meanwhile, criticized the memo about the amendment written by City Attorney Tom Warner. **Malin's** contract was renewed with several changes in April 2012. Under the draft amendment, the city administrator would get six months' salary as severance in a single payment and also receive one week's salary for every full year of service and payment for unused leave if separation occurs. Under his current agreement, **Malin's** severance would be 10 months, or about $153,714.

Warner's memo to aldermen and Gluba, states the amendment starting in 2014 reduces the scope of what termination would provide for no severance payment. It gives three estimated severance amounts based on different scenarios. The highest estimate Warner gives is $241,236, followed by $179,136 or $85,985, based on particulars of the situation.

Gluba said the contract amendment came out of discussions with **Malin** on a potential succession plan following the departure of assistant administrator Tanisha Briley. The mayor noted **Malin** said he likely would stay until 2015 when his son graduates high school before seriously seeking another position. **Malin** was announced last week as a finalist for the city manager position in Ankeny, Iowa. "We haven't agreed with anything, but we want to be ahead of the curve," Gluba said. "I don't think there is any interest among the city council to open up his contract at this time. No one wants to get rid of **Craig Malin**."

Alderman Ray Ambrose, 4th Ward, said there were early discussions on succession and not everyone on the council was involved in them. Ambrose was among those on the panel that recommended hiring **Malin**, and he continues to speak positively about the city administrator. "I don't think it was ill-timed. We were talking about trying to plan a smooth transition from when **Craig** pulls out," Ambrose said. "With Tanisha getting her job, I think a lot of us thought she would be the heir apparent.

"We're trying to be proactive and figure out what is in the future for the city of Davenport and in the future for **Craig**," he said. "I was on the hiring committee that hired **Craig** when he was a young driven city administrator. From then until now, I'd put his abilities against any city administrator in the country right now."

Malin hadn't seen the memo until he was provided a copy by the Quad-City Times. "Our legal department has been wrong on my contract before," he said. "In this case they are wrong again. I think the premise is all wrong. "In an email to the mayor and aldermen on Monday, **Malin** wrote

the draft amendment was intended to improve deficiencies in his 2009 contract "and provide some guarantee of severance in the future that would not increase any City payout, by tying severance to unused sick leave and/or a longevity basis. That was the intent, which Tom could have clarified with a conversation, rather than a memo that would assuredly be leaked. "Aldermen on Monday didn't seem interested in opening up a contract that was last negotiated a year ago. "I think **Craig** certainly has every right to ask council to look at his contract," Alderman Jason Gordon, at large, said. "We have the option to say we could revisit it if the time is right.

Right now, if you polled the council the majority would say the time is not right. "Several aldermen agreed with Gordon's sentiment. "It is not the right time," Alderman Mike Matson, 8th Ward, said. "He has a contract. We can discuss it toward the end of this current contract, but not now. "Alderman Barney Barnhill, 7th Ward, called the proposed amendment a "bad, bad idea." "He has an excellent contract," Barnhill said. "I am totally opposed to any change in the contract.

"Two aldermen were angered that the memo was leaked. Don Decker, who serves on the Riverboat Development Authority board and has been critical of **Malin** and the city when it was trying to purchase the Rhythm City casino, obtained the memo and forwarded it to several people, including two media outlets. He declined to identify who sent it to him. During contract negotiations, the city attorney usually includes staff attorneys and the finance director on such memos that go to the city council. Alderman Bill Edmond, 2nd Ward, called Decker a "provocateur, and an agitator who needs to keep his nose out of the Davenport City Hall," while Alderwoman Sheilia Burrage, 5th Ward, called it sabotage as the council heads toward election. "I'm just hoping this council can start getting it together," Burrage said. "It is unprofessional to sabotage your organization. "I wish whoever it was would remove themselves," she said. "If it is going to be a firefight, then it is just going to be another firefight. I guess Nov. 7 will tell the story."

Quad-City Times, The (IA)
June 22, 2013

Deloitte bill sparks open records suit
Author: Kurt Allemeier

A controversial $387,500 bill related to Davenport's attempt to acquire the Rhythm City has brought an open records lawsuit seeking to have documents related to due diligence of the riverboat's sale released. The lawsuit, filed Thursday by attorney Mike Meloy on behalf of Patricia Lane and Allen Diercks, claims that documents provided to the city by Deloitte and Touche regarding the Rhythm City weren't released in a pair of open records requests filed in April. The lawsuit names the city, City Administrator **Craig Malin** and Deputy City Clerk Jackie Holecek as defendants. The lawsuit asks for several things, including voiding a contract between the accounting giant and the city, releasing documents Meloy claims have been withheld, finding that the city violated the state's open records law as well as awarding legal fees and damages for Diercks and Lane. "I just want them to show where they are spending my tax dollars and that they are doing it correctly," Diercks said Friday. "Somebody's got to hold them accountable."

The bill raised eyebrows early on because it had no itemization despite its size and didn't identify the company. The city, at the request of the Quad-City Times, asked to identify the company that sent the $387,500 bill. Alderman asked for some type of itemization of the costs and received a one-page invoice that showed the city was billed $569 per hour of work. Then in May, the city council passed a resolution that would have provided the due diligence information to developer Rodney Blackwell in return for paying the bill as part of a development agreement with the city as he purchased the Rhythm City and built a land-based casino. The Riverboat Development Authority selected a different developer to negotiate a sale and build a land-based casino, however. The bill returned to the city council agenda this week. City Attorney Tom Warner previously said Deloitte hasn't provided any documentation regarding the sale to the city because the company was ordered to stop the due diligence work before completion.

On Friday, Warner referred questions about the lawsuit to Rand Wonio of the Davenport law firm Lane & Waterman. "It is my understanding the city produced everything Mr. Meloy requested, and the allegation is false," Wonio said. "It is too soon to comment on the other allegations." The Deloitte bill will be voted on at Wednesday's city council meeting. Meloy said a hearing regarding the lawsuit won't be held before the council vote. **Malin** entered into a contract in December without a council vote. The estimated cost for due diligence was $350,000 to $450,000. By voting to pay the bill, the council would be retroactively ratifying the Deloitte contract.

During discussion of the bill, Alderman Mike Matson, 8th Ward, was the only member of the council to question whether it was appropriate to pay it. Alderman Jeff Justin, 6th, Ward, said the bill would be paid with gaming revenue although it could be part of a development agreement with the new developer, Kehl Development Corp. Diercks, a Bettendorf resident, has an office

and owns property in Davenport. Along with two others, he filed open records actions against the city of Riverdale. Riverdale had to pay more than $64,000 in legal fees.

Last year, Lane, a Davenport Public Works employee and Davenport resident, faced a disciplinary action based on an anonymous complaint. Meloy filed a lawsuit asking city to release the complainant's name. Lane received the complainant's name and had the disciplinary action dropped. The city paid legal fees of $22,357.75.

Quad-City Times, The (IA)
May 8, 2013

Davenport has new casino plan: go private
I-80 project includes $33M in building costs
Author: Barb Ickes

The latest plan for Davenport's gambling future has taxpayers on the hook for $33 million in building costs but adds millions of dollars annually to several public coffers. Under a proposed development agreement announced Tuesday, the city of Davenport would align with Quad-City developer Rodney Blackwell on a casino and hotel on Interstate 80. Blackwell's company, Davenport Casino Group, would own the casino and use the city's former top choice for a casino developer, Ingenus Management Consulting, to manage it.

City Administrator **Craig Malin** estimated the "bricks-and-mortar cost" of the project at $66 million, saying the overall cost is between $135 million and $145 million. The development agreement, which is undergoing a required review by the Riverboat Development Authority, makes the city responsible for $33 million in land, infrastructure and buildings on interstate land currently under purchase option by Blackwell.

In addition to reviewing the city's proposal, the RDA is looking at other development options. The authority, which holds the city's gaming license and divvies up gaming proceeds throughout the community, also was in the process of looking for a buyer for the license when the Blackwell proposal was submitted. "We are reviewing their proposal right now, along with some other proposals," RDA president Mary Ellen Chamberlin said Tuesday, adding that she could not say much publicly about the process. "We have not even met with Rodney Blackwell, though we plan to very soon."

An employee at Blackwell's Quad-City development office said he was out of town on business Tuesday and would not be available to comment on his role in the proposal. A summary of the agreement indicates, in exchange for the city's investment in the casino property, Davenport Casino Group would increase the city's portion of gross gambling proceeds from 1.65 percent to 11.4 percent. In real numbers, the increase would take Davenport's yearly gaming revenues from $825,000 to $11 million. The RDA's cut is expected to nearly double, from $2 million currently to $3.9 million with the new operation.

The casino owner also would pay property taxes for the first time, and the new taxes would benefit the Davenport Community School District to the tune of $1.2 million annually, adding another half-million dollars to Scott County tax rolls, according to estimates contained in the proposal. In all, the agreement adds an estimated $14 million a year to city, RDA, school and county funds. **Malin** said it is likely the revenue division that was negotiated with Blackwell is the highest in the state. "I can't imagine there's one that's higher," he said. "The rate typically is in the low-to-middle single digits." He said the city's portion of development costs would come

from general obligation bonds, and the debt service would come from the city's share of gambling profits. "What we put our heads together on was: How can we give people what they want?" he said. "We looked at what all the players wanted."

The list went as follows:

The Iowa Racing and Gaming Commission: "They want an interstate location and a willing buyer and seller." Isle of Capri, owner of Davenport's Rhythm City Casino: "They want money and to be released from any potential litigation by the city."

RDA: "They haven't said so, exactly, but it seems they want a privately owned casino (rather than a city-owned operation). They want it on Interstate 80, and they want less controversy." City of Davenport: "We want the maximum value out of our gambling license and to reclaim the riverfront." As for those who have lobbied for a downtown casino, **Malin** said, it is possible the city could ask the Racing and Gaming Commission for "a downtown component" to the new plan. It also satisfies those who were against the city's recent proposal to buy the Rhythm City operation by "substantially reducing the city's investment ... reducing the city's risk substantially."

In announcing the existence of a pending development agreement, Mayor Bill Gluba vowed to use new gaming revenues to lower the city's property tax rate. Meanwhile, **Malin** said the I-80 location puts Davenport in a position to compete with Jumer's Casino & Hotel on the interstate in Rock Island. "Our location gets 37,000 vehicles a day," he said. "That's more than the Isle of Capri in Bettendorf and Jumer's Casino combined." The spokeswoman for the Davenport Community School District said she could not say how much the district knows about the proposal, if anything, because Superintendent Art Tate was not available Tuesday to discuss the matter. On the web View Davenport's news release and a chart showing expected revenues with this story on qctimes.com.

Quad-City Times, The (IA)
February 28, 2013

Davenport passes $188M budget without tax hike
Author: Thomas Geyer

Davenport's city leaders unanimously passed the fiscal year 2014 budget Wednesday. The budget, totaling $188,167,495, received nine votes, with Alderman Sheila Burrage, 5th Ward, absent from the city council meeting.

City Administrator **Craig Malin** pointed out to aldermen that the 2014 budget is 17.8 percent less than the fiscal year 2011 budget, and down 4.2 percent slightly up from the current budget. This year's budget also will keep the property tax rate at $16.78 per $1,000 assessed value. "The budget is a balanced budget that raises our cash reserves slightly," **Malin** said. "We continue to pursue operating efficiencies so that we don't have to raise taxes as the state continues ordering unfunded mandates," he added, referring to the Trust & Agency fund that is responsible for police and fire pensions. Since 2011, **Malin** said, the Trust & Agency budget has increased from $15.1 million to $19.9 million in the 2014 budget, which has pushed up operating costs. He added that the budget was balanced without casino revenue.

Alderman Bill Edmond, 2nd Ward, said this was the fifth budget he's work on since elected. "We've been able to cut $50 million out of our budget since I've been on the council," Edmond said. "Maybe we ought to send our recipe to Congress and the White House." Nathan Brown, 1st Ward, said he is happy that this year's budget includes money to complete the Central Fire Station renovation and building project. "That's one of the last buildings we have to fix and renovate," Brown said. A portion of the building will be torn down, leaving the original, oldest part of the building intact, he said. There will be a building project that will extend south on Scott Street.

Council members also passed a consent agenda that approved the awarding of the contract and bond totaling $4,820,169 for Phase III of the westside diversion tunnel to Langman Construction Co. of Rock Island. Phase III calls for .7 miles of new sanitary sewer from just north of 1758 W. Garfield St., behind Williams Intermediate School, across Duck Creek to Northwest Park and then west to the confluence of Duck Creek and Silver Creek. All three phases of the tunnel will be active once Phase III is completed and all necessary sewer connections are made.

Quad-City Times, The (IA)
January 31, 2013

Davenport bond rating slips
Moody's raises concerns about casino ownership
Author: Kurt Allemeier

Davenport's proposed casino acquisition was among the reasons Moody's Investors Service gave the city a negative outlook on its Aa2 bond rating. City officials met with Moody's representatives earlier this month, and the rating was released by the company last week. Although the outlook was revised as negative, the city's overall rating remained the same. The bond rating was raised as an issue at Wednesday's Riverboat Development Authority meeting regarding the city's proposed purchase of the Rhythm City Casino.

Although Moody's saw the city's large and stable tax base as a strength, it raised concerns about the city's limited cash position and "new risks posed by expected future ownership of a casino." "Combined, these two characteristics weaken the city's overall credit profile relative to other similarly rated entities, "the Moody's rating states. "Furthermore, purchase and ownership of the casino is expected to increase the city's debt burden, either directly through the issuance of general obligation bonds or through the inception of a lease agreement." Alderman Jeff Justin said the rating agency also raises concerns about a lack of revenue diversity and that the casino would help remedy that. "I wouldn't risk taxpayer money if I thought there was a risk, "Justin said.

City Administrator **Craig Malin** said the city has explored the risk through "considerable due diligence." He told the RDA that Polk County and the city of Dubuque own casinos and have a better bond rating than Davenport. Dubuque has an Aa1 bond rating from Moody's despite the ratings service stating that reliance on volatile gaming revenue is a challenge for the city. Better financial liquidity, likely boosted by casino revenue, would likely remove the negative outlook, according to the ratings agency. "Removal of the negative outlook will likely follow restoration of unrestricted liquidity within the general fund, which would further mitigate risks associated with casino ownership," the rating announcement states.

Quad-City Times, The (IA)
December 15, 2012

Malin assures board that city has done its homework
RDA members question lack of private support for land-based casino
Author: Kurt Allemeier

Davenport officials faced pointed questions and at least one sharp exchange about the proposed $46 million purchase of the Rhythm City casino at Friday's Riverboat Development Authority board meeting. Board members Don Decker and Chad Lewis expressed the board's greatest concerns: whether the city has done enough risk assessment and due diligence, especially in the competitive Quad-City market. City Administrator **Craig Malin** pointed to a consultant report on the value of the RDA license and a study by Public Finance Management that showed the city's potential financial exposure in five models that included keeping the casino as a riverboat to building developments downtown and on the city's interstate corridor. **Malin** described the city's due diligence as "extraordinary." He also noted that the Iowa Racing and Gaming Commission also studies markets to make sure they don't become over-saturated. And he told the RDAboard that the city is the only entity that is willing and able to purchase the casino with plans to make it land-based, something the state gaming commission has wanted for some time. That didn't reassure Lewis. "I don't know if private enterprise thumbing its nose at this is the way to decide to take this on, "he said. Decker also said he didn't think aldermen had "skin in the game" and noted "if you lose your butt, we get nothing." "I think they have extraordinary skin in the game," **Malin** said. Alderman Bill Boom, 3rd Ward, backed him up. "We have been engaging experts at every turn, "he said. "It is not something we have entered into lightly, and we are prepared to move forward."

After a discussion of development proposals and the process to choose one, the discussion returned to risk and the sharpest exchange of the meeting. **Malin** told the board that it was the city council's hope to engage a developer rather than move forward with a city-funded casino project, but he said contingency plans were being prepared and were within the models done by Public Finance Management. That didn't sit well with Lewis. "You still have to finance the whatever," he said, referring to a development. "Do the math! "I want to know when this is going to referendum." RDA board chairman Gary Mohr brought the meeting back to order and allowed other board members to speak. Other board members asked about grading the proposals from potential developers and whether the request for proposals favored a downtown casino. City officials said it did not. "Anyone with a legitimate proposal is going to be interviewed," **Malin** said. **Malin** also answered other more technical financial questions posed by board members. "It is an ugly process, sometimes, in getting to a decision," Mohr said, noting that development proposals would likely be a big part in the board's decision-making. Alderwoman Sheilia Burrage, 5th Ward, praised RDA members for their questions and concerns. "You've got to best believe it is going to be a blueprint for other cities," she said. "Other people are watching. "You have a right to be fearful but also be excited to move forward."

Quad-City Times, The (IA)
August 10, 2012

Arbitrator rules for wage freeze for cops
Decision binding for 1 year for Davenport police union members
Author: Kurt Allemeier

Members of Davenport's police union will undergo a wage freeze for the current fiscal year, matching the city's agreements with five other unions, an arbitrator has ruled. The decision was handed down Thursday by arbitrator Rex Wiant, who heard evidence from both sides in a hearing last week. The terms of the contracts with the Teamsters, American Federation of State County and Municipal Employees, AFSCME Library, firefighters union and bus drivers union included no wage increases this year, a 1 percent increase in fiscal year 2014, followed by a 1.5 percent increase on July 1, 2014, and a 1.5 percent increase on Jan. 1, 2015.

The police union was seeking a 2.5 percent general wage increase for the current fiscal year. The arbitrator's decision is binding for one year, so future general wage increases for the police union will have to be negotiated. The decision is retroactive to July 1, the start of the fiscal year. The union and city went to arbitration after the sides reached an impasse in negotiations. In his decision on the wage increase, Wiant called the city's offer the most reasonable, because it is what the city's other unions had accepted. The police union had argued that police unions in Iowa's other large cities received, on average, 2.4 percent general wage increases in their current contracts. A new round of bargaining between the city and the police union will begin again in earnest some time this fall, either in September or October, union president Shawn Roth said. "We haven't yet sat down as a group to talk about what topics to bargain over," he said.

The city has "me, too" clauses in the contracts of the city's other bargaining units, such as the fire department, so if one unit is to get a raise, the other bargaining units get one, too, Roth said. "I wouldn't expect to see them (the city) bargaining too much, "he said. He said the city was threatening to lay off police officers if the police union received a raise this time. "They don't have any reason to lay off anyone now, and they didn't before," Roth said. "They didn't make the case of inability to pay in the bargaining process, and if you look at the financial portion of their paperwork, they have the reserves. "What they considered to be doom and gloom wasn't the case."

Roth said the department already has lost four officers to attrition, with Capt. David Struckman's retirement on Aug. 31 making it five. Additionally, he said, one police officer has disability paperwork pending approval. Roth said he hopes the city will replace that officer because the department has a legitimate opening.

The city cut 30 positions across several departments in its current fiscal year budget.
The arbitrator also ruled on health insurance employee contributions, tuition reimbursement and vacation accumulation, finding in favor of the city on the tuition and vacation time issues.

Wiant found in favor of the union on health insurance contributions. The city wanted an increase in contributions, but the arbitrator said that with no general wage increase, an increase in health insurance contributions is "not tenable, "noting the other bargaining units didn't face increases. "The one thing that can be said for certain is employee contributions will be increasing, but that is for the future,"Wiant wrote.

The city budgeted for health insurance contribution increase from officers, but the arbitrator's ruling won't require any cuts or new revenue, according to a memorandum from budget manager Brandon Wright to city administrator **Craig Malin**, finance director Alan Guard and police chief Frank Donchez. The cost is expected to be $26,640.Wiant ruled to keep tuition reimbursements at the $1,100 level and vacation accumulation the same as in the previous contract. City officials declined to comment.

Quad-City Times, The (IA)
April 19, 2012

Davenport city administrator contract extension advances
Council to vote on agreement that runs through 2015
Author: Kurt Allemeier

The Davenport City Council will vote on several revisions to city administrator **Craig Malin**'s contract extension at next week's meeting. In its committee of the whole meeting Wednesday, aldermen moved the contract to the council agenda as a discussion item. The council had a job evaluation with **Malin** earlier this month. His salary will be unchanged this year as the contract is extended to 2015. The current contract expires June 30.

Malin's deferred compensation rate cap will be reduced from 8 percent to 6 percent and his severance, if fired without cause, will increase from eight months to 10 months pay, according to the amendments. **Malin**'s authorized salary is $184,457, but he has declined pay increases over the past three fiscal years, so he currently receives a salary of $168,809. **Malin** has been Davenport's city administrator since 2001. The city negotiated no general wage increase for five of its six unions for the next fiscal year, and **Malin**'s contract, like other non-represented employees will follow that as well. In December, **Malin** interviewed for but later removed himself from consideration of the city administrator's position in Tacoma, Wash.

Quad-City Times, The (IA)
March 4, 2012

Davenport begins budget layoffs
30 city worker positions have been or will be cut
Author: Kurt Allemeier

Four months before Davenport's fiscal year 2013 budget begins, some city employees are already off the job and severance packages are being provided for all 30 positions eliminated by budget cuts. Seventeen full-time positions and 13 part-time positions are being trimmed in the budget that goes into effect July 1. The plan also freezes five firefighter positions and eliminates five police officer positions through attrition. The job cuts were part of a $196.36 million budget that also includes an 8 percent property tax increase. Five positions - one in the Community Planning and Economic Development and four in Parks and Recreation - were eliminated effective Friday. Four library positions were cut last month. Further job cuts take effect later this month, with the last, Davenport Police Department generalists who perform front desk duties, to be enacted in April.

The layoffs often require the city to follow union contracts that allow those employees to shift into other positions, possibly bumping employees with less seniority, as well as defining severance packages. "The city has contractual obligations to our represented employees," City Administrator **Craig Malin** said Friday. "We are trying to assist our employees in a necessary but difficult transition while absolutely staying within our budget."

Among the employees laid off Friday was Darrin Nordahl, a city designer in community planning who was involved with the Davenport in Motion traffic plan, park plans and the front porch parkway design for River Drive. Nordahl declined to be interviewed about his layoff. But in an email to the Quad-City Times, he said his family plans to return to California, where they moved from in 2006. No programs will be affected by the layoffs, **Malin** said. "We have taken a look at our operations and made adjustments necessary to continue progress while being more efficient in our general costs," he said.

Severance packages, which include current salary and benefits, last from a month and a half to as long as three months in length, depending on the union contract the workers fall under and the date of layoff. Five of the city's six bargaining unions have tentative agreements with the city. Once each union has ratified the agreement with its members, the contracts will be presented to the city council for approval. The target date for approval is the March 28 council meeting.

Quad-City Times, The (IA)
February 10, 2012

Strip club fight ends; court won't hear case
Iowa Supreme Court refuses to hear Davenport's appeal on Chorus Line business
Author: Kurt Allemeier

The Iowa Supreme Court ended a three-year fight over a Davenport strip club by refusing to hear the city's appeal that allowed the Chorus Line to re-open in 2010. In an order filed Jan. 31, the Supreme Court declined to hear the city's appeal. The city and City Administrator **Craig Malin** lost at every level in the lawsuit filed by C Line Inc., which owns the Chorus Line at 4128 N. Brady St.

The Chorus Line closed in November 2008, but Nadeem Mazhar, C Line's owner, filed for an adult entertainment business license in July 2009. That application was approved by three city departments in September 2009. The city rejected the cabaret license application in October 2009, citing the opening of Dr. John's Lingerie Boutique in the same building as the shuttered Chorus Line club. City code prohibits more than one adult establishment from occupying the same lot. Dr. John's has a retail business license, but does not have an adult entertainment license because it was not required by the city to have one, a district court judge ruled in September 2010.

The judge also ruled that the nonconforming use of the Chorus Line stayed with the property and that the club was closed for less than a year. City code allows a one-year grace period if a business ceases operating before it loses its nonconforming status. The judge also ruled that **Malin** did not serve in an impartial manner in denying the Chorus Line's appeal of its request for a cabaret license.

The Iowa Court of Appeals sided with the Chorus Line in a December 2011 ruling. "The city, of course, respects and will abide by the district judge's order which has been upheld by a panel of the Iowa Court of Appeals, and that should bring an end to this litigation," city attorney Tom Warner said in a statement Thursday. "A valid city ordinance and the December 2008 eviction of Chorus Line from the property seemed to make little difference in the end. "It would have been nice if someone other than city officials would have actually stepped inside Dr. John's and taken a look, "he said in the statement. On Wednesday, the city council approved a license to sell beer and wine for Beer Mart, located in another part of the building at 4128 N. Brady St. that also houses the Chorus Line.

Quad-City Times, The (IA)
December 16, 2011

It's nice to be wanted
Davenport can be proud of its sought-after city administrator
Author: Quad-City Times Staff

So Tacoma, Wash., aldermen were taking a look at Davenport's city administrator. Good. We're glad to be a part of a community whose leadership is in demand. Other towns have come knocking on **Craig Malin**'s door for good reason. City administration is hard work. In the past four years, Davenport's city administrator presided through an entire regime change: new mayor, new council majority, almost all new department heads. During a tough economy, Davenport has proceeded with some terrific objectives: Davenport Now; a new industrial park and a complete downtown riverfront makeover. As importantly, the city rebounded from some high-profile losses: Davenport Promise. Last year's declined federal education grant application with the University of Iowa.

The city administrator wasn't a major issue when voters elected that new mayor and majority. Not a single candidate this year or in 2009 expressed significant dissatisfaction with the city administrator. A few Davenporters still harbor ill-will over the 2006 council debacle over **Malin**'s salary. Council confusion led some to believe the city administrator authorized his own pay. That saga is too complex to recount here. But the final result was a 6-5 council vote, with former Mayor Ed Winborn breaking the tie to keep **Malin**. Like it or not, that constitutes council authorization of the salary.

At any time, any council member encouraged by constituents could say different. Notably, none have. Neither have any pushed a pay increase for this position. We're sharing the salary information, provided by the city Thursday. It's an astronomical figure compared with most city workers. But it's right in line, perhaps low, for municipal executives.

Cedar Rapids hired a city manager last year with a base pay of $225,000, plus benefits. Iowa City's city manager base pay is $160,014, plus benefits. And Iowa City also pays an assistant city manager $133,931.

Those are the comparisons we heed when evaluating compensation for Davenport's top post. That's among the comparisons Davenport aldermen would be looking at if they were shopping for a new administrator. For good reason: Those are the numbers the nation's best city administrators are looking at. We don't begrudge **Malin** for shopping around. So Davenporters with concerns about that pay raise also should consider: What would it cost to hire the next one? The folks in Cedar Rapids found an answer that is 33 percent higher than what Davenporters are paying now.

KWQC TV – Serving the Quad Cities
Nov 8, 2011

Davenport Mayor Denies Raise Discussions For City Administrator

Davenport Mayor Bill Gluba said Tuesday there are no active discussions about a pay-raise for City Administrator **Craig Malin.** But city leaders close to the situation tell KWQC that outside entities are interested in hiring **Malin** and the city could consider raising his salary to keep him in Davenport. Last week, Gluba said the city is facing it's worst budget year ever.

In an interview Monday, Mayor Gluba praised **Malin** for his 10 years with the city. "**Craig** is heavily recruited by other communities around the country. He's on the National City Managers' Board of Directors. He's a teacher and instructor so he's a very sought-after guy. So we're very fortunate to have **Craig Malin** in Davenport," said Gluba. But that success could present a challenge for the city to keep **Malin** around.

On Monday, KWQC asked Gluba if there is a push to raise **Malin's** salary and keep him in Davenport. He replied, "Well at this point we haven't done anything specific. We'll be looking at salaries for everybody in the future but this time... He is underpaid compared to the rest of the state, compared to Des Moines, Dubuque, and Iowa City; the Quad Cities, Cedar Rapids." The City of Davenport is in a tough spot.

A state mandate is forcing the city to increase payments for police and fire pensions by more than 25 percent. "Things are tough at the local level. We can't print money," said Gluba. "Not sure what we are going to do yet. We're trying to get the facts together but this is going to be the most difficult budget year ever." KWQC spoke with **Craig Malin** by phone but he denied our request for comment.

Quad-City Times, The (IA)
March 19, 2011

Flood plans take shape
Davenport calls for 'all hands on deck'
Author: Kurt Allemeier

Mississippi River flooding that is expected to arrive next month has been declared an "all-hands-on-deck" event by Davenport City Administrator **Craig Malin**, who put out the call for volunteers Friday. The city is seeking volunteers to fill sandbags at its public works building in north Davenport from 8 a.m. to 5 p.m. today and noon to 5 p.m. Sunday. **Malin** said vacation requests for city employees from March 28 to May 27 have been denied. "This is an all-hands-on-deck event we are preparing for," he said.

The city's current flood plan, laying out 167 specific steps to protect against a river level of 24 feet, is likely to have dozens of steps added as the projected crest is revised, **Malin**said. Public works employees are surveying vital heights at various points along the river as part of modifying the flood plan. Crews are inspecting levees and valves, and mechanics are readying pumps and other vehicles. Information technology staff are updating computerized maps and communications systems. "We've had a certain amount of success in the past and have an experienced flood-fighting staff, but Mother Nature might not be impressed with that," **Malin** said.

Scott County Jail inmates have been at work this week, filling about 10,000 sandbags. At least 100,000 sandbags will be needed. Concerns over the potential for a record-high flood and interest from residents in how they can help spurred the call for volunteers this weekend. "We've had a number of citizens call, asking how they can help," **Malin** said, "and we thought this is a good chance for them to lend a hand."

Work on flood-fighting structures are expected to begin next week. Likely one of the earliest to be built is a 3- or 4-foot earthen berm with 4-foot high Hesco barriers atop it around the Credit Island lodge. Several public meetings have been scheduled, Mayor Bill Gluba said, specifically referring to the often-flooded Garden Addition. The first meeting is 6 p.m. Tuesday at the Roosevelt Center, 1200 Minnie Ave. Meetings also are planned for Friday and Saturday, after an updated flood outlook is expected, for downtown business owners and residents of the Garden Addition and South Concord Avenue.

The National Weather Service outlook estimates a 96 percent chance of a major flood of 18 feet or more, and a 65 percent probability of a record-breaking event. The record flood level for the Mississippi River in the Quad-Cities is 22.63 feet in 1993 at Lock and Dam 15. "You plan for the worst and hope for the best," Gluba said. If it really reaches 24 feet, then it is a challenge for the city. "We've never reached 24 feet before," he said. "I'm concerned, but Idon't want to be an alarmist. "If it is 24 feet, 26 feet, it will be a Quad-City problem, not just a Davenport problem."

Several other communities, including Moline, Rock Island and Hampton, Ill., and Buffalo and Princeton, Iowa, have scheduled informational meetings over the next week.

Ross Bergen, director of Scott County's Emergency Management Agency, is advising people to prepare for a flood of at least 18 to 18.5 feet and consider making modifications depending on the next National Weather Service flood outlook, expected Thursday.

Take normal precautions right now so you have a base of preparation, "Bergen said. "When the flood reaches Dubuque, that is five days away. Then you'll know how much water we're dealing with, so then you can modify upward." Some communities already are making sandbags and sand available to residents. In Princeton, sandbags and sand can be picked up at city hall. Sand also will be placed at a couple of locations on River Drive, Princeton Mayor Keith Youngers said. Sand and sandbags also are being made available to residents in Port Byron, Ill., Mayor Bob Wilson said. Flyers alerting residents to the supplies have been handed out. In Rapids City, Ill., high school students are expected to fill sandbags that eventually will be available at the city's fire station, Mayor Greg Rankin said.

Quad-City Times, The (IA)
March 6, 2011

D.C. trips corral dollars [$40.2 million] for Davenport
City spends more than $10K on travel for federal lobbying
Author: Tory Brecht

Davenport Mayor Bill Gluba and City Administrator **Craig Malin** have logged several thousand air miles and spent more than $10,000 in the past year on lobbying trips to Washington, D.C. Over roughly the same period, the city garnered $40.2 million in federal grants, according to data from the city's finance department.

City leaders say drawing a direct correlation between the trips and the grants being awarded is impossible, but they think the potential reward is worth the $10,000 hit to the city's $200 million-plus budget. Gluba and **Malin** made three trips together and one each separately, for eight total, since January 2010. "I think we have to have some face-to-face time with the decision-makers," said 6th Ward Alderman Jeff Justin, who chairs the City Council Finance Committee. "Figuring out the return on investment is difficult. However, I think if you don't make the effort, you're not even in the game." Gluba recently returned from a meeting in Washington where he again pitched Davenport's application for an Investing in Innovation, or i3, education grant. On this trip, Gluba met with Education Secretary Arne Duncan.

The list of decision-makers, cabinet officials and staff **Malin** and Gluba have met with over the past 12 months reads like a Who's Who of D.C. power brokers, including President Barack Obama, Energy Secretary Steven Chu, EPA Administrator Lisa Jackson, Transportation Secretary Ray LaHood and members of the Iowa and Illinois congressional delegations. "I would be derelict in my duties if I weren't out there," Gluba said. "There's only so much money out there, and I think it's a legitimate role for the mayor to go after it.People in Davenport send a lot of money to Uncle Sam. Why wouldn't I try to get some back?"

Gluba said a recent grant award for public safety is a concrete example that face time with D.C. officials pays off. During the 2009 U.S. Conference of Mayors, Gluba met with Attorney General Eric Holder, who gave him his card and said to "call if he needed anything." "I'm one of the few mayors who actually do call back," Gluba said, noting that shortly after returning to Davenport, he talked to an expert in Holder's office who suggested he modify the city's original grant application to include a request for more officers under two different programs."We ended up being one of only three cities in the country to get police officers under that program," he said, noting that federal dollars are paying for five full-time patrol officers for three years.

Considering it costs more than $100,000 to outfit, train, equip and pay a police officer each year, that grant will save the city more than $1.5 million. "If I hadn't gone out there, we'd have just been one more application," he said. "Instead, here was a mayor who took the time to go out to Washington and make a case for his city."

Second Ward Alderman Bill Edmond, one of the council's conservatives and budget hawks, said like it or not, D.C. trips are necessary to make sure Davenport gets its share of federal dollars. "As **Craig (Malin**) has said, until laws are made and money is printed in some other city, we're going to have to keep going there," he said. "If you're a bigger city like we are, you have to go. And Mayor Gluba has contacts in the Obama administration and other areas."

Edmond said aldermen are always told ahead of time when the mayor or administrator is heading to Washington and given a list of who they are meeting with. They also are briefed on the outcome of meetings upon return, he said. If given the choice,Gluba said he would prefer not traveling.In fact, Edmond said, the mayor recently asked for an alderman to volunteer to take his place on the next trip, and all declined. "I really hate to fly," Gluba said. "They treat you like cattle, planes are always delayed or canceled, and every time I get back, I'm worn down and sick. It's not like a nice vacation somewhere."

Quad-City Times, The (IA)
July 20, 2010

Former city attorney to drop Davenport suit
Thee agrees to settlement in whistleblowing case
Author: Tory Brecht

Mary Thee, Davenport's former corporate counsel, will dismiss her federal lawsuit against the city of Davenport and her former boss, City Administrator **Craig Malin**, in exchange for $4,000 in legal fees. Those are the terms of a settlement reached earlier this month in the case in U.S. District Court in Davenport. Thee sued **Malin** and the city in April 2009, alleging she was demoted in retaliation for blowing the whistle on **Malin**'s self-approved pay raises and for advice she gave regarding a sexual harassment case. The two parties agreed to issue one statement regarding the dismissal, **Malin** and Thee's attorney, Dorothy O'Brien said. "Mary Thee has dismissed her litigation against the city of Davenport and **Craig Malin**," the statement reads. "The city agreed to pay $4,000 toward her legal expenses and Ms. Thee wishes to avoid a trial and focus on other personal matters." Thee, who left the city after being demoted to staff attorney in the spring of 2007, now heads Scott County's human resources department and is the assistant county administrator.

In the lawsuit, **Malin** was accused of "retaliation for her uncovering his unauthorized pay raises, providing advice regarding the same to the city council and for her statements in opposition to discrimination. In uncovering the pay authorizations and advising the city council on these issues, Ms. Thee was engaging in whistleblower activity." Thee's demotion came a little more than six months after **Malin**'s pay raise issue was settled by the Davenport City Council. Before an April 9, 2007, council meeting, a letter signed by eight of the 10 alderman and then-Mayor Ed Winborn was given to **Malin**, directing him to reorganize the legal department and replace Thee as head attorney.

Tom Warner, the city's current corporate counsel, was hired to replace Thee in July 2007 after an unsuccessful attempt to hire former Senior District Judge John Nahra as corporate counsel. Before Thee's lawsuit was filed, the Davenport City Council and then-Mayor Charlie Brooke wrote a letter stating **Malin** did not breach his contract in granting the raises. "It is clear City Administrator **Malin** is entitled to cost of living adjustments granted other employees," it read. "It is also clear prior city administrators have been provided, by contract and practice, annual cost of living adjustments processed through the same administrative procedures utilized in 2005 and 2006." **Malin** would not comment on the settlement Monday, other than to "wish Ms. Thee well." In a letter to the Quad-City Times after the Nahra appointment failed, however, he stated, "I haven't ever brought up the cost-of-living adjustment matter with the former corporation counsel as a performance issue under my purview. She was providing advice directly to the council on that matter, and I respect that, even though I and others disagreed with the advice provided." Thee's salary was not decreased prior to her leaving the city for the county, according to city records.

Quad-City Times, The (IA)
May 10, 2010

School board to review grant application
Davenport council might seek $25M for education efforts
Author: David Heitz

The Davenport school board tonight will discuss the city's plans to apply for a $25 million federal grant intended to improve early childhood education, offer high school students the opportunity to take free community college classes and pair up children with mentors. City Administrator **Craig Malin** said the city can't proceed with applying for the grant, which must be submitted by Wednesday, unless the school district agrees to join as a partner. Meanwhile, the school district also is applying for the "Investing in Innovation" grant but is seeking $5 million that would be split with several other districts in the state. City Administrator **Craig Malin** said he has been meeting with school board President Patt Zamora and Superintendent Julio Almanza regarding the grant. Zamora has said the school district never asked for the city's assistance, and Almanza has complained there has been a lack of communication and specificity about what the city is doing.

However, **Malin** sent school board members a letter on Dec. 31, 2009, outlining the City Council's vision for improving education, which the body has made a top priority. The letter mentioned several things the city hopes to accomplish with the grant. "We have discussed this repeatedly," Zamora agreed. "The problem is Mr. **Malin** just doesn't listen." She said the district is not interested in "competing with ourselves" for the grant. "We don't want the city telling us what we can or cannot or should or should not do," she said. "They seem to be devoting a great deal of time to our business and not to their own." Nobody ever hears about the good things going on in the school district, she said. "All people talk about is our low scores because of our diversity," she said.

Almanza said the school district chose not to apply for a larger grant because the process includes strict criteria for validating proposals. "You have to show a causal relationship between what you do and what happens," he said. "Would we have wanted to go for more? Yes. But we're more interested in getting a proposal funded." **Malin** said he thinks he has been listening to what Zamora and Almanza have to say. "I think I've been very clear in my communications that I'm working at the direction of a council whose number one goal is improving education," he said. "I've been very clear that a public education is the foundation of any great community."

In addition to partnering with the school district, the city also wants to partner with the University of Iowa, which is writing the grant; Scott Community College; Iowa Quad-Cities Chamber of Commerce; and Big Brothers Big Sisters. **Malin** said he has been working at all hours to get the grant application together and worked late into the night Thursday and Friday morning to prepare letters to the partners formally asking for their involvement. "Our chamber's interest in K-12 education is not about any one grant application or even any one school district,"

Betsy Brandsgard, executive vice president of the chamber, said in a prepared statement. "The chamber board has not been asked nor has it taken a position in favor of either of the two grants being considered for Davenport. We have, however, endorsed K-12 education as a priority because it directly relates to other key components of our work plan: Work force development, quality of life and business attraction and retention."

Malin and members of the City Council argue that a high school education is not enough to prepare students for today's work force. The council wants to have a skilled work force so the city can attract industry. "College is getting increasingly unaffordable for an increasing segment of our community," **Malin** said. "If we had the first two years taken care of, we'd all be better off. **Malin** said he already has talked to local businesses that have agreed in concept to offer paid internships to high school students. That helps meet the grant's requirement of a 20 percent local match, he said.

Susan Lagos Lavenz, associate dean of teacher education at the University of Iowa, told the City Council last week that she thinks the city has a good shot at getting the grant. "I'm hearing that this is a pretty powerful case," she said. "Your economic development depends on your schools. I understand that. This is a wise investment in your city." **Malin** admitted that he likes to think big. He said he recently visited Davenport West High School and saw a student wearing a shirt that said, "The difference between what's possible and impossible is determination." "I thought that was very inspiring to see a student with that kind of spirit," he said. "I hope that kind of spirit pervades at every school."

Quad-City Times, The (IA)
July 2, 2009

Council praises Malin's tenure
Aldermen set to offer city administrator a contract extension
Author: Tory Brecht

A little more than two years after Davenport City Administrator **Craig Malin** survived being fired by a single vote, he received glowing praise from a City Council unanimous in its desire to extend his tenure. "I think he's visionary and hard-working and we're very lucky to have him," said Mayor Bill Gluba, during a city Finance Committee discussion Wednesday, where **Malin**'s new employment agreement was discussed. Under the terms of the agreement, he will not receive a pay increase and his severance pay - a contentious issue with the last City Council - will be "substantially reduced in essentially every separation scenario," according to Tom Warner, the city's corporate counsel.

Aldermen said the new contract is more in line with those of other city managers in Iowa and in similar-sized Midwest cities. **Malin**, 46, will hit his eight-year anniversary as administrator on Aug. 28. Previously, the longest tenure of a Davenport administrator was just more than seven years. The proposed contract is for one year and is renewable each year with a six-month notice of nonrenewal. The current notice of nonrenewal is 12 months, meaning the city would be on the hook for severance payments if it doesn't give **Malin** one year's advance notice his contract will be allowed to expire. "I work with great people and that makes the job rewarding," **Malin** said.

When he was first hired, his goal was to remain in Davenport for 13 to 15 years, he said, adding that that is still his intention. Alderman Ian Frink, At-large, said hours of work by aldermen, Warner and **Malin** went into crafting an agreement everyone is happy with. He also said that **Malin** received high marks from all the aldermen during his annual performance evaluation. "I think we have a good agreement," he said. "In my opinion, we're fortunate to have (**Malin**) here."

Quad-City Times, The (IA)
June 28, 2009

Aldermen take a new look at Malin
Council embraces 'serious change'

Davenport aldermen this week will prepare to do something deemed unthinkable just 26 months ago: Keep **Craig Malin** on as Davenport's longest-serving city administrator. In April 2007, four outraged aldermen tried to rally the citizenry to storm the City Hall castle like so many torch-carrying villagers in pursuit of an evil Dr. Frankenstein. Then, aldermen Ray Ambrose, Bill Lynn, Shawn Hamerlinck and Keith Meyer seemed to see **Malin** as an administrative monster concocting schemes behind their backs. In the middle of that not-so-long-ago furor, Ambrose said something that resonates today: "Where this thing heads is still up in the air, but we have to act professionally, and we have to keep in mind that beyond city hall, there are family members, wives and children involved."

That important note of compassion, along with some significant political changes, gave the council and **Malin** a chance for a new start. Ultimately, the 2007 council lacked the votes to oust **Malin**, and Lynn offered this advice: "We have to have some serious changes, especially in the way **Craig** handles things." Since then, Davenport has experienced mega-change.

* Meyer and Hamerlinck no longer are on the council, leaving Ambrose and Lynn in a distinct minority on this issue.
* **Malin** led the council through the hiring of almost an entirely new slate of appointed leadership. Since April 2007, the city has replaced five of seven department heads.
* Davenport has a mayor whose relentless networking, hand-holding and cajoling would exhaust an Energizer Bunny.
* Mostly, it appears **Malin** took Lynn's advice and the council is taking Ambrose's advice.

Everyone at city hall appears to be handling things differently. **Malin** no longer is under attack at every council meeting. Consequently, he no longer seems on the attack or even overly defensive. Aldermen will begin public discussions of **Malin**'s contract extension at Wednesday's Finance Committee meeting. The contract is scheduled for full council consideration Wednesday, July 8. We like the changes we've seen in the past 26 months at city hall. Better yet, we like the results. The council and administrator aren't in lockstep, nor should they be. But the differences expressed civilly and productively deal with policy, not personality. Together, elected officials and city staffers have delivered on Lynn's demand for "serious changes."

Quad-City Times, The (IA)
October 19, 2008

Malin receives 'mostly positive' job review
Changes sought in buyout clause, contract duration
Author: Tom Saul

Davenport City Administrator **Craig Malin** received a "mostly positive" performance review during a closed City Council session Saturday, but there was no discussion on a raise, officials said. Instead, alderman will use the review as a jumping-off point for negotiating a new contract with **Malin** to replace an agreement set to expire Dec. 15, Alderman Barney Barnhill, 7th Ward, said. At least some of the aldermen are interested in having a shorter contract with a buyout package "that makes more common sense," Mayor Bill Gluba said.

The current buyout package could cost many thousands of dollars, the mayor said. "I think some will be looking for language on that and some other issues that make more common sense to them." **Malin** described the performance review as primarily positive, but he said there was discussion about providing better customer service to citizens and more effective work among city departments. He declined comment on renewal of his contract. **Malin**'s present contract was approved by aldermen in 2005, Barnhill said. If the council makes no move to renegotiate it, it automatically will be renewed for another three years. "The cost of a buyout in the current contract, some think it is a golden parachute," the alderman said. "I don't necessarily think that, but it is pretty lucrative to buy him out if there is some disagreement, and I want to come to consensus on some different language."

Barnhill said he also favors a contract with a duration of no more than two years as a way to hold the city administrator more accountable for his performance and actions. The overall consensus among aldermen seemed to be that **Malin** is doing a good job, Barnhill said. "It's just a matter of coming to an agreement on maybe some different language in his contract."

Quad-City Times, The (IA)
June 24, 2008

BASEBALL DIARIES
City administrator Malin chronicles year as coach
Author: Ben Brewster

Iowa is a state rich with baseball tradition, and Davenport has a great friend to the game in City Administrator **Craig Malin**, who coaches Little League on the side. "They say the three perfect things the nation has created are the Constitution, jazz and baseball," **Malin** said. That quotation, originally written by essayist Gerald Early, embodies what **Malin** teaches to his Little League team.

This year, **Malin** is keeping a journal of the team's season. "Much has been written about the game's impact on the national character. Its pastoral, clockless charms are, indeed, wonderful," he writes. "But my favorite parts are that baseball is difficult, that it is played in a manner where teamwork is evident to all and, most importantly, that the joy of the game is unmarred by hostility." **Malin**, a self-described lifelong fan of baseball, stresses the fun of the game in his coaching. "When you have to choose between winning and having fun - at this level you have to go with having fun," he said.

Assistant coach Steve Suiter said **Malin** definitely brings a love of the game to coaching. "It's very relaxed, we're not real gung-ho about it," Suiter said. Suiter, whose son, Mitch, also plays for the team, has coached with **Malin** since last year. "We're just here to teach them a few things and let them enjoy the game," Suiter said.

Malin also incorporates the values that can be learned. "Baseball teaches every lesson you need to know, like teamwork and character. The reason I like it best is you can play intensely and competitively without being a jerk," he said. "The world would be a better place if there were more ballplayers." **Malin** is in his fifth year of coaching, including one year of T-ball, one year of coach pitch and three years in the minors of Little League Baseball. His 10-year-old son, Colin, is a pitcher and a catcher for the team. **Malin** said Colin once struck out nine batters on 40 pitches and is a "prototypical catcher."

Kids who are 6 to 11 years old can play in the minors, before advancing to the majors for 11 and 12-year-olds. The majors is the league in which teams can advance to the Little League World Series. As Colin advances, **Malin** will, too. He possibly will coach in the majors next year depending on the schedule of games. **Malin**'s journal profiles several other boys on the team. He writes that Mitch "has blazing speed. His feet go so fast, they barely seem to touch the ground." Noah Portz is described as having a "rifle right arm" and being the "best hope for a starting pitcher." Jacob Beard, who rotates with Colin at catcher, "likes catching so much he has his own gear."

Malin grew up on the north side of Chicago following the Cubs and playing pickup games. "The real ballplayers were the kids who played sandlot ball," he said. "I played ball from dawn to dusk." He has been in Davenport for seven years and has influenced professional baseball as well as Little League. He was instrumental in the $14.5 million renovation of Modern Woodmen Park. "I assembled the renovation plan and the lease revision that ultimately the city council approved," he said.

Adding flood protection to the stadium accounted for $1.7 million of the cost. "That's coming in fairly handy," he said. "That we were able to play two games in a field surrounded by water is a testament to the resilience of our community." **Malin** also suggested bringing the Iowa Cubs to the Quad-Cities for their home games if Principal Park in Des Moines is inaccessible because of flooding. "I'd much rather have them here on Iowa soil," he said. His influence on professional baseball in Iowa has been great, but the influence he has on the boys he coaches could be just as important. Of coaching, **Malin** said "My job is to not let adults mess up the joy and beauty of the game."

Quad-City Times, The (IA)
November 16, 2007

Malin gets mostly positive review
Most aldermen are pleased with the city administrator
Author: Tory Brecht

After a tumultuous 18 months, Davenport's **Craig Malin** appears solidly entrenched in his corner office at City Hall. On Thursday, aldermen met in closed session for 45 minutes to conduct a performance review of the city administrator that had been delayed several times. In recent months, **Malin** endured several threats of termination, being named in a sexual harassment complaint originating from the actions of an alderman and being named in a lawsuit by another alderman disgruntled over a reprimand. He also interviewed for a city manager job in Dayton, Ohio.

Still, when Thursday's meeting broke up, elected officials and **Malin** said they felt positive about the direction of the city, although there were a few areas of concern. Alderman Shawn Hamerlinck, 2nd Ward, who has been an outspoken critic of **Malin** at times and is in favor of returning the city to a strong-mayor, weak-manager form of government, laid some of the blame for the past two years' divisiveness on the council. "The biggest issue affecting the city administrator is a City Council that has refused to give him direct policy direction," he said. "It's our responsibility to tell him exactly what we want him to do, and too often, we haven't. "We send stuff for **Craig** to deal with, then criticize him for having that stuff to deal with. The real issue is we should have evaluated ourselves first."

Outgoing Alderman Jamie Howard, at-large, said while she is in general philosophical agreement with **Malin**'s ideas on improving the city - specifically pushing forward with RiverVision, downtown redevelopment and business attraction - she thinks he sometimes moves faster than the pace of government. "**Craig** is an individual who loves cities and has a great vision for the city," she said. "But he has the tendency to be 100 feet out ahead. He's moving forward, but we're not moving forward with him, and that causes conflict and issues."

Howard said she suggested to **Malin** that he work harder to bring in community members and elected officials "better and sooner" when he champions ideas. "And if we're reluctant, he needs to hold back," she said. "We all have to recognize that government is slow and we have to bring people along in the process, and sometimes **Craig** is hesitant to do that."

Alderman Bill Lynn, 5th Ward, who frequently finds himself on the opposite side of votes with Howard, agreed with her assessment 100 percent. Still, Lynn said, he's not dissatisfied with the direction the city is heading. "I think the tone (in the closed session) was a sense that we have accomplished some things the past couple of years, and we give **Craig** some credit for it," he said. "I think there was a feeling things can be done even better, and we gave him some clear direction on things we would like to see done."

Malin said he appreciates that constructive criticism. He understands the concerns about moving too fast but thinks that sometimes the directions he receives aren't consistent. "From my perspective, there are times when the council is moving in a direction and I'm trying to be supportive of that direction, and then the direction changes," he said. "I'm very happy sitting elsewhere in the vehicle than at the steering wheel. I try to make sure the organization is heading in the right direction, at the right speed. I came here hoping to serve this community for a long time, and I look to the policy leaders to choose the course."

Too often, the policy leaders have not done so, 7thWard Alderman Barney Barnhill said. "**Craig** has a lot of power, but I think he has it because no one else is willing to share that power," he said. "I think **Craig** knows he has the opportunity with the new people coming in to have a council that works together better."

Malin's fiercest critic, outgoing 3rd Ward Alderman Keith Meyer, recused himself from discussion during the closed session on the advice of his attorney. Meyer recently filed a lawsuit against **Malin** and the city challenging the reprimand and no-contact order he was given after allegedly divulging information about the consulting company Perot Systems eServ moving to Davenport and verbally abusing staff members.

QUAD-CITY TIMES
June 27, 2007

Alderman Van Fossen accused of continued harassment
Author: Tory Brecht

Davenport 1st Ward Alderman Ron Van Fossen has on at least two occasions violated a directive ordering him to cease contact with the city employee he was accused of sexually harassing earlier this year, according to an administrative memorandum.

In the memo dated June 19 and sent to City Administrator **Craig Malin,** Mayor Ed Winborn and acting Corporate Counsel Tom Warner, assistant City Administrator Dee Bruemmer detailed two messages the alderman left on administrative assistant Cindy Webb's office voice mail. "In the first message, Alderman Van Fossen requested several customer service items and ended the conversation on a personal note stating they should have a beer when this all gets over," Bruemmer wrote. "The second voice mail had one customer request and the statement that he had been drinking the night before and he should call her." Bruemmer is acting as Webb's direct supervisor because **Malin** and Human Resources Director Jeff Dolan are named in her Iowa Civil Rights Commission complaint about the alleged harassment. In the complaint, she said the administration ignored her complaints.

In her memo, Bruemmer said she told Webb not to return Van Fossen's calls and to screen her future calls. "Because my job is to assure, through all reasonable action, that Ms. Webb has the opportunity to work in a hostile-free workplace, I am requesting that Mr. Van Fossen be made aware of the seriousness of his breach of the city's understanding of no contact," she wrote. "He should also be informed that a future breach will result in the city seeking a court order to ensure compliance."

Warner concurred that seeking a court order would be the next step, should further harassment allegations occur. That was not done in the first place, he said, because the city attempted to solve the problem "with a lesser measure. It's the notion of a progressive approach." Warner pointed out that in the private sector, an employee accused of harassment would be warned, then terminated if he or she did not comply with the order. City staff, he pointed out, has no such power over elected officials.

Malin said that makes handling the Van Fossen situation challenging. "It is readily apparent that staff does not have the full measure of authority, or any authority for that matter, to discipline council members," **Malin** said. "Their behavior is beyond staff purview, generally. In this instance, we have on numerous occasions taken the appropriate, prompt remedial action within the bounds of staff authority." That includes moving Van Fossen's mailbox out of the third-floor council office where Webb works to the first floor, handing over administrative duties from Webb to Redmond Jones, the city's affirmative action officer, and the directive ordering Van Fossen to cease contact with Webb.

Webb's attorney, Mike Meloy, wants the city to do more. In a letter he sent to Warner on June 22, after learning of the memorandum, he demanded specific action to be taken against Van Fossen. "I request the city immediately seek a court order to insure compliance on this issue requiring Mr. Van Fossen to stop his contact with Cindy Webb," he wrote. Van Fossen could not be reached for comment Wednesday. In March, the alderman sought treatment for alcoholism at an out-of-state facility. In April, he served seven days in the Scott County Jail after pleading guilty to domestic assault and for violating a no-contact order filed by his ex-wife.

QUAD-CITY TIMES
June 27, 2007

City of Davenport terminates Aaron Howard
Author: Tory Brecht

Davenport's embattled assistant to the parks director Aaron Howard — serving administrative suspension since his arrest on May 11 — was terminated today. Howard was arrested after police claimed he struck a male victim in the head. Those charges were dropped by Scott County Attorney Bill Davis on May 25, because of a lack of evidence and witnesses. According to City Administrator **Craig Malin**, Howard was terminated for "misconduct, stemming from an incident May 11 while he was off duty."

Howard could not immediately be reached for comment, but At-large Alderman Jamie Howard, his mother, released a statement on behalf of the family. "Our family is very disappointed with the decision made by this administration," it read. "Aaron was defending himself in his own home from a heavily intoxicated man who attacked him with a knife. Aaron sustained defensive knife wounds to both hands and arms. "Aaron was asked by this administration to resign but adamantly refused and declined because he did nothing wrong. A person has a right to defend himself when attacked." Shortly after his decision to drop the assault charges, Davis characterized the incident as a conflict over a woman. Police had said Howard assaulted the 24-year-old victim after the victim admitted having a relationship with Howard's girlfriend. The man was subsequently treated and released from Genesis Medical Center-East Rusholme Street, Davenport, after suffering substantial head injuries.

Although Howard did not have any significant injuries, he did suffer some scratches, Davis said. In addition, Howard received a deferred judgment May 22 on a simple misdemeanor charge of possession of drug paraphernalia. In exchange for admitting guilt, he was given probation and will have the charge wiped from his record if he meets the terms of the probation, Davis said. "As far as the drug pipe, Aaron took it from a young person at the YMCA," Jamie Howard said. "Soon after the discovery of the pipe, Aaron voluntarily took and presented to the city his drug test showing negative results." Repeated requests to examine the arrest reports and depositions by the Quad-City Times were refused by both the Davenport Police Department and the Scott County Attorneys Office.

Jamie Howard thinks her status as an elected official led to disproportionate discipline. "Aaron was treated unfairly for several reasons, not the least which could be animosity toward his mother or the fact that Aaron is the only minority in the parks department," she said. **Malin** did not wish to respond to those allegations. "We respect that everyone has different perspectives," he said.

QUAD-CITY TIMES
June 24, 2007

Davenport, Rock Island share national honor
Author: Tory Brecht

The ambitious River Vision plan aimed at linking Davenport and Rock Island through revitalized downtown and riverfront projects is drawing national praise. On Monday, the U.S. Conference of Mayors — which represents 1,200 American cities — will present a first-place award for livability to two of the Quad-Cities during its annual conference in Los Angeles. Davenport and Rock Island won in the small-city category, for all cities under 100,000 population. Miami won the large city award. More than 200 cities applied for the award.

Davenport City Administrator **Craig Malin** — who authored the 500-word application document that earned the Davenport-Rock Island project a spot in the final selection process — is hopeful the national recognition is a sign of even better things to come. "The latter part of the last century wasn't particularly kind to this region," he said. "Midwest manufacturing cities have been challenged for the better part of the last half-century. To go from 25 years of population decline and economic dislocation to being recognized as an extraordinarily livable city is some indication that the community is on the right track."

The U.S. Conference of Mayors' livability award tries to be forward-looking, said Joceyln Bogen. The award-winning cities were determined by an independent panel of judges, many of them ex-mayors. "They thought this was a great example of bi-city partnership," she said. "This is the kind of project that best captures leadership and innovation. Their leadership will make the cities more livable for future generations." Both cities hope to use the award in future marketing efforts and when they go to Washington, D.C., Des Moines and Springfield to lobby for state and federal funding for the plan's elements. "It helps us tell the story and convey the importance of this program," Rock Island City Manager John Phillips said. "It provides credibility to our efforts." Phillips believes cooperation between two communities rather than competition caught the judges' eyes. "It's certainly a positive reflection of the two communities working together and not just governmental officials, but hundreds of people involved who care a great deal about the riverfront and are committed to seeing it redeveloped," he said. "This award shows, on a national level, that there is appreciation for what we're doing."

Davenport Mayor Ed Winborn, who will accept the award on behalf of both cites at a luncheon Monday, said he was a bit surprised that Davenport took first place. Other cities it beat out include Hammond, Ind.; Lake Oswego, Ore.; Macon, Ga.; Orland Park, Ill.; Roanoke, Va.; South San Francisco, Calif.; Sugar Land, Texas, and West Hollywood, Calif. "It is a great compliment to our area that we finished first in the nation," he said. "I really want to complement our staff. They put together this application and got us through all the cuts." Winborn said the benefits will go beyond increased lobbying power. "It helps our cause tremendously," he said. "It also helps us in recruiting companies, and jobs and people and everything like that. The fact that an outside

group found us to be the best in the nation is fantastic."

Last year's small-city winner was Euless, Texas, a suburb of Dallas-Fort Worth with a population just under 50,000. Euless City Manager Joe Hennig said the award boosted morale, much like a winning high school or college football team does. "We were not blessed with a great name," Hennig joked. "Euless doesn't just roll off the tongue. We got used to people calling us Useless, but I haven't heard that lately. I think awards like this help. Can I point to one specific change that came about because of it? No, I can't. But it's certainly something we're proud of and something that keeps the motivation up for our employees and citizens."

And as Davenport and Rock Island continue drumming up support, and money, for River Vision improvements, getting the populace on board helps, **Malin** said. "We will be packaging this information with some of our other indicators of livability, including housing affordability and the world-class education system available in Iowa," he said. "We will be sharing with the world, and whoever sees our communications, that the U.S. conference of mayors has named us first place in city livability for small cities."

RIVERVISION DESCRIPTION

This is the description of Davenport and Rock Island's application for the U.S. Conference of Mayor's livability award: RiverVision is a far-reaching and broadly participatory waterfront development plan for both Davenport and Rock Island. The program involves two cities in two states planning and implementing a bi-coastal, water's edge riverfront and brownfield reclamation project. Still in process, the project will redefine the Quad-Cities region, by attracting more visitors and branding the Quad-Cities as having one of the most compelling riverfronts in the nation.

The RiverVision project is located on the Mississippi River, and the planning process is a unique model for municipal cooperation to achieve both shared regional objectives as well as projects specific to the needs of each city. The RiverVision plan provides a coordinated framework for channeling development and configuring urban public open space to enhance and improve the quality of living in Davenport and Rock Island. The RiverVision initiative is noteworthy in that two neighboring cities through open processes are working together on a revitalization and economic development program rather than competing with each other.

QUAD-CITY TIMES
June 15, 2007

Malin asks Isle of Capri to show its hand
Author: Tory Brecht

In a strongly worded letter to the attorney representing Isle of Capri Casinos, Davenport City Administrator **Craig Malin** urges the gaming company to reveal its investment intentions sooner rather than later. "As you are no doubt aware, the city's patience with regard to the Isle of Capri's inaction is at its end," **Malin** wrote Wednesday to Lane & Waterman attorney Curt Beason. "The Isle's comparative lack of investment in Davenport and apparent reconsideration in meeting terms of the 2005 development agreement have exacerbated unfavorable market conditions and jeopardized downtown and riverfront revitalization opportunities, as well as a significant state grant."

A whole host of Davenport initiatives — restoration of the Blackhawk Hotel, expansion of LeClaire and Centennial parks with the assistance of $13.8 million in state funding, boosting RiverCenter convention capacity through the building of a new hotel — have languished as officials await Isle's decision. **Malin** repeated his request for a letter of intent from the IOC.

On Thursday, Beason said he planned to speak with **Malin** in the late afternoon about when that letter of intent will be forthcoming. "We understand the city's concerns, and we're trying to address them," he said. "It's just a matter of getting something to them that's within the parameters of what they're expecting." In his letter, **Malin** enumerated a list of expectations shared by the company and the city. They include:

- A $50 million-plus downtown investment package.
- Commitment to build a hotel of at least 100 rooms, with expansion capability.
- IOC's commitment to pay all usual and customary taxes and fees, including property, hotel and gaming taxes, self-supporting municipal improvement district and parking fees and lease payment for any city-owned facilities.
- That any use of a portion of the city-owned RiverCenter or existing parking facilities would be offset by new project components and financed through revenue generated by the IOC's investment. Also, any use of the RiverCenter would be phased in to not disrupt the convention and trade business.
- The city will not pay for construction of a casino hotel or provide financial incentives for gaming improvements.
- The city may construct parking ramps, as long as they are paid off through a lease with the IOC or other users.
- Any IOC downtown project would conform to the newly created downtown design standards.
- The Isle agrees to grant conditional approval of the transfer of the Blackhawk Hotel to a new hotel developer, specifically Restoration St. Louis.

Malin said he hoped to see the letter of intent before the end of the day today. During the city council's finance committee meeting Thursday, Alderman Shawn Hamerlinck attempted to get a resolution placed on Monday's Committee-of-the-Whole agenda directing **Malin** to inform the Isle the RiverCenter could not be part of any gambling project. He said it was time for aldermen to give the administrator more direct input on aspects of the negotiation process. His motion was defeated 3-2, however, with those opposed saying putting limits on discussion would hamstring the city's negotiating position. "Why are we even talking about this? Why would we want to tell them what we won't do?" asked Alderman Jamie Howard, at-large. "Ultimately, anything will have to be approved by the council anyway. We should have the flexibility to hear all proposals, then decide." Also voting no were Finance Committee chairman Charlie Brooke and 7th Ward Alderman Barney Barnhill, while 5th Ward Alderman Bill Lynn seconded Hamerlinck's motion and voted yes.

QUAD-CITY TIMES
June 08, 2007

Malin's bonus program draws ire
Author: Tory Brecht

Davenport City Administrator **Craig Malin**'s decision to give a handful of city directors and managers performance bonuses for the first time in two years has created turmoil at City Hall. Earlier this spring, **Malin** handed out $14,819 in "exceptional performance" bonuses to Clayton Lloyd and Elizabeth Tallman from the Community and Economic Development Department, Finance Director Alan Guard and Human Resources Director Jeff Dolan. Under city policy, the administrator is allowed "discretionary spending" of up to $25,000 on goods and services he deems necessary for city business.

He is under no obligation to inform aldermen of those expenditures, but several of them questioned the decision to grant bonuses without the City Council's knowledge. "He did something that he can do by contract and is in policy, but you've got to always do your best to make it known to the council and the community," 2nd Ward Alderman Shawn Hamerlinck said. "You can take something with even the most honest intentions, and if you do it behind closed doors, it makes it look bad and unethical."

Alderman Keith Meyer, 3rd Ward, who is **Malin**'s fiercest and most frequent critic, took an even harder line. "**Malin** has poisoned things with his mismanagement, favoritism and total lack of introspection," Meyer said. Meyer also objected to the size of the bonuses, which ranged from $2,500 to Dolan for his work in recruiting retired District Judge John Nahra to become the city's corporate counsel — a move that ultimately was derailed by council concerns over his contract package — to $5,000 to Lloyd for helping bring in 500 jobs with the deal involving Cingular, now AT&T. Meyer accused **Malin** of "favoritism" in selecting who would get bonuses. "We need an honest administrator with integrity, not one self-indulged on surrounding himself with yes-men," Meyer said.

Malin: Bonuses earned

In a strongly worded e-mail to Meyer sent Thursday afternoon, **Malin** defended his actions. "Exceptional performance bonuses authorized during my tenure are demonstrably fewer in number and total cost than prior administrators, none of which, to the best of my knowledge, reported their authorization to the council in any systematic manner," said **Malin**, who also noted that he suspended the annual bonus program for salaried employees created by former City Administrator Jim Pierce between 2002 and 2005 because of budget constraints.

The reason **Malin** did not inform the council of the bonuses, he said, was to avoid divisiveness and the potential for individual votes on each proposed bonus. "Our employees do exceptional

work, and I'm chagrined that their performance may not have been unanimously recognized by the council," he said.

Alderman Brian Dumas, 8th Ward, said **Malin** is correct. He suspects, however, that the issue is not really about the bonuses or **Malin**'s failure to inform the council. "I think the bigger picture here that this all comes down to is there are some aldermen on this council who want complete control," he said. "They want to change our form of government to where we don't have a city administrator." That has been Meyer's goal since he came on the council, Dumas said. "It is simply Keith Meyer's personal agenda, along with others on the council, to see **Craig Malin** fired," he added.

Discretionary spending used sparingly

During his tenure, **Malin** said he has seldom used discretionary spending power. "I could spend $25,000 every day, but I wouldn't because that would be an abuse," he said. In fact, **Malin** said, there are only three areas where he has spent the majority of discretionary funds: bonuses, assistance to conventions coming to town and Meyer's transcription costs. Meyer, who is hearing-impaired, has a transcriptionist at all meetings. Providing that service is not a legal obligation because Meyer is an elected official and not a city employee, but **Malin** said he does not think that opinion is consistent with the Americans With Disabilities Act and authorized discretionary expense to supply the transcriptionist. In fiscal years 2005 and 2006, the cost of the service was $44,743. That is the largest single use of the administrator's discretionary funding, **Malin** said.

Dolan bonus challenged

Although aldermen were not informed of the bonus plan, Mayor Ed Winborn was, **Malin** said. It is clear the administrator knew there was a potential for political squabbling. In a memo to the mayor and council May 18 — shortly after Meyer requested expenditure and payroll information from the Finance Department — **Malin** wrote, "Anticipating being second-guessed on the bonus provided to HR Director Dolan for his exceptional work in recruiting a senior judge, I instructed payroll to reduce my vacation leave balance in the same dollar amount as the bonus."

Although Nahra ultimately was not hired, **Malin** said Dolan's recruitment efforts earned him the bonus. "Jeff did extraordinary work in securing a candidate for the position that people would not have thought we'd be able to secure," he said. "It was very challenging human resources work. He got it right to the goal line." Meyer, however, painted Dolan's bonus as payback for a political favor.

In an e-mail sent to Dolan on June 3, he asked "What is the city policy on donated vacation time? It might be a good time to ask; when was the last time someone made you a promise?" Dolan responded in defense of his record. "I have NEVER been promised anything by any elected official, city administrator, peer department director or any other person associated with the city," he wrote.

At Wednesday night's City Council meeting, Meyer said he intended to draft a resolution seeking **Malin**'s termination or censure during the next council cycle. **Malin**, in his Thursday e-mail to Meyer, encouraged the alderman to make use of the city's legal staff to do so, if he wishes. "To avoid the confusion apparent in your motion to fire me in April, please be aware that city code and my employment agreement combine to require two business days' notice of the agenda item and seven votes to be successful," he wrote. "The legal department is available to assist in procedural matters related to such motions, and I would encourage you to work with Acting Corporation Counsel (Tom) Warner on this matter, presuming you have an alderman who will second the motion." Tory Brecht can be contacted at (563) 383-2329 or tbrecht@qctimes.com.

WHO RECEIVED WHAT

Merit bonuses paid to directors and managers in 2007:

- Community and Economic Development Director Clayton Lloyd, $5,000, for exceptional performance in the recruitment of Cingular, now AT&T.
- Elizabeth Tallman, community and economic development department, $2,500, exceptional performance in the recruitment of Cingular.
- Finance Director Alan Guard, $4,819, exceptional performance as both budget and finance director.
- Human Resources Director Jeff Dolan, $2,500, exceptional performance in the recruitment of Judge John Nahra.

QUAD-CITY TIMES
April 25, 2007

'Solid majority' of aldermen now favor keeping Malin
Author: Tory Brecht

After surviving an unexpected termination vote and later drawing up a document spelling out his own resignation, Davenport City Administrator **Craig Malin** appears poised to remain in his job for the foreseeable future. After private meetings Tuesday between Mayor Ed Winborn and City Council committee chairs and vice chairs, a "solid majority" of aldermen said they are opposed to executing a succession agreement or terminating the administrator's contract. **Malin** offered up the succession agreement — which set his severance payment at equal to one year's salary, plus sick leave, vacation and other benefits as well as pension contributions for a total of $156,000 — last week in response to calls for his firing or the elimination of the administrator position by some aldermen.

In a memo accompanying the agreement, **Malin** had offered up four options. At the time, he said he favored Option A, which he defined in the document as "city council focuses on policy, resolves policy differences with civility and compromise, administration by professionals, city moves forward, cost — $0."

On Wednesday, Winborn said most council members also favored Option A. "There was a feeling that we should work together a little more, and there should be more give and take on both sides," he said. "I think there are some, a few individuals, interested in pursuing the succession agreement, but I would say a vast majority are in favor of moving on. I feel much more positive." Winborn's optimism is not equally shared among elected officials, however.

Fourth Ward Alderman Ray Ambrose said it's clear there aren't enough votes to achieve the supermajority needed to oust **Malin** and called the succession agreement "a joke at best." He said it doesn't appear there are many more options left other than allowing **Malin** to finish out his current contract, which ends Dec. 15, 2009. "We will continue on with the burden the last council put on this current council," he said. "It's shameful, not only due to some of their outrageous spending, but the contract they gave the city administrator that has no accountability. "Where this thing heads is still up in the air, but we have to act professionally, and we have to keep in mind that beyond city hall, there are family members, wives and children involved."

Alderman Jamie Howard, At-Large, who attended the mayor's meeting with Ambrose and 7th Ward Alderman Barney Barnhill, said she continues to support **Malin** and is eager for the council to try to find common ground. "Coming out of that meeting, it was my understanding our group was not in favor of the succession agreement and not in favor of letting our city administrator go," she said. "The tone was not even wanting to have the succession agreement on an agenda and a clear understanding that there would be no interest in terminating our city administrator."

Alderman Bill Lynn, 5th Ward, thought Winborn was overstating any newfound harmony and questioned the strength of the consensus. "I'm not sure it's as clear cut as everyone thinks," he said. "I agree with it to some extent, but we have to have some serious changes, especially in the way **Craig** handles things." **Malin** noted the council could tell him at any time that his contract will not be renewed, either publicly or privately. "My approach is to keep showing up for work and strive toward Option A," he said.

QUAD-CITY TIMES
April 21, 2007

Speech provides insight to Malin
Author: Barb Ickes

Of all the people Davenport could benefit from losing, **Craig Malin** ain't one of them. You don't like the city administrator? Fine. You don't have to like him. But it's fool's folly to suggest the City of Davenport would be somehow better without him. It's simply not so. Besides, how many of you really know **Malin**? It's not necessary, of course, to know your city administrator's favorite color, but it's always easier to badmouth a stranger. And badmouthing already comes too easily sometimes. This is one of those times.

So, I won't go on about Alderman Charlie Brooke's seemingly infinite arrogance, or Alderman Keith Meyers' inability to see the positive in anything or Alderman Ray Ambrose's waffling. Let's talk instead about what most of us don't know:

Malin's Polish dad shortened the family name from Madalinski. His dad, Gene Malin ("much to my good fortune"), is still alive, though disabled by a 1960s tuberculosis affliction. With his dad confined to a sanitarium, young **Craig** and his brother were sent to live in an orphanage. It wasn't his first tough break. At 7, he had to learn to walk again after he was hit by a car on his bicycle and confined to a wheelchair.

Life delivered other disappointments: "Early plans to represent the nation as an athlete were quashed when dodge ball failed to become an Olympic sport." A sense of humor can be as useful at City Hall as a bottle of aspirin at a day-care center.

Malin fancies himself an idealist — a challenging leap, one can gather, for the boy who went from a wheelchair to an orphanage and who grew up on Social Security. He never has taken a sick day from work. He once served as a juror in a first-degree murder case (guilty). In less than than six years in Davenport, he has worked within a revolving door of about two dozen elected council members. He finds aldermanic cries of too much power in the administrator's hands "confounding," but, when asked why he would want to stay in Davenport, replies without hesitation: "Why wouldn't I? It's a great city. It gets better every day."

He doesn't lash out at those who have taken action to fire him. He doesn't criticize those who see him as a barrier between them and more power. In fact, he sympathizes. "In Davenport you can get elected without demonstrating a competence," he said. "You're placed in an environment where there are very challenging issues and everything is public. "I think everyone is trying to contribute to the best of their abilities. But, in a city of 100,000, we get people on the council with 3-digit vote totals." And there's a good transition: Consider the real qualifications of the handful of people, elected by a larger handful of people, who want to see **Malin** go. Without him, their judgment is all the city's got. And it isn't enough.

So, **Malin** waits to see what this week's round of games brings. Is he welcome in Davenport, or is it time for a call to the Realtor? Not surprisingly to anyone who's come to know him, he's not all that bent out of shape about the uncertainty. After all, he points out, "I've been in tougher scrapes." But the idealism holds fast.

A great way to learn something about **Malin** is to read the speech he wrote for the 2006 graduating class of Prairie Crossing Charter School in Grayslake, Ill., which he had a considerable role in founding during the mid-1990s. "High school is like a rock tumbler: A wonderful collection of real, authentic, original kids are packed into a building. The building is filled with teachers, counselors, coaches, books and rules. The rock tumbler turns. "You bump up against new people, new circumstances and rules large and small, some of which even make sense. An identity, that you take with you the rest of your life, is shaped. "At the end, to the great fanfare of dignitaries and family members, they open the rock tumbler and present shiny jewels to the world. "Many people in this world want you to be that shiny, rounded stone, worn smooth by losing small bits of yourself in life's rock tumblers. Those shiny, rounded stones are pretty — and they are predictable. "I'm here to tell you that passion and authenticity are far more important. By all means, jump into high school and the other rock tumblers of your future with wonder and fearless abandon. Be shaped by them, but, more importantly, shape them yourselves. Change the world while you are at it. "Create a better rock tumbler. "Most importantly, don't ever let a sharp edge about something you believe in be ground smooth by going with the flow. Don't let anyone, or anything, wear you down." Davenport could use a little polish and a lot of passion. In those important regards, **Malin** is its rock.

QUAD-CITY TIMES
April 19, 2007

Malin unveils succession plan
Author: Tory Brecht

Davenport City Administrator **Craig Malin** delivered a draft of a succession agreement to Mayor Ed Winborn on Thursday that would allow him and the divided City Council to part ways without resorting to firing or rewriting city ordinances. In a memo accompanying the agreement — which Winborn passed on to all 10 aldermen later in the day — **Malin** reiterated that his preference is to continue working in Davenport. However, succession may be the most attractive — and least expensive — of the city's other options, he wrote. "Reflecting on events over the last sixteen months, it appears several council members would like more direct control of operations and personnel than provided for by Municipal Code," he wrote. "As a professional local government manager, my approach has been to try to support their policy leadership, but at the end of the day, their representational preferences must be respected."

The document sets **Malin**'s severance payment at equal to one year's salary, plus sick leave, vacation and other benefits as well as pension contribution. **Malin** previously said that amount totals $156,000. It also requires all appointments of department heads to be ratified by the mayor and council for the remainder of **Malin**'s term while prohibiting the council from abolishing or significantly weakening the administrator position without incurring a financial penalty. The agreement allows the council to specify **Malin**'s last day, provided it falls between six and nine months. It also contains a provision aimed at making civility mandatory through the remainder of the administrator's tenure. "Employee will speak positively of City Council members and staff unless otherwise required by oath by any court of competent jurisdiction," the document states. "City Council members and appointed staff shall not disparage Employee, privately or publicly." And if they do disparage him, "any verifiable non-factual or disparaging private or public comment by a City official will result in a $6,292 penalty, payable to Employee by Employer upon verification of the statement."

Winborn remains hopeful the council will not exercise the succession option. "I've said several times my preference is for **Craig** to stay and for us to all work through our differences," he said. "The best option to me would be where we agree to get along, but this may be a good option."

Two of the four aldermen who voted in favor of immediate termination of **Malin** at last week's raucous special council meeting, however, are interested in exploring the succession option. "The council has had a lot of items before it in relation to what's going on and will be faced with a situation where we can produce a fix to many of our own problems," said 2nd Ward Alderman Shawn Hamerlinck. "The problem isn't necessarily **Craig**. The real problem is the ordinance and contract he's working under, which grants too much power to the administrator role and not enough to the legislative body."

Hamerlinck said although he's had well-publicized disagreements with **Malin**, it's not personal. "I think finally, after all the argument and disagreement between the city administrator and council, we will soon find ourselves at a point where we can fix our problems," he said. "The council gave him the power and then turns around and yells at him for using it." Alderman Bill Lynn, 5th Ward, said he didn't have time to fully digest the agreement Thursday afternoon but thinks it should be discussed and considered.

One of **Malin**'s strongest supporters, 6th Ward Alderman Charlie Brooke, however, fears the city won't be able to find a top-flight administrator to replace **Malin** if it follows up its public fighting with what amounts to a "soft landing" termination. "There's no reason why Mr. **Malin** should not continue as the city administrator," he said. "If a majority (of the council) feels otherwise, the succession agreement is probably the next best way for the city to move along. But I think that would be a big mistake. "As far as I'm concerned, this council has mistreated Mr. **Malin** and given him undeserved blame for a number of things out of ignorance."

QUAD-CITY TIMES
April 11, 2007

Aldermen attempt to fire Malin; Nahra's hiring tabled
Author: Tory Brecht

What was supposed to be a coronation for Senior District Judge John Nahra as new Davenport corporate counsel turned instead into an instant referendum on City Administrator **Craig Malin**. A handful of livid aldermen attempted to fire **Malin** on the spot, saying that they: had been kept out of the loop on the courting of Nahra; objected to what appeared to be an excessively generous benefits package and were incensed the hiring was being rammed through at a special meeting. "This lack of discussion, debate and inclusion of certain aldermen is absolutely disgusting," said 2nd Ward Alderman Shawn Hamerlinck, who said the first he heard Nahra was being considered and that a special meeting had been scheduled to hire him came from news media reports Monday night. "It's absolutely despicable." The motion to dismiss **Malin** was defeated 5-4.

Hamerlinck said he had no problem with Nahra, but wanted to ask him why he would give up his seat as a judge and come to Davenport City Hall's legal department. Hamerlinck and Alderman Keith Meyer, 3rd Ward, accused **Malin** of purposely leaving certain elected officials out of the hiring process, noting that the city administrator approached the judge in December and had briefed a select few aldermen about the talks.

After Tuesday's special meeting — where the move to hire Nahra and give the City Council more power over the selection and hiring of the legal department staff was tabled in a unanimous vote — **Malin** acknowledged not including all of the aldermen. However, he and Mayor Ed Winborn said they were under the impression that Alderman Ray Ambrose, 4th Ward, was going to brief his colleagues while attempting to get them to sign a letter requesting changes to the legal department. The letter, however, did not mention Nahra or the demotion of former corporate counsel Mary Thee. Several aldermen at the meeting said they thought they were resurrecting a plan the mayor vetoed last year that would have moved supervision of the city's legal staff from the city administrator to the council. That attempt was made in the wake of a squabble over **Malin**'s self-approved cost-of-living pay increase.

Winborn said he spoke to Ambrose last week about the letter and assumed Ambrose would tell his fellow council members about the plan to bring in Nahra. "I suggested to him to brief the other aldermen," the mayor added. Ambrose said little at Tuesday's meeting. "Putting this on a fast track, I can't support," he said. "But I've talked about the importance of this council sitting down in work sessions to discuss this issue. I'm all for change, but I'm also in favor of common-sense government. And that's all I am going to say about this now." Alderman Bill Lynn, 5th Ward, said he thought the letter dealt only with a department reorganization, not demotions or hirings. "Somebody really overstepped their bounds," he added. Shortly after the meeting, Winborn and **Malin** said they were going to contact Nahra and were "very concerned" that his

hiring would be in jeopardy. Winborn said the fast-track meetings were necessary because Nahra is a sitting judge, and "he needs to inform the judiciary of his decision." **Malin** added that the city approached Nahra about the job and that the judge was not soliciting city employment. Nahra did not attend the special meeting and could not immediately be reached for comment. Failure to land Nahra means little to deposed counsel Thee Although her replacement was not hired Monday night, former Davenport Corporate Counsel Mary Thee remains demoted. Thee said she was told by someone in administration to clean out her office Tuesday morning and move into a smaller office in the legal department. The move took up most of her work day, she said. Attorney Tom Warner, who previously worked under Thee, has been named the interim corporate counsel and will remain in the position for the "foreseeable future," according to City Administrator **Craig Malin**. Though her title will now be staff attorney, Thee will continue to be paid her current salary of $101,263 per year.

Malin again reiterated that Thee was not demoted due to retaliation. Several aldermen have suggested the move was related to recent charges of harassment leveled at administration and elected officials or to the controversy last year over whether **Malin** illegally granted himself a pay raise. "That couldn't be farther from the truth," he said following Tuesday's meeting, where the City Council tabled a move to hire Senior District Judge John Nahra for the corporate counsel position. "I want to retain Mary and her abilities and institutional knowledge in the department." The move was more about the chance to bring in someone with 22 years of experience as a judge, **Malin** said. "We had the opportunity to add a senior judge born and raised in Davenport who is widely respected in our community and across the state," he said. "I thought we and the council were on the same page." Thee, however, remains disappointed. "I don't believe it has anything to do with my performance; my performance was never discussed with me," she said. "I think it's pretty clear what this is about. I have represented the council's perspective, not (**Malin**'s)." Tory Brecht can be contacted at (563) 383-2329 or tbrecht@qctimes.com.

HOW THEY VOTED

Although the Davenport City Council voted unanimously to table the hiring of a new corporate counsel and other changes to the legal department, a close vote was cast on whether to terminate City Administrator **Craig Malin**. The roll call:

1st Ward Alderman Ron Van Fossen – Absent
2nd Ward Alderman Shawn Hamerlinck – Yes
3rd Ward Alderman Keith Meyer – Yes
4th Ward Alderman Ray Ambrose – Yes
5th Ward Alderman Bill Lynn – Yes
6th Ward Alderman Charlie Brooke – No
7th Ward Alderman Barney Barnhill – No
8th Ward Alderman Brian Dumas – No
At large Alderman Ian Frink – No
At large Alderman Jamie Howard - No

QUAD-CITY TIMES
March 29, 2007

Davenport officials warned alderman to avoid city worker
Author: Tory Brecht

In the two months between the time a Davenport City Hall employee accused an alderman of sexual harassment and her filing of a civil rights complaint with the state, her bosses took several steps to protect her, according to e-mails, memos and other documents provided to the Quad-City Times. The Times received more than 40 documents through the Iowa Freedom of Information Act, and they indicate that City Administrator **Craig Malin** and Human Rights Director Jeff Dolan tried several corrective actions in response to the allegations by Cyndi Webb, the Davenport City Council's administrative assistant.

Among the actions were assigning someone other than Webb to handle Alderman Ron Van Fossen's constituent services, moving his mailbox from the council office and warning the alderman about violating the City Council's code of conduct. Webb said she could not comment on the documents but has accused **Malin** and Dolan of doing little or nothing to rectify the situation. In her complaint and a subsequent letter written by her attorney, she said her bosses suggested putting her on an unpaid leave of absence and verbally chastised her for filing the complaint.

Malin also would not comment and has officially refused to acknowledge the existence of the civil rights complaint. Such complaints typically remain confidential, according to officials with the Iowa Civil Rights Commission. Webb, 48, has worked for the city since February 2001, first at the police department. She was transferred to her job as the council assistant in August 2005. The following timeline was constructed based on the documents obtained:

Dec. 11, 2006 — Webb makes a complaint to Human Resources Director Dolan that Van Fossen has been sexually harassing her and talking about rumors of an affair. This is following an alleged domestic situation at the Van Fossen household after which, Webb alleges, Debra Van Fossen told police the alderman and assistant were having sexual relations. Webb claims Dolan made no offer to do anything about the situation during the meeting.

Dec. 12, 2006 — Following receipt of an e-mail from Webb in which she expresses some concerns about the fallout from the Van Fossen domestic dispute, Dolan writes back and says, "I briefed **Craig (Malin)** yesterday and he would like to meet with you and I to reinforce his support for you."

Dec. 13, 2006 — Webb meets with Dolan and **Malin** to complain about continued harassment. She said both of them asked her "what do you want us to do about it?"

Dec. 14, 2006 — **Malin** sends a handwritten memo to Van Fossen stating, "For your protection,

the city's protection and Cindy's protection, please avoid any contact with Cindy for the foreseeable future. Allegations regarding a personal relationship between you and Cindy are circulating through the organization and community and it's better for all involved to keep their distance from each other." **Malin** added that calls to the 1st Ward should be directed to either him or Dolan. "Please, under no circumstances, contact Cindy or have un-witnessed conversations with her," he finishes the memo.

Jan. 22, 2007 — In an e-mail to **Malin** and Dolan, Webb complains about a post on a local blog site that is making comments about her and Van Fossen. She raises the concern it may be someone at City Hall.

Jan. 23, 2007 — Dolan, via e-mail, asks **Malin** whether he should look into the blog allegation. **Malin** responds and says, "I think Cindy may have grounds for legal action against the author and the blogmeister — she isn't a public official and shouldn't be subject to this kind of stuff."

Jan. 24, 2007 — In a confidential memo to **Malin**, Dolan explains efforts he made to deal with the disruption the blog entry created around City Hall and the distress it was causing Webb. During the conversation, Webb said she suspected that another City Hall employee was behind the blog postings, because of animosity between the two. "Prior to ending the conversation, I reiterated to Mrs. Webb that the city has a responsibility to provide a work environment that was free from harassment regardless of the rank within the organization," Dolan wrote. "She indicates that she has not felt harassed by Ald. Van Fossen or any other employee thus far. I also indicated and reminded Mrs. Webb that she has not filed a formal complaint against Ald. Van Fossen. I told her of our willingness to temporarily or permanently relocate her office to the city administration but that she would need to tell either myself or the city administrator to do so."

Dolan indicated in the memo that he told Webb the city would provide a plain-clothes police officer for her at work if she felt unsafe. At the conclusion of the memo, Dolan wrote, "I feel obligated to state that I believe there is more to this story than is currently being related by Mrs. Webb."

Jan. 30, 2007 — In an e-mail to **Malin**, Dolan reports he spoke with Van Fossen and told him to withhold any communication with Webb. His call to Van Fossen occurred at 12:55 p.m. Shortly after, before 2 p.m., Dolan said Webb was in his office to report that Van Fossen had called her. Dolan said he then called Van Fossen back and left him a voicemail, reinforcing his no-contact direction and that he did so with Webb present.
Jan. 30, 2007 — Webb — in an e-mail sent to Dolan after the phone call incident — said that after some thought, she believes she is being sexually harassed. "I know you have asked me many a times if Ron had crossed the sexual harassment line," she wrote. "I sat and clearly thought about some of his behavior up here. It is very apparent he crossed that line long ago."

In a response to Webb and copied to **Malin**, Dolan thanked her for the e-mail and told her he would be available to meet the following Friday when he returned from a trip. Webb, in her civil rights complaint, said **Malin** and Dolan told her they wanted to put her on administrative leave

for two days, which would require her to use vacation time. She said she resisted their request and was "perturbed by their comments and told them I hadn't done anything wrong."

Feb. 12, 2007 — Van Fossen is arrested for allegedly assaulting his soon-to-be ex-wife. In her civil rights complaint, Webb said the alderman called her the day he was arrested and asked her why she'd spoken to **Malin** and Dolan about his sexual comments to her. He again used "sexually explicit language and vulgar words" that she found humiliating, Webb wrote in the complaint.

Feb. 14, 2007 — In a handwritten letter to Van Fossen, **Malin** reminded him to have no contact with Webb. "Some of your comments to her concerning your divorce have placed the city at risk and I'd like to keep her, you and the city out of harm's way." **Malin** enclosed the City Council's "code of conduct" and informed Van Fossen that "the media has been asking questions about potential removal options ... This isn't something that staff proposes or participates in, but I did want you to be aware of the questions being asked and the documents that have been provided."

Feb. 16, 2007 — Webb files her sexual harassment complaint with the Iowa Civil Rights Commission in Des Moines. She is represented by Davenport attorney Mike Meloy.

Feb. 28, 2007, 2:43 p.m. — City Corporate Counsel Mary Thee informs **Malin** and Dolan that the city has received a copy of the Iowa Civil Rights Commission complaint filed by Webb. **Malin** responded, saying "a civil rights complaint is news to me. Please forward a copy."

Feb. 28, 2007, 3:55 p.m. — In an e-mail to Webb, **Malin** says Van Fossen's mailbox is being moved from the council office to administration. He also informs her Assistant City Administrator Redmond Jones will be assigned 1st Ward constituent services. "As I have stated previously, you should not take any phone calls from Alderman Van Fossen," **Malin** wrote. "Alderman Van Fossen is not your supervisor and you are under no obligation to have any contact with him."

March 2, 2007, 5:05 p.m. — Webb e-mails **Malin** and Dolan to inform them that a Quad-City Times reporter called her on her personal cell phone with questions about her Iowa Civil Rights Commission complaint, which she thought was to remain confidential. She advised them the paper would be running a story the next day. In a response, **Malin** writes, "I am sorry to hear that. I hope you didn't confirm the story as, without confirmation, the Times is going to be on shaky ground to run the story. If someone leaked something that is confidential, I hope the state investigates fully."

March 3, 2007 — In a memo to Mayor Ed Winborn and four aldermen, **Malin** states, "I can assure council members that harassment complaints are taken seriously by HR Director Dolan and myself. From the first indication of complaint, every reasonable step is taken (and documented) to protect the employee and the city."

March 5, 2005 — In a legal department memorandum to Van Fossen, **Malin** and Dolan, city

attorney Tom Warner writes, "I wanted to take this opportunity to reiterate in writing that you should not have any contact verbal, written or otherwise with Cyndi Webb regarding her pending complaint." In response, **Malin** wrote that the "only contact I have had since becoming aware of the complaint was removing Ald. Van Fossen's mailbox from the council office to further protect Cindy and the contact Cindy initiated by walking into my office Friday."

Meantime, Webb's attorney, Meloy, hand-delivers a letter to the city legal staff accusing **Malin** of verbally retaliating against his client on March 2 after learning that a report on the civil rights complaint was to appear in the Quad-City Times. **Malin** later receives a copy of his incoming phone records that show the call from the Quad-City Times came at 6 p.m., after Webb had left City Hall. In a memo to city attorney Warner and Dolan, he states that City Hall camera records will "demonstrate that the only time I entered the council office to talk with Cindy was immediately after first reviewing this with Mary and Jeff on Wednesday when I went to remove Ald. Van Fossen's mailbox (with Jeff waiting at the door)."

March 6, 2007 — 6th Ward Alderman Charlie Brooke, in an e-mail to **Malin** and Winborn, speculated that Webb's complaints were part of a broader effort — supported by a number of other aldermen — to "get" the city administrator. He said that Webb's attorney, Meloy, should be reported to the bar association for calling aldermen and speaking with them about the civil rights complaint.

QUAD-CITY TIMES
October 17, 2006

Effort to move staff supervision stifled
Author: Tory Brecht

Davenport Alderman Shawn Hamerlinck ended his effort to move supervision of the city's legal staff from the city administrator to the council after realizing there wouldn't be enough votes from his City Council colleagues to override an expected veto by Mayor Ed Winborn. The recent squabble concerning City Administrator **Craig Malin**'s self-approved cost-of-living increase was not enough to convince anyone to change their votes since the last time the issue was raised in April, Hamerlinck said before making a motion to table the proposal at Monday's committee-of-the-whole meeting. "I wanted to see if opinions on the council had changed, but after some lobbying and talking to other aldermen, it appears opinions have not," he said. "I would rather see it tabled at this time than to drag the public through it for three more readings."

Hamerlinck and a majority of other aldermen said having the legal department supervised by **Malin** sometimes forces corporation counsel Mary Thee into a conflict of interest. During **Malin**'s contract negotiations, for example, Thee is expected to act on behalf of the City Council, but she reports directly to the person who is negotiating with the council on matters of salary and benefits, Hamerlinck said. After the meeting, Winborn confirmed he would have again vetoed the move. "The philosophy I have is it's very hard to work for 10 bosses," he said. "It's much easier to work for one person."

Because **Malin** works for the council, the legal department by extension is already under the direction of the elected officials, Winborn added. It doesn't work that smoothly in reality, countered Alderman Keith Meyer, 3rd Ward. He complained that **Malin** put pressure on Thee after she issued a legal opinion that his pay raise was improper. Winborn and Alderman Charlie Brooke, 6th Ward, then harshly criticized her in a closed session meeting Oct. 9 before the council ultimately decided to drop its charge of breach of contract, Meyer added.

Several aldermen appeared ready to leave the entire episode behind Monday, asking that Hamerlinck's motion be moved as Meyer continued his criticism. "This council has a whole lot of big challenges before us going into the budget sessions," said Alderman Ray Ambrose, 4th Ward. "What's happened in the past is done. Let's move forward and make the city safer and better." Although he agreed it was time to move forward, Fifth Ward Alderman Bill Lynn expressed regret that the legal staff will remain under **Malin**'s control. "We've been told it's worked well this way the past 30 years, but I've seen too many instances where it hasn't worked well recently," he said. "It's sad that a majority is not going to rule in this case." Winborn said he does support a compromise position offered by Alderman Ian Frink, at-large. He would like to contract out legal work on any issues that pose a potential conflict of interest, such as the administrator's contract renewal. "That's an excellent suggestion," he said. "That makes perfect sense to me."

QUAD-CITY TIMES
October 10, 2006

Malin to get cost-of-living increase
Author: Tory Brecht

After a two-hour closed session of the Davenport City Council on Monday, city administrator **Craig Malin** was absolved of wrongdoing in granting himself a cost-of-living wage increase. The council rescinded its breach of contract notice from last August by a vote of 5-4, and he will receive the 3 percent raise. After the vote, **Malin** said he plans to withdraw his name from consideration for the Dayton, Ohio, city manager job. "You have to have a personal commitment to stay, and I'm committed here," **Malin** said. The city faced an almost $600,000 termination payout to **Malin** had it not reversed its previous notice of breach of contract, according to Alderman Charlie Brooke, 6th Ward.

In a letter drafted by **Malin**'s attorney, Michael Noyes, in response to the council's demand that **Malin** begin paying back the cost-of-living increase, he pointed out that the city's notice of breach constituted termination under the employment agreement. That meant the city owed him his future salary through the end of the contract, vacation days, sick time and attorney fees by this Friday, unless the contract was no longer considered in breach. **Malin** had cleaned out his office and was prepared to turn in his keys, cell phone and city-owned laptop computer had the closed meeting turned out differently.

However, in a lengthy memo distributed to council members before the meeting, he stressed his preference to stay in Davenport. "I have not invested nearly a quarter-century of my life in this profession to take advantage of a city council that, acting on flawed advice, made a mistake," he wrote. "Had I been afforded any reasonable opportunity to answer the question regarding my 2005 and 2006 cost-of-living increases, the question could have been answered with a straightforward review of archived files by staff in the human resources department. Instead, an investigation by the legal department was hastily conceived and, at best, inelegantly pursued."

Malin attached documentation showing that previous city administrators Mallory Cowles and James Pierce signed off on similar cost-of-living increases in 1994 and 1998. In addition, he included a letter signed by current aldermen Jamie Howard and Charlie Brooke, as well as former aldermen Steve Ahrens, Robert McGivern, Thomas Engelmann and Roxanna Moritz stating they were on the team that negotiated **Malin**'s current contract, and they "state unequivocally that Mr. **Malin** was entitled to cost-of-living adjustments under his contract, and that we believed that the contract so stated."

Despite the memo and attachments, city corporation counsel Mary Thee stands by her office's findings. "Our opinion remains the same that there was a breach of contract," Thee said. "The city council made its decision." Mayor Ed Winborn said he's hopeful the city council can put this episode to rest permanently. "I'm very happy with the outcome," he said. "I think we can

put this to bed and move forward with the business of the city. This was a contract dispute. It's just one of those things that got blown out of proportion."

Alderman Keith Meyer, 3rd Ward, however, is not prepared to put the issue to bed. He had to leave the closed session meeting early to attend to an obligation and did not vote but plans to ask for reconsideration during committee meetings next Thursday. "We did not get a chance to read the information or make an informed decision," Meyer said, noting that aldermen received **Malin**'s memo minutes before entering the meeting. "This isn't fair."

Malin said as far as he's concerned, the issue is over, and he's ready to get back to work. "I, in essence, walked away from a half-million dollar payday," he said, referring to the termination language in his contract. "I'm not in this line of work for the monetary compensation. I've grown fond of Davenport and the people working positively on its behalf."

Craig Malin file

Job: Davenport city administrator. He was hired in 2001.

Pay: Last December, the city council voted to increase his pay to $150,000. City records list his current salary as $156,043.

The case: After adjourning from closed session, aldermen voted 5-4 on a "clarification and amendment" to **Malin**'s contract that expressly states that he is entitled to the same general wage increases that are applied to other department heads and employees and rescinding his breach of contract notice.

City's cost: The city faced an almost $600,000 termination payout to **Malin** had it not reversed its previous notice of breach of contract.

Voting yes: Aldermen Ian Frink, at large; Jamie Howard, at large; Ray Ambrose, 4th Ward; Charles Brooke, 6th Ward, and Brian Dumas, 8th Ward.

Voting no: Aldermen Ron Van Fossen, 1st Ward; Shawn Hamerlinck, 2nd Ward; Bill Lynn, 5th Ward, and Barney Barnhill, 7th Ward.

Note: Alderman Keith Meyer, 3rd Ward, left the meeting before the vote was taken.

QUAD-CITY TIMES
August 15, 2006

Malin notified to repay raises
Author: Tom Saul

Davenport City Administrator **Craig Malin** has been told to repay $3,071.01 in improper cost-of-living raises he authorized for himself, according to a notice sent him by the city legal department. The notice, dated Friday, says the sum is due for raises through the city pay period ending July 29. It also says that **Malin** will owe an additional $28.033 for each work day after July 29 until he pays what he owes. "You have 90 days from the date of this letter to cure this breach by issuing a check in said amount to the city," Corporation Counsel Mary Thee said in the notice. "If you do not cure this default within 90 days, the employment agreement will be null and void."

Malin said he is scheduled to meet with his attorney on Friday. After that, he said, he may be in a position to say how he intends to handle his dispute with the city. In the meantime, **Malin** said, he is still being paid the cost-of-living raises that he was accused of authorizing in violation of his employment contract. Last week, a majority of aldermen voted to declare him in breach of the contract after he took three raises in a 12-month period ending in July. The raises boosted his annual salary from $150,000 to $156,043.

The last city pay period ended July 29, and **Malin** has not received a check since then, Thee said. The next check would be paid Friday. The city has not yet ordered a halt to the raises in question for fear that if it does, **Malin** could then declare the city in breach of the contract, she said. "His attorney has indicated that if we stop giving him the raises, he will declare us in breach," Thee said. "Our goal is to settle this for the least amount possible."

The continued payment of the raises has spurred some of **Malin**'s supporters on the City Council to question what they claim is inconsistency in the city's actions and to criticize the legal department. "If legal's opinion and the majority of the council's decision is that (**Malin**) is in breach of his contract, why are we continuing the (cost-of-living raises) in his salary over the 90 days?" Alderman Brian Dumas, 8th Ward, asked in an e-mail message to Thee, other aldermen and Mayor Ed Winborn. "That doesn't seem very consistent."

In an e-mail to Thee, Alderman Charlie Brooke, 6th Ward, accused the legal department of helping to "crucify" **Malin** in the news media and said continued payment of the raises indicates that city lawyers believe he was right to take them. "I love it," Brooke said. "You help crucify the city administrator in the media, but now, by continuing (the raises), you say maybe he is right. Your legal tactic is directly contrary to the orders of the six who declared the (city administrator) in breach. Either he is, or he is not. If he is, then he's not entitled to future (raises), either."

QUAD-CITY TIMES
August 10, 2006

Council finds Malin in breach of contract
Author: Tom Saul

Davenport City Administrator **Craig Malin** was declared to be in breach of his employment contract after a closed-door meeting of the City Council this morning. **Malin** also was told to repay about $6,000 in raises he authorized for himself without council approval. The 6-4 vote declaring the violation was opposed by aldermen Charlie Brooke, 6th Ward, Brian Dumas, 8th Ward, and Ian Frink and Jamie Howard, both at large.

Under his contract, **Malin** has 90 days to repay the money, city Corporation Counsel Mary Thee said. If he does not, the matter could end up in court. Although **Malin** was present for the part of the meeting during which residents were allowed to voice their opinions on the matter, he had left City Hall by the time the vote was taken. "I look forward to seeing the city's notice and the city's perspective on it," **Malin** said Thursday afternoon in reference to whether he plans to give back the money or file a lawsuit.

In a Thursday morning memo to aldermen, **Malin** repeated his claims that he was entitled to the three cost-of-living raises over the past year that have come into question. “Irrespective of a new interpretation of my contract by some current (City) Council members, as a matter of law, the 2005 cost of living adjustment was ratified with my December, 2005, contract amendment, and the January, 2006, cost of living adjustment was approved by the mayor,” he wrote. “In the worst case, a new (and flawed) interpretation of my contract would call into question $377 of additional compensation received to date since July of 2006.

Council members opposed to the action against **Malin** called the breach of contract declaration “a witch hunt” by some aldermen in an effort to “grab power” and try to eliminate the city administrator position. “Clearly, some council members took information that was presented in closed session and took it to the press, and that is something else that should be investigated,” said Dumas, adding that he will ask the city legal department for guidance on how to investigate the matter. “It appears the press had information before we went into closed session.” But aldermen who supported the action said it was equally clear **Malin** violated his contract by taking the raises. “In his predecessor’s contracts, there was a specific line item that allowed the (cost-of-living) raises,” Alderman Shawn Hamerlinck, 2nd Ward, said. “There is no such specific language in his contract.”

QUAD-CITY TIMES
June 16, 2006

City says it did not retaliate against rental property manager
Author: Tom Saul

Allegations by a rental property manager that a city employee retaliated against him for sparking a bribery investigation are unfounded, Davenport officials said Thursday. Mike Steen, president of the Quad-City Rental Property Association, said in a letter and e-mail dated Sunday that city inspector Tom Peters retaliated in a June 6 inspection of a property he manages at 3008 Heatherton Court. The inspection occurred one day after Steen told aldermen of an alleged bribery scheme involving Mike Loos, who has since resigned as head of the city's rental inspection operations. The inspection by Peters found 13 housing code violations. "If you just look at the timing of it, you can see something is wrong," Steen said of the inspection. "I made my comments on the evening of June 5, and the next morning it was inspected, even though the city knew about it since June 1. If it walks like a duck and quacks like a duck and flies like a duck, it's a duck."

In a memo to City Administrator **Craig Malin**, Peters and Clayton Lloyd — the city director of community and economic development, which includes the inspection operations — said two tenants at the building complained about conditions in their apartments and the city was obligated to look into them.

The building is owned by Wynn Hammes of Davenport, and Peters was not aware that Steen managed it, the memo states. The memo also rebuts point-by-point some of Steen's complaints about the inspection. "There was no objective to 'retaliate' for any comments made by Mr. Steen the evening before the inspection," the memo states. "(Peters) had not witnessed those comments. No letters regarding the violations (at the property) were sent to Mr. Steen. (Lloyd) had witnessed the comments but had no knowledge of or involvement with the complaint inspections until Mr. Steen's letter was received."

Steen has appealed the results of the inspection to the city's Housing Code Board of Appeals. In an e-mail to Steen, **Malin** said that was the proper course of action to take instead of copying his complaints via e-mail "to such a wide audience."

QUAD-CITY TIMES
June 07, 2006

City official placed on leave
Author: Tom Saul

The city is reviewing about $600 in drywall repairs allegedly done at a house owned by a Davenport official to determine whether he forgave city fees and penalties against a landlord in exchange. The allegations were made to aldermen Monday night against Mike Loos, manager of Davenport's rental property and environmental inspection operations. Investigators from the city's police, fire and human resources departments have interviewed at least three people in the case.

Loos was put on administrative leave shortly after Mike Steen, president of the Quad-City Rental Property Association, or QCRPA, made the allegations to aldermen sitting as the Committee of the Whole, City Administrator **Craig Malin** said. "It just seemed like the prudent thing to do," **Malin** said Tuesday. Loos was given a reason for being placed on leave, but **Malin** declined to share it with the Quad-City Times. Loos did not return telephone calls from the Times seeking comment on the allegations. No one answered the door when a Times reporter went to his home on the city's west side.

Tony LaHood, a landlord who rehabilitates dilapidated houses and who allegedly did the drywall work, along with one of his employees, said the repairs were made at a house Loos owned in the 1300 block of Vine Street before the building was sold in November.

He and his employee, Gene Soto, never were paid for the work, LaHood said. When he called Loos about payment, LaHood added, he was told they would talk about it at later time. "He never called back, but I guess this was it," LaHood said of a letter written in April by Loos in which he absolved LaHood of paying $1,084 in re-inspection fees, penalties for housing code violations and environmental cleanups dating from March 2005 on four properties the landlord owned. "To date, I have granted $1,084 of relief with the understanding that Mr. LaHood would change his behavior of neglecting his properties," Loos wrote. "The relief was also granted in hopes that any monetary amount waived would (could) be used to correct existing violations. Neither has happened."

The letter lists fees and penalties totaling $878 still owed on five of LaHood's properties. An investigation was begun almost immediately after Steen told aldermen Loos forgave the sums in exchange for the drywall work.

Steen was taken into an office with a police department representative, Jeff Dolan, the city human resources director, and Assistant Fire Chief Mike Hayman to be interviewed about the matter, **Malin** said. LaHood said he also was interviewed Monday night. Soto was interviewed Tuesday. "They were trying to do what they could to discredit this instead of being objective,"

Steen said of the questions he and LaHood were asked during their interviews. "When they questioned (LaHood), they asked if he was sure it wasn't a gift, or if he was sure he didn't do it for free."

Steen told the council he brought the matter to their attention because of recent anonymous attacks on LaHood's character that were mailed to aldermen. Some aldermen said the attacks consisted of articles from the Peoria (Ill.) Journal Star newspaper that detailed LaHood's arrest and subsequent guilty plea in connection with a 1997 arson fire that destroyed a restaurant he owned in East Peoria. Steen told aldermen Loos helped send the material in conjunction with others whose names he said he did not know. The intent, Steen said, was to weaken the QCRPA and create conditions under which LaHood could lose his job with an area construction company.

LaHood also serves on the QCRPA's board of directors, according to the group's Web site. The group lobbies for the interests of landlords and has consistently been critical of the effectiveness of rental and environmental inspection operations run by Loos. A budget-cutting plan approved by aldermen to eliminate 14 full-time inspectors and clerical staff supervised by Loos and to have those duties performed by firefighters, police officers and other city employees supplemented by three full-time inspectors and a clerk has won praise from some in the landlords group.

Police Chief Mike Bladel said he had assigned officers to assist in the investigation, but there has been no determination yet as far as whether it is a police case or an internal disciplinary matter. That will be left up to **Malin**, he added. Loos was hired as the city's neighborhood enhancement program manager Jan. 24, 2005, at a starting salary of $48,244 a year. His current annual salary is $50,952.

Malin said the investigation was continuing and that the evidence which is unearthed will determine the direction it goes. He declined to release to the Times any details about the probe, how long it is expected to take or who will be interviewed. However, in a Tuesday e-mail message to aldermen, **Malin** said, "Interviews were conducted last evening and follow-up interviews are being conducted and will likely continue through the course of the next few days."

QUAD-CITY TIMES
April 24, 2006

Alderman's son hired for new parks and rec job
Author: Tom Saul

A son of Davenport Alderman Jamie Howard has accepted a newly created job with the city's parks and recreation department that would make him the assistant to the director. Aaron Howard, 25, said he plans to start May 8.

Jamie Howard, at large, said she had nothing to do with her son being selected and did not intercede for him but acknowledged that his hiring from among 66 applicants may put him in an awkward spot. "To some, it may appear that, because his mother is an elected official, there may have been some kind of favor," Jamie Howard said. "What they should be looking at is that he's done a tremendous job (in his current position) and we're all very proud of him."

Because he is the son of an alderman, Aaron Howard said it may be easy for some to think that "there was some influence to get me the offer. That's fine, but it's not true. My success at Iowa State University and my success with (the Scott County Family) Y prepared me for this task." Aaron Howard currently works as the leadership and development director for the Y. The only way his mother helped, he said, is that "she raised us all to be productive, and she hounded us to have a great work ethic." The job offer was made to Aaron Howard by Dan Sherman, city parks and recreation director. He was away from his office last week and unavailable for comment.

Aaron Howard applied for another job with the department last year but was not hired. Former mayor Phil Yerington also applied for that job with a "conditional" letter of recommendation from City Administrator **Craig Malin** but was not hired, either.

Malin sent out an e-mail notice to Mayor Ed Winborn and aldermen informing them of Howard's hiring. He said he did so in anticipation of inquiries following interest last year when Aaron Howard and Yerington were vying for the same job. "I don't know if it's newsworthy, but I wanted to let the (city) council know about it as it happened rather than have them read it in the paper," **Malin** said.

Aaron Howard will start at $40,799 a year, and his duties will include helping to formulate budgets, assisting with putting projects together and determining project costs and working to connect the community with programs offered by the department, said Jeff Dolan, city human resources director. "This a new job created as part of a reorganization of the department," Dolan said. "Three superintendents' jobs were eliminated over a period of three years, so this will give more horsepower to things like budgeting and project management."

QUAD-CITY TIMES
March 01, 2006

Yerington settles with Davenport for $130,000
Author: Thomas Geyer

On the eve of a trial that he hoped would get him his job back with backpay, former Davenport police Lt. Phil Yerington has settled with the City of Davenport. The settlement is for $130,000 and his employment record changed from being fired to resigning, his attorney Mike Malloy said Tuesday night. "This represents the largest monetary settlement with a police officer in the city's history," Malloy said.

The City Council took up the subject late Monday in closed session and approved the settlement, he said. The final settlement with the city's corporate council Mary Thee was hammered out Tuesday. "I'm just glad this is over," Yerington said. "I was offered a settlement that will take care of the last 17 months that I've been off, and now I can apply for any job I want without having the stigma of a firing from the police department hanging over my head. "I can go into the security or police field and not have to explain anymore why this happened," he said. Yerington said he can begin collecting his pension for 29 years as a police officer in November 2007. He is a 32-year city employee. He spent four years as a two-term mayor, and 28 years as a police officer.

City Administrator **Craig Malin**, who sent a recommendation against settling to the council Feb. 22, declined comment Tuesday night, except to say: "I supplied a recommendation to the council and I'm sure they gave it due consideration. I'm not one to second-guess the city council." In the recommendation to the mayor and council, city administration said that among the messages that a settlement could send would be that "certain individuals are above the rules," and, "the Civil Service Commission is neither independent nor able to render decisions that the city council respects or supports." Mayor Ed Winborn declined comment when contacted Tuesday by the Quad-City Times.

Alderman Bill Lynn, 5th Ward, said there was a consensus among the council to settle. "I'm glad we did settle," he said. "We were being assured we'd win, but I'll tell you I wasn't feeling too easy about this case for us. "I'm glad we're getting this behind us," he added. "No matter how it would go, it would have been drawn out. I look at the opportunity costs of tying up staff time. They say we're understaffed, so how can you afford to spend all these hours on this one case?"

Alderman Ron Van Fossen, 1st Ward, said that it was a decision of the majority of the council to settle. "I received a call from Mary Thee to verify it has been settled," he said. "It would not be appropriate to respond to a past personnel issue within the department," Police Chief Mike Bladel said. Yerington was fired, Oct. 1, 2004, in the wake of the so-called Faxgate incident while he was making a bid for Scott County sheriff in the 2004 general election.

Things began Aug. 22, 2004, when a typed statement was anonymously faxed to KWQC-TV. The statement accused Yerington of treating some employees in the police department unfairly while allowing others to abuse sick-day policies.

The fax further stated that the Davenport Union of Professional Police had filed a complaint against Yerington with the department's internal affairs division. Union officials said that was not true. The department hired a private investigator in an effort to discover the identity of the individual who sent the fax, but the investigation was inconclusive. But while defending himself against the allegations made in the fax, Yerington publicly accused Davenport police Capt. Kevin Murphy of attempting to torpedo his campaign for Scott County sheriff.

City officials, including Bladel, said Yerington violated city and department policy by talking about the incident in the news media and identifying Murphy as the target of an internal investigation. Murphy was exonerated by the city in connection with the incident. Yerington's attorneys have said that his firing at least violated his 1st Amendment right to free speech and that he should have been able to defend his reputation during a political campaign.

QUAD-CITY TIMES
December 03, 2005

Union hopes to delay construction of police station
Author: Tom Saul

Construction of a new police headquarters in downtown Davenport could be postponed for months after the city's police union filed court papers to block building on part of the site in a dispute over parking. The Union of Professional Police has asked for a temporary restraining order and a permanent injunction to bar the city from building on a parking lot at West 4th and Harrison streets south of the current police station.

Construction on the site would violate a labor agreement that guarantees police employees 95 parking spaces in the lot until July 1, according to the filing. The court action came after the union filed a grievance with the city on Nov. 4 that was denied by Chief Mike Bladel five days later. Bladel said the city would have in place a plan to provide adequate and safe parking for employees through the 2- to 3-year construction process. "... I do feel that the city is being responsive to the needs and concerns of (the union) membership and, though we will continue to be responsive to your concerns, the parking plan that is being established for the interim period I feel is valid, meets the needs of our personnel and will continue to support it," Bladel said in denying the grievance.

The plan allows workers to park in lots at West 5th and Harrison streets, West 5th and Brady streets and behind city hall. Bladel said he will look into providing extra lighting, marked crosswalks and priority snow removal and salting. Speed enforcement and extra uniform patrols will also be provided. But David Cunningham, a Rock Island lawyer who represents the union, said members tried to work out plans with no results. One proposal included setting aside unused stalls in a city ramp at West 3rd Street and Harrison. The city wanted to charge the department at least $7,000 a month for the spaces.

The union so far has not been given assurances that there will be adequately safe and well-lighted parking, especially for civilian communications clerks who often have to walk to and from their cars in darkness, Cunningham said. A meeting with city officials set for Wednesday to talk about parking matters was cancelled with no explanation. "We think there was effort to try and avoid this, but no one was listening," Cunningham said. The union's court action says the postponement is needed to allow the grievance to be settled by an arbitrator if needed, a process that can take up to eight months. The union filed the request in Scott County District Court on Wednesday. The city was served with a copy of it Friday.

Craig Malin, city administrator, said the union has not yet completed the city's grievance process and questioned why it moved so quickly to go to court. The next step in the process gives the city's human resources director until Thursday to uphold or deny the grievance. As for use of the city ramp by department employees, **Malin** said that would violate city policy and

would be unfair to any other employer in the downtown that was faced with a parking crunch due to new construction. "Their (the union's) solution is not to build a building that is clearly needed and that they would be the primary beneficiaries of," **Malin** said.

Aldermen will be asked on Wednesday to vote to hire Peoria, Ill.,-based Williams Brothers Construction to build the new headquarters. Its bid of $19.9 million was the lowest among three contractors that sought the work. The firm is expected to mobilize for construction later this month and start work as early as January.

QUAD-CITY TIMES
June 23, 2005

Malin defends letter for ex-mayor
Author: Thomas Geyer

Davenport City Administrator **Craig Malin** said Wednesday that he wrote a letter of recommendation for former mayor and police Lt. Phil Yerington who has interviewed for a job with the city to pre-empt any innuendo of offering Yerington a city job in return for him dropping his appeal of his dismissal from the police department. Both **Malin** and Yerington said no such deal ever has existed nor has one been contemplated. But some aldermen are questioning **Malin**'s judgment. "I think to characterize as simply a letter of recommendation misconstrues the entirety of the letter," **Malin** said. "It's about 20 percent recommendation, 60 percent explanation of circumstances and 20 percent limitations on the recommendation." "If people want to read something into it, they're bringing their own bias into it. I wrote the letter to put to rest any innuendo that I would trade a settlement of litigation for a job. I would never do that."

Yerington said that he had an interview Wednesday for a youth coordinator position in the Parks and Recreation Department that he says pays about $46,000 a year. "There were people who were interviewed before me and people who were interviewed after me," he said. He said it is a new position that he had heard about from **Malin** during a luncheon in January. "**Craig** talked about revamping some of the park's programs and I asked him to keep me in mind and let me know when they were taking applications," Yerington said. "Based on the job description and requirements, I think I am the best candidate for the job." He said two weeks ago he and his attorney offered to settle with the city for a grand total of $88,500 in backpay and attorney fees, but the settlement was voted down by the City Council in a 6-4 vote.

So the appeal, he said, will move forward in Scott County District Court. "I want the past to go away," he said. "I don't want to go back to work for the police department. I wanted to settle this. I think I made a reasonable request and it would have given me a chance to resign rather than be terminated, which is tough to explain on job applications." He was fired Oct. 1. It began Aug. 22 when a typed statement anonymously was faxed to a media outlet accusing Yerington of treating some employees in the police department unfairly while allowing others to abuse sick day policies. An investigation to determine who sent the fax was inconclusive.

While defending himself against the allegations in an interview with a reporter, Yerington publicly accused police Capt. Kevin Murphy of sending the fax in an attempt to hurt Yerington's campaign for Scott County sheriff. City officials said Yerington violated policy by talking about the incident in the media and identifying Murphy as the target of an internal investigation. Murphy was exonerated by the city in the incident.

Alderman Keith Meyer, 3rd Ward, said Wednesday that he believes "Yerington got screwed. I would like to see Phil go through with his lawsuit against the city and win it." But he does not

understand why **Malin** had to write a letter of recommendation. "It surprised the hell out of me," he said. "What purpose does the letter of recommendation serve?"

Alderman Roxanna Moritz, 1st Ward, said she believes the letter puts the council in a bad position. "Why is the city administrator drafting a letter of recommendation for a person that he participated in the firing of," she said. "I'm not anti-Yerington, but if he was fired for insubordination why would you hire him for another position?" She said her issue comes with the last paragraph of the letter in which **Malin** says, "Upon my review of the applications, this does appear to be an opportunity where Phil's experience, skills and force of character could substantially improve city services." "If that is all true, why did they fire Phil in the first place," she said.

But **Malin** pointed out that he also said in his letter that "Phil's termination was necessary and proper, but it was also unfortunate. The city lost an employee with a long record of commitment to the community." **Malin** said if the interview panel finds another candidate better suited for the position, "the city should hire that person." "This is weird. I don't know how to rationalize it, let alone explain it," said Alderman Bill Lynn, 5th Ward, regarding the letter of recommendation.

QUAD-CITY TIMES
June 18, 2005

Malin suggests longer terms
Author: Tom Saul

Davenport aldermen should be elected to longer terms and represent larger geographic areas as a way to better deal with challenges facing the city, City Administrator **Craig Malin** says in a memo on the possibility of four-year terms. The memo was sent to members of a committee that is studying whether to change the way aldermen serve. But one member raised questions about whether **Malin**'s comments are aimed at making the city run more smoothly or whether he is more interested in making his job easier. "It's hard to separate what he says from what's good for him and what's good for the city," said Rich Moroney, co-chairman of the panel, who asked **Malin** for the memo.

City Council members with longer terms of office and fewer ward aldermen would make the city administrator's job easier, Moroney said. He could deal with the same aldermen for longer periods and they would likely focus less on narrow ward and neighborhood issues. But, ward aldermen serve a valuable purpose when it comes to insuring diversity in the makeup of the council, Moroney said. The ward seats allow those with fewer resources and without citywide backing to get elected to office. "It makes it easier for the average guy to get in," Moroney said. "I would hate to see special-interest money have more influence in city elections then it already has."

Malin said he did not think about the potential impact of changes in aldermanic services when he put his thoughts in the memo. It is not his role to tell the community how its elected representatives should serve. That is something that will have to be hashed out by citizens and their elected officials. "I'm not concerned with how difficult or easy my job will be," he said. "I'm concerned with how successful the community is. I was asked to put my thoughts in writing, and that is what I did."

In his memo, **Malin** said current two-year terms for aldermen "are less than optimal." They provide too little time for aldermen to get things done. They also don't mesh well with state and city budget cycles. "Recognizing and respecting that others may differ, I suggest it is self-evident that elected officials representing broader constituencies for a term that allows them greater opportunity to realize their vision is generally preferable," **Malin** wrote.

Since he first took office in 2001, Mayor Charlie Brooke has been touting four-year terms for city elected officials as a way to increase continuity in leadership and improve Davenport's ability to do long-term planning. But, since he launched a petition drive last year to get a referendum before voters on the matter, he has collected only 800 of the approximately 1,600 signatures needed to put it on the ballot, he said. Brooke said he anticipates having enough signatures by next spring to hold an election. He favors four-year terms and more at-large

aldermen in place of those who represent wards. "Aldermen who come from wards tend to focused on things of primary interest to their wards," Brooke said. "Sometimes they tend to forget to look at the things that benefit the entire city."

Having more aldermen who give their attention to citywide issues might also heal some of the divisions between east and west Davenport and areas north and south of Locust Street, Brooke said. The council now has eight ward aldermen and two at-large representatives. "The number of wards and the way the lines are drawn encourages divisiveness," Brooke said. "There is no place in town that is more than a 20-minute drive from any other place, so I don't know we beat ourselves up over such things. It's just goofy."

QUAD-CITY TIMES
September 27, 2004

City administrator receives 4% raise
Author: Tom Saul

Davenport City Administrator **Craig Malin** will get a 4 percent raise and will pay 10 percent of the annual premium cost for his health insurance under a new salary and benefits deal approved by aldermen. Approval of the pay hike, which will boost his annual salary to $136,298, came following a closed door evaluation of his job performance by the city council on Saturday. The new pay and benefits package also includes a $1,300 annual increase, to $4,100 yearly, in the amount contributed to a pension fund. **Malin** would get that money only when he leaves the city's employ. "He (**Malin**) chose to do it," said Alderman Ray Ambrose, 4th Ward, of the increased payment for health insurance. "He wants to set the standard. That is one of the biggest challenges we face in Davenport. As we go into (labor) contract negotiations, he wants his leadership to be reflected."

For the first time in at least 20 years, city employees last year began paying a portion of the premiums for their city-provided health insurance. The cost of health insurance and how much city employees should pay for it were major topics of labor contract talks last year.

On average, city employees pay about 2 percent of the cost of their insurance premiums, said **Malin**, who now pays 5 percent of his premium costs. Health-care costs are again expected to be a major bone of contention next year as contracts with the city's five labor unions are renegotiated. If all city employees paid 10 percent of the premiums for their health insurance, citizens would likely see lower property taxes, **Malin** said. The raise for **Malin** comes seven months after a majority of aldermen approved a $9,255 pay raise that boosted his annual salary from $121,801 to $131,056. That raise was part of a three-year employment agreement negotiated with **Malin**.

QUAD-CITY TIMES
September 17, 2004

Internal investigation under way in faxgate'
Author: Tom Saul

An independent investigator looking into what a Davenport alderman has called "faxgate" has finished initial interviews into how someone attempted to send a derogatory and false memo from the police department to area news media, City Administrator **Craig Malin** said Friday. But **Malin** declined to confirm whether any police department employees have been implicated in the investigation so far or whether evidence has been recovered that would point to the person who tried to send the fax from the police records division on Aug. 22.

Steps have been taken to guard against such an incident happening again, **Malin** said. Employees will now have to punch in code numbers before they can send faxes. The seriousness of the investigation is also meant to send a message that such behavior will not be tolerated. "This is serious business and it is being treated in a serious way," **Malin** said. "I think we have a damn fine department and we are going to do everything we can to gain and hold the public's trust. I have no tolerance for dishonesty and I have no tolerance for personal agendas that supercede the city's mission."

Larry Laschen, former police chief, public safety director and village manager from Vernon Hills, Ill., who was hired to investigate, conducted over 20 interviews, **Malin** said. Lt. Dennis Kern, the department's internal affairs officer, is analyzing notes from the interviews and other evidence and will write reports. If the evidence implicates the person who sent the fax, misconduct charges would be filed. That would trigger a process that would include a so-called "name clearing" hearing before Police Chief Mike Bladel and, later, could result in a public hearing before the city Civil Service Commission and even district court action.

The anonymous memo claimed that the Davenport Union of Professional Police filed a complaint with the department's internal affairs division against Lt. Phil Yerington. It accused Yerington of unfair treatment of some employees and of covering for others who were allegedly abusing department policies on use of sick leave. The fax got out only to KWQC-TV6.

Sgt. Eric Court, union president, said neither the union's board of directors nor any individual union member has filed an internal complaint against Yerington. Yerington said he believes the fax was related to his campaign for Scott County sheriff in which he is trying to unseat incumbent Dennis Conard. "The first thing I thought when I saw it was that this is not the union, this is political," Yerington said earlier in the week. "I asked for an internal investigation. I don't need this two months before the election. Some in the department may not want me to run, but it is my right to do so without being interfered with.

QUAD-CITY TIMES
September 10, 2004

Officials look into use of city funds
Author: Thomas Geyer

An investigation into the alleged use of city money for personal expenditures by a Davenport Parks and Recreation Department employee is expected to be complete early next week, authorities said Friday. City Administrator **Craig Malin** said a routine staff review of the employee, a woman in a supervisory position, uncovered what he described as "questionable purchases." "Those are being investigated by the Davenport Police Department," he added. The woman has resigned her position, he said.

City of Davenport public information officer Jennifer Nahra said the woman began working for the city in October 1994 and resigned effective Sept. 1. As part of their investigation, police served a search warrant at the woman's home in Davenport. According to the warrant's return of service, which was filed Sept. 7 in Scott County District Court, police seized, among other items, a computer printer, a checkerboard and game pieces, drapery rods, four other games, two caulking guns, four large storage boxes and lids, three gift cards from a discount department store, a drill bit and a tennis racket. A call placed Friday by the http://www.qctimes.com/QUAD-CITY TIMES to the woman's home was not returned.

Capt. David Struckman, the commander of the Davenport Police Department's Criminal Investigations Division, said "there will be closure to the investigation Monday." **Malin** indicated that just because the woman resigned does not mean the city will not pursue charges. He added that the pending investigation will determine how long the alleged use of city money for personal expenses occurred. Scott County Attorney Bill Davis said he had not seen all of the reports as of Friday. The full investigation isn't to me yet," he said, "so I haven't made a decision to proceed or not."

QUAD-CITY TIMES
February 19, 2004

Officials say Malin committed no crime
Author: Tom Saul

While the city has declined to release details of complaints alleging that Davenport 3rd Ward Alderman Keith Meyer has harassed six women employees, City Administrator **Craig Malin** said Thursday that if an employee had been accused of the same conduct, he or she would have been fired. The complaints from the women were submitted verbally or in writing, **Malin** said. He wrote a summary of a verbal complaint from an employee who said she had been touched repeatedly by Meyer. The employees were contacted Thursday morning by the city's Human Resources Department and told their names will not be made public.

In the meantime, police and Scott County Attorney Bill Davis said there will be no investigation of Meyer's accusation that **Malin** tried to harass and intimidate him. Authorities said they do not believe a crime was committed. "We reviewed it with the county attorney and he said there was no intent, so it is not a police matter," Maj. Don Schaeffer said when asked whether a memo sent Wednesday from **Malin** to Meyer informing him of the complaints and asking him to curb the alleged harassing behavior rose to the level of a crime. "If I were to categorize it, I would say it is a workplace issue," he added. As Meyer initiated his complaint before Wednesday's City Council meeting, Schaeffer said he was told there would be no investigation. He returned to the police station after the meeting and was told again that no crime had been committed. "It is not unusual to have people come in off the street to talk to us and we tell them that it is not a police matter, it is a civil matter," he said.

There is no such crime as intimidation under Iowa law, Davis said. Similar crimes are prosecuted under state laws that cover assault or extortion. Assault requires some form of physical intimidation. Extortion requires that some form of threat be made to a person's physical well-being, reputation, business or property.

Asked by the http://www.qctimes.com/QUAD-CITY TIMES to respond to comments from Schaeffer, Davis and **Malin**, Meyer returned an e-mail message that said, "not true." He did not respond to a follow-up e-mail asking him to clarify and expand on his answer. The confidential memo, given to him hours before he was to be asked to vote on a new employment agreement for **Malin**, constituted intimidation, Meyer said Wednesday. A majority of aldermen approved the three-year contract, which gave **Malin** a $9,255 raise this year, a $488-per-month car allowance and the ability to be paid lump sums for unused sick leave and vacation time.

Meyer abstained from the vote. To explain his abstention, he read aloud the confidential memo about the allegations after being cautioned not to do so by both city Corporation Counsel Mary Thee and Mayor Charlie Brooke, who is an attorney. Both said disclosure at a council meeting of the allegations in the memo could be construed as an attempt to retaliate against the

complainants.

The memo was recommended by Thee to protect the city from liability after **Malin** sent repeated e-mail messages and tried to talk with Meyer about concerns raised regarding his behavior toward employees, **Malin** said. At a Jan. 10 meeting, aldermen were asked to make their requests for information or other assistance through the offices of the city administrator or department heads. "I did not draft that memo lightly," **Malin** said. "I talked to the corporation counsel and she advised that I do it."

While **Malin** would not go into details about the type of behavior the six women say they found to be harassing, he said Meyer has repeatedly gone directly to employees for assistance and some have mentioned that they feel intimidated by him. "Harassment is defined by the recipient, not by the person who offers the behavior," **Malin** said of the legal definition. "He may think he is just being friendly, but women do not take it as friendly behavior and are upset by it."

Some aldermen, who said they first learned of the allegations against Meyer as he read the memo, said they were disturbed by the accusations and the possibility that Meyer may have invited lawsuits against the city from the complainants by making the charges public. But none of those interviewed said they were prepared to invoke portions of a code of conduct for city elected officials approved last week that would allow them to seek sanctions against Meyer. "I believe in democracy and (Meyer) was elected to that position," Alderman Roxanna Moritz, 1st Ward, said. But with the position comes responsibility, she said. Meyer was elected to represent the interests of citizens in the city's 3rd Ward, and, she noted, he abstained from voting on a number of items on Wednesday night's agenda besides **Malin**'s contract because he was not prepared.

Since Meyer also was advised by the council's legal counsel not to read **Malin**'s memo, he may be on his own if any of the complainants believe they were retaliated against and decide to sue. "When your legal counsel tells you not to go there, that should give you pause," she said. Alderman Steve Ahrens, at-large, who also said he would not invoke sections of the council's new code of conduct, said he was more concerned with how those who have complained about Meyer's behavior will be protected. He said he has no problem with the way **Malin** has handled the matter. "I am deeply troubled by what has occurred," Ahrens said. "By Alderman Meyer making it public, it puts the six individuals, I believe, in a very uncomfortable position. Because he is an elected official, that creates a very complex situation. How are we going to protect these six individuals and ensure that certain behavior is not repeated?"

Internet – Newspaper Archives Searches
CRAIG MALIN
(Articles are in reverse chronological order)

QUAD-CITY TIMES
July 20, 2003

Viewpoint: Cost-saving efficiencies can improve system
Author: **Craig Malin**, Davenport City Administrator

I write to clarify the intent of reviewing the structure of the Leisure Facilities and Services Department as part of the FY04 budget reconciliation package made necessary by the state's "Reinvention Savings" bill. Recent media reports have led many to conclude a restructuring would cut park facilities and programs. This is simply not the case. Quite the contrary, a review of the department's structure has been proposed to maintain or improve services in ever more challenging budgetary times.

The issue of recreation facilities and services competing for limited local resources is not new. While police and fire budgets have increased nearly fourfold since 1980 (now representing 58 percent of our general fund) the Parks Department's share of the general fund has declined from 12 to 8 percent. It is one thing to be concerned about this regrettable circumstance. It is another to do something about it. In the budget package recommended to the City Council, the intent was to address this imbalance. The guiding idea is to utilize shared resources within our organization to make parks better. Not worse. Better.

For example, urban forestry and facilities maintenance functions could be merged with similar operations in the Public Works Department, thereby facilitating efficiencies of personnel, facilities and equipment. Contract management activities might be assigned to Finance Department oversight, thereby facilitating an enhanced revenue focus. Recreation programming personnel and functions could be merged within the Community and Economic Development Department, thereby allowing recreation programming to be an integral part of the department's focus on building strong neighborhoods.

To further explore this approach of shared efficiencies across departments, additional study was proposed, leading to a detailed implementation plan for next year. Whether this study leads to full or partial implementation of the conceptual reorganization is yet to be determined, but the citizens of Davenport may be confident of two things. The first is that the City understands our responsibility to spend public money wisely. Working together across departments helps us do just that. The second is that park facilities and services would in no way be compromised through this initiative.

If Davenport is to succeed, we need to not only meet the state "reinvention" challenge; we need to rise above it. We need to work together, not withdraw into "turf" battles. With cost savings created by better utilizing shared resources, citizens should expect our focus be directed where it counts; in our parks and **golf** courses (the turf that really matters) and the recreation programs that make Davenport a great place to live. The best days for recreation facilities and services in Davenport are not behind us, they are ahead of us.

QUAD-CITY TIMES
September 03, 2002

After a year, Davenport city administrator gets good marks
Author: Tom Saul

A day after the anniversary of his first year on the job last week, Davenport City Administrator **Craig Malin** ran through a list of city goals to see how he has done: Plans for a new branch library in west Davenport. On track. A concept for renovation of John O'Donnell Stadium. Check. River Renaissance downtown revitalization project. Full speed ahead. Enhanced enforcement of city environmental rules. New inspectors are to be hired in September.

Malin said that in his first year on the job, he has tried to live his work life by the words printed on his business cards: "open, agile, purposeful." "To be open,' you have to be responsive to citizens and not be defensive," he said. "That means constructive engagement and taking criticism. To be open to citizens is a basic responsibility of a democratic government." By "agile," **Malin** said he means being attuned to what people want and then delivering it. It also means realizing what can be done with the resources available and "practicing the art of the possible." As for "purposeful," that means delivering on what people expect of their city government, he said. "We continually operate in the public trust. When we don't meet goals, not only do we compromise that, we compromise other work we do," he added.

While he admits to some flaws related mostly to being new on the job and in the community, **Malin** said his first year as the city's chief administrative officer has been focused on achieving goals set for the city by aldermen and on building public trust. Aldermen, who are in the process of giving **Malin** his first written performance evaluation, generally agree that he has tried to open dialogue with residents on important issues, such as what to do with city-owned land at 53rd Street and Eastern Avenue, and has been goal-oriented.

Alderman Bob McGivern, 6th Ward, praised **Malin**'s management skills, along with his view that city government is the property of its citizens and that they should be empowered to take ownership of what it does. "**Craig Malin** understands that better than anyone I've ever seen," he said. "I like his core belief that government has a purpose. He trusts people to do their jobs and he believes in letting the process work." McGivern said he has seen that happen in many routine things **Malin** has undertaken, ranging from implementing the council's annual list of goals to making government run more efficiently.

A small example of greater efficiency, he said, came as **Malin** ordered a conversion of the city's networked computers from a cumbersome proprietary software system to a Microsoft Windows-based one. "He enhanced the technology, but, more importantly, he saw to it that all the employees were trained to use it," McGivern said. Some aldermen said **Malin** has been more accessible and deals with concerns more promptly than his predecessor, Jim Pierce, who, after four years in the job, was ousted in 2000 by council members who had lost confidence in his

ability to manage. "I like working with him a lot better than I did with Jim Pierce," said Alderman Wayne Hean, 5th Ward. "I can go in and talk to him about things that are going on, and I didn't always feel like that with Pierce."

Hean described **Malin** as a hard worker who approaches things systematically and eventually gets results. He cited **Malin**'s guiding of the process toward a design concept for renovating John O'Donnell Stadium and his involvement with negotiations on a long-term lease with the owners of the Quad-City River Bandits. Without being specific, Hean said **Malin** has made some mistakes in his first year, but he added that the administrator has tried to learn from them.

Alderwoman Roxanna Mortiz, 1st Ward, said one of **Malin**'s chief strengths is his ability to deal with the public and get them involved. He also has a high energy level and the ability to work on several projects at once and still be effective, she said. A weakness is that he does not seem to have taken time to get to know all of the aldermen and their concerns about the wards they represent, she said. "I'm disappointed that he has never taken the time to get to know us all," she said. "Because he doesn't know us all as people, he doesn't know what our goals are for the areas we represent. I think it's important for him to know that all aldermen have different problems. He needs to be able to communicate with us on what our needs are."

Alderman George Nickolas, 2nd Ward, said he gets a good response from **Malin** when he contacts the administrator about a problem in his ward. But Nickolas said he is concerned that **Malin** seems to pay too much attention to the wishes of DavenportOne and focuses too much attention on the city's downtown. "There's not an issue that comes up where he's not on their side," Nickolas said of **Malin** and DavenportOne. One of the City Council's priorities is to foster economic development, **Malin** said. That has made it imperative to work with economic development organizations such as DavenportOne on projects such as River Renaissance and getting tenants into the Eastern Iowa Industrial Center on Northwest Boulevard at Interstate 80.

As for his relationships with aldermen, **Malin** said he still is new to the city. So he tries to learn as much as he can before moving ahead on an issue. Part of his job is to try striking a balance among what elected officials, interest groups and citizens want and "marry that with our organizational capacity and our ability to provide quality service," he said.

The majority usually rules in City Hall, he said, "but you have to be respectful of the minority opinion. I'm more concerned about how we disagree on things than about how we agree." **Malin** came in after a period of stagnation and inactivity in the administrator's office and faced a backlog of major and minor projects, Mayor Charlie Brooke said. **Malin** has been working on them while also trying to learn the ropes of the City Hall bureaucracy. "I've not seen a place where he's made a mistake," Brooke said. "A few things haven't gotten done as quickly as I'd hoped, but I haven't felt badly about that. I think he's done a great job in nearly every way."

QUAD-CITY TIMES
May 28, 2002

Malin cuts ties in Wisconsin
Author: TOM SAUL

At his day job, Davenport City Administrator **Craig Malin** has stuck to his promise to "listen and learn" as he finds his way around the city's political and bureaucratic terrain. But while **Malin** has moonlighted as a consultant for his former employer, Douglas County, Wis., he has come under attack for his role in the construction of a new office complex and county jail that some claim almost tripled in cost on **Malin**'s watch. In April, **Malin** felt compelled to travel to Superior, Wis., to defend himself at a public meeting after a Douglas County supervisor charged that while **Malin** was Douglas County administrator, the cost of the complex ballooned from $17.5 million to more than $42 million.

The situation prompted the local newspaper, The Daily Telegram, to publish a series of articles detailing what it calls a "crisis." **Malin** also has given county officials notice that he will sever his consulting agreement. It will end as of May 31. "I did it out of personal and professional obligations, but as soon as it becomes an issue in Davenport, I'm done," **Malin** said. He said he was told nothing about the jail and office building, called the Metro Center, before he was hired as Douglas County administrator in June 1999. The first documents he saw after he was hired put the cost of the complex at between $32.8 million and $34.2 million. "I got the information and I presented it at an Oct. 28, 1999, meeting to the full county board," **Malin** said. "It is so vivid to me. I recall it as though it was yesterday. I said, “Here's where the honeymoon ends”. "

While he told former Mayor Phil Yerington and, later, Mayor Charlie Brooke of his arrangement with Douglas County, **Malin** said he never told aldermen. On Wednesday, he gave aldermen a memo along with supporting documents detailing his agreement and his request to end it. Some aldermen said **Malin** should have told them of the agreement long before now, but they do not believe it has interfered with his job in Davenport. "He should have told us because we're his bosses," said Alderman Dan Vance, 3rd Ward. "As long as it hasn't interfered with his duties here, I have no problem with it. I would have if it interfered with his responsibilities to this City Council or the city of Davenport."

Alderman Jamie Howard, At-large, said it was unfortunate for the City Council to find out about the agreement as a result of inquiries from the news media. As soon as he knew, Brooke should have told aldermen about it. "If it doesn't affect his job performance here, I'm not too concerned," said Alderman George Nickolas, 2nd Ward. "It would have been nice if he would have told us about it. It would have been a courtesy."

Malin billed Douglas County for a total of 54.5 hours, he said. That included 27 hours billed over three days he spent there in February and April. The three days were taken as vacation days from his Davenport job. The remaining hours amounted to less than 45 minutes a week spent on Douglas County business. "To the extent possible, I have tried to structure this assistance outside

the typical business day," **Malin** said in his memo to aldermen. "In sum, I do not believe the assistance I offered my former employer in good faith has been a distraction."

Douglas County supervisors hired **Malin** as a consultant in August 2001 to bridge a gap in knowledge about the office complex and jail project after he resigned and the county searched for a replacement, said Steve Koszarek, current administrator. **Malin** was intimately involved with the project, and supervisors felt he could provide continuity in dealing with it as his replacement was sought, hired and became acclimated to the area, Koszarek said. "There were some politics and hard feelings about the costs going up, but that shouldn't be put at his feet," Koszarek said. "He was instrumental in cutting some costs."

Douglas County Supervisor Kay McKenzie was the one who faulted **Malin** for the ballooning cost of the project in a March letter to The Daily Telegram in Superior. She contended that the complex cost less than $18 million before **Malin** came on board. McKenzie retreated from that position in an interview last week. Instead, she blamed the escalating costs on county government staff that was "out of control" and on a small group of county supervisors who kept others on the board in the dark.

Malin said he disclosed information to county officials as soon as he learned about increased costs or other changes that could affect the project. With the current turmoil in Douglas County over the matter, he was glad to have his consulting contract end early. "I've never been more happy to be back in Davenport than after being in Douglas County," he said.

QUAD-CITY TIMES
March 21, 2002

City to double minority job pool
Author: Marc Chase

The City of Davenport should double the percentage of minority candidates who make it on a list of finalists for civil service job openings by the end of the year, the city administrator told leaders of the local NAACP chapter Wednesday. But members of the organization disagree with some of the methods City Administrator **Craig Malin** has mentioned as a means of achieving that goal. Those comments followed a **Quad-City Times** special report published Sunday that showed a disparity between the percentage of minorities hired for city jobs versus the number of minorities living in each of the Quad-Cities.

In Davenport, 6.6 percent of the city's work force are minorities, while racial minorities account for 16.3 percent of Davenport's 98,359 residents. "We definitely have a problem here, and we want to close that gap," **Malin** said at the meeting with NAACP leaders Wednesday in City Hall. "Right now, we're putting our efforts into figuring out how to close it." One of the biggest problems is the city does not follow up with minority job candidates who apply but fail to take required standardized tests for those civil service positions, he said. **Malin** pointed to a city laborer job opening for which 303 people applied in December and January. Of the 74 known minorities who sought the job, only 47 took the test, according to city records.

Also, **Malin** said he was concerned that of 41 black applicants for the job, only two made it on the list of 15 finalists from which city department heads select employees. Twenty-four of those black applicants took the test, and 17 passed it. "We have to investigate how the 39 fell out," he said. "Part of that could mean following up with people who apply but don't take the tests and finding out why." At least two NAACP members at the meeting expressed frustration that qualified minority candidates who pass the civil service tests are not being hired for the positions.

The Rev. Rogers Kirk, of Third Missionary Baptist Church in Davenport, recommended the city fill all job openings created when employees retire or resign with minority candidates until the work force reflects the population. After the meeting, Mary Thee, the city's human resources director, said such a hiring method would be illegal under Iowa civil service guidelines. Under those guidelines, the application process for city jobs must be open to everyone. Those who apply are then asked to take a written standardized test at a later date. Those who pass the test are then eligible to be placed on a list of finalists. **Malin** has said the key lies in recruitment. He told the Times last week that the city was considering a plan to knock on the doors of potential minority employees and provide them with transportation to take civil service application tests.

Kirk and NAACP member Jimmy Drummond said such a practice would be insulting. "It implies we are not capable of getting up, coming down and applying for the positions on our

own," Drummond said. "Our concern is with the people we talk to who have applied and passed the tests but don't get hired." **Malin** said he apologizes to anyone who took offense to his statement. He told the Times after the meeting that he was just trying to convey the city's willingness to "bend over backwards" in order to hire a work force more representative of the Davenport population. "The city is sensitized to this issue," he said. "We seem to be grasping the magnitude of the problem, and we're trying to figure out what's broken and why."

QUAD-CITY TIMES
January 05, 2002

Goal-setting session looks at smoother running of City Hall
Author: Tom Saul

Plans for a World Wide Web-enabled system that will allow **Davenport** aldermen and citizens to check on the status of everything from garbage complaints to requests for road repairs is in the offing, City Administrator **Craig Malin** said Saturday. As alderman at an annual goals-setting session also expressed a preference for more communications about city business via e-mail, **Malin** noted that the public and news media also will get to peek at those correspondence if they so chose. "Knowing that all e-mail will be publicly accessible, write as if everything will appear on the front page of the paper," he cautioned aldermen and Mayor Charlie Brooke. The second of three sessions focused mainly on rules for communication within city government, how agendas for meetings should be set and other internal issues.

A session set for Jan.12 will look at establishing goals for citywide projects and other issues that will offer insight into the direction that Brooke and the new City Council will take city government. A session in December gave aldermen and the new mayor an overview of how city government is organized and what individual departments do.

At Saturday's session, **Malin** unveiled a job performance evaluation form for his department heads that he plans to have in place by the end of the month. Components will include a self evaluation by the department head, a review by **Malin** and a peer review by those selected from inside and outside of City Hall.

A majority of the city's 11 department heads currently receive no regular written reviews. For the past two years, they have been asked to submit, in writing, goals for their departments and steps they have taken to achieve them. The longest discussion by aldermen focused on how to hold their administrative assistant, Robin Linville, accountable for what she does and who should supervise her.

Alderman Roxanna Moritz, 1st Ward, who wants Linville supervised by **Malin**, said it is difficult for 10 aldermen to keep track of her on a day-to-day basis. Often, Linville is gone from the office on vacation, sick leave or for errands and aldermen do not know how to get in touch with her. "I'm an advocate of her reporting to you," Moritz told **Malin**. "She cannot be accountable to 10 people." But other aldermen disagreed. Aldermen Wayne Hean, 5th Ward, said he worried about who Linville would be loyal to if she were supervised by **Malin**. Alderman Jamie Howard, at-large, said that since Linville's salary comes out of the council's budget, aldermen should be the ones who supervise her. "Since she's in our budget, she should be accountable to us," Howard said.

A majority of aldermen voted to continue to supervise Linville. She has worked for the city for

about 20 years and currently earns about $44,000 a year. She takes calls for aldermen, answers correspondence, deals with city departments and performs other chores at the request of aldermen. **Malin** asked for more clear instructions on how items can be put on agendas for regular council meetings. Currently, the mayor, city administrator, council committee chairmen or individual aldermen can ask for items to be added, whether other aldermen agree or not.

In the case of individual aldermen, **Malin** asked that they be required to get the consent of one more council member before items are added to the agenda. "That will give the staff a clearer idea of whether there is a consensus (among aldermen) so we aren't following 11 different directions," he said, referring to the 10 council members and mayor. A majority of aldermen agreed, but Dan Vance, 3rd Ward, was not among them. "I think it's important to keep the process as it is," he said. "If the committee doesn't agree to bring something forward and you can't find another aldermen, it gets killed."

As for better tracking of citizen requests about services, some aldermen complained that it is difficult to find out what happens to a request after it is turned into a city department. The city received about 36,000 requests from citizens last year. About 22,000 of those concerned garbage collection. "Our customer service request system is like a black hole," said Alderman Tom Engelmann, 8th Ward. "You put information in and then, who knows. I don't put many requests in. I usually just deal with the department head. But when I have, there have been few responses on what has been done." One of the city staff's goals it to make that information more accessible to the aldermen and the public, **Malin** said.

QUAD-CITY TIMES
January 04, 2002

Malin to revamp city's bonus system
Author: Tom Saul

A majority of Davenport's city department heads have again been recommended for annual bonuses without written evaluations of their job performance, City Administrator **Craig Malin** said. But, he said, 2001 was the last year that will happen. He is working on a performance review form for department heads and expects to have it completed by the end of January.

The new form will evaluate department heads on competencies required of all city employees, their effectiveness as supervisors and on duties unique to their jobs, he said. They also will be evaluated by peers from both inside and outside city government. "The evaluations will have three components: a peer review, a self-evaluation and mine," he said of the department heads. "From that we will somehow come up with a score." How that score will be tied to compensation or bonuses for the city's top managers is not yet clear, he said. That will be discussed as his plans are presented to aldermen.

Alderman Roxanna Moritz, 1st Ward, said she wants to see bonuses for city management eliminated. Bonuses in a city government setting are inappropriate, she added. If Davenport does not pay its managers at a rate in line with their counterparts in other, similar cities, that is an issue aldermen should address, she said. Otherwise, "they get paid for doing their jobs. This is not a for-profit business, so they shouldn't get bonuses for doing it," she said. As for the lack of written evaluations for department heads, she said all city employees should get written performance reviews, whether they are eligible for bonuses or not. "I think everyone should have something written and put in a file somewhere that can be looked at," she said.

All city employees receive written evaluations. Those represented by unions have it written into their contracts. Part of the policy that makes city department heads and their managers eligible for bonuses of up to $1,000 per year is that they must complete performance evaluations of their subordinates. But the Quad-City Times reported last year that while a majority of the city's 11 department heads had not received written evaluations for at least five years, they still received annual bonuses and pay raises.

In a Dec. 27 memo to **Malin**, city Finance Director Kent Kolwey recommended $750 in bonus money be paid to each of eight department heads or acting department heads. That was based on Kolwey's supervision of them while he served as acting administrator for about three-quarters of the past year. **Malin** will make a determination on eligibility for the remaining $250 in bonus money for the quarter-year he has been city administrator, he said. He expects to decide next week on the total bonus to be awarded each department head.

There currently is no director of the Davenport Museum of Art. Kolwey was not eligible because

of his service as acting administrator. And Corporation Counsel John Martin, who oversees the legal department, also was not eligible because of disciplinary action taken against him last year.

Acting library director Meg Sarff said she received a written evaluation from the Library Board of Trustees. Civil rights director Judy Morrell received a written evaluation late in 2000, but she did not get one last year, said Chuck Landon of the Davenport Civil Rights Commission. She is scheduled for one in the next few months. As for the remaining department heads, Kolwey said that, before deciding how large a bonus each should get, he asked them to submit in writing lists of goals for their department and the steps they took to achieve them. "That, in combination with my judgment on how well they achieved those goals and managed their departments, helped me determine my recommendation on the bonuses they should receive," he said.

QUAD-CITY TIMES
December 14, 2001

Davenport in position of great opportunity
QUAD-CITY TIMES EDITORIAL

City Administrator **Craig Malin** proposes that a consultant help determine the best use for 220 acres of city-owned land at 53rd Street and Eastern Avenue. **Malin**'s proposal makes sense. It can help the city finally capitalize on a great opportunity. This tract of land is located in Davenport's most active development corridor. The city needs a plan to ensure a good return on the property and guide development that benefits the Quad-City region.

Using a consultant appears to be the only realistic way to break the deadlock that has stalled this project. The 53rd and Eastern Avenue proposal first drawn up in 1996 has been on the back burner since November 1999, when voters ousted most of the aldermen who supported the project.

Public protest over the financing plan and intense disagreement among City Council members and the mayor sidetracked plans for residential, retail and office space surrounding a golf course and other recreational amenities. A mayor's committee charged with finding an alternative was unable to reach consensus.

Meanwhile, taxpayers are covering about $320,000 a year to retire bonds that were sold to purchase the undeveloped land. In this case, hiring a consultant for an estimated $50,000 to $99,000 appears to be a prudent investment. A professional private firm can provide expert research and advice unfettered by past political controversy.

Malin's proposal already has support from opponents of the first project. Michelle Magyar, former head of Citizens for Responsible Vision, or CURV, says any new plan is "not just about getting bang for the buck for developers. There has to be a plan for the entire area. I think people who don't embrace this (hiring the consultant) have rocks in their heads." We agree. The new plan should balance the interests of the developers and the community. The original 53rd and Eastern project also suffered because most of the planning was conducted in secret before it was presented to citizens. That was a mistake.

However, **Malin** and Clayton Lloyd, the city's director of community and economic development, say the process will be more public this time. The request for proposals from prospective consultants will require greater public input before a final proposal is presented to the City Council. That's good news for citizens. Now it's time to move forward at 53rd and Eastern. Davenport is in position to turn this parcel of land into a great asset, and **Malin**'s proposal could put the project back on track.

Duluth News-Tribune (MN)
July 20, 2001

IOWA JOB LURES MALIN FROM DOUGLAS COUNTY
Author: Steve Kuchera

It's official. Douglas County administrative coordinator **Craig Malin** is leaving. The Davenport, Iowa, City Council confirmed **Malin** as their new city administrator Wednesday evening. As the County Board did two years ago, the Davenport City Council hired **Malin** on an unanimous vote. ``We're excited," Davenport Mayor Phil Yerington said Thursday. ``He's impressed everyone who has dealt with him. I think he is going to be the perfect fit for our community for a long time to come."

Davenport will pay **Malin**, 38, an annual salary of $116,000. Davenport is also giving **Malin** a benefits package worth roughly $9,000 a year, $10,000 for moving expenses and, if needed, a $12,000 transitional housing expense. **Malin** was making $79,691 a year as **Douglas** County's administrative coordinator. **Malin**'s departure ``is going to leave a real void," Douglas County Supervisor David Olson said after Thursday's board meeting, during which board chairman Doug Finn announced **Malin**'s decision. ``It's going to be tough to find another person of this caliber." **Malin** was returning from Iowa and could not be reached for comment. He's scheduled to begin his new job in late August.

Next Thursday, the county executive committee will meet to discuss the process of finding a replacement for **Malin**, how to handle his duties until a replacement is hired and what the county wants for a replacement. ``One of the issues we need to deal with is if we want to go with an administrator or an administrative coordinator," Finn said after Thursday's meeting. ``The job (of administrative coordinator) brings a lot of responsibility but not a lot of power."

In Wisconsin, it's common for administrative coordinators to become frustrated with the position, because county boards define the duties. State law, however, spells out what a county administrator does. For example, county administrators have the power to make appointments that, in counties with administrative coordinators, are often handled by county boards.

In Davenport, **Malin** will have the power to realign, hire or fire city staff without council approval. It may be easier to attract good candidates if Douglas County switches to an administrator, Finn said. However, supervisors are divided over whether they want to stay with an administrative coordinator or switch to an administrator. One solution, he said, may be to go with an administrative coordinator and review the position after a year.

Roughly nine of Wisconsin's 72 counties -- including nearby Ashland and Burnett -- have administrators. About 20 have administrative coordinators. Nine have elected executives. In the remainder, department heads report to the county board. Davenport, a city of 98,000 residents, began looking for a new administrator in January, two months after its administrator of five years

left under fire. A nationwide search netted 58 applicants. The search committee then picked five finalists, including **Malin**. As Davenport's administrator, **Malin** will oversee the day-to-day operations of city government, which has 11 departments, 900 employees and an annual budget of $135 million.

Vernon Hills Review (IL)
June 10, 1999

Assistant Manager Malin steps down
Author: MARLENE HUNT

Vernon Hills knew it was just a matter of time before they would lose Assistant Village Manager **Craig Malin** to another community. **Malin**, who joined the village eleven years ago, resigned this week to accept the job as administrative coordinator for **Douglas** County in the northwest corner of Wisconsin. "**Craig** is an excellent employee, a bright, energetic and very adaptable professional," said Vernon Hills Mayor Roger Byrne. "He is a hard worker who took on special assignments. Although he had different projects going on simultaneously he always produced a thorough and competent job." Those thoughts were echoed by Trustees Cassie Black and Richard Cashman.

Douglas County Board Chairman **Douglas** Finn said **Malin** was selected from among 80 applicants for the job. **Douglas** County, with a population of 42,000 people, is the fourth largest county in Wisconsin. It is part of the Duluth Superior metropolitan area which has about 125,000 people. "The post has been vacant for eight months," Finn said. "We purposely took our time to get the right fit. We were quite impressed with **Malin** and he was our choice over the five finalists."

Malin was among the top ten finalists when Vernon Hills sought a replacement for long-time Village Manager Larry Laschen who retired last year. Before joining Vernon Hills as an administrative assistant in 1988, **Malin** worked internships in Grayslake and Libertyville, and later for the Northeastern Illinois Planning Commission and the Lake County Forest Preserve. **Malin**, his wife and two children live in the Prairie Crossings subdivision in Grayslake where he was active in the formation of the new Prairie Crossing Charter School.

Malin looks at his Vernon Hills experience as "building a community." He spearheaded efforts to get the ArborTheatre built and the Sullivan bike trails. He worked on large projects including the Cuneo and Clavey developments. In particular he singled out the Centennial Crossings development off Route 45, as both a rewarding and professional challenge. "This was community designed as opposed to developer designed."

Malin will leave his Vernon Hills job on July 2. He holds master's degrees in public administration and human resources development. He has completing course work for a third master's in urban planning and policy. "I am the first in my family to have gone to college," he said. "I am cognizant of living in a society where I can go farther than my father and that my children likely will go farther than me. Public service is a career responsibility that is both important and wonderful." **Malin**'s family is originally from Chicago. They moved to Grayslake when **Craig** was 12.

Daily Herald
June 23, 1995

Rebirth of old neighborhood? Vernon Hills tries to find site to build cozy center
Author: Karen Binder

A drive through Vernon Hills is like taking a tour of suburban building trends over the past 30 years. There's the Old Section's ranches and bungalows; New Century Town's town houses; Deerpath Estates' smaller suburban homes; the mini-mansions of Grosse Pointe Village; Sugar Creek and Stone Fence Farms; the customized houses at Old Grove Farms; and the updated suburban family houses at Hawthorn Club. But **Vernon Hills**' latest entry could be the most interesting of all. The idea is to build a traditional neighborhood - referred to in builder parlance as the "new urbanism" or "neoclassic" design - even asking members of the community to help them formulate ideas.

Town and Country Homes of Oak Brook is looking at developing the Ranney Farm property, 86 acres on South Route 45, in this manner. The land now contains the farm, several small businesses and residences and is slated for the village's Metra commuter rail station on the Wisconsin Central Ry. It is one of the last remaining large tracts in Vernon Hills.

Imagine: It could be a place where neighbors wave hello to each other from their front porch swings or where a kid can be sent to a neighborhood store for a gallon of milk. "It's basically what people had in the old neighborhoods," said **Craig Malin**, Vernon Hills' assistant to the village manager. The traditional suburban community, such as Vernon Hills, was created to provide a good place to raise children and have privacy, with homes often built on spacious lots, **Malin** said.

And with 80 percent of American homes being built after WWII, those types of communities flourished, **Malin** said. "People copied what was successful in other places, and it came to where there wasn't a choice anymore," he said. But **Vernon Hills** envisions breaking that trend by creating a community that lends itself to be more closely knit. "It's an idea that's been reintroduced in the past 10 years or so," said Barbara Berlin, the Lake County Planning Department's principal planner. "Vernon Hills is launching a brave attempt at something that could be real exciting for the area."

In a "traditional" neighborhood, houses are built closer to one another and to the street. The layout of the neighborhood is more congenial to pedestrians than to cars, as sidewalks border narrow streets and houses have porches instead of garages emblazoned on their fronts. Garages would be banished to the rear yards, accessed by alleys. "It creates more opportunity for resident interaction. Just saying 'hi' to your neighbor - it could be simple as that," **Malin** said. "When you have a 30-foot setback (from the street to the house) ... you don't get that sense of intimacy."

Home prices for such a development in Vernon Hills have not been set. But **Malin** said it would be beneficial to make it affordable for homeowners of different incomes - ranging between $50,000 and $100,000, for example - to get a "broader spectrum of citizens,"**Malin** said.

The new traditional neighborhood has yet to root itself in the Chicago suburbs, primarily because most building codes don't allow for them, Berlin said. Those requirements are geared for less-dense developments, she added, and for wider streets. But **Vernon Hills** leaders believe there are prospective home owners who would want to live in such a community. "For every 10 people that might want the large yard and big house," **Malin** said, "there might be at least one person who would say that he doesn't want to deal with the nastiness of the city but does want the closeness."

A community similar to the one Vernon Hills envisions can be seen in the white picket fences, porches, gables and paved alleys at the critically-acclaimed Seaside, a model community in Florida commonly cited in architectural and design school. Also stirring Vernon Hills' interest are several Boca Raton, Fla., developments, which village officials toured nearly two years ago. Locally, there are glimmers of this concept at the Prairie Crossing development in Grayslake, downtown Lake Forest and Wood Creek Courts in Lincolnshire. "I'd like to see a Vernon Hills neighborhood, namely the Ranney Farm, be as famous (as) Seaside," **Malin** added.

Completed by: Cara Slade and Keith Knutson
Colin Baenziger & Associates

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING

Section 8

Edward "Ed" Sadler

Estero Village Manager Candidate Report

Section 8

TABLE OF CONTENTS

	PAGE
COVER LETTER	1
RESUME	5
CANDIDATE INTRODUCTION	9
BACKGROUND CHECKS	15
CB&A REFERENCE NOTES	19
INTERNET SEARCH	35

Cover Letter

ED SADLER

1207 Des Moines Street
Webster City, IA 50595

515-832-2181
tetons2@mindspring.com

VILLAGE MANAGER

August 1, 2015

Dear Colin:

In regards to your advertisement for the position of Village Manager for the new City of Estero, Florida, I am submitting this letter and a copy of my resume for your consideration. With solid experience in city government operations management, State government experience in several States, I feel my qualifications and my experience would make me an ideal candidate for the position in Estero. I believe that I can provide Estero, with the experience they want and deserve in all areas of the City's organization. Throughout my career, I have had numerous opportunities to create new programs and government agencies from scratch to meet the visions of the elected leadership and it's citizens. I have also restructured numerous programs that were no longer meeting the needs and visions of those they served. Like I am sure is the case with many others, this area of Florida has held a special place in the hearts of our family as we have spent so many of our vacations in this area and can't help but returning every two or three years, and we would love to live in this area permanently.

I believe my background demonstrates my ability to seamlessly transition into any government role in any type of setting. I have moved from a financial based position early in my career and transitioned that into high level environmental positions in three different states. From there, I built a successful career in city government starting in a very high profile tourist destination where my financial and management skills were utilized along with my experience in construction and environmental fields, especially as they applied to such things as drinking water, waste water, storm water, and environmental issues in general. I then chose to take a position in a very different rural setting where the economy was based on agricultural and industrial drivers and

. . .

have again successfully met all of the goals set for me. For a small rural community, we have lead the way statewide in several areas and several initiatives.

In addition to strong team building and leadership skills, I have strong skills in problem-solving, complemented by a strong track record of delivering completed projects on schedule. I believe that my expertise would be an asset to Estero, and I would appreciate the opportunity to meet with you and the new city leaders to discuss how my skills and background might fit in with their current and future needs. Thank you, in advance, for your time and consideration.

Sincerely,

Ed Sadler

Section 8

Resume

ED SADLER

1207 Des Moines Street
Webster City, IA 50595

515-832-2181
tetons2@mindspring.com

CITY MANAGER/ADMINISTRATOR

PROFESSIONAL OBJECTIVE:
To work as a City Manager/Administrator. With a background in government administration, personnel management, financial analysis, program development and contract administration, a career in local government administration would best satisfy my main objective.

EDUCATION:
Casper College, Casper, Wyoming; A. A. Degree, Liberal Arts, May 1973
University of Wyoming, Laramie, Wyoming; B.S. Degree, Political Science, May 1975
University of Wyoming; M.P.A. in Public Administration, August 1976. GPA:3.9/4.0=A

EMPLOYMENT:
City Manager-City of Webster City, Iowa; 6-2006 to present
Webster City is a full service City of over 8,000 residents and a daily population of 12,000. The City has a five member City Council, a yearly budget of $27 million, 72 FT and 75 PT employees, many of which are represented by three different unions. Services provided include: electric, water, sewer, fire, police, cemetery, parks and recreation, museum complex, streets, storm water, building/planning, airport, administrative services and an internationally recognized economic development program. The City is a blend of agricultural services with a large industrial and food processing base. As City Manager, I also represent the City on numerous Boards and Commissions along with several interagency cooperative efforts on a regional basis. Provided the City with balanced budgets during trying economic times and implemented long term plans for care of the City's infrastructure.

Assistant City Manager-City of Aspen, Colorado; 5/2001 to 5/2006
Aspen is a City of 8,000 full time residents and an average daily population of 25,000. The City employed 270 FT and 50 PT employees and had a yearly budget of $100 million. In this position I worked directly with the City Council and City Manager on a variety of policy issues, special committees and special projects. Acted as City Manager in City Manager's absence. Other duties included supervision of several departments (City Engineering, property acquisition, joint City/County Affordable Housing Program, construction services for the city, property management and building maintenance, among others), in addition to several private contractors, and an annual budget of over $60 million. I also worked under an IGA for Pitkin County and other local governments.

Asset Director- City of Aspen, Colorado; 11/1999 to 5/2001
Supervised a staff of 30 professional and clerical positions, in addition to several private contractors, with an annual budget of over $50 million. Supervised City Engineering, the affordable housing program, construction oversight, property management and building maintenance. The Department designs and oversees the construction, management and maintenance of all city assets, in addition to the permitting of all construction activities within the city, and enforcement of city codes. The City/County Housing Authority administers several hundred affordable housing units and builds over 100 new units each year. Total fixed assets are valued at over $200,000,000 in addition to city infrastructure. Also serve as the President of the Board of Directors of a joint City/private Housing Authority.

Asset Manager – City of Aspen, Colorado; 1/1999 to 11/1999
Supervised a staff of 5 professional and clerical positions, in addition to several private contractors, with an annual budget of over $20 million. The department designs and oversees the construction of all city assets in addition to permitting all construction activities within the city and enforcement of city codes. Total fixed assets are valued at over $200,000,000.

Director -- Arizona Water Quality Division; 1997 to 1998
Supervised a staff of 220 professional and clerical positions with an operating budget in excess of $15 million. The Division regulated by means of permitting, compliance assistance, enforcement and technical assistance all aspects of mining, drinking water and wastewater in the State. This included all point and non point sources of discharge in conjunction with the Federal Clean Water Act and state aquifer protection laws. The Division also oversaw numerous water protection programs, which were delegated to state government.

Director -- Missouri Hazardous Waste Program; 1992 to 1997
Supervised a staff of 185 professional and clerical positions with a budget in excess of $50 million. Program regulated all aspects of hazardous waste under the auspices of federal and state regulations. Program also carried out the various aspects of the federal Superfund Program and State Registry laws for contaminated sites. In addition, the program oversaw the clean up of federal hazardous waste and radioactive sites, the voluntary cleanup program, and all aspects of underground storage tanks including the storage tank insurance program and fee collection.

Director -- Missouri Land Reclamation Program; 1/1990 to 1992
Supervised a staff of 30 professional and clerical positions with a $10 million annual budget. Program regulated coal mining under the auspices of the federal Office of Surface Mining, completed reclamation on abandoned mine sites with funding from the federal government, and regulated mining of metallic and industrial minerals within the state.

Manager -- Wyoming Subsidence Insurance Program; 1986 to 1989

Supervised a $3 million program to provide insurance protection on over 500 structures throughout the state to protect against damage from mine subsidence. Duties included policy issuance, claims adjustment, actuarial reviews, structural inspections, and policy setting.

Assistant Manager -- Abandoned Mine Lands Program; 1984 to 1989
Perform administrative duties and field work associated with a $25 million per year public works program. Supervised a staff of ten persons, which included engineers, range ecologists, archeologists, fiscal and clerical. Review and approve contracts, engineering designs, supervise construction, prepare federal grants, and assure policy implementation.

Senior Budget/Program Analyst -- Wyoming State Budget Office; 1979 to 1984
Analyzed state agency budgets and programs totaling $108 million per year and made recommendations to the Governor and State Legislature pertaining to funding level and level of program effort.

Budget Analyst -- Wyoming State Budget Office; 1976 to 1979
Analyzed state agency budgets and programs totaling $60 million per year for the Governor and State Legislature.

OTHER EXPERIENCE:
Paid college and graduate school tuition and expenses by working in the following positions:

Teaching Assistant - University of Wyoming, Laramie; 9/75 to 5/76.
Taught undergraduate classes in United States and Wyoming government
Meat cutter - Various locations in Casper and Laramie, Wyoming; 11/70 to 11/75
Relief Freight Agent - Chicago and Northwestern Railroad, Chadron, Nebraska; Summers 1972 – 1974. Relieved station agents and conducted daily business of operating the station

SUPPLEMENTAL INFORMATION:
Member of Iowa City Managers Association
Member of International City Managers Association
Member of Iowa League of Cities
Former member of the Local Government Innovations Group
President of Board of Directors for MAA/Burlingame affordable housing complex
Past Member of State Drinking Water Administration
Past Member of Water Pollution Control Administrators
Past Member, Missouri Wetlands Development Program
Past Member, Development Disabilities Advisory Council
Vice President of Cheyenne Chapter of Cystic Fibrosis
Event Chairman for Cancer Society
Past member of Interstate Mining Compact Commission
Past member of State and Tribal Solid Waste Managers
Founder and past President, University of Wyoming Student Lobby Group
Outstanding Young Men of America 1983

Candidate Introduction

Ed Sadler

Education

MPA - University of Wyoming, Laramie Wyoming
BS Political Science- University of Wyoming, Laramie, Wyoming
AA Political Science- Casper College, Casper Wyoming

Experience

City Manager, Webster City, IA	2006 to Present
Aspen, CO	1999 to 2006
Assistant City Manager (five years), Asset Director (two years) and Asset Manager (less than one year)	
Director of Water Quality, State of Arizona	1997 to 1998
State of Missouri	1990 to 1997
Director of Hazardous Waste (five years) and Director of Land Quality (two years)	
State of Wyoming	1976 to 1989
Manager of Subsidence Insurance (three years), Assistant Asset Manager of Abandoned Mine Lands (five years) and Senior Budget Analyst (eight years)	

Background

The current population of Webster Grove is approximately 8,000. Overall, the City employs 70 full time and 70 part time staff members. I directly supervise 12 to 15 employees. The City's General Fund budget is $3.2 million and the Total Budget is $25 million.

The three most important issues facing Webster City are:

- Economic Development: the City lost its largest employer to Mexico and has made headway in job recovery, but is still a major priority and as a result, the City has taken the lead for the industrial portion of economic development
- Housing: jobs are recovering, but the housing inventory is older and does not meet current needs, and therefore numerous jobs remain unfilled at this time. The City will no doubt again take the lead on new housing development as it has in the past.
- Revenues: Like others, making do with less. Revenues decreased late in the last decade and have recovered very slowly. The needs however have not decreased.

Ed Sadler

General, Management Style and Experience

1. Tell me why are you interested in Estero and how does it fit into your career path. We absolutely love the area and travel there every couple of years. To live and work in one of the places we love the most, well, it just doesn't get much better in trying to attain ones goals.

2. What is your management style?

   I have been asked this question numerous times and I don't have a good answer. My management style is one where I allow staff the freedom to do the job they were hired for. I am there to assist, foster new ways of thinking and new ways of doing the same old things. On the other hand, my style changes based upon the people I work for and with. To think one style fits all situations is naive.

3. What would your staff say about you as a manager?

   Most, if not all, appreciate my approachability and my willingness to help. I am clear in my direction and they would work for me again and several have followed me to new positions.

4. What would your elected officials say about you?

   I believe they appreciate my broad base of experience and knowledge. I do my homework, I give them a balanced budget every year and have also improved their bond ratings. I have received glowing evaluations and just received another three year contract extension prior to my previous contract expiring.

5. What do you think your strengths are?

   I have truly had a broad range of experience that I bring to bear to any position. My education focused on Human Resources, my first position was financial and from there I was in high level management in three different states running three different environmental agencies that have direct applicability to local governments and all the while overseeing over $2 billion in high tech construction projects. I then got the opportunity to work my way up in a high profile resort town that basically demanded the very best in all respects and had the money to carry that goal forward. Now I have been the City manager in a town that faced economic issues and had an aging infrastructure that we have addressed and also set the bar for everyone else in the State.

6. What do you think your weaknesses are?

   Impatience and more impatience

7. What metrics [performance measures] do you use to measure performance and determine if you and your staff are meeting your organization's goals.

   Each year Council has a facilitated goal setting session and sets goals for City Staff. We have always met our goals.

8. What has been your biggest achievement (success)? Tell us about it.

   I would say it is the financial success of Webster City. When I came to Webster City, the General Fund was consistently spending down its cash balances, all three utility funds were broke and in need of capital improvements and new equipment. We now have balanced budgets, we have 5 year equipment plans and capital plans that are funded and each fund carries at least a 25% cash balance. Our debt load is far below the limits established by the state and is lower now than when I came. Three of our four GF bonds will be paid off in the next three years. I could expand on this further, but maybe I will get that chance in person.

9. What has been your biggest failure (or mistake) of your career? What did you learn from it?

   Trying to change too many things too fast when I first arrived in Webster City. I learned to slow down (some) because if the changes aren't embraced and assimilated, they don't take hold and you create other problems.

10. Have you fired people? How did you handle it? How did you feel about it?

    Yes, I have fired people, unfortunately. I handled all of these cases through established disciplinary procedures (the usual three step process for the most part), but I have a tendency not to want to take the first step. When I finally do, however the additional steps are easier if necessary. I always hate terminating employment and lose sleep over it. I tend to try to avoid whenever possible but if the problems persist, I take the appropriate action, I always make sure I provide ample opportunities to the individual to correct his/her behavior but in the end it comes down to performance or lack thereof.

11. What do you think will be the challenges facing the person who takes this job?

    The Village is brand new! It is new for the Village and to some extent for me. Yes, I have started new programs from scratch and I have rebuilt dysfunctional programs, But working through the vision for the new village will be exciting as whoever is selected.

12. What would you do the first six months in Estero?

    I will jump in and start formulating the vision that the town has for itself, the services it wants and the way it wants them delivered.

13. How do you work with the media? Is there anything in your background that would embarrass Estero if it became public knowledge?

    I have worked well with the news media for my entire career and have held numerous high profile positions that require the tact and diplomacy to adequately express the towns (or states) positions and visions. I have represented my respective governments before Congress, The National Governor's Association, numerous Legislatures and federal and state hearings.

14. How would you use social media to communicate with residents in Estero? How have you effectively used social media in the past?

    I have used staff to use social media for a variety of purposes from informing the public to using it for economic development and would continue to do so. Personally, I prefer to stay at arm's length in my position.

15. When it becomes known in your community that you are a finalist in Estero, are there any community activists that are likely to contact our client with "the dirt" on you?

    I'm not sure I would consider them community activists, but there are a few negative people who might not have nice things to say about me, but I doubt that they would ever go so far as to contact anyone related to this position, and if they did, there would be nothing but generalities and no specifics.

16. What do you do in your leisure time?

    I like to ride motorcycles, have a show car for car shows, garden and I build stuff. Also have REALLY big dog that takes lots of attention.

Six Adjectives or Phrases You Would Use to Describe Yourself

- Energetic,
- Enthusiastic,
- Creative,
- Self-assured,
- Driven, and
- I hate failing.

Reason for Wanting to Leave Current or Most Recent Job Section

I only plan on leaving for something better than what I have. I have been in this job longer than any job I ever had. I think Estero can be even better for my wife and me.

Current/Most Recent or Relevant Salary

My current salary is $108,200

CB&A Background Checks

Background Check Summary for EDWARD "ED" SADLER

Criminal Records Checks:

Nationwide Criminal Records Search	Record Found
Arizona	June 1998 – Excessive Speed Citation *Disposition* = June 1998, Guilty,
Fine	
County	
Hamilton County, IA	No Records Found
Pitkin County, CO	No Records Found
Maricopa County, AZ	No Records Found
Coconino County, AZ	No Records Found
Pima County, AZ	No Records Found
State	
Iowa	No Records Found
Colorado	No Records Found
Arizona	No Records Found

Civil Records Checks:

County	
Hamilton County, IA	No Records Found
Pitkin County, CO	No Records Found
Maricopa County, AZ	No Records Found
Coconino County, AZ	No Records Found
Pima County, AZ	No Records Found
Federal	
Iowa	No Records Found
Colorado	No Records Found
Arizona	No Records Found

Motor Vehicle

Iowa	August 2011- Speeding Violation *Disposition* = October 2011, Fine
	September 2014 – Accident

Credit	Excellent
Bankruptcy	No Records Found
Education	Confirmed
Employment	Confirmed

Background Check Summary for EDWARD "ED" SADLER Personal Disclosure

Personal Disclosure Questionnaire

Name of Applicant: Edward Sadler

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please [illegible] your answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?

   No

2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?

   No

3. Have you ever declared bankruptcy or been an owner in a business that did so?

   No

4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?

   No

5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?

   No

6. Have you ever been convicted of driving while intoxicated?

   No

7. Have you ever sued a current or former employer?

   No

8. Do you have a personal My Space, Face Book or other type of Web Page?

   No

9. Do you have a personal Twitter Account?

   No

10. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?

    No

11. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to: _____
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 [illegible]

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

Section 8

CB&A Reference Notes

Doug Getter – Councilmember/Mayor, Webster City, IA 515-832-6493

Mr. Getter moved into the Webster community in 2007 and has served on the City Council since 2009. Mr. Sadler has been Webster City Manager since 2006. He has done a good job for the City.

Mr. Sadler is forthright and direct. He handles himself well. He handled significant issues involving the City's electric supply. He worked through the challenges the City faced. After the closure of an Electrolux plant, he did a good job of dealing with the environmental issues of dismantling the facility's structure.

Mr. Sadler is a capable union negotiator. He has a great deal of experience and is very capable of handling a budget. He is fiscally conservative. He has experience interacting with the public; however, residents sometimes have greater expectations for a City Manager than are realistic. He has been challenged by members of the public in meetings and often reacts before thinking.

Mr. Sadler hired the Chief of Police and made a very good choice. He also has placed excellent and capable management personnel in the utilities. He keeps everyone well informed. Occasionally getting information from the City Attorney was a challenge, but that should not reflect negatively on Mr. Sadler.

Mr. Sadler holds regular planning sessions with the Council. They have developed one, three and five year plans which are annually updated and adjusted. They also mapped out a community improvement and development plan. The City has been in the process of creating a new water well source for the past four years. Mr. Sadler recently issued contracts for construction of the water lines.

Webster City is positioned well financially due to Mr. Sadler's efforts. He has not been involved in anything unbecoming of a public servant or actions that might embarrass a future employer. He plans ahead and prepares for the future. Mr. Getter chose not to answer the question about whether or not he would hire Mr. Sadler.

Words or phrases used to describe Ed Sadler:

- Forthright,
- Direct,
- Experienced,
- Planner,
- Capable, and
- Good with budgets.

Strengths: Negotiations, experience, budgeting, and his direct nature.

Weaknesses: When challenged by the public he sometimes reacts before thinking.

Reference Notes
Ed Sadler

Geary Meyer – Councilmember and Mayor Pro Tem, Webster City, IA 515-832-8658

Mr. Meyer met Mr. Sadler in 2006. Mr. Meyer has been on the Council since about 1999 and has interacted with Mr. Sadler on various City issues. Mr. Meyer has interfaced with an immeasurable amount of people in several different industries over the years, and he has never come across another person who has a broader base of experience and knowledge than Mr. Sadler.

Mr. Sadler's number one job when he was brought to Webster was to lock down a long term utility contract for the City. Mr. Sadler faced some challenges and obstacles at the beginning, but he got the job done. He is an exceptional negotiator and saved the City several million dollars with his deal. He could never be repaid for the amount of money he saved the City in that deal alone.

As to strengths, Mr. Sadler is detail oriented and organized. He is knowledgeable about all aspects of city operations and management. He is engaging and innovative. He has brought several changes to the community that have been nothing but positive, especially in the area of budgeting and finance. He implemented a Capital Improvement Plan and a 5 year budgeting plan. The City is outperforming on every level all in part to Mr. Sadler's expertise and leadership. For the vast majority of the residents he is the best thing that has happened to their community.

Mr. Sadler conducts routine work sessions with the Council to keep them informed of what is happening in the City. Mr. Meyer has never seen anyone put together a meeting packet like Mr. Sadler. He is detailed in his information sharing and makes sure that the Council is in the loop regarding any issues that arise.

In regards to personnel, Mr. Sadler does a fine job. He does more with less money than Mr. Meyer thought possible. All of the staff appreciates and respects him. He is fair and sets forth high expectations for his employees that he himself follows as well.

Mr. Sadler has not been involved in anything controversial nor does he have any items in his background that would be considered embarrassing. Webster City has its usual group of naysayers like any other community, but Mr. Sadler deals with them respectfully and professionally. If Mr. Meyer could contract him for the rest of his working career, he would not hesitate.

Words or phrases used to describe Ed Sadler:

- Dedicated,
- Exceptional skill set both personal and industry wise,
- Detailed, and
- Fully committed.

Reference Notes
Ed Sadler

Strengths: Knowledgeable in many aspects of city operations and a fantastic negotiator.

Weaknesses: He sometimes comes across as a little harsh because he is extremely direct and straightforward. If he feels infringed or challenged others may perceive it the wrong way. At the request of the Council he did attend a Psychological Personal Development Class which has helped tremendously with this weakness.

Dick Hierstein – Retired City Administrator, Marshalltown, IA 641-751-8794

Mr. Hierstein met Mr. Sadler in about 2006. Marshalltown is in the same area as Webster City and the two gentlemen worked together on various items pertaining to their respective municipalities. Mr. Hierstein is still actively involved in the Iowa City Management Association as a Senior Advisor and they continue to have contact through that organization.

Webster City has been through some serious economic challenges over the past decade and Mr. Sadler has helped the City to weather the storms quite well. He is an effective administrator with a good knowledge base in finance and environmental work. He is talented at dealing with outside entities especially those related to economic development and community events.

Mr. Sadler makes good decisions as far as Mr. Hierstein has seen. He handled the closing of Electrolux, one of the largest employers in the City, quite well. With his leadership and economic skills he has put the City in a better position than it otherwise would have been in spite of what happened. His innovative side, never ending new ideas, and unique approach to situations definitely kept the organization and community going.

Mr. Hierstein is not aware of Mr. Sadler being involved in anything controversial since he has known him. He has no knowledge of anything in his background that would prove to be unflattering if the press were to investigate. He is a good candidate for a City Manager and he would hire him if he were given the chance.

Words or phrases used to describe Ed Sadler:

- Innovative,
- Knowledgeable,
- Aggressive, and
- Practical.

Strengths: Capable manager, extensive knowledge in finance and environmental issues, and innovative.

Weaknesses: He is fairly aggressive and straightforward and that can sometimes rub people the wrong way.

Reference Notes
Ed Sadler

Dodie Wolfgram – Finance Director, Webster City, IA 515-832-9141

Ms. Wolfgram first met Mr. Sadler in 2006 when he came to Webster City. She started working with him more when she was promoted to Assistant Finance Director in 2008. Since 2013 she has reported to him directly in her current position as the Finance Director.

Ms. Wolfgram has the utmost respect for Mr. Sadler. He has been a good mentor to her and she has learned much from him. He is extremely knowledgeable in many aspects of city operations. It amazes her how much he knows about the details of every department.

Mr. Sadler makes good decisions. He is innovative in trying new ideas to make the City a better place for everyone. The City has been working on implementing a new meter reading program for the past few years that would greatly enhance services to the residents. The program would allow the utilities to remotely read the customers' meters rather manually reading them. The only reason that it has not been implemented is because the software is not compatible.

Resolving issues is another area where Mr. Sadler performs well. He seems to always be one step ahead and knows what to do to avoid or fix an issue. Just recently at a Council meeting a group of citizens had an issue regarding a sign they wanted to put up. Unfortunately what they want to install does not meet City regulations. They were not too happy, but instead of just saying that they cannot proceed, Mr. Sadler came up with several alternatives to what they can do instead.

Ms. Wolfgram is not aware of Mr. Sadler being involved in anything controversial other than the usual issues that arise when a person is a City Manager. She has no knowledge of him having any items in his background that would be thought of as embarrassing if he were to be researched by the press. She would hire him if she were given the opportunity.

Words or phrases used to describe Ed Sadler:

- Knowledgeable,
- Caring,
- Financially disciplined,
- Organized,
- Upbeat,
- Positive.

Strengths: Has extensive knowledge in many aspects of city government, a fantastic mentor to his employees, and an innovative thinker.

Weaknesses: At times he has a knee jerk reaction to issues, but quickly composes himself. Sometimes this reaction can be construed as arrogance by someone outside the organization.

Jeff Schott – Director, The Institute of Public Affairs, University of Iowa, Iowa City, IA
319-335-7586

Mr. Schott and Mr. Sadler first met in 2006 when Mr. Sadler came to Webster City. Mr. Schott has done quite a bit of work in Webster in connection with his position at the University. He has worked with Mr. Sadler and the Council with some goal setting sessions as well as conducted some training with the City staff.

Mr. Sadler has done a fine job as the Manager in Webster. All of Mr. Schott's dealings with him have been professional. He is a competent individual who interacts well with all of the different personalities on his Council. He understands the Council's role is to make the policy and his role is to help them make informed decisions and then carry out those decisions. He is also extremely goal oriented. He identifies and addresses issues that may arise along the way to accomplishing those goals and ensures to keep the Council in the loop at all times.

Not only does Mr. Sadler have a good handle on City operations in general, he also has a strong understanding of municipal finance, capital projects, and how things need to work to provide excellent city services. He is innovative and identifies ways to improve the delivery of services. He will change the status quo when needed, but at the same time keeps the organization running at a high level.

Economic Development is another area where Mr. Sadler shines. He did an especially good job when the City lost its major employer. He worked with the Council, local business leaders, and citizens to identify economic development opportunities. They have since rebounded and moved forward very well from that loss mostly because of his leadership.

Mr. Schott is not aware of Mr. Sadler being involved in anything controversial. He has had to weather some issues with past Council members especially in regards to things that were said on social media. It was a small minority and he worked through it without any major problems. He has nothing in his past history that would be construed as unflattering or embarrassing if the press were to research. If Mr. Schott were on a city council he would certainly hire him as the manager.

Words or phrases used to describe Ed Sadler:

- Positive attitude,
- Can do person,
- Energetic,
- Dynamic, and
- Take charge person.

Reference Notes
Ed Sadler

Strengths: Has an immense amount of knowledge in many aspects of city operations, sticks to the rules and regulations, and goal oriented.

Weaknesses: He can be pretty candid especially in regards to rules and ordinances. He does not sugar coat things, is clear and direct in his communication which can be hard for some to stomach especially if they do not want to hear the truth.

Zach Chizik – City Attorney, Webster City, IA 515-832-2885

Mr. Chizik has known Mr. Sadler since 2014. He is on retainer from the City and spends quite a bit of time with Mr. Sadler in regards to several issues for the City.

Mr. Sadler is a superb City Manager. He is extremely sharp and intelligent. The two men work well together and Mr. Sadler keeps him informed on the issues. He thinks well on his feet. When questions arise that Mr. Chizik does not have the answer to, Mr. Sadler is quick to answer them right off the top of his head.

Mr. Sadler is a good decision maker and always has the City's best interest in mind. This talent is especially evident in the finance area. He is financially savvy in all areas. The City is in phenomenal financial shape due mostly in part to Mr. Sadler's expertise and good judgment.

Mr. Sadler keeps his organization running at a high level, but at the same time is innovative and a change agent. He has ideas and thoughts that most people in their area have never seen before. At one point the City had some issues regarding wastewater being dumped into the local rivers. He came up with the idea to have the wastewater run through wetlands first before reaching the rivers. For the state of Iowa that was unique thinking.

Mr. Chizik is unaware of any controversial or embarrassing events involving Mr. Sadler. He recommends Mr. Sadler for any top level management position and would hire him if given the chance.

Words or phrases used to describe Ed Sadler:

- Sharp,
- Intelligent,
- High performer,
- Thinks outside the box, and
- Budget savvy.

Strengths: He is creative and will offer new ideas for solutions, and a good communicator.

Weaknesses: Could work on explaining things to others who may not understand the topic being discussed.

Reference Notes
Ed Sadler

Deb Brown – Executive Director, Chamber of Commerce, Webster City, IA 515-832-2564

Ms. Brown first met Mr. Sadler when she came to the Chamber in early 2013. He is one of the best city managers with whom she has ever worked.

Mr. Sadler was one of the first people that Ms. Brown met upon her arrival in Webster and introduced her to all of the key players in the community. He has a handle on all the details of his organization. He knows the ins and outs of the rules and regulations of City government. He is a good decision maker and is always thinking of the City's best interest.

Maintaining a high performing organization is important to Mr. Sadler, but he also is innovative and a creative thinker. He is knowledgeable in many areas of city operations and always keeps ahead of the curve on all issues, especially environmental ones.

Mr. Sadler is a good communicator. He keeps Ms. Brown informed of what she needs to know about in regards to City business. They meet on a monthly basis, per his request, to discuss any pertinent ideas or issues.

Ms. Brown is not privy to any controversial or embarrassing information involving Mr. Sadler. She would hire him if given the opportunity.

Words or phrases used to describe Ed Sadler:

- Committed to City development,
- Cutting edge on environmental issues,
- Confident,
- Detailed, and
- Fantastic city manager.

Strengths: Good communicator, innovative ideas especially with environmental issues, and interested in the success of his community.

Weaknesses: Because of his detailed nature he sometimes has issues communicating with the public in general, but is working on that weakness.

Jerry Kloberdanz – Former Councilmember, Webster City, IA 515-832-5541

Mr. Kloberdanz started his Council career in 2006. That is when the two gentlemen began working together. Mr. Kloberdanz worked with Mr. Sadler as a Councilmember for six years. They continue to have some occasional contact because Mr. Kloberdanz serves on the Solid Waste Commission.

Reference Notes
Ed Sadler

Mr. Sadler has done a good job as the City Manager for Webster. He has experience in a variety of government arenas especially in electrical, road construction, and water and sewer. He knows how to build and maintain a road. He works well with contractors and is a tremendous negotiator. The roads and their maintenance standards have been dramatically improved.

One of Mr. Sadler's successes happened when he first came to Webster. The City had an expiring electrical contract and much debate surrounded what should be done. The City owned part of the utility and some individuals wanted to sell it. Mr. Sadler came in and with his knowledge and expertise was successful at negotiating an excellent contract for the City.

Innovation comes naturally to Mr. Sadler, but he also requires his staff to maintain the organization at a high performance level. He established many new standards and implemented many new ideas. He is always looking towards the future and mapped out a 5 year budget as well as a capital improvement plan for the City. He also ensures that the City keeps its AAA bond rating and its 25% financial cushion in reserve for a rainy day all while keeping the taxes relatively low.

For the most part Mr. Sadler interacts well with the public. He understands that he cannot please everyone at all times and is not a yes man. He follows the rules and the regulations. If something cannot be done, he does not simply say no, but he always follows up with reasons as to why not. If a rule is outdated, archaic or no longer makes sense he does what he can to change it.

Mr. Sadler is good at keeping the Council informed of what is happening in the City. He does his homework to ensure he educates the Council members so they can make educated decisions. If he has a strong opinion on an issue he fully explains to his elected officials why he is pushing a certain issue.

Mr. Kloberdanz is only aware of one controversial issue involving Mr. Sadler. The City had a police officer on the force that had created many issues. He was arrogant when pulling citizens over and many complaints had been made against him. Mr. Sadler confronted him. The officer, unbeknownst to Mr. Sadler, recorded the meeting. Mr. Sadler had said some things that offended the officer and he brought charges against Mr. Sadler. The issue was eventually settled out of court.

Mr. Sadler is a good City Manager and would be a wonderful candidate for any municipality.

Words or phrases used to describe Ed Sadler:

- Dedicated,
- Hard working,
- Cooperative,
- Willing to listen, and
- Good City Manager.

Reference Notes
Ed Sadler

Strengths: Has the City's best interest at heart, is experienced and knowledgeable in many fields, and is goal oriented.

Weaknesses: Is demanding and when he is focused on something can push a bit hard. That can turn some people off to him at times.

Linda Conaway – Former Councilmember, Webster City, IA 515-832-6446

Ms. Conaway became a member of the Webster City Council in 2008. She worked with Mr. Sadler until approximately 2013. Mr. Sadler's job performance has been outstanding.

The community lost its largest employer in 2010 and looming budget cuts were a big concern. Mr. Sadler guided the City through difficult times and somehow helped the City continue to function well. He recently negotiated a 40 year electricity contract and was instrumental in reaching a deal that was good for the community.

Mr. Sadler is organized and experienced. He knows how to manage every aspect of a budget. He takes his job seriously and can tend to take criticism a bit too hard. He makes good decisions when hiring personnel. He is innovative and keeps the Council well informed. If asked a question he cannot answer, he finds the answer and gets back the person who made the request.

Mr. Sadler is experienced and good at dealing with the public. Ms. Conaway nicknamed some of the residents "citizens against everything", because they would not be pleased with any responses from the City or Mr. Sadler.

Mr. Sadler is always one step ahead and is very timely. He increased the City's bond rating from A to AA-. When negotiating the electric contract he conducted considerable research because the provider disagreed with how the contract was being interpreted. Mr. Sadler also helped the residents understand and pass the hotel/motel tax which they had previously turned down twice.

Ms. Conaway absolutely recommends Mr. Sadler. He has done an incredible job for Webster.

Words or phrases used to describe Ed Sadler:

- Dedicated,
- Reliable,
- Easy to work with,
- Serious about his job,
- Experienced, and
- City oriented.

Reference Notes
Ed Sadler

Strengths: Organized, experienced, and knows how to manage a budget inside and out.

Weaknesses: Takes criticism a little too hard.

Janet Adams – Former Councilmember/Mayor, Webster City, IA 515-832-4547

Ms. Adams has worked with Mr. Sadler since he was hired in 2006. Her term ended in December 2014 and they continue to have some contact. Mr. Sadler has met the expectations of the Council and received high marks. The staff gets along well with him and he provides clear direction. His efforts have been beneficial for the Town. After a company with 2000 employees left the City Mr. Sadler did a terrific job of bringing money in through economic development initiatives.

Mr. Sadler keeps the council members well informed via emails and Friday packets. The information he provides is complete and accurate. He occasionally brings in experts to explain issues. He has been able to get along with difficult council members because he works hard at it. He is always willing to negotiate and compromise. Two commissioners constantly undermined him and disseminated misinformation. Mr. Sadler did his best to work with them, just as he did with the other council members. They eventually resigned, but they continue to create havoc by using social media to spread negative gossip.

The first thing Mr. Sadler did when he came to Webster City was to meet with all key community players to gain an understanding of the community and its needs. He then created study groups to look for ways to address those needs.

The City has a conservative retiree group. Mr. Sadler has been successful at balancing their needs and wants with those of the rest of the community. Although he faced considerable opposition, through much discussion and hard work, he was able to implement a plan that successfully revitalized the downtown and created a gathering place. When electrical rates began increasing, he devised a plan to keep them as low as possible. The effort pleased the residents.

Mr. Sadler has promoted cultural activities, refurbished the historical district, passed a hotel/motel tax that had failed twice before and has supported the "Pride Group" in cleaning up the City. He has initiated small improvements such as remodels of businesses already in place.

Webster City has five large manufacturing companies within its boundaries and, with the increase in utility costs, the companies considering relocation. Mr. Sadler responded by bringing in experts to help these businesses identifying ways of reducing their energy use.

Another issue affecting the City was a decrease in its population. He had the innovative idea of creating community based activities which everyone would enjoy. For example, he bought an outdoor movie projector and presented open air movies every Saturday night. Some people were

skeptical at first but, during the summer 200 to 300 people came out for every movie night. Those numbers have tapered off over the years, but the City still holds successful special events.

Ms. Adams thinks highly of Mr. Sadler and recommends him for any City or County Manager position.

Words or phrases used to describe Ed Sadler:

- Common sense,
- Straightforward,
- Community minded,
- High morals,
- Good listener, and
- Has good contacts.

Strengths: Knowledge and experience with water and utilities; can see what the possibilities are for the future.

Weaknesses: He used to come across too strong. He wanted to move projects and ideas forward more quickly than some other people before they were ready. He has learned how to slow down and no longer pushes things too fast.

Beth Chelsvig – Director, Administrative Services, Webster City, IA 515-832-9151

Ms. Chelsvig has worked for Mr. Sadler since 2006. Mr. Sadler has proven himself to be an outstanding City Manager. He has a type A personality. He is aggressive and straightforward. Always knowing where you stand with him is definitely refreshing. He does not procrastinate and always completes his tasks. He willingly confronts contractors if they are not operating in the best interests of the City.

Webster City has a large community of retirees who do not appreciate change. Mr. Sadler has worked well with them and tirelessly tried to develop consensus around ideas that will improve the community. He is a bright, innovative thinker. Regrettably, City Council and citizens were not always ready to embrace many of his ideas in the beginning but have slowly come around.

Mr. Sadler is customer service oriented, hires good personnel, makes good managerial decisions, and keeps Ms. Chelsvig informed. One impressive project he worked on was the construction of a plaza on the corner of the City Hall property. The plaza includes a sitting area and fire pit, and is now a focal point for the community. Bands entertain there frequently, a weekly farmer's market takes place, and Santa's visit took place there during the Christmas season. This development brought people downtown by creating a meeting place for citizens and visitors.

Mr. Sadler negotiated a good deal with an electric provider that will run for many years to come. He worked with several attorneys and did a stellar job. He is forward thinking and always exploring alternatives to the existing ways of operating.

Ms. Chelsvig would hate to see Mr. Sadler leave, but she definitely recommends him for any City or County Manager level position.

Words or phrases used to describe Ed Sadler:

- Proponent for change,
- Honest,
- Straightforward,
- Thinks outside of the box,
- Confident,
- Well spoken, and
- What you see is what you get.

Strengths: He is a good leader and delegator, he is approachable and encouraging to staff.

Weaknesses: None identified.

Jack Foster – Former Councilmember, Webster City, IA 515-832-4582

Mr. Foster met Mr. Sadler in 2006 when he became the Webster City Manager. He is an outstanding City Manager, and Mr. Foster would hate to lose him. He writes a column for the quarterly city newspaper. He is upfront and honest with the community. Mr. Foster has been off of City Council for a number of years, but can still go to City Hall anytime to speak with Mr. Sadler.

When Mr. Sadler was interviewed for the City Manager position Council asked him to help the City grow, ease the loss of industrial companies and recruit more commercial businesses. He has made progress in every one of these areas. Just as importantly, he has accomplished everything else the Council asked of him since and always completed his assignment in a timely fashion.

Mr. Sadler has a great deal of experience dealing with members of the public and takes their concerns seriously. If he is ever unable to answer their questions or resolve an issue immediately, he asks if he can get back to them with a response. He always follows up with potential solutions. He is innovative and a problem solver.

Asked about any controversial events involving Mr. Sadler, Mr. Foster noted that one disgruntled employee had filed a lawsuit against the City and Mr. Sadler. Mr. Foster did not think the law suit had any basis or that Mr. Sadler had done anything wrong, but the City's insurance company forced a settlement.

Reference Notes
Ed Sadler

Mr. Foster absolutely recommends Mr. Sadler for the top appointed position in a City or County.

Words or phrases used to describe Ed Sadler:

- Go getter,
- Candid,
- Outgoing,
- Well spoken,
- Honest, and
- Attractive appearance.

Strengths: Takes direction from the Council and meets their goals; knowledgeable about utilities and long range planning.

Weaknesses: He sometimes comes across as a little harsh because he is very direct and straightforward. It does not affect his job performance it is merely a perception issue.

Matt McKinney – Councilmember, Webster City, IA 515-832-6420

Mr. McKinney first met Mr. Sadler in 2014 when he was elected to the Council. Mr. Sadler is a fine manager and a good leader for the community.

Mr. Sadler has much knowledge in city government and management. He does his research and makes excellent decisions and recommendations to the Council. He is innovative as well as someone who maintains his organization at a high performance level. He uses programs that already exist, but does so in an uncommon way always looking to stay effective in the future. The organization is doing extremely well in the operational and financial areas.

Working through problems and issues is another area where Mr. Sadler does well. He has had to work through several different issues in the community and he has done a good job. For the most part he interacts well with the community and explains his point of view well.

Mr. McKinney is not aware of Mr. Sadler being involved in anything controversial that is not part of his job description to handle. Furthermore, he has no knowledge of Mr. Sadler having anything in his background that would be looked upon as unbecoming if the press were to go digging.

Reference Notes
Ed Sadler

Words or phrases used to describe Ed Sadler:

- Strong willed individual,
- Capable leader,
- Committed to those he serves,
- Always strives to do his best, and
- Knowledgeable.

Strengths: Vast knowledge of city operations, superb financial skills, and a good leader.

Weaknesses: When challenged by the public he sometimes can be argumentative, but it is not a concern that should impede someone from hiring him.

Prepared by: Trissa White and Heather Linares
Colin Baenziger & Associates

Section 8

CB&A Internet Research

CB&A Comments on Ed Sadler Internet

In reviewing the materials we found on the internet concerning Mr. Sadler, two items stood out.

The first was a manufacturer who hoped to manufacture electric cars in his current city. The city gave the firm loaned the manufacturer $790,000 to help it get established. The company, however, declared bankruptcy. Mr. Sadler's response was that based on the city's lawyer's instruction, he could not make any comments at this point, but "believe me when I say that the City will come out ok."

The second related to Burlingame, an affordable housing project in Aspen. It was actually cited by one of Mr. Sadler references as being a great success. The newspaper article did not, however, portray it that way.

Mr. Sadler told us the Burlingame project was being used as an issue in a political campaign. The challenger thought he could make something of it and embarrass the incumbent.

Without going into all the details, the costs of the project had increased over time but the vast majority were due to changes made by City Council to make the project "better" and more environmentally friendly. These costs included such things as buying all appliances for the units, including a community center, a recycle facility for rainwater, and so on. The project received awards from the DOE and was written up by them as an exemplary project that saved money and energy.

Unfortunately, the challenger refused to let of the issue go and Aspen ended up doing a great deal of work reconstructing exactly how the project evolved. The City even hired outside consultants to perform financial and performance audits on the project. In the end, it was demonstrated that each change order had been discussed in a public meeting – in fact there had been over 100 public meetings on the project – and the audits found no issues.

Mr. Sadler offered to make copies of the audits available should we wish to see them.

The Daily Freeman-Journal
June 11, 2015

H/M tax grant finalists chosen
City Council to give final OK at July 6 meeting
By Anne Blankenship (ablankenship@freemanjournal.net) ,
The Daily Freeman Journal

Five local organizations will be invited to give presentations to the Webster City Hotel/Motel Tax board on June 22. Board members Jean Fox, Andy Sowle, Keri Holmes Rojas and Kyle Swon voted Thursday night to invite all of the applicants to give presentations. Committee Chairwoman Pat Westcott was unavailable for the meeting. The presentations will be broadcast on Channel 12 and will also include reports from the previous grant recipients discussing the outcome of funded projects. A total of $51,641 has been requesting from the grant applicants.

The finalists are:

All Cultures Equal, requesting $18,825 for a marketing plan and signage;

Arts R Alive in Webster City (a division of the PRIDE committee), requesting $2,250 for a sculpture event and marketing;

Legacy Learning Boone River Valley, requesting $7,495 for the planned Winter Weekend Getaway;

Webster City Area Chamber of Commerce, requesting $20, 340 for a marketing plan;

Webster City Community Theatre, requesting $2,731 for advertising and a workshop

All five of the applicants have received grants in the past, according to City Manager **Ed Sadler**. **Sadler** briefed the board members about the grant process. "A mandatory training is held before the organizations can apply for funding," he said. "All of the applicants have attended the training." He said groups receiving the grants must first pay for the expenditures themselves and when receipts showing completition are received, reimbursements are made. "We hold back 10 percent until the final report on the project is received," he said, adding that the grant funds are expected to be used within a year of the award.

Sadler told the board that approximately $50,000 in hotel/motel tax dollars are available for use every six months. "Whatever you don't award in grants, stays with this fund and can be used in the future," he said. Following the June 22 presentations, the board will meet to make final recommendations to the City Council. The council is expected to vote on recommendations at the July 6 meeting.

The Daily Freeman-Journal
March 18, 2015

Sadler: Webster City ahead of others in ash tree removal plans
City has removed 359 trees in response to spread of emerald ash borer since 2011, looks to remove 200 more in the next few years
Jim Krajewski (jkrajewski@freemanjournal.net) , The Daily Freeman Journal

The City of Webster City is planning to continue an effort to remove ash trees on city property and right-of-ways as warmer weather returns to the area in response to the spread of the emerald ash borer. City Manager **Ed Sadler** said the city started to remove ash trees in 2011. At the time, he said the city was told the emerald ash borer would arrive in about eight years. The invasive insect native to Asia causes ash trees to die when larva feed below their bark and cut off nutrient conducting vessels, according to Iowa State University Extension and Outreach. About 550 ash trees were counted on city property and right-of-ways in 2011, according to **Sadler**, who said ash trees along rivers were excluded. Ash trees on private property are not being removed under the plan. An emerald ash borer is pictured. Trees attacked by the insect, native to Asia, can die within several years, according to the Iowa Department of Natural Resources.

At first, **Sadler** said the city sought to removal all of those ash trees in 10 years. A couple years into the city's efforts, he said removal plans were accelerated following news of the insect's presence in Story County. At Monday's meeting of the City Council of Webster City, **Sadler** said the emerald ash borer's presence has caught some communities off guard because they've killed trees slower than expected, but are moving faster across the state than initially thought. As such, **Sadler** said the insect is likely within the community already. "It's here, we just don't know it yet," he said. Currently, **Sadler** said the city has about 200 trees left to remove which will likely take between three to four years. Many of those trees are within Graceland Cemetery, which he said saw about a third of its ash trees removed from last year to this year. "We thought, over the next three years, we would take out all of them so it wasn't such a big shock all at once because there's a lot of ash trees along Ohio Street and in the cemetery," **Sadler** said. The city is offering to replace removed ash trees for property owners that are next to city right-of-ways, **Sadler** said. Those property owners can place orders for trees this year and have them planted next spring. White oak, linden, sycamore, gingko and aspen trees are available. Those replacement trees can be planted on land other than the public right-of-way, **Sadler** said.

While treatment options are available to prevent infestation by the emerald ash borer, **Sadler** said it's an expensive option. The cost of treatment, he said, is $200 for a single tree and must be done every few years. Additionally, **Sadler** said that treatment would have to continue through the life of the tree because the emerald ash borer likely won't be leaving the area. "If you have one in your yard, maybe it's worth it," **Sadler** said. Overall, **Sadler** said he's happy with the progress of the city's ash tree removal. "We're ahead of everybody that I know of," **Sadler** said. "Nobody is as far along as we are."

The Daily Freeman-Journal
January 22, 2015

Council plans five year budget
General fund budget down $13,000 due in part to Electrolux demolition
Jim Krajewski (jkrajewski@freemanjournal.net) , The Daily Freeman Journal

The City Council of Webster City met to discuss the city's five-year operating budget, capital improvement plan and capital equipment plan during a work session held on Monday. The city's operating budget is largely set, according to **Ed Sadler**, city manager of Webster City. He said the city has enough money to continue regular services and projects, but doesn't have much to work with outside of that.

"We flush the storm sewers, we plow the roads, we get to do so much worth of road construction each year, we run the compost and the grass dump. These are the things we do. We run a police force, we run a fire department, we replace equipment systematically, we're taking care of the ash trees. All those things that people expect of us that we've been doing, we've got enough money to continue doing. If you want us to do more, you're going to have to tell us what you want to give up," **Sadler** said.

The city will see a loss in general fund revenue from the demolition of the Electrolux factory in the coming tax year. **Sadler** said that loss is about $170,000 to $200,000. "This coming tax year is the tax year it shows up in," **Sadler** said. "It's a year and a half lag from the time it comes down to the time it comes off the taxes."

Sadler said that's a big loss which is coupled with other factors from the Iowa legislature. That includes a five percent drop in commercial and industrial property taxes last year and another five percent this year. In a letter he wrote to the city council concerning capital improvement budget requests, **Sadler** said the state plans to make up the difference in revenue losses to local governments. Webster City Mayor Doug Getter said that will likely be a short-term measure.

However, **Sadler** said the city saw an increase in valuation for several properties. That helps to slightly offset the loss of Electrolux taxes, according to **Sadler**. "We didn't see the entire hit of $200,000 from them rolling it back, but indeed, it's less property taxes this year than previous years," **Sadler** said.

The culmination of those factors means the city's general fund budget will be about $13,000 less than last year's budget, according to Getter. "We need to be as a city, I think, prepared for a worst-case contingency," Getter said.

The city's five-year budget plan is one way Getter said the city prepares for the future. Each year is figured separately, he said, and maps out anticipated revenue and expenses. As such, funding

needs or shortfalls can be identified and remedied. "I think from a management point of view, the city has tried to take a position to be very well prepared," Getter said.

In other matters, **Sadler** said there won't be any rate increases for water, sewer or electric. He said electric rates will stay the same for the second year in a row. At the water plant, **Sadler** said all of the facility's major parts are or have been rebuilt in the last few years. With the plant in good shape, he said the city will have funds to work on water lines that have broken consistently.

Under the proposed budget which will be going to a public hearing, there will be a slight increase in the millage rate, according to Getter. He said the state legislature has initiated mandatory contributions to different pension funds in Iowa. As a result of those required expenditures, Getter said the city will raise the rate.

In 2016, **Sadler** said the city is due their share of federal money for streets and roads. Getter said that share will be about $900,000. He said the city has looked at improving East Second Street or West Second Street. In the next few months, Getter said the city will come to a decision on which part of the street to work on.

Plans to install LED streetlights on Superior Street will continue, but **Sadler** said city will probably delay additional installations until the city removes ash trees in the community. He said the same crew will work on both projects and they are projected to remove between 60 and 70 trees this year due to the spread of the emerald ash borer.

Other points that **Sadler** highlighted for discussion in his letter for the work session included the continuation of the natural disaster fund, repairs to the outdoor pool and land acquisition for housing.

Community members interesting in reading the five-year operating budget, capital improvement plan and capital equipment plan can do so at Kendall Young Library soon. **Sadler** said he hopes to have a copy at the library by Monday.

The Daily Freeman-Journal
December 2, 2014

City Council OKs CDBG application
Purchase of new Ford Tahoe also approved
Anne Blankenship (ablankenship@freemanjournal.net) , The Daily Freeman Journal

The City of Webster City is submitting an application for a Community Development Block grant which if approved, would help about 10 low-moderate income homeowners complete needed house upgrades. This marks the third year city staff have submitted the grant application. The first two attempts were not successful.

This is similar to the grant we've submitted the last two years," said City Manager **Ed Sadler**. "The first year we lost out by one point and last year we lost out by a half point." He said the grant from the Iowa Department of Economic Development is targeted toward an area of on the west side of Webster City. The targeted area has been expanded from previous years, adding in a block on either side of Second Street, he said.

MIDAS Council of Governments was selected to handle the administrative work and grant submission.

Should Webster City receive the grant funding, homeowners living in the targeted area who are eligible according income criteria and who are approved for the program, can receive up to $24,999 to upgrade or renovate homes. **Sadler** said the renovations would be "substantial" improvements to the homes, upgrading windows, roofs, heating and cooling systems and others. "It is those substantial things that make a home, a home," he said. "It isn't the pretty stuff like paint or carpeting."

Part of the grant application process involved a survey sent to homeowners in the targeted area. The survey, which asked only two questions, was returned by very few people. Mayor Doug Getter said the response was disappointing. "We had pathetic response," he said. "One question was 'Was your level of income above or below this level,' and the other was 'How many residents live in the home.'"

Getter said a number of the survey envelopes were returned empty. "This is not how we would like the residents of Webster City to respond to things that will help them," he said. "It's foolish to turn it down. It (the grant funds) will be going somewhere." Getter also said the city staff has reviewed the scoring information from the past two years with MIDAS officials and have compared the results to those of a community that was successful in obtaining the grant. "We identified some areas where hopefully this year's grant will be scored higher, and hopefully we'll qualify for the grant," he said. "We're optimistic."

In other business, the council approved a request from the Webster City Police Department to purchase a 2015 Chevy Tahoe, similar to what is in use by the Hamilton County Sheriff's Department. **Sadler** said the department has been having maintenance and repair issues with the Dodge Chargers currently in service. "We're not having overly good luck with them," he said.

Sadler said the city routinely replaces one police vehicle each year. With this purchase, the department will also reduce the number of vehicles in its fleet. A 2012 Charger, a 2007 Crown Victoria and a 2000 Chevy Impala will be used as trade-ins. The cost of the new Tahoe with the retrofit equipment and lights, is $42,608. The trade-ins bring the actual cost down to $25,296.13, according to **Sadler**.

The new vehicle will come from Karl Chevrolet, Ankeny, through the state-approved bid process. **Sadler** said all future maintenance on the new vehicle will be done through a local dealership. **Sadler** said for future purchases, the city may wish to consider leasing police vehicles.

The Daily Freeman-Journal
November 18, 2014

Fish farm 'rumors' addressed at WC City Council meeting
Council also passes and adopts zoning amendment for Kenco Building
Jim Krajewski (jkrajewski@freemanjournal.net) , The Daily Freeman Journal

Webster City City Manager **Ed Sadler** shared information pertaining to what he called rumors about upcoming fish farming operations in the community. **Sadler** addressed what he said were three of the most prevalent rumors about VeroBlue Farms' planned operations at Monday's regular meeting of the City Council of Webster City. The first concern pertained to river pollution. He said people are used to hearing about river pollution with confined animal feeding operations. However, **Sadler** said the plant's waste will not end up in the Boone River. The difference, he said, is that the facility is in town.

Webster City City Manager **Ed Sadler** shows a map in order to address concerns about odor from upcoming VeroBlue Farms facilities which will raise and process fish. The map shows an aerial photo of Minneapolis. The dots represent a fish processing plant in Minneapolis as well as nearby areas of interest. The yellow lines show the size and border of the City of Webster City to give a relative size of the area. **Sadler** said the Minneapolis plant does not produce an odor noticeable in those nearby areas which include a mall, sports facilities and a college. "It is not shipping its waste off to a lagoon that the dam breaches or gets too much rain, overtops the lagoon and flows to the river," **Sadler** said. "Their waste will be going to our wastewater plant." As such, **Sadler** said there will be no chance of waste affecting the river from either the former Beam Building or the facility commonly known as the Kenco Building.

Another rumor **Sadler** said he has heard also related to the wastewater plant. That rumor, he said, states that the City will have to double the size of the wastewater plant to accommodate VeroBlue Farms. **Sadler** said that's untrue and that the wastewater plant has plenty of capacity. As with other industrial facilities, **Sadler** said fish farming facilities will undergo analysis of their wastewater from the Department of Natural Resources. Additionally, **Sadler** said the business is pretreating their waste. He said VeroBlue Farms and the City use a very similar wastewater treatment technique. "The waste we take, we can handle and we can handle with no modifications to our existing wastewater plant," **Sadler** said.

The final concern that **Sadler** addressed pertained to odor produced by VeroBlue Farms operations. He said farming operations at Iowa's First, an aquaculture business near Webster City and Blairsburg which was acquired by VeroBlue Farms, doesn't smell. To prove his point, **Sadler** showed the council and those in attendance a map. It showed an aerial photo of Minneapolis. The city limits of Webster City were overlaid on the map. It also showed the location of a fish processing plant in Minneapolis as well as several nearby areas of public interest. Those areas included a Farmers' Market, Target Field, Target Center and Nicollet Mall. "If you've ever been to any of those, you know it doesn't smell like fish. You can go to a baseball

game or a football game or whatever and you're not having to leave the stadium because of the fish smell," **Sadler** said. "We do not believe there will be any odors associated with either facility."

Also at the meeting, the council passed and adopted an ordinance amendment which rezoned an area including the Kenco Building. The council voted to approve the second reading of the amendment and then voted to waive the third reading before it was adopted. The amendment changed the zoning of the Kenco Building and others near it from light industrial to heavy industrial. VeroBlue Farms plans to purchase the building as part of their operations in Webster City.

The Daily Freeman-Journal
October 1, 2014

City hears union contract proposal
Operating Engineers Local 234 requests incremental wage hike over three years
Anne Blankenship (ablankenship@freemanjournal.net) , The Daily Freeman Journal

Representatives of the Operating Engineers Local #234 presented their initial contract proposal to members of the city administration of Webster City this week. The proposal calls for a three-year contract with wage increases each year as follows: 4 percent July 1, 2015; 4.5 percent July 1, 2016; and 5 percent July 1, 2017. If approved, a new section would allow employees who have accrued at least 80 hours of sick leave to donate up to 8 hours of leave to another employee. The contact would also change the payout schedule for sick time with a 20 percent payout at 5 years; 25 percent payout at 10 years and 30 percent payout at 20 years, capping at a 54 days.

The proposal also called for a change in the vacation accrual tier system. If approved, employees with one to five years of service could accrue 8 hours per month; those with six to 10 years could earn 10 hours per month; those with 11 to 20 years of service would earn 12 hours of vacation time per month; and those with 21 years or more would accrue 14 hours per month. The contract proposal would also allow 80 hours of carryover for vacation time.

The proposal also calls for the addition of a second personal day, the addition of President's Day to the bank of holidays and compensation for overtime would be capped at 160 hours.

City Manager **Ed Sadler** said the union's initial proposal will be considered by members of the city administration. "This is the first of three unions that we will bargain with," he said. "Each union has had a three-year contract." **Sadler** said the Operating Engineers Local #234 represents many of the street, water, sewer and other employees. "Those are the folks you see out working in the community on the streets or in the parks - they are part of this agreement," he said.

The other unions represent the city's firefighters and police officers.

The Daily Freeman-Journal
June 3, 2014

WC 'not a dying town' says Brown
Chamber Director disputes claim from KCCI article on declining populations in some towns
Jim Krajewski (jkrajewski@freemanjournal.net) , The Daily Freeman Journal

A news story which included Webster City among a list of cities that are dying in Iowa was rebuked by a speaker at Monday's meeting of the City Council of Webster City.

Deb Brown, executive director of the Webster City Area Chamber of Commerce, said KCCI did not exercise due diligence in their May 28 story. The report included the top ten cities in Iowa by the number of people added, the top ten by number lost, and the top ten by rate of growth. Webster City was number seven on the list of cities who have lost the most people. The story used U.S. Census data from 2010. "Many things have changed in Webster City since then," Brown said.

Among the changes since last year that Brown mentioned included the opening of three new restaurants, the opening of other businesses including Chalfant Plumbing and SOS Vintage, and the Webster Theater which is on-track for a September reopening. Those businesses and many others were empty in April of 2013 when a tour of vacant business locations was held, Brown said.

Other accomplishments Brown mentioned included the addition of 72 chamber members since last year and hosting large events locally such as JunqueFest which brought about 3,500 people.

She also added that several large businesses, from McMurray Hatchery to Seneca Foundry and Van Diest Supply, have stayed in Webster City. "I personally know the City is working very hard to build our economy and continue to help us grow. We are not a dying town," Brown said. "Don't stick a fork in us, we're not done."

Also at the meeting, Tyler Abens announced that an open house will be held at the three new spec-homes on Saturday from 10 a.m. to 2 p.m. with refreshments served. The homes are located at 2404 Kamen Drive, 2403 Rodlyn Road and 2405 Rodlyn Road. Abens said the builder and a representative from Heritage Homes will be in attendance. Webster City Mayor Doug Getter said he looks forward to a good turnout. "They are indeed, I think, very well built homes. I think anyone that would be a buyer would have a nice piece of property," Getter said.

The council also approved a resolution adopting a group benefit plan for City employees beginning on July 1. City Manager **Ed Sadler** said, for the most part, there will be no changes to employees' health insurance. One more contract, in addition to two existing contracts with parties that the City obtains health insurance from, will have to be signed. **Sadler** said that is because a

portion of the contract for Holmes Murphy and Associates consulting services was separated out. "There's no change in price. There's no change in our coverage or anything else. This has turned out absolutely exceptional for us," **Sadler** said. "We are still getting insurance right now for less than other people bid three-years-ago for us. I don't think we can expect any better."

However, Getter said that a significant piece of the insurance premium cost will come from the first appearance of fees from the Affordable Care Act, also known as Obamacare. He said the new provision in national health care will cost the City $30,000 under the approved resolution "That's something we all need to be sensitive to, because City revenues are not overflowing and any kind of additional costs need to be dealt with," Getter said. "We, as a City, had no input relative to the imposition of these fees."

Another approved resolution authorized a two-percent salary increase for **Sadler**. Getter said the city is well managed under **Sadler** and that the increase is consistent with an increase provided to other City employees within the last fiscal year.

In other business, the board approved several appointments to City boards, commissions and committees. Those appointed include Brent Johnson to the Park and Recreation Advisory Commission for a four-year term, Kent Bailey to the Zoning Board of Adjustment for a five-year term, James Kumm and Leo Moriarty for four-year terms to the City Planning and Zoning Commission, Ron Birkestrand to the Airport Commission for a four-year term, Laurie Graham to a four-year term on the Wilson Brewer Historic Park Committee and four-year terms to Bob Burns and Shiloh Mork on the Traffic Study Committee.

KCCI Des Moines
May 28, 2014

List shows which Iowa cities growing, dying ...
By Vanessa Peng

AMES, Iowa —Iowa State University researchers said jobs continue to be the driving factor for population growth or decline in Iowa towns.

"The interesting thing isn't so much there's anything new here, it's a continuation of trends that we've seen, said Liesl Eathington, assistant scientist Dept. of Economics.

New U.S. Census data found more than 60 percent of Iowa cities lost population since 2010. See the lists below to see which have lost and gained the most.

The report shows cities with less than 500 residents lost the most population while Iowa's 10 largest cities accounted for 44 percent of the state's growth from 2010 to 2013.

Ask residents in small town Iowa, like Webster City, what's the appeal of living there and they'll give you lots of reasons.

"You know everybody that's kind of nice," said Cody Mosbach, of Webster City.

"It's safe to be out at night," said **Ed Sadler**, Webster City manager. "We promote quality of life and to be honest we're putting a major effort into economic development."

Larger cities in Iowa can often point to several reasons behind their growth.

"It seems like as Iowa State grows, the community grows. The need to serve those students grow and I think that's been the biggest piece of our growth," said Matthew Goodman, an Ames business owner.

TOP 10 CITIES BY NUMBER ADDED:

Ankeny
West Des Moines
Iowa City
Des Moines
Waukee
Ames
Johnston
Davenport
Urbandale

Cedar Rapids

TOP 10 CITIES BY NUMBER LOST:

Fort Dodge
Clinton
Mason City
Council Bluffs
Esterville
Sioux City
Webster City
Ottumwa
Atlantic
Red Oak

TOP 10 CITIES BY RATE OF GROWTH

Waukee
Tiffin
Bondurant
Polk City
Willey
Hills
Johnston
Asbury
Grimes
Ankeny

The Daily Freeman-Journal
January 22, 2013

City Council accepts annual audit report
Update presented by archery club; Electric rate hike passed, adopted; First reading of sign ordinance OK'd
Anne Blankenship - Managing Editor (editor@freemanjournal.net) , The Daily Freeman Journal

The City Council of Webster City approved the audit report for 2011-2012 Monday night during the council's regular session.

Jeff Peters of Williams and Company, the city's audit firm, presented his firm's findings. "You have to be very pleased with the general fund balance," Peters said. "Not all communities your size are in that position. "The general fund is where it needs to be and on the strong end of where it needs to be," he said. "The state would like to see a 10 percent reserve. You folks are in a 40 percent reserve range. That's a pretty good spot. Not everybody is there."

Peters said the city currently has 170 days of cash reserves. He also said the city was fortunate with the water and sewer funds to show some revenue which can be set aside for replacement of infrastructure. "Not all cities are able to structure revenue in the water and sewer funds," he said. "There's just really nothing in here that makes me want to tell you to do something different," he said. "I think you're in really good shape."

The council members accepted the audit report and approved placing the report on file. Members of the Border Brigade Archery Club gave another update on the club's progress and growth.

Club Vice President Jared Zimmer and President Kent Schell reported that the group's open house, held earlier this month at 7B Ranch, attracted more than 100 people. Zimmer said about 40 people have joined the club and at least 15 others have expressed an interest. The total membership is around 60 people, he said.

Zimmer asked the council for a recommendation for a qualified engineer or expert who might be able to advise the group on issue of raising or moving the entry to 7B Ranch, where the group is now headquartered. City Manager **Ed Sadler** said he would be willing to advise the club on the matter and has experience in dealing with such issues.

The club members also asked the council for permission to have the Parks and Recreation Commission act as a sponsor for the group to apply for Enhance Hamilton County funding. **Sadler** said City Attorney Gary Groves wanted to review the matter before the council voted. **Sadler** said he would meet with Groves about the request in the near future.

Zimmer and Schell also said the club will soon be deciding if it will pursue the opportunity to host the archery portion of the Iowa Games. The event is handled through the Iowa Bowmasters Association, of which the local club members are affiliated. Schell said the two-day event could bring anywhere from 200 to 400 participants to the community. The grant funding would allow the club to purchase equipment such as targets which would be necessary to hosting the Iowa Games event.

Monday night, the council also considered the first reading of a proposed ordinance pertaining to signs. The ordinance specifically addressed the use and display of political signs in the community.

The proposed revisions to the political sign regulations include the following recommendations:

Political signs shall not be placed within the right-of-way, street or public grounds;

Political signs shall comply with the visual corner clearance requirements set out in Chapter 129.09(I);

Political signs pertaining to any election, caucus or referendum may be displayed for 45 days before the official vote. They must be removed within 7 days after the vote with the only exception being that signs from the primaries do not have to be removed until 7 days after the general election.

Individual political signs can be no larger than 4-square-feet (using one or both sides). A property can have a total of 20-square-feet (using one or both sides) of political signage on their premises. The council approved the first reading of the ordinance.

The third and final reading of the proposed electric rate increase was approved by the council Monday night. This increase will represent a 6 to 7 percent increase in energy and demand rates. "Our wholesaler is giving us an increase of 6 to 7 percent Jan. 1. Bottom line is a change to the energy charges, not the base rate,"?said City Manager **Ed Sadler**.

Sadler said a Webster City resident had questioned Cornbelt Power Cooperative about the increase. Ken Kuiper of Cornbelt was in attendance at the meeting and **Sadler** asked him to tell the council and the public the response made to the citizen's question. "The question was asking about electric increases during energy boons,"?he said. "We have had a 7 percent increase to Cornbelt from our electric supply group."

He said Cornbelt passed on a 6 percent increase to its members, including Webster City. He said the biggest cause for increases in rates are increases in load, requiring new generation plants. "New generation plants are very expensive,"? he said. Three new plants in the past few years have been added, as well wind generation additions to meet load growth needs

The Daily Freeman-Journal

Hangar loan OK'd
Council agrees to matching funds for airport grant
June 19, 2012
Anne Blankenship - Managing Editor

A request from the Webster City Airport Commission to provide a loan for matching funds for an Federal Aviation Administration grant was approved Monday night by the City Council.

The commission requested a $75,000 loan from the city to be repaid over five years with monthly payments of $1,414.82 with an interest rate of five percent. Commission officials said the repayment funds would come from monthly hangar rentals.

The loan would provide a 10 percent match for the new hangar project. A total of $586,250 was secured from the FFA along with an additional 15 percent for over runs. A 90/10 match was needed continue with the project. The commission needs to show a $74,242 match. There is a bid of $568,862 from Jensen Construction for the project. Engineering costs of $74,059 bring the total project cost to $640,92.

Once begun, the project is expected to take three months to complete.

Water, sewer rates

The City Council passed and adopted the new water and sewer rates following the third reading of the proposed ordinance. The water rate ordinance created a new category for commercial customers who use 25 to 49 units of water per month. That price structure would begin in next summer. The new sewer rates would include about a 10 percent increase in July 2012 to the unit rate, another 10 percent increase in July 2013 to the unit rate and about an eight to 10 percent increase to the base rate in 2014.

Historic committee

The third reading of the ordinance establishing a new Wilson Brewer Historic Park Committee was approved, passed and adopted Monday night. In a memo to the council, City Manager **Ed Sadler** said the Wilson Brewer Complex has made great strides in becoming both organized and presentable to residents and visitors alike. He said the goal of the new commission would be to merge the business needs of the complex with the community support needed to insure its long-term success.

Sadler said he would direct the city clerk to begin advertise for potential commission members.

The Daily Freeman-Journal
June 11, 2012

City looks to recoup $790,000 loan
Repayment of loan in question as bankruptcy is filed
Anne Blankenship - Managing Editor

WEBSTER CITY - Webster City officials said Friday they are "working vigorously" to recoup a $790,000 economic development loan that a Webster City manufacturer planned to use to assemble electric cars. City Manager **Ed Sadler** said the city has hired special legal counsel to address its interests in the bankruptcy filed by Joe Fleming, owner of the defunct Auto Manufacturing Systems Inc.

Fleming filed a Chapter 7 personal bankruptcy on April 2 in the U.S. Bankruptcy Court of the Southern District of Iowa. Fleming and his wife, Marjorie, of Fort Dodge, listed four solely owned businesses in the bankruptcy documents: AMS Inc.: Eagle Manufacturing Inc., doing business as Tour Designs Ltd.; Access Media Ltd.; and Drive Tek Inc.

The purpose of a Chapter 7 bankruptcy, according to court documents, is to discharge debts. It is a liquidation of assets, rather than a reorganization of debt. The filing documents list Fleming's total assets of $426,017 with total liabilities of $1,776,721.28. Sixty-six creditors are listed in the document.

Sadler said the city has been involved in meetings pertaining to the bankruptcy filing. "We did attend the meeting with the trustees and have retained special legal counsel for this," **Sadler** said. "Yes, we have collateral for the loan. The attorneys we have hired are, indeed, going through the paperwork for the collateral. We will have lots of things to check into and investigate."

Sadler said it's too early to predict how much of the funds will be recovered. "We will have things to look at with the trustees, the attorneys for the Flemings. There will be things to sort out, as this is a personal filing. He was the sole owner of many businesses, so those assets count towards it," **Sadler** said. "We do have collateral in the form of equipment and buildings," he said, adding that the city is second in line to United Bank of Iowa in terms of creditors. "We didn't go into this with nothing. Whether or not we retrieve all $790,000 worth of assets, I don't know. It's too early to tell."

Sadler said the city is "working vigorously to protect its interests" in the matter. The impact of this transaction could have some bearing on how future loans are handled, he said. "I think this has to affect how we handle future economic development loans," said **Sadler**. "But what I hope it doesn't do is make us go hide." When major corporations and industries move into a city, they likely are not looking for cash, he said, but rather seek out land, incentives and tax credits. Smaller industries and businesses are doing that, he said. "There is always risk to get industry and businesses here. There is a certain level of risk," according to **Sadler**.

Looking at Webster City's history, the city manager said the community was built on those many small homegrown businesses. "Webster City was never a city of corporate giants. It was always a city of entrepreneurs who started their own businesses. Of course, eventually, they may have grown big enough for someone else to buy them," **Sadler** said. "Naden's, Nissen's, Vantec, Tasler's, Van Diest, Webster City Products, Beam Industries - all of them homegrown businesses. "That is our history and it's probably our future," he said.

Sadler said the city will always try to minimize its risk and do its homework with economic development loans. "I think it will come out that there were some external reasons for what happened here," he said. "There is a lot more to this than will meet the eye for anyone who just looks at a bankruptcy filing," **Sadler** said. "It's a lot like an iceberg. The part you see is very small."

Some history

Fleming and the city jointly announced in July 2010 that Auto Manufacturing Systems Inc. - Fleming's company - had signed an agreement with EnVision Motor Company, of Ames, to assemble a line of all-electric cars. At that time, Fleming said he hoped to bring as many as 300 jobs to the community by the second quarter of 2011. That didn't happen. Fleming said in a December 2010 interview that his company had been plagued by delays due to the unavailability of parts and design concerns with the battery system.

In April 2011, Electric Motor Cars of Iowa took AMS Inc. and Fleming to court to retrieve the 46 car chassis that were delivered to Webster City for assembly. A Hamilton County District Court judge ruled that the chassis, valued at an estimated $876,850, would stay in Webster City in Fleming's hands. "(The ruling) was certainly good news," Fleming said then. "It's kind of like winning the battle, but the war goes on."

Webster City's City Council initially awarded $300,000 to AMS in August 2010. The term of the loan was for 18 months. In January 2011, the Council granted an additional $490,000 to DriveTek Iowa, formerly known as AMS Inc. The loan was to come due in six months and the company offered up equipment and buildings as collateral. An extension of that loan was approved in August 2011, making the note due on Feb. 1, 2012.

In October 2011, Fleming announced a new focus for his business - producing electric scooters and pontoon boats. The Council approved a one-month extension on the note earlier this year, setting the due date at March 1. City officials said in a January memo to the Council that they continued to receive updates from Fleming on Drive Tek Iowa's progress, but that the company "continued to be impacted by outside factors." When no payment was received in March, the Council on March 19 directed City Attorney Gary Groves to write a letter to Drive Tek Iowa concerning the past due note. At the time, **Sadler** said he hoped the company would make the payment within 30 days or make a better proposal to the council. Two weeks later, Fleming filed for bankruptcy.

The Daily Freeman-Journal

City Council to look at fate of campgrounds
Flood damage, sewer line issues may force closure
June 4, 2012
Anne Blankenship - Managing Editor

Flooding in recent years and sewer backups have caused damage at the city campgrounds in Riverside Park. Tonight, the City Council of Webster City will look at the future of the camping area. Assistant City Manager Kent Harfst, who also serves as the recreation and public grounds director, said in a memo to the council that many of the electrical hookups were damaged in the floods of 2008 and 2010. Silt and debris were also deposited in the area as flood waters receded. He also said that a sewage backup recently in the drains at the restroom facility and dump station led to the discovery of a broken sanitary sewer pipe. He added that all of the line from the sanitary sewer main would need to be replaced. The cost of all these repairs, according to Harfst, is $13,000.

On the revenue side, Harfst said in his memo that the campgrounds brings in about $1,000 per year, based on the current $14 per night camping fee. Harfst's memo recommends delaying repairs to the campgrounds, and keeping the site closed until further notice. He also recommended that the matter be reviewed by the Parks and Recreation Committee, looking at whether the campgrounds should be repaired, closed permanently or perhaps moved to a different site.

Historic committee

The City Council will also have the second reading of an ordinance that would create a new Wilson Brewer Historic Park committee.

City Manager **Ed Sadler** said in his memo to the council that the park has made "great strides" in becoming both organized and presentable to residents and visitors, thanks to the efforts of many individuals. "The Council has recently expressed a desire for the museum complex to take the next big step if the complex is to succeed long term," **Sadler** said in his memo. "That is by insuring that the complex has established policies that carry out the mission of the property, while insuring that the complex has adequate volunteers and funding to carry out its mission." The ordinance before the City Council would establish a more formal and permanent commission for the historic park with a more defined role, according to **Sadler**.

Other agenda items

City sewer and water rates are again on the agenda. The council will have the second reading of the proposed ordinance that would phase in rate increases over three years and establish a new small commercial user category.

The Daily Freeman-Journal

No action taken on WC water rate hike
Council to explore additional customer category
May 8, 2012
Anne Blankenship - Managing Editor

The City Council of Webster City reviewed a series of proposed rate increases for water and sewer rates in the community, but took no action Monday night, deciding instead to wait two weeks to look at alternatives for the current user structure.

The proposal presented to the council was a three-year plan that would increase the unit water rates five percent the first year and five percent the second year. The third year would see an increase to the monthly base rate. Waste water unit rates would increase 10 percent the first year and second year, and the third year the base rate would increase an even amount close to 10 percent.

The council also discussed the definition of the small commercial user. City Manager **Ed Sadler** suggested that the City Council may wish to change the small commercial user, defined as a business that uses 25 to 50 units per month, to one who uses less than 25 units each month. **Sadler** said that those who use 25 to 50 units would then be defined as medium commercial users. He said there are about 25 to 30 users that would then be classified in the new medium category.

Sadler suggested the council take no action on the first reading of the proposed ordinances Monday. He said he would bring back some alternatives for the council members to consider at the May 21 meeting.

Enterprise loans

The first reading of a proposed micro-enterprise loan program was approved by the council. The program was first brought to the council members in February by Economic Developer David Toyer. The council asked him to take the proposal to the Economic Development Advisory Group for additional input and to gather information from the Small Business Development Center.

"We sent this (loan proposal) out to the Small Business Development Center for their comments and feedback," said Toyer. "Then we brought those, in combination with the original proposal, to the Economic Development Advisory Group."

Toyer said the EDAG had a discussion and suggestions for the plan.

"They said this needed to be looked at in two different angles - the really small company, and then also those companies that are actually manufacturing or building something," he said. "So there was a second tier added to the proposal."

Toyer said the first tier would be for very small businesses that would provide up to $15,000 and the other would assist larger enterprises with up to $75,000. Toyer said the total loan program would not exceed $200,000. Requirements for those seeking loans would include requiring cash equity from the business owner as well as security and collateral requirements based on the size of the loan, In addition, business owners must have a business plan and must have worked with a business accelerator program.

In another economic development matter, the council approved a public record policy pertaining to prospect businesses and what can and cannot be kept confidential.

In other business, a contract with T&D Handyman Services was approved to handle nuisance lawn mowing for the city.

Two bids were received for the work, with T&D Handyman Services turning in the low bid of $30 per hour.

The Daily Freeman-Journal

Council OKs RAGBRAI fee, rules ordinance
Draft of budget also approved
April 24, 2012
Anne Blankenship - Managing Editor

The City Council of Webster City Monday night revisited the matter of fees and regulations for the RAGBRAI overnight stop July 24. Last week, the council, on a 3 to 2 vote, turned down a resolution outlining fees and rules. This week, council members unanimously approved virtually the same information as an ordinance.

The change from a resolution to an ordinance gave some teeth to the enforceability of one section of the document, according to Gary Groves, city attorney. "Last week, as I mentioned to you, I thought it was a better to set it up in an ordinance form that was pretty clear and to the point," he said. Groves told the council that the previous resolution mentioned nuisances with regard to persons selling food or products without a permit. "Since there's really no nuisance provision for this type of penalty, I thought it best that we get it right even though it took an extra week," he said.

The section of the ordinance now reads that anyone "selling or supplying food or merchandise to the public without an authorized vendor permit issued by the RAGBRAI committee for July 24 or July 25, when such a permit is required, is in violation of this ordinance." The penalty for this violation, if convicted, would be a simple misdemeanor and a possible fine of up to $500, Groves said. "I think that this is enforceable now," he said.

For the most part, City Manager **Ed Sadler** said the ordinance was much the same as the resolution presented at last week's council meeting. The fees for vendor permits would be as follows:

Commercial vendor - $500
Nonprofit vendor - $375
Expanded business - $425
Electrical services - $50
Refundable cleanup deposit - $100

The expanded business permit would allow an existing business to set up a booth or stand at a location other than their regular established place of business. Just prior to the meeting, Groves said he received an administrative law decision that challenged whether a city could deny a business with a liquor license from going outside to sell alcohol. "But I would guess that if that was the law, we would have heard about this in the (RAGBRAI) manual. The inspection people that I have been talking with would have told us about it," he said.

"While this is interesting, and there may be some merit, I would recommend that you pass and adopt this ordinance," he said. "We've got to get this passed. We're not going to stop tonight and read this and let me research and review it."

Groves said if he had received it earlier, he could have looked into the matter.

Kay Ross, owner of Seneca Street Saloon and Pizza, said she had given the document to Councilwoman Linda Conaway. "We only just received this as well," Ross said.

Ross, who serves on the RAGBRAI advisory committee and is a volunteer, stepped to the podium to ask a question about an expanded business. "If the council chose not to allow us to expand our business onto public grounds - which they certainly have a right to do - am I to understand the you might not be opposed to granting a permit to us if we went onto private land?" Ross asked.

Mayor Janet Adams said she didn't think the council could answer that question Monday night. "I think different rules would apply and we can certainly look into that," Adams said. Councilman Doug Getter, chairman of the RAGBRAI Ride Right committee, said he felt it was a key element of public safety to make sure the city right-of-ways were clear and accessible.

Geary Meyer, councilman and beverage garden chair, said he had voted no last week because the city attorney had concerns. "Whenever he's concerned, I'm not going to vote in favor of something unless he's fully satisfied," he said, asking Groves, "And you are fully satisfied with this? "Yes," replied Groves.

Meyer also made reference to the RAGBRAI overnight stop handbook which gives communities an outline of procedures. "They (RAGBRAI) have addressed probably every question in this book that I have been asked," he said. "They say, 'We've had the experience of 40 years, don't make the same mistakes that we're telling you about in this book.'"

The council approved the first reading of the ordinance, then waived the second and third reading. The ordinance was passed and adopted. The council also approved the preliminary budget of $142,850 for the entire RAGBRAI event. The budget includes expenses for entertainment, hospitality, beverage garden, law enforcement and aspects of the planning and implementation for the overnight stay.

Volunteers and T-shirts. Adams said after the meeting that volunteers are still needed for RAGBRAI. To volunteer, fill out a volunteer registration form atwww.webstercityragbrai.com. Officials estimate a total of 800 people are needed in various volunteer capacities. Adams also said that T-shirts are available at City Hall at a cost of $12 each through May 1. After that time, the cost goes up to $15. She added that the official Webster City logo shirt would serve as admission to the concert planned for the evening of July 24 as well as the beverage garden.

The Daily Freeman-Journal

City budget OK'd
Public hearings held Monday
February 22, 2012
Anne Blankenship - Managing Editor

The 2012-2013 fiscal year budget for the city of Webster City was approved Monday night by the City Council following a public hearing on the matter.

The council held a work session on the budget in late January and looked at several recommendations from the city staff and City Manager **Ed Sadler**.

The recommendations included budgeting $650 per full-time employee for training expenses. Training for city staff members had been put on hold for the past few years, **Sadler** told the council.

Budget recommendations also included a raise in the mil levy from 15.99 to 16.25. That increase, along with using levy reserves, is expected to offset increases to the employer's contributions for IPERS, Civil Service and Volunteer Firefighters funds.

A pilot project to install energy-saving LED street lights on West Second Street was also factored into the budget. **Sadler** told the council at the budget session that the $25,000 cost would come from the electric fund.

The closing of the Senior Citizens center was also recommended in order to save the city $30,000 annually. With the closing of the RSVP office last summer, **Sadler** said there is no one in the building throughout the day to supervise activities. The proposed closing wouldn't come until July 2013, giving those organizations still meeting in the building to find other options.

Monday night, the council also held a public hearing and approved the capital improvement budget for the coming year, and also the capital improvement plan for the next four years.

The Daily Freeman-Journal

City Council to move ahead with new loan program plans
Energy efficiency loan plan for commercial businesses and local industry OK'd
February 21, 2012
Anne Blankenship - Managing Editor

A new loan program aimed at helping small businesses and new entrepreneurs was discussed Monday night by the City Council of Webster City. The council gave its general consensus to move ahead with developing the plan.

"Webster City has a history of successful companies starting off as one- or two-person businesses," said David Toyer, economic developer for the city. A loan program would be a way to continue to capitalize on that idea as well as attract new opportunities, according to Toyer. He proposed that the city create the loan program to specifically target new businesses and entrepreneurs in higher technology fields.

While those involved with economic development continue to seek out larger manufacturers, he said it's important to explore opportunities that can be created by supporting new small businesses and entrepreneurs.

"By encouraging the growth of new business in these sectors we will continue diversifying and stabilizing our local economy," Toyer said. Helping those high technology businesses might also be a way to attract and create jobs that could help reduce out-migration of young people, he added. Toyer said the proposed loan program would provide loans of up to $15,000 and would have a five-year term. The first two years would be interest-only payments. Loans would have to be secured at 50 percent of the value, he said. To qualify, applicants would have to have received technical assistance from Small Business Development Center or business acceleration program.

City Manager **Ed Sadler** reminded the council that more than two years ago, funds were set aside for economic development. "The vast majority of that money was for us to entice industrial-type jobs," he said, adding that the proposed loan plan diverges from that plan. We're proposing to use some of that money to go after those smaller businesses - smaller entrepreneurs - who are going to pick up jobs three at a time, five at a time or 10 at a time," he said. "It is a change in philosophy for the council."

"We know it's not all fleshed out," **Sadler** said, "but we wanted to get your input before we moved ahead."

Councilman Doug Getter asked if existing business could be included in the program. "I don't know if we are talking just in a manufacturing context. Are we talking service, retail, wholesale? Some of those issues probably need to be defined," Getter said. Getter also asked for a better definition of "high technology fields." He also asked who would review and approve the applications.

"Just so you know, the council would always have final approval," **Sadler** said.

"So what you're looking for from us is, 'do we like this?' It's still kind of in its embryo stage?" Adams asked.

Sadler said any guidelines or input the council has would be appreciated.

Adams suggested the economic development advisory committee should look over the plan and help to develop it further. Getter recommended that successful retired business people might be good resources in developing the loan plan.

Energy efficiency

Toyer also proposed an energy efficiency loan program to assist commercial and industrial customers with making capital expenditures on energy efficiency. The loan program would offer 12-month, no interest loans with a maximum cap of $50,000 to a single customer, and a maximum of $250,000 for the entire loan program. Toyer said eligible projects would need to apply by Oct. 31. He said the money would be repaid over a period of time not to exceed Jan. 31, 2014. "One of the things that we are able to do through Cornbelt Power Cooperative, is to offer rebates for energy efficiency programs that our companies take on," Toyer said. "If they replace outdated, energy-hogging lighting with new energy-efficient lighting, we'll give them a partial rebate on that cost."

Toyer said that rebate money goes fairly quickly. The idea of a loan program to help finance energy-saving projects came out of the council's goal setting sessions last fall. Toyer said it takes between 12 to 36 months for the projects to pay for themselves.

"This is a way to help some of our businesses, make it easier on them rather than for them to write us a big check," he said. The loan repayments would be spread out over the course of a year and could be added on to the company's utility bill. "We can help finance this on a short term basis and make it a little easier for them to absorb," he said.

The City Council approved the energy-efficiency loan program.

Toyer and the economic development advisory committee brought two proposed budgets to the council for the remainder of 2012 and also for fiscal year 2012-2013. Toyer said the committee met four times since it was established last fall. For the remainder of the current year, the committee proposed a budget of $26,015. For the coming year, the committee recommended a net budget of $22,820.

City Manager **Ed Sadler** said the advisory committee was established in part to advise the City Council on the best use of funds for economic development.

"Part of the expenses for economic development are included in the budget for the 2012-2013 as proposed, however some of the expenses recommended by the committee are outside of the budgeted expenses and would therefore come from economic development reserves," **Sadler** said.

The Daily Freeman-Journal

Council OKs new police contract
Agreement gives workers a 2 percent wage hike for each year for three years
February 7, 2012
Anne Blankenship - Managing Editor

The City Council of Webster City approved the new contact with the American Federation of State, County and Municipal Employees Iowa Council 61 police bargaining unit Monday night in regular session. The agreement was passed with three yes votes from council members Linda Conaway, Doug Getter and Mayor Pro-tem Jerry Kloberdanz. Mayor Janet Adams and Councilman Geary Meyer were absent from the proceedings.

The three-year contract grants a 2 percent wage increase for each year of the agreement. City Manager **Ed Sadler** said the contract also allows for compensatory time to be accrued to a maximum of 64 hours. Currently, employees can accrue up to 40 hours.

Grievance procedures are also outlined in the contract. **Sadler** said police officers are to use the civil service appeal procedures as outlined in Iowa Code Chapter 400 to resolve all matters pertaining to demotion, discharge and discipline.

The contract will go into effect on July 1.

Mosquito spraying

Mosquito Control of Iowa will again be providing spraying services to the city. A three-year contract with the firm was approved at a cost of $28,000. The city entered into an agreement with the firm in 2007 and later extended the agreement through 2011.

The proposed contract featured an integrated approach to the pest control, including surveying and monitoring to evaluate potential mosquito breeding areas; larvaciding in stagnant water areas to control the mosquitoes in the larvae stage; and contact spraying and residual spraying to lay down a barrier to kill adult mosquitoes that come in contact with the spray.

Sadler said that the contractor has agreed to address special events that occur throughout the season, such as the county fair, Relay for Life and other events. He added that the contractor generally sprays from the air, but when that is not possible due to weather or wind conditions, they will spray from the ground.

The cost of the spraying is budgeted, **Sadler** said, and actually comes in under budget by $875.

A public hearing on the capital improvement budget and the 2012-2013 through 2016-2017 capital improvement plan was set for Feb. 20 at 7:15 p.m. Immediately following, a hearing will be held on the proposed 2012-2013 budget. **Sadler** said the summaries of both the budgets and the plan are available in the city offices for any citizen who would like to review them.

Connection fees

Webster City resident Mark Gillette spoke to the council about the fee schedule for water and sewer connections for new construction.

Gillette said he called about a dozen other communities to find out what these towns charge, compared to Webster City's fees. He distributed his research to the council members and asked them to reconsider what the city charges.

"I've done some of the leg work on this, but I would like you to look it over," Gillette said. "We've got to be competitive with these other towns."

"We need construction, we need people," he said. "People laugh at this (the fees)."

Kloberdanz said the council would review the information.

The Daily Freeman-Journal

Council reviews audit
Auditor: City's finances are 'in good shape'
January 17, 2012
Anne Blankenship - Managing Editor

Jeff Peters, Williams and Company, the audit firm for the city of Webster City, said Monday night that the overall picture of the city finances are "in good shape."

Peters presented the audit to the City Council during its regular session.

He said there was an increase in the general fund balance of $125,000.

"You have to be very pleased with that," he said. "It would put you somewhere in the 120 to 125 days of reserves in the general fund."

"I encourage my clients to have somewhere in the 125 day range," Peters said. He added that less than half of the communities he works with attain that level.

He said the enterprise funds - water, sewer and electric systems - showed a little over $1 million in net income total.

"I think you are doing very, very well with those," he said. "Coming from a community that does not have a municipal electric fund, I'm pretty envious to see the kind of dollars generated and to be able to keep them in the community. You have to be very pleased with that."

Peters complimented the council on the wisdom of establishing a municipal electric utility several years ago.

"The decision to do that was incredibly wise on your part, because I don't think you could do that now," he said. "The cost of buying an existing system would be so outrageous, that you couldn't afford to do it now."

"You can see those communities that have the ability to generate that revenue become pretty progressive - opportunities to do things with this year $575,000 that other communities can't. And that money would have left (the community) if you didn't own the system," he said.

Councilman Geary Meyer noted that there was a significant change in the operation of the airport, and asked if there were any exceptions found concerning the airport in the audit.

"Nothing came to our attention that would cause us any grief," Peters said.

Councilwoman Linda Conaway said she was pleased with the audit results.

"I think that we should note in our delight that the status of the financial situation of the city is due in large part to the efforts of (City Manager) **Ed Sadler**," she said. "He's done an excellent job in keeping us within our parameters and doing the best we can do with the little we have to spend."

"I think people in the community should be aware of that," she said.

The city's audit will be available soon to view on the city website, according to Vicki Smith, city finance director.

Contract OK'd

The City Council approved a new agreement with the International Union of Operating Engineers Local No. 234 for a term of three years.

The contract awarded workers a 2 percent increase in wages and also established new hours for meter readers - 7 a.m. to 4 p.m.

In other personnel business, the council approved a 1.25 percent wage increase for City Clerk Karyl Bonjour. That raise brings her salary to $40,518.40.

The council conducted Bonjour's performance review in closed session at the last council meeting.

Loan extension

A one-month extension was granted on the loan held by Joe Fleming and Drive Tek Iowa. Fleming submitted a letter to the council requesting an extension on the $790,000 loan. The loan came from a pool of economic development funds designated by the City Council.

The council in August 2011 granted an extension to the maturity date, moving the due date to Feb. 1. City officials said in a memo to the council that they continue to receive updates from Fleming on Drive Tek Iowa's progress, but that the company continues to be impacted by outside factors.

Bridge project

An agreement for engineering services for the Columbia Street bridge project was approved with Foth Infrastructure and Environment, Johnston. The cost of the services is not to exceed $16,000. The total estimated cost of the project is $48,000.

City officials said the repairs to the bridge are related to age, not flooding in recent years. The bridge is located in a frequently flooded area of Webster City.

The Daily Freeman-Journal

Council reconsiders electric rate vote
Residential base rate increase of 50 cents OK'd, adopted
January 5, 2012
Anne Blankenship - Managing Editor

The City Council of Webster City Wednesday night agreed to reconsider the vote on the proposed electric base-rate increase that was defeated at the last meeting upon a request from Councilman Geary Meyer.

Meyer, Linda Conaway and Jerry Kloberdanz had voted against the base rate increase on the third and final vote at the meeting two weeks ago. Mayor Janet Adams and Councilman Doug Getter voted in favor, but the measure was defeated.

"I would like to make a motion to reconsider my vote on the final reading of the ordinance," Meyer said. The council approved the motion, thus bringing the third reading back to the floor. This time, the ordinance passed with council members Adams, Conaway, Getter and Meyer voting in favor of the base-rate increase and Kloberdanz voting against. The base rate for residential users will increase to $18.50 per month and the kilowatt hour charge will be set at 8.3 cents per kilowatt hour.

The rate increase will take effect immediately and will first appear on the billing received next month.

Getter also made a motion to pursue requests for proposals for an assessment of all the city's electric rates. He said he would like to see an overview of the rate structures as it relates to all customers. The council approved the motion.

Adams re-elected

Adams was re-elected mayor of Webster City by her fellow council members for a term of two years. Kloberdanz was re-elected mayor pro-tem. Both were given the oath of office by City Clerk Karyl Bonjour.

City Manager **Ed Sadler** was appointed to his position for the remainder of his contract which expires in June. The council will at that time reappoint him for the term of his contract.

Stephen L. Mourlam was appointed city treasurer for a one-year term.

Other appointments at Wednesday's City Council meeting include:

North Iowa Municipal Electric Copperative Association - Ken Wetzler, representative, **Ed Sadler**, alternate;

Mid Iowa Regional Housing Authority - Karla Wetzler;

Right to Know Coordinator - Brian Stroner;

Greenbelt Advisory Commission - Kent Harfst;

E-911 Service Board - Brian Hughes;

Hamilton County Communication Service Advisory Board - Janet Adams;

Hamilton County Resource Enhance Committee - Janet Adams;

Hamilton County Civil Defense/Disaster Board - Michael Lund;

MIDAS Transportation Advisory Committee - Kent Harfst, representative; Ken Wetzler, alternate.

The council also passed several resolutions related to their annual reorganization. The resolutions authorized the city clerk, finance officer and city treasurer to invest city funds; authorized the city clerk to issue warrants in payments of certain types of expenditures and authorized the city clerk to issue and deliver warrants for the payroll upon receiving approval from the city manager.

A resolution of purpose for providing expenditures for economic development funds was approved. The council also set the regular dates and times for the City Council meetings - the first and third Mondays of the month at 7 p.m.

The Daily Freeman-Journal

City Council OKs new LMI housing improvement project
Pilot project will help homeowners fix up the exteriors of houses
November 23, 2011
Anne Blankenship - Managing Editor

A new project approved by the City Council Monday night will offer homeowners along Superior Street an opportunity to get some help improving the exterior of their homes.

The two-year pilot project will be funded through low and moderate income funds accumulated from tax increment financing dollars collected, according to **Ed Sadler**, city manager. The funds may only be used to help with low and moderate income housing, he added. Currently, LMI funds are also used in a revolving account for down payment loans. **Sadler** said the fund would have ample money for both the uses.

The LMI improvement project would allow owners of rental homes to tackle improvements with the LMI fund paying for 50 percent of eligible improvements, or up to $5,000 per residence. For ownership residences, the plan would pay for 100 percent of the improvements up to $10,000, but a lien would be placed on the home for half of the granted funds, **Sadler** said. That amount would be payable on transfer of the property. If the homeowner stays in the home for 20 years, the loan would be forgiven. The minimum project cost is $2,500, according to the plan.

Other guidelines would required that all properties be inspected by the city and be deemed structurally sound and all improvement plans, costs and materials list must be approved by the city. Two bids would be required and would be reviewed by the city prior to work being done. The city would then pay the owner for the completed work, based on paid receipts. Homeowners must also have proof of insurance. The applications must be received no later than Dec. 31, 2013 and all work would need to be completed by June 15, 2014.

Airport contract

The council members also heard a report from members of the Airport Commission Monday night.

Scott Bargefrede, chairman, explained that he and the other new commission members - Diane Knudson and Ron Birkestrand - had been working on the airport manager and the fixed base operator contracts since last spring. He said that the Federal Aviation Administration had requested that the two contracts be separated out even though Ralph Storm fulfilled both roles at the airport.

The new three-year contract was approved by the council Monday night. The airport manager contract gave Storm a $40,000 wage, up from $32,000. But Bargefrede said Storm will also have additional fees to pay as the fixed base operator, including hangar fees, flowage fees for fuel and he will be responsible for paying for snow removal and mowing at the airport.

The Daily Freeman-Journal

City Council approves bond refinancing
Action would save the city about $26,000
October 18, 2011
Anne Blankenship - Managing editor

The City Council of Webster City approved a resolution to refinance general obligation bonds, resulting in a savings to the city of more than $26,000. The resolution received unanimous approval by the council members Monday night in regular session.

City Manager **Ed Sadler** said in his memo to the council that the city has an opportunity from time to time to opportunity to refund the bonds to try and obtain new payments that save the city money. "We have such an opportunity again with a GO bond that was issued in 2003 for $1,125,000," he said. "I guess there has been a lot of discussion going on around town about this," he said. "Today, I've gotten a lot of phone calls."

Sadler said there is a misperception that by the time the bonds are sold and the fees paid, the city would actually lose money. He said those costs were taken into consideration and the net savings will between $26,000 and $27,000.

As interest rates have gone up slightly, **Sadler** said the savings was a little less than the anticipated $30,000. "But that's a net savings after all the fees. If you've heard anything to the contrary, it's bunk," he said.

The bonds were sold Monday morning, according to the bonding representative. He said the city's bond rating was retained - a AA- rating from Standard and Poores. That agency also noted the city's strong reserve levels and the moderate overall debt burden. The bond sale totaled $645,000.

Corn Belt contract

The long term wholesale firm power contract with Corn Belt Cooperative, through the North Iowa Municipal Electric Cooperative Association was approved. According to **Sadler**, the contract was approved by all parties and the council action Monday approved and adopted the final contract. The contract will be in effect until 2050 and will supercede the existing contract, he said.

In other business, the City Council approved the purchase of a new fuel system and tank replacement for the street department. The low bid was received from Midwest Liquid Systems Inc., $35,221, about $24,000 less than the amount budgeted for the project.

The council also passed a resolution accepting and approving the minor subdivision plat of Jones Subdivision. The City Council will hold a work session next Monday at 5:30 p.m. in the council chambers on the housing program.

The Daily Freeman-Journal

City Council looks for solutions to nuisances
Alternatives and options considered for dealing with tall grass, junk and trash
September 8, 2011
Anne Blankenship - Managing editor

Alternatives. That's what the City Council of Webster City was looking for Tuesday night as they discussed the problem of nuisance properties.

Nuisance properties - those with tall grass or weeds, junk or trash - have the council members stumped. City Manager **Ed Sadler** said the city has fairly good results addressing those issues when there is a homeowner that lives on the property. A city ordinance outlines a schedule of fairly hefty fines for failure to clean up properties once a nuisance has been identified. Most property owners do comply with the notices from the city inspector, according to **Sadler**.

"The problem is with abandoned homes, homes that are in foreclosure or are owned by someone in another state," **Sadler** said.

Councilman Jerry Kloberdanz asked how long it takes for the clean up to begin once a complaint has been made to the city.

"It may take a day or two to have the inspector take a look, and then we send out a notice and give them a certain number of days to address the problem," **Sadler** said. "If they don't, then we start down the process of issuing infractions, and that takes time. It may not happen overnight because people still have rights."

He said that property owners are given about 10 days to correct the problems. "You never know if people are out of town on vacation or work out of town," he said. "As much as we have expedited this process, it never happens as quickly as the neighbors would like," he said.

Mayor Janet Adams said that with absentee owners or properties that are in foreclosure or abandoned, contacting the owner of the property can sometimes be a challenge. She said she was aware of cases that has been pending for several months.

"We've really got two completely different scenarios," **Sadler** said. "The ones that are difficult are the ones where nobody is there." He said the city averaged about 20 to 30 properties where there are problems.

Legal question

Kloberdanz asked if a neighbor would legally be able to go onto the neighboring property to mow. Assistant city attorney Justin Deppe said that action would be considered trespassing.

"There's no quick and easy fix," Deppe said. "You can go to any town in the country - you can go to Beverly Hills - and there will be properties that are nuisances.

The city had contracted to with a local individual to do mowing of this nature, but the individual recently quit. The council members discussed several alternatives, such as having people with

community service hours handle some mowing or obtaining written permission from the absent property owners for the neighbors to do the work. Deppe said there could be liability issues for the city, for example, if someone was injured or if mowing equipment was damaged.

Also at the heart of the issue, Adams said, was the fact that the city is trying to present an attractive and inviting image to those who might be looking at Webster City as a business location.

"I think there's some things that we as homeowners - all of us - can do. We can take a look at our own sidewalks," she said. "Each of us need to do a better job of making sure there's no grass growing up through the cracks in the sidewalk."

Adams said there are things that neighbors can do as well.

"When I get a complaint, I ask them if they have gone over and asked the neighbor, 'Can I take out your garbage?' or 'Can I mow your lawn?' and no they haven't done that," she said. "I've been encouraging them to go and ask. There may be a reason why it's not getting done."

Councilman Geary Meyer agreed, stating that in the complaints he had received, the neighbors had not talked with each other.

The Daily Freeman-Journal

City Council OKs meter replacements
City workers would handle installing meters
August 2, 2011
Anne Blankenship - Managing editor

The City Council of Webster City approved an expedited water and electric meter replacement plan Monday night in an effort to stem water and electric losses that have been occurring each month.

City Manager **Ed Sadler** said staff members had been working at finding where the losses originate and determined the most likely cause were the aging meters in the community.

"The bottom line is, when meters go bad, they don't speed up, they slow down," he said. "And some don't work at all."

City officials said they hope to replace older meters with newer models to offer greater accuracy and smaller margin of error. In a memo to the council members, staff members said new radio read electric meters would eliminate the need for estimating or for customers to send in readings. The city had been working on replacing the meters and 611 have been switched to radio read. Approximately 3,700 meters still need to be upgraded. The estimated cost to replace those meters is $234,958.

Sadler said the city had been working over the past 10 years to convert old water meters to the newer touch-read variety. There are about 484 meters that need to be converted, he said, at a total cost of about $65,204.

The plan calls for the replacement of meters to be carried over two fiscal years to spread out the expense. The funds to replace the meters would come from the water and electric funds, **Sadler** said. "We recommend this expedited program. The work on the water meters would be done by our two meter readers," he said. He told the City Council that the workers have approximately one week per month which could be devoted to replacing the water meters and possibly as many as 40 could be replaced each week. The line department would handle the electric meter conversion, he added.

Extension approved

The City Council approved a loan agreement extension for Drive Tek Iowa. The Webster City corporation was granted the a $490,000 loan in January, in addition to $300,000 that was loaned in August of last year. The firm had originally planned to produce electric cars in Webster City.

"I think from the reports we've seen, that Joe (Fleming) is making some good alternatives and things are looking more positive for him," said Councilman Doug Getter.

The council voted to grant a six-month extension for the loans, which would then come due Feb. 1, 2012.

The Daily Freeman-Journal

Wanted: Suitable space for business leads
Council, economic development staff review options for office, retail properties near downtown WC
June 16, 2011
Anne Blankenship - Managing Editor

What if a business wanted to locate in Webster City and there was no suitable space available?

That's a dilemma that Webster City economic development officials and Chamber of Commerce representatives have been facing for the past year or so.

Members of the City Council of Webster City met Tuesday night with City Manager **Ed Sadler**, economic development consultant David Toyer, Chamber Director Carrie Fitzgerald and Business and Industry board member Joel Peterson to discuss how to handle such requests.

Sadler told the council members that the city's economic development push in the past year have generated many inquiries concerning available office and retail space. "Unfortunately, what we have either seems to be too large or too small for the needs of those inquiries," he said.

Sadler said there is currently a company interested in locating either in Webster City or Minneapolis that would need office space for 45 employees - about 12,000-square feet close to downtown. He added that there is currently nothing that large available. He said he, Toyer, Peterson and Fitzgerald had extensively reviewed available properties.

A four-lot, city-owned property, located next to Hy-Vee and behind Godfather's Pizza, is the location the committee decided to bring to the council for discussion, **Sadler** said. He added that there may be an opportunity to purchase 4.5 lots north of the city property. That parcel has a building that would need to be demolished.

"The problem is this company would like a five-year lease and they would like to move this fall," he said.

Sadler said estimated costs for construction were around $110 per square foot for a very basic single-story, open floor plan with restrooms. The tenant would then be able to finish the inside. That would bring the total building cost to about $1.32 million. He said the office space would rent for about $12 per square foot with the tenant responsible for the utilities, snow removal and lawn care.

"This also assumes that the city would provide the land and install the utilities," **Sadler** said

The council also discussed who would build the space and who would own it.

"First, I'd want to find a developer who would want to partner with us to share the risk - and the rewards," **Sadler** said. "To be honest, I would be hesitant to recommend that the city try to do this on our own," he said. "I'm not sure we want to be the property manager, the landlord."

"Then we're competing with other businesses," said Councilman Jerry Kloberdanz.

The council members agreed that finding local developers or investors, would be the logical route to take.

"One of the questions that I have is if we're looking at putting up a 12,000-square foot building for the company - somebody who wants to move here - why wouldn't we go a little bigger and attract other tenants?" asked Kloberdanz.

"We think we've got enough room here to add another 12,000 and 6,400 square feet if you buy the other property to the north," said **Sadler**.

Toyer said that the business inquiry would be willing to use temporary office space while a structure was under construction.

"But that's a dilemma, too," he said.

The council directed **Sadler** and the staff to prepare requests for proposals and to pursue the purchase of the additional property north of the city-owned lots.

The Daily Freeman-Journal

City Council approves two weapon-free zones
Guns to be prohibited in Fuller Hall, city hall
June 7, 2011
Anne Blankenship - Managing Editor

The third and final reading of an ordinance to ban weapons in Fuller Hall and city hall was approved Monday night by the City Council of Webster City, but not without a final appeal from local resident Matt Doolittle.

Doolittle was present at all three of the readings of the ordinance and at each meeting expressed his concerns about adopting the measure.

"I've talked to a lot of people in the community and have listened very carefully to them. A lot of very interesting things have been brought to my attention," he said. "I have had absolutely no one come up and say I'm doing the wrong thing.

"I've had support from ever single person that has come up to me and talked to me about this," Doolittle said.

He told the council he had researched the disqualifying factors for gun permits, including alcohol and drug addiction, convicted felons, those convicted of domestic violence and others.

"I have a copy here," he said. "It goes on for pages and pages."

He added that the sheriff still has the right to deny permits.

"It's a different process than before, but definitely still involves the sheriff," he said.

Doolittle said if the council takes away the rights of people to defend themselves and their families, the city would have to assume responsibility if someone were hurt or killed.

"You're kind of caught either way," he said.

At the last meeting, City Manager **Ed Sadler** told the council members he and city inspector Jared Ruby had received death threats in the past. Doolittle suggested those instances needed to be investigated. "If there are city employees who are actually getting death threats, there should be an investigation into who is behind them - prosecute them," he said. "But don't strip law-abiding citizens of their rights because a few employees are getting threats.

"The guns themselves didn't make those threats," he said. "To blame guns for crime is like blaming pencils for spelling errors."

"I don't believe you are wrong in your position, I just disagree with it," said Councilman Jerry Kloberdanz. "I don't believe you are wrong in saying you have a right to do this."

"I just strongly disagree with your position," Kloberdanz said.

The council voted unanimously to approve the final reading.

TIF districts

The City Council reviewed a request from the Fareway Stores Inc., of Boone, for Tax Increment Financing for the proposed expansion and remodeling project at the Webster City store, 942 Second St.

David Toyer, the city's economic development consultant, told the council that either 100 percent TIF over 10 years or 80 percent over 14 years would be acceptable to Fareway officials.

"In looking this over, we had presented the two options to Fareway. In their letter to us, they said either option was acceptable," Toyer said.

"We felt it was a good idea to recommend the 80 percent for 14 years which would allow you and the other entities that collect taxes to start to receive some level of the increment right off the bat," Toyer said.

The council approved the recommended 80 percent over 14 years.

Fair funding

A Champion Sponsorship for the Hamilton County Fair was approved by the council. The council voted to donate $1,000 to the fair, the same amount given in previous years.

Councilman Doug Getter suggested the fair board may wish to search out other sources of funding, based on the uncertainty of future budgets. He recommended that the fair board consider applying for Hotel/Motel Tax grants.

The Daily Freeman-Journal

City to pursue police grant
Funds would provide salary for additional police officer
May 4, 2011
Anne Blankenship - Managing Editor

The City Council voted Monday night to move ahead with a grant that if awarded would provide for an additional police officer for Webster City.

According to Police Chief Brian Hughes, the grant from the U.S. Department of Justice is a competitive grant which provides 100 percent funding for an entry-level police officer - including salary and benefits - for three years. The fourth year, the city would be responsible for the salary costs, he said in a memo to the City Council.

Hughes said the 2011-2012 city budget made it necessary to reduce the number officers from 13 to 12.

"This additional officer would be to assist the department's manpower issues along with reducing its overtime," Hughes told the council.

City Manager **Ed Sadler** said this grant was structured differently than most.

"Essentially, this grant requires a 25 percent match, but rather than 25 percent each year, that match is all at the end," he said.

Councilman Jerry Kloberdanz said he favored the grant idea and said the city should have time to save and set aside funds for the final year. The council unanimously approved moving ahead with the grant application.

Casey's request

A public hearing was held Monday on the proposed vacation of an alley between the former McCollough Brothers station and Subway. The request for the property vacation came from Casey's General Stores. The firm has proposed constructing a new building on the corner of Superior and Second streets provided the issue of the alley could be resolved.

The matter was approved by the Planning and Zoning Commission and was sent to the City Council for the hearing and approval.

The vacation was approved, as was Casey's request for a change in the driveway orientation on the northside of the property.

The Daily Freeman-Journal

LOSST vote set for Aug. 2
City Council approves request from local residents for special election to renew existing 1-cent tax
April 19, 2011
Anne Blankenship - Managing Editor

Webster City voters will be asked to head to the polls on Aug. 2 to vote a second time on whether the 1-cent local option sales and service tax, which is already in place, should be continued for another 10 years.

A group of citizens presented the request for the special election at the April 4 City Council meeting and last night, the council approved the request for the vote. Should the measure be renewed, the LOSST funds would be used exclusively for the street improvements, water and sewer lines.

The renewal vote held last November failed by a handful of votes.

The LOSST funds were originally approved to pay for the new county jail. Beginning in 2006, with the jail paid off, Webster City funds were put towards infrastructure projects.

"In Webster City, all of the funds were spent on street improvements," said City Manager **Ed Sadler**.

LOSST collections each year usually run in excess of $600,000, according to **Sadler**.

Resurfacing project

In a related matter, the City Council approved the 2011 resurfacing project which will be paid for with LOSST funds.

The project contract was awarded to Fort Dodge Asphalt with a bid of $392,583.98. The bid was more than $112,000 under the estimated cost of $505,047.

Areas included in the resurfacing project include:

Wood Street between Second and Third streets;

Third Street between Grove and Funk streets;

Grove Street between Second and First streets (milling in gutter to establish drainage and eliminate standing water);

Boone Street in the 900 block (milling in gutter to establish drainage and eliminate standing water);

Cedar Street between Union and Superior streets;

Walnut Street between Union and Superior streets;

Walnut Street between Union and River streets;

Dubuque Street between Union and River streets.

The project is expected to be completed by Sept. 30, according to Jan Ensley, project coordinator.

Sewer contract awarded

Nels Pederson Company Inc. was awarded the contract for the 2011 sanitary sewer improvement project with a bid of $49,710 - $10,000 under the original estimate of cost.

According to a memo from Ensley, the project will replace about 120 feet of deteriorated sanitary sewer that crosses the ravine west of Superior Street and Edgewood Drive, and replace a damaged sanitary sewer manhole and a point repair south of the ravine crossing.

The project will also replace about 50 feet of deteriorating sewer line at Brewer Creek, west of Superior Street on the south edge of the stream. Ensley noted that that project would be completed about Sept. 30 as well.

Inspection fees

A charge of $39 for sump pump inspections was deemed to be too much by the City Council. They threw out the low bid for inspection services by Mer Engineering. The inspections were expected to cost $39 for homes, businesses and industrial sites.

Sadler said he would begin the search for an individual to contract for the inspection services, a task he estimated might take a month to complete. In the meantime, he asked the council to consider the method of payment for the inspections - whether the homeowner would pay a lesser cost of $20 to $25 or whether the city would foot the bill and place a small surcharge on the consumer's utility bill of about $.50 per month.

The council will consider the matter at a future meeting,

The Daily Freeman-Journal

Seeking volunteers
New website creates a database of volunteers and projects needing assistance
March 22, 2011
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

A new effort that pairs volunteers with nonprofit projects in Webster City was introduced Monday night at the City Council meeting. The program, "Very Important People helping with Very Important Projects," was the brainchild of two local women, Roma Johnson and Pat Westcott. "We attended a council meeting and **Ed** (**Sadler**) was talking about having T-shirts made for his volunteers," Westcott said at the council meeting. "After the meeting, we wondered, what volunteers?? What do we need volunteers for?" she said.

Westcott said both she and Johnson talked about the fact that they knew people who would volunteer if those people knew there were projects needing help. "We started asking some questions," Westcott said. "We talked to **Ed**, (Assistant City Manager) Kent Harfst and (Mayor)Janet Adams. We found out there were a lot of projects needing volunteers."

From there, they met with Chamber of Commerce Director Carrie Fitzgerald and John Van Diest, a local businessman, who helped further develop the idea. Kent Bailey of OHP Marketing donated his services to develop the website that would be used to recruit potential volunteers and possible projects, according to Van Diest. "The project is about combining those projects that are available in town with actual people who are willing to donate their time," Westcott said. The website, wcvolunteer.org, allows those wishing to donate time and talents to register online, or print off a registration form to drop off or mail to the Chamber office. The site also has a place for nonprofit groups to post opportunities and projects.

Fitzgerald will serve as the database manager, keeping track of volunteers, their interests and time available. She said she would then be able to suggest a list of people who may be interested in volunteering for the particular activity. Those organizations can then contact the potential volunteers and ask if they are willing to help, according to Fitzgerald. "We thought it would be nice to have two avenues - to not only have a clearinghouse where people can come to get forms for volunteer sign-up," she said. "We also developed a recruiting form for opportunities," she said. "The city, the hospital, Kendall Young Library, RSVP and other organizations can fill out these forms," Fitzgerald said.

For those who prefer to go the paperless route, volunteers can sign up online by sending a message to the Chamber office. Fitzgerald gave the council members a tour of the website during the meeting and demonstrated how the registration would work. She said those who need extra help registering can contact the Chamber office, 832-2564. The website is also linked to the city website. "I like the concept of 'Very Important People helping with Very Important Projects,'" said Councilman Jerry Kloberdanz. "It's a nice opportunity." "This a great idea, and we're seeing it come to fruition," said Adams.

The Daily Freeman-Journal

'What people do'
March 16, 2011
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

WEBSTER CITY - It might seem that there are bleak days ahead for Webster City when Electrolux closes its doors, but people working to bring new business to the community are optimistic. "I'm very excited in the opportunities that Webster City has going forward. In the year that I have been here, we've had many inquiries from prospective companies and increasing activity over the past few months," said David Toyer, Webster City's economic development consultant. "Our community has a skilled work force, available land, low cost of doing business and other critical factors that businesses are looking for, so we stand to be a great opportunity for the right company."

Toyer said a key piece of Webster City's future success will depend on getting the community's story out to the right prospects and opportunities. "Marketing Webster City and what we can offer a company is critical, which is why we have invested heavily in developing and implementing a targeted marketing campaign," he said. A part of that plan is a new economic development website,www.buildwebstercity.com, that showcases what the city has to offer in an interactive format.

Over the years, Toyer said, Webster City has had a number of small business beginnings that have been successful. "From my point of view, I believe there is the potential that some former Electrolux employees will start entrepreneurial ventures, and one or more of these could prove successful in the long term," he said. "That's why supporting entrepreneurism is so critical."

City Manager **Ed Sadler** concurred with Toyer. "If people look back at the history of this place, Electrolux is really an anomaly," he said. "This has never been a town of big corporate companies, no John Deere, Ford Motors, etc. This is just not what this city was built around."

Homegrown businesses

What Webster City was built around were homegrown businesses, according to **Sadler**. Many of those companies started out small and grew. "There have been businesses that have come and gone and produced products like scoreboards, ice skates and racing buggies. All these things were homegrown and found their niche. I think that's who we are and who we will be in the future," he said. "Now those companies have diversified, everything from Tasler Inc. to Automated Machine Parts to Vantec Inc. They've grown into other things that has made them successful, made them grow," he said. "Now, they've grown to international markets."

There was an active effort to keep the Electrolux Tech Center jobs in the community, he said, because of the 80 to 100 good-paying jobs. Those efforts paid off as Electrolux opted to keep the tech center in the community, housed in the former Electrolux Floor Care facility, which was originally Beam Industries.

The city also has provided financial assistance for Drive Tek Iowa, the electric car company starting up in Webster City. "We think that's going to succeed. But it may not," **Sadler** said. "There's a risk with any new business that starts up. We understand that."

Joe Fleming, Drive Tek Iowa's owner, was a vendor for Electrolux through his company Eagle Manufacturing, **Sadler** said.

And while Webster City is not likely to be the next home of a John Deere plant, it could offer support for such a company. "We could be a piece of them - every bit as much as Seneca Foundry is a piece of many larger products, or Vantec. That could be in our future," he said. "We have to put our efforts toward people who have a good idea, have a sound business plan and want to grow."

Sadler and Toyer foresee the new website, as well as social media and targeted mailings, attracting attention from site selectors and business prospects. "It's picked up in a big way, even for the retail side," said **Sadler**. "We've pushed really hard to get our name out there."

Value in work force

Maybe the most valuable thing the community has to market will remain long after Electrolux closes March 31. That is the work force. **Sadler** said that thanks to the Trade Assistance Act benefits those workers have stayed in the area. "They've chosen to stick around and get the retraining," **Sadler** said. "I think it's imperative that we find those new jobs before the benefits run out."

Local economic development efforts are also being directed toward those existing businesses interested in expanding or adding new markets, he said. "We're looking at everything for a small two-person business interested in growing to a four-person staff, to the one who has 30 workers and wants to grow to 45," he said. "We've had a lot of those businesses that have started off very small and have continued to grow through the years."

He said the climate is right in Webster City for potential business. "We're actually quite rare, especially when you add up a town that is in good financial standing with a AA bond rating, utility capacity and a skilled, ready work force." he said. Other places may have those assets, he said, but they are few and far between. "Then throw in the fact that we are located in the Midwest, along major interstate highways and two railroads," **Sadler** said. "That's catching some people's attention."

Greater impact

The loss of Electrolux will impact not just Webster City, but the other smaller towns in the county, as well as communities beyond the borders of Hamilton County, a fact not lost on the people who oversee the larger geographic area. "We're always looking for economic development opportunities for Hamilton County, and now I think we'll see even more opportunities due to the skilled work force that exists here," said Wes Sweedler, chairman of the Hamilton County Board of Supervisors. "That work force comes not just from Webster City and Hamilton County, but also from Wright, Webster, Hardin, Boone and other counties."

Sweedler hopes workers who have lost their jobs will take advantage of the TAA benefits that include job retraining. "Then they will be available as a higher-skilled work force when they've completed the training," he said.

Hamilton County Supervisor Doug Bailey lauds the local vendors that lost contracts with Electrolux, but forged ahead anyway. "To be able to do that in the economic environment we've been in indicates quality and competitiveness. That speaks highly of those companies," Bailey said. "Hopefully, we'll be able to attract more potential businesses to the county that might like to utilize these vendors that already exist and have a lot of experience working with large companies like Electrolux," he added.

The growth of business in many of the county's smaller communities may be a positive indicator for Webster City, according to Hamilton County Supervisor David Young. "You take the town of Stratford. They have a new main street facade project going on," he said. "They're spending tens of thousands of dollars on the main street, updating how it's going to look."

Stratford has also updated the municipal swimming pool and plans are in the works to renovate the city tennis courts. "The grocery store has reopened," he said. "When the hardware store owner retired, they found someone to operate the business."

To the east, Stanhope is building a new library and community center. "That's nearly a million-dollar project for the little town of Stanhope, right on the main street," Young said. "Jewell has had several new businesses open in the past several years - two in the last year. Their main street is nearly full."

Young also pointed to Ellsworth with its new gymnastics building in an industrial site, and new businesses along Interstate 35.

Randall is the only town in the county which experienced a population growth, according to the 2010 census. That community is now looking at new sewer and street projects,he said. "There's no doubt that there were workers in every one of those towns," he said. "Yet they are finding a way to go on. I believe that Webster City and the rest of the county will also find a way to move on." "This will be an opportunity," Young said. "And we have to work together countywide." "We're going to pull ourselves up by the bootstraps," Sweedler said. "That's just what people in Hamilton County do."

The Daily Freeman-Journal

Auditor: Impressed with the city's 2009-2010 general fund balance
LOSST funds to be used in street improvements
March 8, 2011
By CARRIE OLSON Daily Freeman-Journal Staff Writer

The Webster City City Council was presented with the 2009-2010 city audit at its Monday meeting. Jeff Peters, auditor with Williams & Co., said that the city had net asset governmental funds of $26,780,000 and a net asset business-type activities balance of $30,920,000; $15,800,000 in funds were available from the unrestricted net assets.

In the Statement of Revenues, Expenditures and Changes in Fund Balance, Peters said that there was $1,824,000 available, the equivalent of about 187 days of expenses. "That is a wonderful fund balance," he said. "You'd be the envy of any of the cities that I audit to have that kind of general fund balance."

City Manager **Ed Sadler** also said that the city has a "AA" bond rating. "That is better than 90 percent of the cities in this country," he said. "I think most of the general public do not understand the significance of that rating, as well as what it takes to achieve that rating," Council Member Doug Getter said.

Councilman Geary Meyer asked Peters if any of the communities that he audits do not have a local option sales and service tax. "I am not sure I can come up with one that doesn't have one," Peters said. His company audits more than 100 towns and cities.

Residents of Webster City defeated a vote in 2010 to keep LOSST in the community. The council approved a contract extension with Williams & Co. for two years. The audit fees for the extension for 2010-11 is $30,000, and for 2011-12 it is $30,800. The cost for the 2009-2010 fiscal year was $29,500. The company has performed the city audit for the last years as well as providing accounting assistance and guidance to city staff.

A resolution was approved by the council to send a letter of support for Iowa Workforce Development to Gov. Terry Branstad. The letter stated that it was crucial for employees laid off by Electrolux to receive assistance from the State of Iowa through benefits and training.

Chamber of Commerce Director Carrie Fitzgerald presented an update to the council on Chamber news. "We have created four new committees to engage our membership," she said. "These committees are education, marketing, an ambassador-like group and networking/socials. These will join our already active retail committee." She said that the Chamber is looking at new tangible benefits for members, including a new video vignette that will be produced professionally and provide a marketing tool for member businesses. It will be showcased locally and on its website. Fitzgerald reported that the organization has fielded eight business prospects during the current quarter.

The Talk of the Town Seminars will take place from 9 a.m. to 3 p.m. on April 16. The 30-minute seminars from member businesses cover topics from bed bugs to cake decorating. The event is open to the public and tickets are $4 in advance or $5 at the door of the participating business. The Chamber will also be sponsoring the cardboard boat regatta again this year in conjunction with the Boone Bash River Dash.

The council approved the first reading of a proposed ordinance to amend Chapter 132 in the city's Code of Ordinances to include a rental property maintenance code. "Towns with a population over 25,000 in Iowa are required to have this," **Sadler** said. "We have also seen a need for it."

He said it was less extensive than the ordinance adopted by Fort Dodge three years ago. "But we do think there are some real basics that need to be accounted for in public safety and livability for renters in town," he said. **Sadler** said that after working with Warm Hearts, Warm Homes, the council saw some of the problems the city faced with rental units. "Several renters have talked to me about the property they rented," Councilman Jerry Kloberdanz said. "This is one thing we need to do, to at least give them an avenue to pursue. Before there was nothing we could do for them."

Sadler said that currently, if renters have missing windows or malfunctioning heating systems - the current code doesn't cover it. "If you are going to be a landlord, you should at least make sure the building is livable," Kloberdanz said.

The first reading of a proposed ordinance establishing street grades on the 200 block of Dubuque Street and the 200 block of Walnut Street was approved. **Sadler** said that it would be the first time these streets would ever be paved. The street grades would be paid for with LOSST funds.

A resolution providing public hearing on proposed plans and specifications and proposed form of contract and estimate of cost for the 2011 Resurfacing Project was set for 7:15 p.m. on April 18. **Sadler** said that smaller sections of streets in various parts of town will be focused on.

A public hearing was set for the proposed plans and specifications and estimate of cost for the outdoor swimming pool water slide replacement project for 7:15 p.m. on April 4. Completion for the slide and stairs is tentatively set for the middle of the upcoming summer.

The council approved a motion on the Capital Improvement Plan, Capital Equipment Program and the Operating Budget for Sewer Utility. "We were doing work to pare down the sewer budget," **Sadler** said. "It is balanced now and there are cash balances left in the Equipment Depreciation Fund, Capital Plan and Operating Budget. Everyone worked very diligently so that we could attain this budget and still leave a balance for the unexpected. This will then become the basis of what they come to operate under."

It was also reported at the meeting that Bob Ruba, owner of Ruba Lawn Care, gave a $150 donation toward the employee recognition picnic.

The Daily Freeman-Journal

City budget for 2011-2012 is adopted
Council agrees to accept deed for property with unsafe home and the funds to demolish
February 22, 2011
By ANNE? BLANKENSHIP Daily Freeman-Journal Managing Editor

The City Council of Webster City passed and adopted the city budget for 2011 to 2012 Monday night following a public hearing on the matter. The council learned in a work session earlier this month that the city would be facing a $231,000 budget shortfall. City Manager **Ed Sadler** offered a series of cost saving measures, including cutting one vacant full-time police position and one position in the public works department, at a savings of about $98,000. Other cuts included eliminating the part-time janitorial services at the senior citizens center, $4,300, and closing the outdoor pool when the school year begins, rather than remaining open through Labor Day. That would save an estimated $7,000 for the city, **Sadler** projected.

"We've gone through work sessions with this," said **Sadler**. "This includes all of your budgets - capital equipment, capital improvement, operating budgets - for 2011-2012. It is a balanced budget for all funds." **Sadler** said the city faced some significant cuts this years. "These were not easy cuts to make," he said. "The easy cuts came last year and those cuts are still in effect."

Sadler said that property taxes would see a slight increase, due entirely to the increase in employee benefits - health care, police and fire retirement, workers compensation and unemployment insurance. "So much of that package is out of the city's control," he said. "We'll near a third of a mil increase because of this." The total tax levy rate per $1,000 of valuation on regular property will be 15.99260, according **Sadler**.

The council also held a hearing and approved a proposed .27 mil special airport levy. The request for the levy came from members of the city's airport commission. In his budget recommendations to the council, **Sadler** said the special levy would translate to about $54,000 per year for the airport. He also suggested subsequently reducing the general fund support for the airport for future years to $50,000 per year. The recommendation also removes the airport from inclusion in the equipment depreciation funding. "This leaves the airport with the revenue from the mil levy, the $50,000 from the general fund and any revenue they make to fund operations, equipment and capital expenditures," he said. "Then it is up to the commission to plan for its needs."

Property deal reached. The council approved a quit claim deed for a property at 1300 Seneca St. **Sadler** said the city had reached an agreement with property owner Merlyn Tungesvik to take over ownership of the property, with a $10,000 payment from Tungesvik for asbestos removal and demolition. Beginning in September 2010, the city gave Tungesvik two extensions after he was issued an unsafe building notice in August 2010. That notice gave him 30 days to repair or demolish the building, which reportedly was infested with pests that had migrated to neighboring properties. The city gave Tungesvik two extensions to bring the home up to code, with the final deadline set for Dec. 31.

Sadler said Tungesvik decided to offer a deed to the property, along with the payment of $10,000. Two bids were received for the demolition of the home, with the lowest being $8,000. "I would propose that we deal with the asbestos removal in conjunction with the houses we have to demo down on Linn Street to make this more economical," he said.

"My concern is, **Ed**, that we're going to set a precedence here," said Councilwoman Linda Conaway. "All of a sudden, people who don't want to take care of their property or pay their bills can say, 'Oh, I can get off the hook for 10 grand.'" **Sadler** said the city has done similar things in the past.

City Attorney Gary Groves said that in the future, if people come forward, it isn't going to be $10,000, the cost would be whatever it takes to clean the property up. Following the approval of the agreement with Tungesvik, **Sadler** said the property owner had also asked about a similar arrangement with a house he owned on First Street. The first property is located in a zone that could be used for residential or commercial buildings. The second is in a residential area, **Sadler** said. "He would again give us clean title and cash to demolish the building," **Sadler** said. The council members agreed that **Sadler** should pursue the second agreement.

In other business, the third and final reading of the social hosting ordinance was approved and measure was adopted. The ordinance will hold responsible hosts and sponsors of gatherings where underage drinkers are in possession of alcohol. Webster City Chamber of Commerce Director Carrie Fitzgerald showed a preview of two new Webster City commercials that will soon begin airing. The commercials are currently onwww.visitwebstercityiowa.com for the public to view.

Questions funds

Al Reynolds asked the council for an explanation of the economic development funds used for a loan to Drive Tek Iowa Inc., formerly AMS Inc. He also questioned whether the collateral would cover the loss of the $790,000 loan if the company failed.

Sadler told Reynolds that the funds came from reserves in the general fund and electric fund. The $1.7 million was established last year by the council to be used as economic development incentives. "This was discussed over a year ago at several council meetings," **Sadler** said. "The collateral is in the form of buildings, property and equipment, and it exceeds the amount of the loan," the city manager said.

Picnic donation

One of the items cut from the city's budget for the coming year was the annual employee picnic. Brad Cheyne, representing North Central Iowa Turf, said the company wanted to help with that. "We would like to sponsor the employee picnic," he said, and handed City Clerk Karyl Bonjour a check for $150 to cover the costs for the 2011 event. "This isn't a one-time thing. We'll do this in years to come, too," he said as the audience applauded the donation. The council thanked him for the contribution.

The Daily Freeman-Journal

City budget faces $231,000 shortfall
Proposed cuts could affect programs, two positions
January 25, 2011
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

The City Council of Webster City faces some tough decisions as it moves ahead with a budget for 2011-2012. Equipment requests, services and staff were all examined Monday night as the council members met for a work session on the budget.

According to City Manager **Ed Sadler** the city is facing a projected shortfall of $231,000 for the coming year. The shortfall comes on the heels of last year's $167,000 deficit. **Sadler** said last year, the shortfall was offset by reductions in employee travel, capital cuts, training cuts and with some full-time positions moving to part-time hours. In addition, summer staff was hired for shorter time frames, he said.

"All of those cuts were carried across because those were meant to be sustainable cuts," he said. "This is $231,000 in addition to the $167,000 from last year."

Sadler said the loss of Electrolux would have a significant impact on utility revenues. The manufacturing plant is the city's largest customer and accounts for about 10 percent each of the water and wastewater revenues, and 15 percent of the electric revenues.

With the capital equipment and capital improvement plans, **Sadler** said the necessities were kept, and those things that might be "nice to have" were eliminated. He said maintaining equipment the city has now and replacing what is worn out was a priority.

"The only items recommended are those that have to be addressed or face more drastic costs, like repairs at the depot or the pool," he said.

The council also looked at hangar requests made by the airport commission, which **Sadler** recommended cutting. He cited the need for serious maintenance at the facility - specifically the house and office structure - that had not been addressed.He proposed that the city no longer take money from the airport for depreciation, but instead have the airport fund its own equipment needs from that fund.

"My proposal is that they become responsible for all of their own equipment needs from their own revenues and appropriations, and that they budget accordingly," **Sadler** said.

His recommendation concerning the airport also included the initiation of the special airport levy (.25 mils) and set general fund support for the airport at $50,000 in future years.

"Basically, this leaves the airport with the revenue from the mil levy, $50,000 in support from the general fund and any revenues they make to fund the operations, equipment and capital expenditures," he said.

Other recommendations

"I've tried to be very specific with the cuts so you can understand what they are, and you get to decide whether you can stand the pain," he told the council.

Sadler said he tried to "spread the pain around," adding that many in the community would feel the cuts.

His other recommendations for the budget include the following:

Hold all nonprofits requesting funding to current levels.

City manager's budget: cut radio advertising, a savings of $3,000; decrease the public relations contract with On-Hold Productions by $600; eliminate the employee appreciation dinner at a savings of $2,600 and a summer picnic ($150).

Recreation, parks and cemetery: Cut part-time janitorial services at the senior citizens center and ask those using the center to help keep it clean; eliminate the New Year's Fun Run and the senior citizen Christmas coffee; close the outdoor swimming pool when school starts to save $7,000.

Police: Cut one full-time officer position that is currently vacant, saving the city more than $48,000 in salary plus benefits.

Public works: cut one full-time position that is currently filled for a savings of $17,729 from the general fund, and $32,926 from the electric, water and sewer funds, plus benefits.

Sadler said the city had already done many things to cut costs that might not be readily noticeable, such as lowering the temperature in city hall and cutting the mowing season at the parks.

"Maybe that's something that we need to look at, going to the different organizations in the community or just people who may want to volunteer," he said. "I don't just mean mowing the grass, but other things as well. Keeping the parks looking nice."

"It seems like as far as revenues, we've done about all we can do. When events are held at Fuller Hall, they pay a fee. When events are held a the senior center, they pay a fee," said Mayor Janet Adams.

In lieu of some of the cuts, **Sadler** reminded the council members that they had the option of implementing a 1 percent to 5 percent franchise fee for natural gas which could generate between $50,000 to $250,000 your year for the city.

"Under our circumstances, this an excellent proposal," Councilman Geary Meyer said of the proposed budget. "I wish we would have had the franchise fee a year ago, to be honest."

Sadler encouraged the council members to talk the proposals over with their constituents.

"The public needs to understand and weigh in on whether this is acceptable," **Sadler** said.

The Daily Freeman-Journal

Council approves loan agreement
AMS, now known as Drive Tek Iowa Inc., to assemble cars for the Caribbean
January 20, 2011
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

The City Council of Webster City Wednesday night approved another loan the Webster City firm that last July announced it would assemble electric cars here.

The loan to Drive Tek Iowa Inc., formerly known as AMS Inc., was approved on a 4 to 1 vote by the council, with Councilman Doug Getter voting against the loan. Joe Fleming is the owner of Drive Tek Iowa Inc.

"This is additional money, $490,000 to be exact, in three installments," said **Ed Sadler**, city manager.

The City Council awarded AMS Inc. a $300,000 loan in August. That loan was for a term of 18 months.

"What Joe wants to do is wrap the existing loan into this loan and that would be due in a shorter amount of time," **Sadler** said. "This loan would have collateral."

The funds come from a pool of $1.5 million designated by the City Council for economic development.

The new loan will have a six-month term and will have carry no interest cost.

According to Fleming, Drivetek Iowa Inc. will now have a different focus. The firm will now produce a sleek four-passenger SUV for Island Green Motors.

"The bodies of the cars are made in China, but all of the electric components are made in the United States," Fleming said.

The vehicles will be marketed in the Caribbean islands, where, according to Fleming, consumers pay a high price for gasoline.

"The size and range of this car will fit the bill for the islands," he said.

Fleming said the company will also convert good quality used vehicles to electric engines and drive trains. Currently, Fleming said his workers are converting a Ford van that will become part of a fleet for an out of state university. The workers will also soon begin work on a pickup truck that will be converted to electric. Fleming said the pickup trucks could be sold for a small fleet for a commercial business.

"You could convert just about any vehicle to electric," he said. "You just have to match up the components."

Fleming declined to comment on his company's association with Electric Motor Cars. In a December interview, he said that AMS had experienced several delays due to the unavailability of parts, and there were some also design concerns with the battery system.

He said the company plans to have 3,200 cars assembled in 2011 and could employ as many as 150 people this year.

At the meeting Wednesday, City Attorney Gary Groves told the council he had examined the loan agreement and documentation and felt that paperwork looked "fine."

"I guess I want to say we've done a lot of homework on this," said Councilman Jerry Kloberdanz. "I want to emphasize to everyone that this is a collateral agreement."

"We've made a full effort to do due diligence," said Geary Meyer, councilman.

"I think it's a big step in the right direction," said Meyer.

"The concept that was explained to us over the past few days is a little different than what we started with, but the proposal looks good," said Mayor Janet Adams.

Adams said she and her fellow council members had poured over financial information and data, and background information on electric autos.

"I think what Joe Fleming has to offer looks very promising," she said.

"The puzzle pieces seem to be fitting together much better now than they were before," she said. "We know what the pieces are and how they will all work together."

The Daily Freeman-Journal

New economic development website launched
Site to reach out to site selectors, potential business leads
December 14, 2010
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

The city of Webster City rolled out its brand new economic development site Monday, and offered those attending the City Council meeting a look at all its features.

David Toyer, the city's economic development consultant, said the site,www.buildwebstercity.com, was built by Atlas Advertising, but the city maintains site management.

"The city has access to the site and we can update it as necessary," Toyer said. He added that the website has a blog feature that site selectors and real estate locators can subscribe to through an RSS feed.

Toyer took the audience on a virtual tour of the city and region with an interactive feature that allows people to see such data as the community's distance from larger cities, higher education centers, transportation information, a sampling of local industry, area attractions and available properties. He said the information could also be loaded on a thumb drive or CD so that it could be included in information packets.

Toyer said the site is now live, and City Manager **Ed Sadler** encouraged local residents to visit the site.

"What you saw tonight was just a tease. This is just a fraction of what's on the site. We'd like everybody to go visit the website," **Sadler** said.

Ordinances adopted

The City Council adopted several new ordinances, after waiving the third reading of several.

An electric rate increase was adopted. The increase was necessary, according to **Sadler**, as the city will see about a 6 percent increase from its energy supplier, Corn Belt. Residential users will see about a 3 percent increase on their bills. The actual increase from Corn Belt, based more on demand than kilowatt hours, will be passed along to commercial users, **Sadler** said.

The council also adopted a series of ordinances related to subdivision improvements and design standards, model homes, home-based occupations, chronic nuisances, and property abandonment. The ordinances also looked at new language specifying cost recovery for nuisances, and outlined duties of the zoning board of adjustment and powers of the board.

Parking will now be limited on Lynx Avenue between the high school parking lot and Collins Street. The new ordinance prohibits parking on the west side of the street in that area.

The third reading of the ordinance pertaining to the city's sewers related to sump pumps was approved. The ordinance calls for property owners "to disconnect and remove from the City's sanitary sewer system all water drainage from the said property by means of sump pumps, downspouts, surface drainage or hoses by June 1, 2012." Residents will also have until that date to schedule an inspection of their property with the city or its designated contractor. According to the ordinance, failure to be in compliance with the ordinance will result in a monthly utility bill fee of $100 per month.

In other business, the council approved a mediation agreement with Corn Belt Power Cooperative for the mediation services of Albert Ernst of Dykema Gossett PLLC. **Sadler** said the mediator would meet with both the city and Corn Belt to try to solve some issues before the matter heads to court in April.

"If it's successful, it could cut down on some of the costs related to the case," said Mayor Janet Adams.

The council also approved a request from the city's utility attorneys for an agreement with Latham and Associates, of Cedar Rapids, to assist with the financial implications in connection with energy-related services. **Sadler** said the contract included a $10,000 cap on services.

At the close of other business, the City Council voted to go into closed session for three matters related to litigation, strategy in connection with collective bargaining with the police department unit, and for a performance evaluation for Karyl Bonjour, city clerk.

The Daily Freeman-Journal

Nearing completion
Lights are up, concrete being poured as crews hurry to finish work before hospital opens
September 13, 2010
By CARRIE OLSON Daily Freeman-Journal Staff Writer

Work is continuing and nearing completion on the Fairmeadow-Superior road construction project. "If people have been watching the work crews lately, they will see a lot of improvement," City Manager **Ed Sadler** said. "Even Friday morning, the crews were pouring concrete on the south and west sides. The crew was also working on the (Fairmeadow and Superior) intersection itself. The lights are up. They are getting there." He said that the crews know how many work days they have left, and that there is a sense of urgency to complete the project before the Van Diest Medical Center opens on Sept. 27.

"The anticipation will be, yes, the crews will be done before the new hospital opens," **Sadler** said. "That has been our goal. We wanted to wait until the hospital's heavy trucks had already been in the area before starting the construction. We didn't want to have them bringing in steel and concrete on the new road. So we thought we'd let the trucks be on the old road, tear it out, and have the new one ready before the hospital opens."

Rumors and accusations have been thrown around about the project and its design but **Sadler** said that people need to understand what it actually true. "The rumors are going around that I personally signed for the design," he said. "Oh, come on - do you think the city manager got his scratch pad out and scribbled the design himself?"

Sadler said that a petition was signed by the citizens of Webster City for the new road construction in 2000. "Conceptually, it was designed before I arrived," he said. "But at that time, the city couldn't afford it."

He said that it was a question of whether the hospital was going to build on that land or not, and if the city could find the funds for such a project. **Sadler** said it also made a difference with whether the Fairmeadow Drive and Superior Street intersection would turn east or not, with the hospital's intended location.

"We parked the design for awhile," **Sadler** said. "When the hospital made the decision for that location - we went forward with the plan. We brought the conceptional plans to the last council and hired an architect for the final design. We ended up hiring the same engineering firm that the county used for the Red Bull Drive project, as we thought there would be a much better continuity to having the same company design both projects." He said that the plan was then shipped off to the Department of Transportation and approved, as it was in accordance with their guidelines. "When the plans were submitted to the DOT, the DOT made zero changes," he said. "The City Council approved the final contract after DOT bidded out."

Sadler said that the DOT bid out the project because much of the money for the road construction is DOT money.

The Daily Freeman-Journal

Bond issue recommendations approved
City Council OKs fire truck, street sweeper, new waterslide
August 3, 2010
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

The City Council of Webster City Monday night approved several recommendations from an ad hoc bond study committee for projects that might be suitable for inclusion a General Obligation bond issue.

Committee members Bob Schulz and Deb Leksell told the council the committee selected three items they felt would be appropriate for a bond issue.

The recommendations included the purchase of a new street sweeper, replacing the waterslide at the municipal pool and the purchase of a combination pumper and ladder truck for the Fire Department.

"The street sweeper is very visible in the community. It's 13 years old and is starting to have some mechanical issues," said Schulz.

"The committee believed that a new sweeper with improved fuel economy, better tank and storage units would be very beneficial," he said.

Schulz said the committee was in agreement that replacing waterslide would also be worthwhile project,

"It would be safer," he said. "The current one is showing some wear and tear."

The committee heard from Fire Department officials about the purchase of a pumper truck.

"They took that one off the table," he said. "But they did make a request for a combination pumper and ladder truck."

The proposed vehicle would be a 75-foot reach truck, according to Schulz.

"By purchasing one now with the bond issue, it would keep the 10 years between the ages of the trucks that they already have," he said.

Schulz said the truck would also address a safety factor for the firefighters.

"We talked about roofs and how they are not as strong as they used to be. This would have a larger reach to get into some areas they couldn't get to before," he said.

The committee also considered the idea of purchasing land for housing and developing infrastructure for the land. The committee decided not to recommend the matter as part of the bond issue.

"We were looking at land costs of about $20,000 an acre. That was the price we were given. It might have been negotiated down from there," he said, "but I don't know."

A trail extension going east toward the All Cultures Equal building on East Second Street was the other idea considered by the committee.

"The way it was presented at this stage of the game extending the trail out that direction didn't seem to make a lot of sense," he said.

Schultz said the committee felt that at some point the council could consider putting in a sidewalk along Second Street as part of a capital improvement project, perhaps using local option sales and service tax funds.

"I understand one of the major concerns on East Second Street is the number of walkers that are out there," said Mayor Janet Adams.

"I was one of the passionate ones on this matter.?All of us were concerned about the safety of people who were going out to ACE, Mary Ann Foods, or Tasler, or who live in the manufactured home park,"?Leksell said.

"We did not feel that the trail that was proposed would solve that problem,"?she said. The proposal would have had the trail turning onto High Street, she said, and didn't solve the problem along Second Street.

The council approved the committee's recommendation and City Manager **Ed Sadler** said for the next council meeting, he would prepare the language that will put the three items on the ballot for the November general election.

Water issues were also on the agenda for the City Council Monday night.

The council approved the first reading of an ordinance amending the city code of ordinances pertaining to water system rates.

"A little over a year ago, the council spent an inordinate number of meetings, looking at options, and meeting with business, industry and residents about rates needing to support the needs of the water and sewer departments," **Sadler** said.

The council at that time adopted the first year of a three year plan to increase the water rates.

"What is before you basically addresses the remaining two years, "**Sadler** said.

The second year addresses increases of water rates by $1 on the first 20 units of water and $.80 on the second 20 units and mainly effects residential and small business customers. The third year of the phase in would bring rate increases for units of water over 40 units. **Sadler** said that would include mostly larger businesses and industry.

"This does not effect base rates, it effects unit rates," **Sadler** said. "That will be the end of it for residential," he said.

Councilwoman Linda Conaway asked what the average household usage was in Webster City. City Clerk Karyl Bonjour said a unit equals 750 gallons, and estimated that most households used about 3 units per person.

The council also continued its discussion on the proposed sights for the new city well. Two locations have been proposed - north of the city near Kendall Young Park, and at Willson Brewer Park.

The issue concerning the two locations involved the costs of the project and the impact of how new Department of Natural Resources regulations on discharge waters would affect the costs.

No action was taken on the well site selection as two councilmen - Doug Getter and Geary Myer - were absent.

Sadler also addressed told those present that more information on the new electric cars to be assembled in Webster City could be found at the website,www.envisionmotorcompany.com. He explained that the autos would run on a battery with a life of up to 300,000 miles. He said the company estimated the annual operating costs in electricity to be about $55 per year. This is in its infancy. This month hopefully their production is 40 vehicles," he said. "There's a lot of hurdles for the company to overcome before it gets to that success stage of 2,500 vehicles per month. There's a lot of financing and other requirements. And the cars have to sell," he said. "I'm glad they're here but there are still a lot of steps they will need to go through," he said. "We wish them luck." "There are no such things as charging stations for them," he said. The autos can be charged on 110 volt outlets. "That's one of the things that makes these cars so appealing," he said.

The Daily Freeman-Journal

City Council OKs 2.5 percent pay hike
Non-bargaining employees to receive wage increase in the new fiscal year
June 22, 2010
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

Non-bargaining city employees will receive a 2.5 percent raise for the 2010-2011 fiscal year following approval by the City Council of Webster City Monday night.

"We have the 2.5 percent in the budget. It's not a concern for this year, but my concern would be for future years," said **Ed Sadler**, city manager. He had recommended that the council not implement the increases now, but revisit the matter in January. "It doesn't sit well with me. I don't like to have to do this. But I worry about next year," he told the council.

Sadler said the council may have difficult decisions to make as it prepares budgets for the following year. "I think these employees should have their wage increase," said Councilman Jerry Kloberdanz. "If we have budget problems facing us for next year, we need to start addressing those now."

Mayor Janet Adams said "Just looking over the list of employees - these are many of the people we see out on the front lines all the time. They volunteer for the Boone Bash, help with community events and other things. I support the 2.5 percent increase."

Councilman Geary Meyer said the non-bargaining employees represent about 36 percent of the staff.

"I don't disagree with the increase as long as council goes into next year with your eyes wide open," **Sadler** said.

The council unanimously approved the Employee Pay Plan, including the non-bargaining employee wage increase. Also included in the pay plan was a previously approved 3.5 percent increase for the police bargaining unit, a 2.5 percent increase for the fire bargaining unit and the International Union of Operating Engineers.

Volunteers in Webster City may get a little more than just a thank you next time to donate time and effort to a community project. **Sadler** presented an idea for a volunteer recognition that he said he hoped would encourage more people to get involved in the community.

The plan calls for volunteers who take part in a community project and who donate at least four hours to volunteerism, to receive a T-shirt with the phrase, "I gave back to Webster City."

Sadler said the volunteer hours would have to be for a non-fundraising purpose, but for something with a more community-wide effort.

The council approved the idea, and also suggested that other recognition ideas be considered as well, such as passes to Fuller Hall or the swimming pool.

The council approved a contract with Atlas Advertising, Denver, CO., to develop an economic development website for the city of Webster City. David Toyer, economic development consultant, said seven firms returned proposals for the project.

A committee consisting of Toyer, **Sadler**, Chamber Director Carrie Fitzgerald and local marketing consultant Kent Bailey reviewed the proposals and narrowed the field.

Toyer said he was able to obtain a marketing grant from Cornbelt in the amount of $5,000 which will help include such features as mobile-friendly technology and blogging capabilities. The grant will allow the city to keep closed to the budgeted amount of $22,000 for the work.

Six hotel/motel tax grants were recommended by the Hotel/Motel Tax Committee. Pat Westcott, committee member, presented an overview of each project.

A total of $1,500 was awarded for the Doodle Bug Reunion to assist with advertising, insurance and other expenses for the early fall event.

The Boone River Clean-up effort was granted $1,000 to assist with the cost of promoting the project and for T-shirts for the volunteers.

The city of Webster City was awarded two grants - one to purchase mp3 players and DVDs for historical recordings to be available at the Depot Museum, and also for way finding signs at the city's parks.

The Chamber of Commerce will receive $28,192 to help pay for the marketing plan, including a series of television ads about Webster City to be aired in several markets.

The Wilson-Brewer Information Center received $9,510 for the operation of the museum for one year, staff, phone and promotions.

Westcott said she was pleased with the presentations made by the various organizations and was also glad to see the progress reports from previous recipients.

The Daily Freeman-Journal

City Council continues well site discussion
Fireworks, Kids' Bash are funded
May 18, 2010
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

The question of where to locate a new city well was discussed by the City Council Monday night. The group resumed the discussion started at a recent utility meeting. At that meeting the council narrowed the possible well sites down to two locations - north of the city near Kendall Young Park, and on the eastern side of Wilson Brewer Park. Council members voiced concern about new Department of Natural Resource rules that may effect costs for the Wilson Brewer Park location. Those "unknown costs" for the treatment and retention of water at the site may not be known until other well projects around the state are in progress, according to city officials.

Tom McLaughlin, president of the Kendall Young Library board of trustees, said the library would be willing to develop a long-term lease for the city if the Kendall Young Park location was selected. The council members took no action on selecting a specific site, but instead asked to have a well contractor or installation expert look at both sites. The council members also asked for more information on other well project around the state, as well as any costs associated with the new DNR regulations at those projects. "I think we can learn from others on this rather than be a pioneer," said councilman Doug Getter.

In other business, the City Council agreed to support the WC HYPE Kids' Bash on June 19 by approving a funding request in the amount of $1,800. Tyler Abens, president of the group, and his son, Jace, presented the request to the council. The funds will be used to provide inflatable rides and games, and kids activities at the event to be held in conjunction with the Boone Bash River Dash. "Thank you to the city for the funds," said Jace Abens, "We really do have fun there."

A donation of $500 to be used toward the fireworks display following the Boone Bash event was also approved. The council approved a request from Cindy Bettis and Kelly's Place to close off the 500 block of the North Alley for a street dance on June 25. She also requested picnic tables, snow fence and electrical hookup outlets. "We've done this every year that I've been here and never had any problems," said City Manager **Ed Sadler**.

"The community has been very supportive as well," said Bettis. The council approved a request to obtain bids for a pickup truck for the street department. City officials said they would compare the bids to those received by the Iowa Department of Transportation to determine which would be the lower cost option. The existing pickup truck would be transferred to the public grounds department, **Sadler** said. The council gave its approval to a resolution accepting the work and authorizing the final estimate of $548,944.55 for the 2009 resurfacing project. The council also went into closed session to discuss a real estate purchase and also to evaluate the professional competency of an individual whose appointment is being considered.

The Daily Freeman-Journal

City-wide cleanup returns
May 4, 2010
The Daily Freeman Journal

City Manager **Ed Sadler** announced Monday that a citywide cleanup would be held in Webster City starting June 7.

"The same rules as last time will apply, and we will issue a list of the things that are prohibited," he said.

This year, however, **Sadler** said that if the crews find one prohibited item among a collections of items set out, none of the items from that residence would be collected.

He added that items could be placed out on the curb beginning the Friday before, June 4. More details will be released in the coming weeks, he said.

The Daily Freeman-Journal

City Council approves new appointment
Hiring process ends with full approval
March 30, 2010
By CARRIE OLSON Daily Freeman-Journal Staff Writer

The City Council unanimously approved of the appointment of Brian Hughes as the new police chief of Webster City.

"We received 50-some applications from all over the country," City Manager **Ed Sadler** said. "Those that we deemed met the minimum qualifications were sent an extensive questionnaire. We took those responses and their resumes and gave them to the civil service commission. They identified their top 10 candidates. Of those, I chose five."

From those five, a five-member board assisted **Sadler** with narrowing down the candidates. The board consisted of Mike Sherwood, Steve Mourlam, Lynn Jaycox, Pat Segar and Beth Chelesvig.

"It has taken so long because the candidates had to be certified through the Academy and go through a series of background checks," **Sadler** said.

The council concurred with **Sadler** and the board's recommendation. "We thought Brian Hughes was very well suited for what we were looking for," he said.

Hughes will start his position on May 3.

Sadler noted that he had a meeting with former City Clerk Justin Moore last week with other staff members. "We worked with Justin to take his various duties and divvy them up among several people," he said. "It is temporary until the City Council hires someone to fill the position."

The city has taken in more than 50 applications for the position so far. "A surprising amount of local people have applied," **Sadler** said. "There are also some that have expressed interest that have had previous clerk experience."

Mayor Janet Adams said that she and Mayor Pro Tem Jerry Kloberdanz will narrow down the list of candidates.

The council also approved a resolution establishing depositories for the city of Webster City and financial institutions, the maximum amount, which may be kept on deposit in each depository and designating authorized officers.

The meeting went into closed session to discuss information relevant to the provision of electric service by the City Utility.

The Daily Freeman-Journal

City to pursue TAA grant
City Council OKs contract for grant writing with MIDAS
March 16, 2010
by ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

The City Council of Webster City Monday night voted to authorize a contract to retain MIDAS Council of Governments to help write and submit a new Trade Adjustment Assistance grant.

David Toyer, the city's economic development consultant told the council members that he had reviewed information on a TAA grant that is being offered by the Economic Development Administration. The newly created grant was announced in January with an April 20 deadline for submission. He said two types of grants were available: one for strategic planning and one for implementation of a plan.

Toyer said he and City Manager **Ed Sadler** had reviewed the city's infrastructure needs and identified the extension of Closz Drive from Aldrich Drive to Beach Street, as well as the addition of utilities to the area south of U.S. Highway 20. Toyer said in a memo to the council that those projects would be critical to attracting new commercial or industrial businesses. He said that the cost of the project was estimated to be $3.47 million. Through the TAA grant, the city would seek $2 million, with the remaining amount to likely be funded through Tax Increment Financing.

Toyer said the city's comprehensive economic development assessment and strategic planning recommendations which he prepared, would be submitted as supportive material with the grant application.

The council also voted to enter into a lease agreement with Tim Adams of Stony Creek Landscapes for the use of two city owned lots.

Prior to any discussion on the matter, Mayor Janet Adams excused herself from the council chambers, to avoid any conflict of interest on the matter. The mayor is Tim Adams' mother.

The lease agreement is for two city-owned parcels located at 310 and 316 Linn Street, which are directly behind Adams' business and are west of another parcel he is leasing at 400 Columbia Street. According to **Sadler**, Adams plans to use the land to grow trees and plantings for his landscape business. Adams will pay the taxes on the property, along with obtaining liability insurance and other costs associated with maintaining the property.

Adams stepped to the podium and told the council that he had done due diligence to investigate the property and there was no "sweet deal" set up for him due to his relationship with the mayor.

"I'm paying the taxes," he said. "And taking care of snow removal and mowing."

Adams indicated that one of his competitors had raised questions about the arrangement.

Sadler said that there are many city-owned parcels that would be available to people interested in using the land for garden spots, or other similar uses.

Councilwoman Linda Conaway suggested that a list of those properties be compiled and posted on the city's Web site.

Sadler urged the council members and the area citizens to contact their state and federal officials to garner support for the city's water plant projects. He said the city and its consultants are in the process for applying for I-Jobs funding for some of those projects.

Sadler said the city submitted four projects for consideration for state and federal stimulus money that was made available for water and waste water projects. **Sadler** explained that all of the projects funded were those already in line for the State Revolving Fund. "Webster City was not involved in that process as we were attempting to cash flow our needs," he said.

Sadler said many of the entities that were funded, failed to maintain their systems, didn't charge adequate rates and may not have complied with the law for water quality. At the same time, Webster City has taken care of its facilities, have had no violations, have spent money and completed a 30-year asset management plan for both facilities.

"The city then bit the bullet and made the hard decision to raise rates in order to complete the identified work on a cash basis so as not to waste money or create debt for future generations," he said in a memo to the council.

Sadler said that since the announcement by Electrolux, elected officials have repeatedly offered whatever help they provide. "I'm saying, it's time to call them. Good behavior should be rewarded," he said.

Sadler said the public could contact Sen. Rich Olive, Rep. McKinley Bailey, as well as the federal lawmakers to encourage their support of the city's application.

In other business, the council set April 19 at 7:15 p.m. for the public hearing on the proposed plans, specifications and form of contract and estimate of cost for the Filter Effluent Valves at the water treatment plant.

The council also approved several appointments to city boards and commissions. Kathy Birkestrand was appointed to the zoning board of adjustment. Don Cook was appointed to the traffic study committee. Janet Adams will serve as the council representative to the Hamilton County Communication System Advisory Board, and Geary Meyer was appointed to the MIDAS Council of Governments board.

The resignation of City Clerk Justin Moore was accepted. Moore has accepted the city clerk position in Huxley. His final day on the job in Webster City is March 26.

The council members each thanked Moore for his service. Moore said he had learned much during his time in Webster City.

Councilwoman Linda Conaway tendered her resignation from the hotel/motel tax board.

The Daily Freeman-Journal

City Council adopts budget
City also receives high marks on audit report
March 2, 2010
By Anne Blankenship Daily Freeman-Journal Managing Editor

The City Council of Webster City adopted its 2010-2011 operating budget and capital improvement budget Monday night following public hearings on both budgets.

City Manager **Ed Sadler** reviewed some of the key points the council members discussed last month during budget work sessions. "We are in a good financial position but this year we did have to make some serious cuts," he said. "Electric revenues were fairly stable. Water and waste water went through major rate restructuring. We are getting more revenue from that, just not as much as we expected with the loss of a couple of major industries," said **Sadler**. "We will see the effects of that in coming years."

Sadler listed several of the measures taken to develop the balanced budget:

- All outside programs were held to the current year allocations.
- Reduced the allocation to the Chamber and Business and Industry by $20,000 incentive funds.
- Reduced the General Fund yearly allocation for equipment, avoiding unnecessarily large cash balances.
- Delete all non-required travel and training in all agencies.
- Readjusted all salary allocations based upon current job duties.
- Delete all nonessential overtime.
- A freeze on all non-union raises for the coming year
- A 3.5 percent cut from each department's budget.

Sadler also said the tax asking would remain the same as the current year, which is $15.37 per $1,000 of valuation.

"I think in light of everything we're looking at in light of this year and what's coming up next year, I think the city finances are being well-managed," said Doug Getter, council member. "I think the budgets laid out here are realistic and focus on those governmental services our constituents expect us to provide."

"I think it's a well-done piece of work," Getter said.

The council members also heard an overview of the annual audit report from Jeff Peters of Williams and Co., LeMars. Peters told the council he felt the city had good solid general fund balances."

"Financially, you are in very good shape. The staff is very committed to making sure the financial reporting is done accurately and correctly," he said.

The council members voted unanimously to accept the audit report.

A series of appointments were made by the council Monday night. Mayor Janet Adams announced that Pat Segar, Bob Villier, Pam Moore and Berneta Balsley had been appointed to the traffic study committee. Joan Ness, Virginia Veach, Cheryl Patrou, Don Nokes, Jane Curtis and Janet Adams were appointed to the Webster City Historical Committee. Gene Gray will serve as the city's representative to the Hamilton County Solid Waste Commission, with Jerry Kloberdanz to serve as the alternate.

A change is coming to the summer movie program. This summer, six movies are scheduled - two per month - for June, July and August.

Sadler said the first year, the summer movies were held at Hospital Hill and attendance averaged upwards of 250 people on a good night. The second year, the movies were held at the Webster Theatre. Last year, **Sadler** said the Saturday night free movies were moved back outside, but it became difficult to find sponsors. Attendance also began to wane, he said.

"This year we propose to have six movies and show them on the first two Saturdays of the month," he said. That way, the movies won't conflict with festivals and other community events that generally occur in the later part of the month, according to **Sadler**.

"We still will be soliciting sponsors for the movies, but I think we'll go back to some older films," he said. People or businesses interested in sponsoring a movie, or those wishing to volunteer with set up and tear down are asked to contact **Sadler** or Kent Harfst, assistant city manager.

The Daily Freeman-Journal

A state of concern
Culver visits Webster City to meet with local officials and workers affected by the closing of Electrolux plants
January 29, 2010
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

Governor Chet Culver had a chance to hear first hand on Thursday about the concerns of workers who will lose their jobs when the Electrolux closes its doors next year. Culver, Elisabeth Buck of Iowa Workforce Development and Bret Mills of the Iowa Department of Economic Development stopped in Webster City for the meeting at city hall with city and county officials, community leaders and Electrolux workers. "The bottom line is we are here as a state to try to be as helpful as we can during this difficult time that the people of Hamilton County are going through," Culver said. "I personally want to make sure that families affected the Electrolux closing to know I am committed to working with Workforce Development and the office of Economic Development, our federal partners, the administration, and our state delegation. We're all working together to provide support and services that affected families need and rely on."

Culver said his second goal is to help in terms of economic development opportunities by attracting new businesses as well as helping companies that are already here to be successful and grow. "Long-term, I think there will be a recovery and comeback with that kind of focus on jobs," he said. "Obviously, the most immediate challenge is to help the more than 800 individuals and their families through job retraining, unemployment compensation, health care, and all of those things every family needs."

Buck said that workers from Electrolux have been qualified for trade assistance. "That's a program funded by the Department of Labor to provide for training, transportation and childcare during the training. It also extends unemployment benefits for workers affected by plant closings or layoff," she said. Four hundred Electrolux workers are currently on the trade assistance program, according to Buck. "We'll continue to reach out to any others who are interested in the benefits for retraining," Buck said, adding that she is researching a community trade assistance program to see what funds are available. "Because these jobs are going out of the country, these employees get to have access to all sorts of programs including educational ones. They can get an associates degree or bachelor's degree with these funds," Culver said.

Mills said the Department of Economic Development was working with the community in terms of visioning and marketing for the city and its workforce. "We're working closely with City Manager **Ed Sadler** and Gary Sandholm of Webster City Area Development on an on-going basis," he said. "We have provided information on this community to 200 site selection companies that we work with across the country."

Mills said his department will also work with present employers to retain jobs in the community. Hamilton County Veteran Affairs Director Rob Everhart asked if information was

available on the number of veterans who face layoffs or job loss. Buck said that information was available and she would follow up on the question.

Jason White, economic development director for Greene, Guthrie, Adair and Audubon counties told Culver he was in attendance representing the employees of the Jefferson Electrolux plant. That plant is scheduled to close sometime this year, he said, and would affect about 35 to 40 jobs. He asked how soon those employees could start talking to Workforce Development about benefits available.

Buck said her agency could provide general information to the employees but more would be available when the closing date was known and which jobs would be affected. Others present in the audience questioned whether the retraining funds would allow those who already held bachelor's degrees to go on for further education. Buck said she didn't think there were restrictions, but took contact information from those people and promised to find the answer. "That's why its helpful to hear from people such as yourselves. Because if there is a need or cap on that, maybe we can alter a program a little so that people in that situation would have another pathway," Culver told the audience.

Local United Auto Workers representative Paul Erickson reminded Culver that any new jobs coming in needed to be above minimum wage. Lower paying jobs, he said, would mean people would still need assistance in the form of food stamps, and other services. "It's not going to do anyone any good if the jobs brought in are minimum wage. They need to be good paying jobs with benefits," Erickson said. Culver said he shared that goal as well, Sherry Hotzler of Vantec Inc. asked about the possibility of creating a rail spur that could serve businesses in the southern industrial park.

City Manager **Ed Sadler** said that talks with the railroads on that issue had not been successful. Culver and millersaid they would also look into the matter.

Electrolux employee Rich Ayers told Culver he and his wife had worked reduced hours at the plant over the past year. "Because of that, my unemployment benefits are lower, because it's based on the previous quarter," he said. "Why isn't unemployment based on a 40-hour week at the wage I am making?" Ayers said there is a program, Voluntary Shared Work program, that the company could sign up for to allow employees who are laid off for one day to get partial unemployment benefits. "That policy is sitting on someone's desk at Electrolux. They will not sign it," he said. "Is there anything you can do to put some pressure on Electrolux to help us back?"

Culver said that he was concerned to hear about the matter. "Yes, we are going to try to address that directly with the company. We're going to try to resolve it, because you're right. It doesn't make sense and it doesn't seem fair," Culver said. Culver said Ayers' concern was one of the reasons he decided to visit the community and talk with workers. "This is why we felt it was important to come here today and hear from you, the people who are impacted by this situation," he said. Following their stop in Webster City, the governor, Buck and Mills traveled on to Sioux City to meet with employees of the John Morrell plant that is closing, and then to Council Bluffs to talk to those affected by layoffs from Tyson Foods

The Daily Freeman-Journal

City council conducts city manager's evaluation
Sadler requests review to be in open session
October 20, 2009
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

Members of the Webster City City Council conducted the annual evaluation of City Manager **Ed Sadler** last night as the group met in regular session at city hall.

While performance evaluations are often done in closed session at the request of the employee, **Sadler** requested that his review be conducted in open session, stating that he believed a council member had shared the evaluation with members of the public.

Council members were asked to give comments and a numerical rating from one to five for **Sadler**'s performance in a variety of areas.

Concerning the implementation of policies, Mayor Gene Gray and Councilwoman Janet Adams gave **Sadler** a five. Adams said **Sadler** was following the asset management plan and projects were fairly well on track.

Councilwoman Melissa Borer said she felt **Sadler** implemented policies well, but declined to give him a numerical rating, citing an ongoing problem with the city manager.

While Councilman Jerry Kloberdanz felt **Sadler** was very approachable and accessible with regard to communications and information, Councilman Mark Gillette said he felt it was wrong to "purposely divide the council."

Gillette added that staff time should not be a consideration when responding to questions from council or the public.

Borer said that while **Sadler** appeared to get along well with the media, she felt it was unappropriate to "stonewall on getting information to the council."

Adams said she felt **Sadler** did a good job of keeping the council informed of the pros and cons of issues, and added he provided good memos to the council.

Adams went on to say that **Sadler** does a good job of holding his staff accountable and said he was working on accepting criticism.

Borer complimented **Sadler** on the budget compilation, management and implementation.

"That appears to be on target," she said.

But Borer also said **Sadler** shouldn't criticize his superiors on feedback. She referred to a letter dated March 31 that was never given to the council members concerning the Ely lawsuit.

Both **Sadler** and City Attorney Gary Groves said they thought the letter had been sent to the council members, but would check into the matter.

Gillette said he believed that **Sadler** had the ability to become a "successful city manager," but urged him to stop micromanaging the city departments.

Kloberdanz said, "I think he does a pretty good job but he could delegate more."

"**Ed Sadler** is the biggest cheerleader we have for Webster City. He's very good at standing up for this community," Kloberdanz said.

"It seems the citizens either like you or dislike you," Gillette said, adding that he suggested **Sadler** respect others more and put the taxpayers first.

Gray commented he found "no fault with **Sadler**'s integrity. He represents us well to other groups and towns."

"You seem to enjoy being involved in your duties," Borer said, but added she felt it was inappropriate for **Sadler** to "throw a temper tantrum at a traffic committee meeting."

Adams said the city manager was accessible and looked for ways to compromise. "He's in his office, he attends events and he shops locally," she added.

Gillette said he knew of three people who had approached **Sadler** about a concern with the new way finding signs who reportedly were treated rudely by **Sadler**.

Gray said, "Not all citizens are placable. Occasionally, there are some who are not willing to listen to reason."

On helping the council with decision making, Kloberdanz said **Sadler** provides many options for the council to consider.

"Sometimes, too many options," he said.

"I think he's skillful in his presentations for proposals. We do need more feedback to the council on its performance," Kloberdanz said.

"Please remember that you are our employee. You work for the city council. You should not be a polarizing force," Borer told **Sadler**.

Gillette said he was concerned that even after approving a three-year contract for **Sadler**, the city manager applied for and was a finalist for a job in another city. "You need to quit interviewing or quit," Gillette said during the closing remarks of the evaluation.

"I don't know how we can fault someone for reaching out for better opportunities," Gray said. "We never have any guarantees how long an employee will stay."

The issue with **Sadler**'s salary increase will be on the next council agenda.

Gray commented that the governor had taken a 10 percent cut. "He doesn't have a balanced budget," **Sadler** replied.

The Daily Freeman-Journal

City manager addresses anonymous allegations
October 6, 2009
By ANNE BLANKENSHIP Daily Freeman-Journal Managing Editor

City Manager **Ed Sadler** stepped to the podium at Monday's Webster City City Council meeting to address what he called "malicious lies" from recent mailings and emails sent out in the community.

Sadler said that while he appreciated the support from the council and others in the community, he felt couldn't ignore recent anonymous attacks made on his character. "You and many other citizens of Webster City have within the past couple of weeks received anonymous e-mails or mailings spreading vicious lies about me," **Sadler** said. "Some faceless coward has falsely alleged that I lied under oath in my deposition in the Ely case."

Webster City Police Sgt. Scot Ely filed a suit against the city of Webster City which also named **Sadler**. The suit was later settled out of court.

"That charge is untrue," **Sadler** continued. "That charge is untrue, and anyone who actually reads the deposition will see that it is untrue."

Sadler went on to say that the mailings also accused him of firing police Chief Mike McConnell. McConnell later told the council and audience that he had voluntarily resigned and was taking a position in Texas. "I was not fired," McConnell told the audience.

Sadler said that another false statement in the packets referred to his having admitted to lying in the deposition in the Ely case that he had lied to the city council to "get my way." "The allegation is also untrue," he said. "I told the truth in my deposition, and I have never lied to the city council." "I have endeavored to perform my duties with absolute integrity," the city manager said. "I am disappointed and saddened that anyone claims otherwise." He reminded the council members and the audience that the accusations in the packets had come from anonymous source. "The gutless accuser who did the anonymous mailing even took the precaution of mailing the poisonous material from a different city.

The city manager speculated that the recent allegations have come from the same people who he said had previously tried to discredit him. While he had tried to ignore the attacks in the past, **Sadler** said he planned to do everything he could to defend himself and "hold the unscrupulous cowards who have attacked me accountable for their conduct."

Sadler concluded his remarks by saying that he would continue to do his best to serve the council and community. "Let's not let a few rotten apples spoil the many positive things that we have worked for and seek to accomplish for its citizens," he said. **Sadler** was given a standing ovation by many of the people in the audience.

John Van Diest also made some comments to the council and audience. The local businessman offered a couple of lessons he said he had learned in his life.

"The first is a quote from President Abe Lincoln. 'Anyone can tear down a house - no skills required. However, it takes a carpenter, a person with skills, to build a house," he stated.

Van Diest also made reference to another lesson his mother had taught him. "If you don't have anything nice to say about someone, keep your mouth shut." Van Diest said the last week had been a sad one in the history of Webster City. He noted also noted the circulation of anonymous packets of information concerning **Sadler.** "Who could do such a cowardly thing? How can our community grow by tearing down one of our own?" he asked the audience. "What positive could possibly come of such a thing? Did it help bring new jobs to our community? Did it help those out of work find a job?" he questioned. "Is this the kind of community we want to be?" he asked.

THE ASPEN TIMES
June 9, 2008

Former Aspen council members react to Burlingame debacle
'This is a serious mistake, but…'
BY JOHN COLSON

ASPEN — Some Aspen residents are unhappily absorbing the news about Burlingame — and looking for someone to blame. Recent news stories have revealed that building Burlingame, the city's newest affordable-housing project on land just west of town, is going to cost nearly twice as much as expected, with an overall taxpayer subsidy nearly six times as high as originally predicted. The controversy erupted in May when local media reported the discrepancies between what the public was told in 2005, and what is being revealed now.

But what about the Aspen City Council members who were sitting at the table in 2005, when the approvals for phase one of Burlingame were granted? Former City Council member Rachel Richards, now serving as a Pitkin County commissioner, said she had talked with the city's assets manager, **Ed Sadler**, in 2005 about the numbers in the brochure. **Sadler** no longer works for the city, and moved to Iowa in 2006.

"I can remember saying to **Ed Sadler**, 'These numbers can't be right,'" Richards recalled on Friday, adding that **Sadler** told her the numbers were an attempt to "compare apples to apples" when contrasting Burlingame against other, earlier housing projects.

Conceding that she should have pressed **Sadler** on the point, Richards said, "That wasn't where I was focused ... and that was a mistake."

Instead, she said, all her efforts we going into debates of the philosophies and policy debates concerning the need for affordable housing. More recently, city officials have admitted that a 2005 campaign brochure touting Burlingame Ranch, which said it would cost $74.3 million in total, with the overall taxpayer subsidy being $14.7 million, was incorrect. In reality, city officials acknowledged, the taxpayer subsidy is now expected to be $85.5 million — nearly a six-fold increase — with a total cost estimated at $138 million.

The 2005 figures, which covered only the construction of the buildings but not land costs, infrastructure or other expenses, were said to cover all three phases of a project destined to contain 236 units. A city official reported in mid-May that a revised estimate included nearly $33 million in inflated construction costs and more than $15 million in "infrastructure costs" such as utilities and other items. The revised estimate amounted to some $70 million that voters were unaware of when they passed the Burlingame ballot question in 2005.

Only phase one, with 84 units, has been completed so far. Another 152 are slated to be built as part of phases two and three. City officials plan to ask voters this fall to approve up to $75

million in bonds to finish the development. But because the costs have increased so dramatically, elected officials acknowledge that voters might be reluctant to approve funding for phases two and three at Burlingame.

Meanwhile, Richards said that, as best she can recall, the debates at the time were of a more philosophical nature, as opposed to homing in on the costs. She said the main opposition group, Many Voices, was claiming that the subsidy would be $75 million, a number that appeared not to deter the voters from approving the project in a 2005 annexation ballot question. Richards noted that the inflationary pressures included the staging of the project in phases, which pushes up construction prices every year; changes the current City Council made to make the project more green; and price cuts by the current council to make the units more affordable to ordinary workers. On top of that were the inaccurate numbers in the 2005 brochure, she said. "This is a serious mistake ... but I don't think you go out and bulldoze the project," or hold up future phases, Richards said, adding that City Manager Steve Barwick has taken "a good first step" in calling for a thorough investigation of the matter by a citizens task force.

Another one of the 2005 council members, Tim Semrau, said he could not recall ever being told by staff that there was a $15 million infrastructure price tag that was not included in the fixed bid that the council worked out with Shaw Construction.

Plus, he said, after he left the council in 2005, the city added nearly $12 million to the costs of the project by making the buildings more "green" and by lowering prices to make the homes more affordable to working people, thereby increasing the subsidy paid by taxpayers. On top of that, Semrau argued, the city paid out $35 million to buy parcels of land over the past year or so. "The money was already in the bank," Semrau said of that $42 million or so, which he contends could have gone toward Burlingame's remaining construction costs. "Right now, without a bond or a tax increase, they can't built phases two and three."

He said the city should work to get a fixed-bid contract for the remaining two phases, and provide voters with clear explanations concerning the finances, before attempting to sell voters on the bond to build the rest of the project. As for calls for Barwick's ouster over the issue, Richards said, "I think ultimately the buck stops at the door of the manager and the City Council," but any disciplinary action is "up to the [current] council to decide." In general, Richards concluded, "I'm sorry that this got by me ... but I do not regret the 80 families that are living there, and the potential that holds for the future of Aspen."

The others who were on the City Council in early 2005, including Former Mayor Helen Klanderud, Terry Paulson, and Torre, could not be reached for comment on Friday. But shortly after the news broke, Klanderud said: "It was never my intention to deceive or mislead anyone." Klanderud, who was in office during the Burlingame votes of 2000 and 2005, after the numbers came out, also said: "I am perfectly willing to accept responsibility on any statements that misled [voters]. There was no attempt to not be transparent. I think an error is the best thing to call it."

Daily Freeman-Journal
December 20, 2007

Electric ordinance passes on split vote
By Tracy Runneberg

The Webster City Council on Wednesday voted three to two in approval of a new electric rate ordinance that will increase the base fee but decrease the per kilowatt charge. After failing to waive the third reading at the regular meeting on Monday night, the measure was added to the agenda of the previously scheduled work session on Wednesday.

The third reading was approved on yes votes from Council members Jack Foster, Janet Adams and Jerry Kloberdanz. While he had previously voted in favor of the ordinance, Mayor Gene Gray, on the third reading, joined Councilman Mark Gillette in voting against the measure. The ordinance has a three-year implementation process, with the base rate increasing, in order to lower the kilowatt per hour charge and pass on that rate directly from Corn Belt Power.

As the council continued to discuss the implementation of the new rates, a handful of Webster City citizens took a moment to present their opinions, and City Manager **Ed Sadler** expressed to those individuals, that anyone with major problems with their billing-should take a moment to come in and look over other viable options.

Kloberdanz said that although this new system may not be exactly right, and mistakes might be made attempting to get to a more fair billing system, changes and increases needed to be made. When asked why the third reading of the ordinance had been moved up**, Sadler**, Adams and Foster all said the importance of the funds the city will continue to lose once Cornbelt's new raised rates go into effect. **Sadler** stated that the city will begin to lose approximately $45,000 a month if the city doesn't raise their current electric rates.

Prior to voting, incoming council member Melissa Borer stated that she was displeased she would not be allowed to place a vote on this issue.

Jack Buser, owner operator of the Mornin' Glory coffee shop again stated his concerns over the electrical increase, and stated that many of the local business owners could not be present for the meeting to voice their concerns, due to their holiday hours.

Al Reynolds, owner and operator of Al's Barber Shop, stated that he was tired of hearing residents say that the council won't listen to them. He gave examples of the changes on Water Street for St. Thomas school, the fact that the city lowered the rates from $50 down to $25 for those with separate meter boxes on their garages, and asked if the city would be willing to lower rates for some of the smaller businesses who are not large users. He added that people need to come in and speak their peace and show up.

Steve Struchen was there to represent the Cass Township Electric group, and stated his concern over the large increase the township was receiving. **Sadler** reiterated again the reasoning behind the rates, and how the numbers were received, explaining that the costs were represented by a demand percentage, which was then divided by the number of customers in that category. **Sadler** then invited Struchen to come to City Hall to talk over the numbers so they can look over any possible changes, and Struchen can see the breakdown on paper.

Although the measure passed, each of the council members and **Sadler** agreed that changes to this new billing system can and will be made, as they are deemed necessary. The council also discussed the future budget system, and **Sadler** explained some of the larger purchase requests from the difference departments, and explained his reasoning behind moving some items currently on the budget, into the future. The two main items that were pushed ahead included repairs to city parking areas and repairs to city bridges that according to **Sadler**, were not yet necessary-as previously reported.

As the council continued to discuss the budgets, and where the money comes from to pay for certain items-namely salaries, **Sadler** expressed to the council the need for Webster City to incorporate a cost allocation system. This type of system would enable the city to keep track of the time each city employee uses for different duties, which in turn would not only allow the city to budget for those 'hours' from each department they actually come from, it would also allow them to bill those hours after receiving state and federal grants. **Sadler** added that some grants just give you the specific amount of funds, while others will actually give the specified money, and if the entity uses a cost allocation system, they will also include funds to pay for the city's time when implementing the grant.

"A cost allocation system will allow the city to start making precise calculation as to how much actual cost there is, namely, how much time is spent by employees working on electrical? Those funds should then be withdrawn from the electrical budget, so each department is paying for their own services. The general fund should not have to pay for the services that come specifically from other departments," **Sadler** stated, adding this will show the justifiable costs

The Aspen Times
April 14, 2006

Assistant city manager stepping down
Sadler accepts post in Iowa
By Janet Urquhart,

Aspen Assistant City Manager **Ed Sadler** has submitted his resignation after accepting a job as city manager in Webster City, Iowa.

May 19 will be **Sadler**'s last day on the job in Aspen.

An Iowa native, **Sadler** said Thursday the timing is right to make the move after seven years in Aspen city government, including five as assistant city manager. He was hired in January 1999 as Aspen's assets manager, but the scope of his duties now includes oversight of the city's construction projects and a staff of four project managers, as well as the housing and engineering departments.

The Glenwood Springs resident said he has family in Iowa, and Webster City - a town of about 9,000 people - can use his experience.

"It seems like a nice town, and they want to do something - they're not happy just being a sleepy little town," he said.

Webster City is looking to expand its industrial base and make changes in its retail sector, **Sadler** said.

"Webster City will never be Aspen, but there are some things here that they can use there. Affordable housing is on their list - now, it's not the same definition of affordable housing," he conceded.

"I hope I can do some good things for them," **Sadler** said.

Summit Daily News
October 3, 2005

Hotel developers secure Smuggler housing site
By JANET URQUHART

A swath of open land at the base of Smuggler Mountain caught the eye of both government officials and private developers who were looking for a spot to build worker housing. The private developers prevailed.

Developers of the proposed Lodge at Aspen Mountain have placed about 1.6 acres across Park Circle from Molly Gibson Park under contract after striking a deal to buy the property from the Smuggler Racquet Club. The clubs outdoor tennis courts are adjacent to the grassy bench of land with views of Aspen Mountain. It's an obvious spot to locate some employee housing, and the city looked into acquiring it, according to **Ed Sadler**, assistant city manager. Yeah, we looked at it. They [the club] got a better deal, he said. They were asking for more than we wanted to pay.

The city went so far as to have the property appraised, **Sadler** said. Sarpa declined to reveal how much the hotel developers have offered for the land, located on the side of town where much of the resorts worker housing is concentrated. Centennial, a large housing project, is nearby.

The club has plans to redevelop its courts in conjunction with the construction of housing on the open land, according to Sarpa, a partner in Centurion Partners" principal owner of the hotel project.

The hotel, proposed for a site off South Aspen Street near the base of Lift 1A, will have little on-site worker housing. Twelve units as part of the hotel are proposed; all but one are studio apartments. The hotel is expected to generate some 150 to 200 employees and the developers must arrange to house 60 percent of them under the citys requirements. They anticipate providing some housing at the Airport Business Center and believe they can accommodate 65 to 70 people in a housing development at the Park Circle property, Sarpa said. Plans for the housing are in the initial stage.

The Park Circle property is in unincorporated Pitkin County, according to **Sadler**. Sarpa predicted the developers will look to annex it to the city. Developers would prefer to place actual employees of the new hotel in the housing, he said. Typically, housing built as mitigation for private development is made available to the work force at large, according to James Lindt, senior planner for the city.

Certainly, that could be something they negotiate with the [City] Council, he said. Part of the housing the hotel must provide is to replace what will be lost when the Mine Dump Apartments are torn down to make way for project. The Mine Dumps have long functioned as apartments for working locals

Daily Reporter-Herald, The (Loveland, CO)
September 24, 2005

Construction prices soar in Aspen
ASPEN (AP)

Adding to the already expensive prices for construction in this mountain town, a concrete shortage is sending budgets out the window and builders into a panic.

The region is scrambling for concrete in part because of high demand aided by the reconstruction needs in the Gulf Coast and the temporary closure of a Colorado cement plant.

As a result concrete suppliers are rationing their supplies, leaving contractors with no other choice than to adjust their building schedules.

Everybody's being rationed at the moment, **Ed Sadler**, Aspens assistant city manager, said. Smaller contractors can't get any of it. Some people are driving to Grand Junction and buying the bags (of cement) and mixing it themselves

The Aspen Times
August 17, 2005

City has plan to spend extra tax revenue
Voters first need to let city keep it
By Janet Urquhart,

If Aspen voters let the city keep excess property tax revenues for the next five years, the City Council has a plan to put the money to use. An outdoor pool at the Aspen Recreation Center, stormwater drainage improvements, sidewalk/trail improvements and one or two new alternatives to diesel buses - probably electric hybrid buses - all won a nod as the council tweaked the proposed ballot language Tuesday. A resolution posing the ballot question will be on the council's agenda for formal approval next week.

The city will ask voters to keep excess property tax revenues generated by the existing tax rate for the next five years. The measure is expected to produce $2.5 million to $3 million between 2005 and 2009. The city already keeps excess tax revenues through a measure voters passed five years ago; it expires at the end of this year.

The planned expenditures include about $600,000 for an upgrade to cleaner-running buses. The city plans to have four of them in its fleet by 2007 and could have six of the vehicles by 2010, said Randy Ready, assistant city manager. Roughly $600,000 in stormwater improvements, in conjunction with a parks department plan to build wetlands at Jenny Adair Park near the Roaring Fork River, are intended to clean pollutants from stormwater runoff before it enters the river. The city has a list of some $4 million worth of missing links in its sidewalk and trail system. About $1.1 million of the tax revenues would be applied to tackling those projects and bringing curbs into compliance with the Americans with Disabilities Act.

The cost of the projects reflects the challenges in finishing the links - they have right-of-way issues, grade challenges and other issues, said **Ed Sadler**, assistant city manager. "They're the missing links because they're the most challenging pieces," he said. About $700,000 would be earmarked for the design and construction of an outdoor pool in the grassy area next to the indoor pools at the ARC. An outdoor element was envisioned there when the ARC was built, but there was no money to build it then. "If you build a relatively straightforward pool and maybe a hot tub ... you can do it for this price," **Sadler** said.

Community input could turn it into something much bigger, he warned. "This one is iffy. If you do this, you've got to be prepared to put more money toward this or hold the line," he said. "It's up to the City Council to not let it grow into something more than the community can afford," Councilwoman Rachel Richards said. "That will be something I'll be glad to hold the line on," Councilman Torre responded. The ballot measure will go to city voters in November.

The Aspen Times
May 27, 2004

City to send complaints about rock fall to insurer
By Naomi Havlen

Residents of a neighborhood on Pitkin Mesa Road above Cemetery Lane can file complaints with the city after large rocks tumbled off a nearby slope, damaging two cars and possibly a garage.

Neighbors in the area who spoke to The Aspen Times felt fairly certain that construction of the bike path along Cemetery Lane had caused the incident, saying they've felt their homes shake as a result of the project.

Members of the city's engineering department have been to the neighborhood to take a look at the damage left after the rock fall early Friday morning, said Assistant City Manager **Ed Sadler**.

The rocks left divots in the street where they bounced across the pavement. One rock tumbled into two parked cars, bashing out taillights before coming to rest next to one of the vehicles. The cars' owner, who didn't want to be identified, said the rock fall sounded like a large car crash outside his window at 1:30 a.m.

"It could have bounced through my bedroom window," he said, noting that he sleeps 15 feet from where the boulder landed. "I'm lucky to be alive."

Another rock rolled through a parking lot just below the Pitkin Mesa homes, and it appeared that a third rock pierced the wall of a garage.

Sadler said residents are welcome to file claims with the city that will be forwarded to the city's insurance company. The residents will be compensated if the insurance company finds their claims valid, but **Sadler** doesn't believe the trail construction in the area caused the rock fall.

"Our work that deals with any heavy construction like pile-driving [ended] in January," **Sadler** said. "Now we're pouring concrete out there. It's not like they've been doing any pile driving since December and January."

Sadler said the city also had vibration monitors in the area during the heaviest parts of construction to ensure the project didn't endanger nearby homes.

Residents say that while they see smaller rocks fall frequently on the steep slope above their homes, they've never seen a rock fall of this size.

THE ASPEN TIMES
May 17, 2004

Seasonal housing falls into the red
Janet Urquhart

Financial woes at the Burlingame/MAA seasonal housing near Buttermilk have the project's board of directors brainstorming ways to make the rental units solvent.

The seasonal housing, a joint venture of the city and the Aspen Music Festival and School, required a roughly $40,000 influx from the partnership to shore up its operations last year and is likely to need another one this year, according to **Ed Sadler**, assistant city manager and president of the Burlingame Housing Inc. board. "It's not a killer. It's not like, oh God, it's a million dollars in the red, but we know it's going to continue," he said. "We've got, in good conscience, to recommend some changes."

The Music Festival, or Music Associates of Aspen, and the city formed BHI as a joint corporation that owns the 101-unit project, which opened in 2000. It primarily provides housing for music students during the summer months and resort workers during the winter season. Some units are designated for Roaring Fork Transportation Authority employees. "It's in serious financial trouble," City Councilman Tim Semrau told fellow council members during a discussion earlier this month. Semrau also sits on the project's board.

When the complex was built, it was with the expectation that the apartments would be rented out for at least six months during the winter and three during the summer, leaving roughly two to three months - split between spring and fall - when the apartments would sit vacant. "That was fine, that was time to clean, paint, do maintenance, whatever," **Sadler** said.

In its first two years, the complex operated as planned, he said, but for the past two winter seasons, the project hasn't filled up until December, and some renters are gone at the end of March. Rather than two months of down time, the project is empty for four or five months of the year. "That's a big difference in your financials," **Sadler** said. "That has cut back seriously on our revenue. You can't just make up two, three months rent by raising the rents."

During the winter, the BHI units are full of Aspen Skiing Co. employees, most of whom are foreign workers. For the past two winters, the Skico has pushed back the start date for those workers until they're needed, according to **Sadler**, but that means Burlingame doesn't fill up by mid-October, like it did when it opened. "I'm not sure I can blame them by any means," he added, calling the Skico's approach a prudent business decision.

Last fall, BHI renters were offered incentives to lease a unit from September through April or October through April, but the incentives didn't work.Even if they wanted to come to town early, many workers' visas wouldn't allow it, **Sadler** suspects.

He said he's working on some recommendations to present to the Aspen-Piktin County housing board and the City Council soon, though he declined to reveal the specifics before he provides them to government officials.

There may be some opportunities for short-term, offseason leases - to construction workers, for example, he hinted.

The city's Marolt seasonal housing has experienced the same vacancy woes as has BHI, but it has been in existence long enough to have a healthier operating reserve fund, according to **Sadler**.

His recommendations, though, will likely apply to both housing complexes, he said.

The Denver Post
November 11, 2002

Aspen weighs fate of voted-down trolleys
Calls pour in from interested buyers
Author: Kit Miniclier Denver Post Staff Writer

The morning after Aspen voters rejected a tax-free historic trolley line, the phone in **Ed Sadler**'s office began ringing off the hook. Each caller wanted one or more of Aspen's six vintage trolleys. The City Council is scheduled to ponder their fate tonight. "Oh Lordie, did I get calls," recalls **Sadler**, who is Aspen's assistant city manager. They called from Silt; Fort Collins; Tucson; Issaquah, Wash.; Loja, Ecuador; and Wanganui, New Zealand.

No, they hadn't heard about the trolley vote on CNN, but they'd all made a note of last Tuesday's election date and called to express renewed interest upon learning that the citizens of Aspen rejected the line. The six cars, built between 1899 and 1925, came from Portugal but were originally built by J.G. Brill of Philadelphia, said trolley supporter Bill Dinsmore of Aspen's Main Street Bakery and Cafe. They were given to the city about 25 years ago.

Dinsmore, a founder of the Aspen Street Railway Co., which had planned to raise up to $5 million to install and operate the 4.4-mile line from the post office to the ski lifts, said the City Council wanted voter approval before giving the company the green light. The proposal was defeated by 116 votes - 1,314 to 1,148, **Sadler** said.

The railway couldn't begin raising money until it was assured of City Council support and rights of way for the electric-battery-operated 34-passenger trolleys, Dinsmore said.

More than 20 communities across the nation have added, or restored, trolley lines in recent years. All have become popular tourist attractions and helped solve transit needs, he added.

Opponents said there would be hidden costs. Dinsmore said if their operation became burdensome the city could simply stop running them. Some said they were "a little too cute." Compared to what, a diesel bus? asked Dinsmore. Asked if he'd try again, Dinsmore replied: "I'm not. I've been working on this for years and years and I've got other rocks to push up hill."

However, he said he knows others who are eager to try again.

Completed by: Lynelle Klein and Keith Knutson
Colin Baenziger & Associates

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING

Section 9

Steven "Steve" R. Sarkozy

Estero Village Manager Candidate Report

TABLE OF CONTENTS

	PAGE
COVER LETTER	**1**
RESUME	**5**
CANDIDATE INTRODUCTION	**11**
BACKGROUND CHECKS	**23**
CB&A REFERENCE NOTES	**27**
INTERNET SEARCH	**39**

Cover Letter

STEVEN R. SARKOZY

6225 Alverton Drive
Carlsbad, CA. 92009

Home: 442-244-0876
Mobile: 760-607-7077

sarkozysteve@gmail.com

August 5, 2015

Mayor and members of the Estero Village Council
Village of Estero
c/o Colin Baenzinger
c/o apply @peckhamand mckenneyh.com

Dear Mayor and members of the Estero Village Council:

I am very interested in the Village Manager position in Estero and have attached my resume for your review. I would be pleased to provide any additional information as requested to further my application.

My resume demonstrates a commitment to local government management over a thirty-five year (35) career. Particularly pertinent qualifications include:

- A highly accomplished professional with a national reputation of developing and leading an organization committed to high-performance and, significantly, maintaining these high performance metrics through the most significant economic downturn in the City's history.

- Graduate degree (MPA) from the top-rated graduate Public Administration program in the country at the Maxwell School at Syracuse University (as noted annually in the U.S. News & World Report, ratings of graduate programs and in the Public Administration Review) and advanced graduate study at the (then) top rated Business Administration program at the Kellogg School of Management at Northwestern University.

- Strong financial background – a fiscally conservative approach to municipal operations and demonstrated ability to effectively prepare and manage large budgets as evidenced by the "AAA" bond rating from Moody's and Standards and Poor's (one of only 89 in the country) and ten years unblemished financial audits.

- Attained the lowest property tax rate of a major city in Washington State while maintaining highly effective programs.

- Attained exceptional confidence ratings from our residents as demonstrated by annual, independent, 3rd party polling which shows outstanding support for the quality and value of City services, including: a 98% satisfaction with the Quality of Life and exceptional ratings for the "value" of City services at 88% - 55% rated "excellent" plus 33% as "good". These are the highest known ratings of City services in the nation.

- Extra-ordinarily strong economic development skills as demonstrated by: establishing downtown Bellevue as an internationally recognized hub of business with the highest

rental rates in the State and among the highest on the West Coast, attracted over 3.4 million square feet in new development in a single transaction for our community, creation of the largest "transit-oriented development" project in the nation (the 600 acre Bel-Red re-development plan), and finalizing the route for the new Light Rail line (14 miles and an voter-approved budget of $3.9 billion).

- Top Emergency Preparedness Certification and Chairperson of the City's Emergency Operations Board including National Incident Management System (NIMS) training with certifications at the IS 100, 200, 700, and 800 levels plus Incident Command Systems certifications at the 300 and 400 levels.

- Successful record of tactful but firm administration of diverse departments and services in a complex political environment. Earned a national reputation for creating a high-performance culture within each of my last two communities.

- Respected contributor on nationally recognized professional assignments, including:
    - Chairman of the Board, Institute of Building Technology and Safety, a national, private, not-for-profit firm serving the needs of government at all levels based in Ashburn, Virginia.
    - Board of Directors, Center for Performance Management, an affiliate of ICMA, Washington, D.C.
    - Member, the Innovation Group, Phoenix, AR.
    - Former member of the ICMA Strategic Planning Committee.

- Proven management skills which have resulted in quality operations and a national reputation where all of our operating departments have earned National Accreditation from their respective professional associations. Bellevue is believed to be the only city in the nation with this distinction.

- Demonstrated ability to lead a very diverse workforce and establish a culturally diverse Leadership Team while maintaining close and effective interactions with our community which is the most diverse community in the State of Washington,

- Effective regional leadership, inter-agency collaboration and recognized leader in municipal innovation.

- Excellent references.

I look forward to the opportunity to present my qualifications to you and members of the Council in person. I can be reached by phone or email at your convenience.

Respectfully submitted,

Steven R. Sarkozy

Section 9

Resume

STEVEN R. SARKOZY

6225 Alverton Drive
Carlsbad, CA. 92009

Home: 442-244-0876
Mobile: 760-607-7077
sarkozysteve@gmail.com

SUMMARY OF PROFESSIONAL QUALIFICATIONS:

- Accomplished career City Manager with *demonstrated history of superior performance, progressive leadership* and *innovation* in service to my community.
- Well-developed communication, negotiation and community relation skills; effectively interacts with City Council, staff and citizens.
- *Positive team leader*; able to foster on-going organizational advancement and intergovernmental collaboration.
- Knowledgeable in operations management, budget preparation, economic development, and community-based strategic planning.
- Diplomatic and tactful; successful administrator in the supervision of staff.

EDUCATION:

MASTER of PUBLIC ADMINISTRATION: The Maxwell School of Citizenship and Public Affairs, Syracuse University, Syracuse, New York.
September, 1976 – December, 1977. Degree awarded 1985.
Areas of Concentration: Urban Administration and Public Finance.

BACHELOR of ARTS: Miami University, Oxford, Ohio.
September, 1972 – December, 1977.
Major: Public Administration. Minors: Urban Planning and Economics.

EXPERIENCE:

City Manager, City of Carlsbad, CA. (A suburban, coastal community of about 108,000 population, a General Fund budget of $227.4M, a CIP Budget of $69.7M and a $147.4M Utility budget plus approximately 670 full-time staff.
May 15, 2014 to current.
Recruited to stabilize a quality organization that had numerous conflicts over the past five (5) years that resulted in 4 different City Managers in that period. Significant accomplishments include:

- Resolved several complex organizational initiatives that had been started but not resolved due to a lack of leadership, and
- Reversed two major State Transportation projects that had serious negative ramifications to the City in a way that was positive for the Region.

Private Consultant:
May 15, 2013 to May 15, 2014..
Upon my resignation from Bellevue, I was involved in several consulting assignments, including:

- **Global Development Partners (GDP):** I was contacted to serve as President of the Global Communities Initiative within GDP. GDP serves as a turn-key management services firm that serves a global mission to bring innovative products to developing nations. My role is to assist in developing effective business models with funding from individuals, foundations and major international funding agencies (e.g. World Bank, etc.) and integrate the new investments into a sustainable model to fit the needs of the "host" location. As such, I am

drawing upon my 35 years of creating quality communities in the U.S. and the many contacts that I have nationally and internationally to advance the mission of the firm.

- **Private, development consultant:** I have assisted several firms that are planning very significant private developments in the Pacific Northwest.

City Manager: City of Bellevue, Washington. (A full-service, urban regional center city; population 128,000 [with a day-time population of about 185,000], a $550M biennial General Fund budget, a $350M Utility budget and a $300M 7-year capital budget, with about 1,250 employees and a 7-member City Council elected at-large.)
December 11, 2000 – May 15, 2013.
Website: www.bellevuewa.gov

Significant Professional Achievements in Bellevue include:

- *Unprecedented Community Support: Attained and then sustained the highest ratings in the City's history, including:*
  - *a 98% positive community rating (good to excellent) for overall Quality of Life,*
  - *a 88% positive community rating for the "Value of City Services", and*
  - *a 92% rating of "good" or "excellent for all City provided services*

  in independent polling of our residents to a confidence coefficient of 97% (+/- 3% error)
- *Fiscal Control: Achieved an "AAA" bond rating from both Moody's and Standards and Poor; dropped the property tax rate in each year of my tenure in six consecutive biennial budgets, attaining the lowest tax rate in the State of Washington (among first-class cities); obtained the Distinguished Budget Award from GFOA every year.*
- *National Accreditation of all of our operational units: We are believed to be the only city in the country with all of our major operating departments nationally accredited by their respective professional associations, including: Police, Emergency Management, Fire, Budget, Public Works, Emergency Communications, Parks and Recreation, and Utilities.*
- *National "Gold Medal Award" in 2006 from the National Parks and Recreation Association for outstanding Parks and Recreation programs, services and operations.*
- *NLC – first city ever awarded the "Howland Award" conferred for our innovative Neighborhood Investment Program.*
- *Improved the morale and operation performance in Bellevue with dramatically improved labor-management relations demonstrated by a collaborative labor contract negotiation process in an complex multiple union environment (including: Police Guild, IAFF, Teamsters (3 separate units), AFSCME, and other independent employee associations) and a dramatically improved employee retention rate (evidenced by a decline from 12% attrition annually before my arrival to now s sustained rate of 2 to 4% annually.)*
- *Harvard University sponsored "Innovations in American Government Award" recipient, including:*
  - *Award recipient for our "ARCH" program (A Regional Coalition for Housing) – an innovative inter-governmental collaborative effort to promote and finance low and moderate housing.*
  - *Finalist for our "E-Gov Alliance" which is again an innovative intergovernmental approach to the provision of customer focused, scalable, and web-based services (including; www.MyBuildingPermit.com , www.MyParksandRecreation.com , www.NWProperties.net and others as an entrepreneurial effort among Puget Sound area cities, led by Bellevue.*
- *Initiated our "Development Services Initiative" which streamlined our permitting and inspection functions, thus contributing significantly to a positive business and investment environment that resulted in construction of 2.3M square feet of Class "A" high-rise office and multi-use development of 5,500 new jobs and 1,500 new high-rise residential units in our downtown between 2004 and 2007.*
- *ICMA "Program Excellence Award for Intergovernmental Cooperation" in 2005 for our "E-Gov Alliance" program (mentioned above).*

- *Perennial ICMA "Award of Distinction" recipient: Received the highest level of recognition granted to only 10 cities annually, from the ICMA Center of Performance Measurement for our sustained national leadership in defining and measuring performance outcomes for local government operations. I also serve on the Board of Directors of the ICMA Center for Performance Measurement (2005 to current).*
- *Creation of the Cascade Water Alliance: (www.cascadewater.org) Established in 2001 to acquire, manage, and construct an 80 MGD of additional water supply for 7 communities serving 400,000 population and 22,000 businesses. Accomplishments included the formation of the municipal corporation (2001), finalizing the purchase of the water right (2009), final EIS (2010), and final approval of the water right (2011), thus satisfying the communities need for an additional water supply for the next 80 to 100 years.*
- *Developed our "Environmental Stewardship Initiative" which is an organization and community-wide program to identify and establish a sustained approach to energy conservation, conversion to electric vehicles, and transit-oriented development.*
- *Development of our $3.4B Light Rail Plan: Assist in the development of the successful Light Rail voter initiative whereby the current plan linking Seattle and Bellevue at a cost of about $3.4B was approved. Oversight of the planning for the final alignment, station location, neighborhood mitigation, and tunnel financing completed in 2013.*
- *Initiated and completed our "Bel-Red Re-Development Plan" (that is believed to be the largest Transit Oriented Re-development project in the country involving a re-development district of about 600 acres) that includes the eventual build-out of 10M square feet of mixed use class "A" office and commercial development and over 10,000 residential units and also includes elements of a unique tiered zoning overlay that promotes the development of low and moderate housing, the transfer of development rights to preserve open space in out-lying areas of the region, the restoration of six salmon-bearing streams and riparian corridors and the full integration of development with the new Light Rail alignment currently funded and in design.*

City Manager: City of Roseville, Minnesota. (A full-service, first ring suburban city with a population of about 36,000; a $34M operating budget, and a $51M five-year capital budget, with 145 full-time employees and a 5-member City Council elected at-large.)
June 12, 1989 – November 12, 2000.

Significant Professional Achievements:

- *Fiscal Control: Achieved an outstanding bond rating (AAA Moody's) while increasing cash reserves and holding tax increases below the rate of inflation for 11 years. Perennial Distinguished Budget Award from GFOA.*
- *Stabile Leadership: Lead the effort to resolve deep political differences in the community to promote strong political and operational continuity.*
- *Strategic Leadership: Implemented the community-wide Strategic Planning process (VISTA 2000) which involved over 800 members of the community and served to identify our long-term objectives as a community and coalesce the political interests in the community in a coherent and collaborative direction.*
- *Public Safety: Awarded Minnesota Fire Department of the year (1993), improved the Fire ISO rating from a 4 to a 3 rating, and Police Accreditation by IACP in 1996.*
- *Economic Development: Community was awarded Economic Developer of the Year (1993) for business retention with the highest level of new construction in the State; 4 of 6 years (1992 to 1998) sustaining progressively greater levels of growth and attaining new local records for the development of new tax base and the creation of new jobs.*
- *Staff Chairperson of the Ramsey County Local Government Study Commission: A Legislatively appointed reform committee assigned to study and implement a "functional consolidation" of all levels of government within Ramsey County (Saint Paul, MN.) over an 8 year period. This effort resulted in an extensive reorganization at the local, county and*

State levels for the purpose of improving the delivery of services and reducing the overall cost of government.

City Manager: City of Geneva, New York. (A full-service, stand-alone college community with a population of about 18,000 population, a $12M annual operating budget, and 90 full-time employees in Upstate New York.)
May 15, 1984 to May 30, 1989.

Significant Professional Achievements:

- *Recipient of the 1987 Honorable Mention, All-American City Award conferred by the National Civic League based on the following efforts:*
- *Recipient of the 1987 Main Street Award conferred by the NY Department of State and the Trust for Historic Preservation in recognition of our Waterfront Development planning, creation of a successful Business Improvement District and the creation of a Commercial Revolving Loan Fund.*
- *Completion of a tertiary wastewater treatment plant upgrade, creation of the City's first 5-year Capital Improvement Plan and an Equipment Replacement Fund, and the improvement of Town-Gown relations that resulted in a collaborative planning efforts and an integration of Police and Security services in each organizations mutual best interests.*

ASSISTANT CITY MANAGER: City of Wyoming, Michigan. (A full-service city with a population of about 75,000.) in the Grand Rapids metropolitan area.
September 3, 1979 to April 27, 1984.

ASSISTANT to the CITY MANAGER: Village of Beverly Hills, Michigan. (A full-service city with a population of about 18,000 in the Detroit metropolitan area.)
July 5, 1978 to July 25, 1979.

ADMINISTRATIVE ANALYST: *Department of Public Works, City of Syracuse, New York.*
January 1, 1978 to July 1, 1978.

TRIBUNAL ADMINISTRATOR: *American Arbitration Association, Syracuse, New York.*

ASSISTANT to the CITY MANAGER: Moraine, Ohio.
May 29, 1977 – September, 1977. (Summer Undergraduate Internship)

MAYORAL APPOINTEE – Southfield Parks and Recreation Commission, *Southfield, Michigan*
August 24, 1970 – June 23, 1972. (A High School extra-curricular activity).
During my term on the Commission, a $6M Park Acquisition Bond issue was approved by the voters; the Department also received the National Gold Medal Award sponsored by the Sports Foundation, Inc. for excellence in the field of parks and recreation – both in part attributable to the success of the highly visible Rouge River Clean-Up (see below).

Founder and Co-Director: Southfield Rouge River Clean-up Program, *Southfield, Michigan.*
September 1970 – June, 1972. (A High School extra-curricular activity).
Responsible for implementing, planning, organizing, and directing this community-wide environmental clean-up program which became a key element of the City's successful All-American City Award and its Gold Medal Award applications – both successful. [The program continued as a required high school program for over 25 years.]

EXECUTIVE EDUCATION:

Senior Executive Institute for State and Local Government (SEI), University of Virginia, Charlottesville, Virginia. 1996

Advanced Senior Executive Institute, Kellogg School of Business, Northwestern University, Evanston, Illinois. 1998

Strategic Leadership program, Carlson School of Business, University of Minnesota, Minneapolis, Minnesota. 1994

PROFESSIONAL RECOGTITION:

Bush Foundation Leadership Fellow: This highly competitive fellowship was awarded in 1994 from the Bush Foundation, a private, non-profit foundation. The award was based on my demonstrated leadership in the public sector in Minnesota. The Fellowship provided full funding for mid-career executive training of my choice anywhere in the country which I used to fund SEI (at Virginia), the Advanced Executive Institute (at the Kellogg School), and a variety of additional executive management programs (also at the Kellogg School of Business). (*My work at the Kellogg School earned me consideration for a Master's in Business Administration. However, the moral commitment to the Bush Foundation was that my financial support in the form of a Fellowship would not be used to receive a degree.)*

ICMA – 2000 Strategic Planning Team member: Appointed by the Executive Director of ICMA as one of the 20 member team for the first such strategic planning effort in over 15 years.

ICMA appointee to the Board of Directors of the "Institute for Building Safety & Technology" (IBTS); I currently serve as a Member and former Chair of the Board of Directors. IBTS is a national, private, not-for-profit corporation that serves to assist and supplement the role of government at all levels. The Board consists of appointees from:

- NaCo: the National Association of Counties,
- NLC: the National League of Cities,
- NGA: the National Governor's Association,
- CSG: the Council of State Governments, and
- ICMA: the International City and County Management Association

I was appointed by ICMA based on my track record of creativity, entrepreneurial spirit, and innovation in municipal management. During my tenure (from 2006 to current) IBTS has grown gross revenues by about 30% per year, increased retained earnings each year by 10% or more, and expanded the scope of services provided to government to over 40 States and 2 foreign countries. www.IBTS.org

AFFILIATIONS:

International City and County Management Association (full member)
American Society for Public Administration
Rotary International – Paul Harris Fellow

Candidate Introduction

STEVEN R. SARKOZY

EDUCATION

Master of Public Administration: The Maxwell School of Citizenship and Public Affairs, Syracuse, NY.
Bachelor of Arts: Miami University, Oxford, OH.

Additional education and training funded largely by the prestigious and highly competitive Bush Foundation Leadership Fellowship provided to me for mid-career training. This education includes:

- Senior Executive Institute (SEI): University of Virginia, Charlottesville, VA.
- Advanced Senior Executive Institute: Kellogg School of Business, Northwestern University, Evanston, IL.
- Other executive education and MBA courses at:
    - the Kellogg Business School at Northwestern University and
    - the Carlson School of Business at the University of Minnesota.

EXPERIENCE

City Manager, City of Carlsbad, California.	2014 - 2015
City Manager, City of Bellevue, Washington.	2000 - 2013
City Manager, City of Roseville, Minnesota.	1989 - 2000
City Manager, City of Geneva, New York.	1985 - 1989
Assistant City Manager, City of Wyoming, Michigan.	1979 - 1985
Assistant to the City Manager, City of Beverly Hills, Michigan.	1978 - 1979
Administrative Analyst, City of Syracuse, New York.	1978
Assistant to the City Manager, Moraine, Ohio.	1977

BACKGROUND

1. What is the population of the current/recent city in which I was employed?

- Carlsbad = 108,00
- Bellevue, WA. = 138,000

2. What is your management style?

In general, I have a very collaborative approach to leading staff. I work with individual supervisors to identify goals and objectives, regularly monitor progress and coach the quality and character of the work being performed.

All staff is aware of our performance metrics as an organization. We also establish metrics for the evaluation of departmental of divisional performance.

I also have a very informal approach to staff interactions. I will establish routine "check-ins" but also be totally open, and actively encourage, staff (and others) to simply stop in to discuss issues.

3. How many employees did the candidate directly supervise?

- Carlsbad, CA. = 675.
- Bellevue, WA. = 1250.

4. What are the general fund budget and also the total budget?

- Carlsbad, CA. -- total annual budget = +/- $425M

  i. General Fund = $168
  ii. Utilities = $142
  iii. Capital Improvements = $115

- Bellevue, WA. -- total annual budget = +/- $490M

  i. General Fund = $176M
  ii. Utilities = $135M
  iii. Capital Improvements = $179

5. What are the three (3) most important issues facing your city. Please explain them very briefly.

- Carlsbad, CA. My departure from Carlsbad was without public discussion however, as a condition of my separation a non-disparagement clause was required of me. Thus, any opinion offered on issues by me may be considered a breach of that agreement.

- Bellevue, WA.

  1. **Finalizing the future of Light Rail**. The light rail project was initiated by the regional rail agency (Sound Transit). The region voted in 2007 to fund the Sound Transit "East Link" project with a budget of $3.9 billion and a project length of about 17 miles of which 14 would be in Bellevue city limits.

Of particular note is that several miles of this project run through or immediately adjacent to established neighborhoods. These tight communities largely object to the home displacements, significant noise and vibration of the new rail line. Sound Transit, has the mandate to complete this project due to a 65% plurality on the regional vote, yet only by a bare majority within the City of Bellevue supported the referendum. The project was only loosely described in the initial voter information, and as a result, the current decision-making process deals with the numerous alignment and detailed qualitative elements of the project. Typical of these types of mega-projects, tensions are high and made more dramatic by the fact that Bellevue has a particularly high standard for public projects. Sound Transit, on the other hand, has a "regional standard" and, a regional Board of Directors to guide the project. Further complicating the project is the economic downturn that reduces the revenue projections of the regional rail authority and the fact that Sound Transit has "essential public facility" designation by the State thus allowing them to dictate terms of any solution over the objections of any city, including Bellevue.

The Bellevue City Council has been fully consumed by this issue. Almost literally, every Council meeting for the past three years has had a light rail issue as the dominant theme. This issue has had a direct and an on-going impact on our budget, our capital improvement program, our long-term work plan, staffing allocations, and on our regional relationships and our regional leadership capacity.

2. **Political leadership.** Two of our Council members were elected in 2010 and have only known agendas involving the highly contentious light rail alignment and mitigation issues. Further, their election to the City Council reversed the leadership majority. A previous 5-2 "split", changed to (what has now become) a 2-5 "split". Thus, all of the planning and initial project design on the East Link project has been either changed or subject to serious question. [Note: This topic has been a frequent subject in the local media.] The change in political perspective is a common issue in government and this split was followed by considerable City Council in-fighting. Aside from the many policy differences we have experienced three significant Council-to-Council ethics allegations, each resulting in formal investigations coordinated, at Council direction, by the City Manager.

   The subject of the effectiveness of our political leadership has become so pronounced that it has appeared as a new issue in our community polling. Bellevue utilizes extensive polling as a major feedback mechanism to gauge our operational effectiveness and is a key indicator of community sensitivity on issues. For the first time ever, the 2010 poll identified the "Council

dynamics" as a key community concern. This response appeared in response to an open-ended question on our annual poll.

3. **Traffic Congestion.** Based on the same polls mentioned above, we know that the community's primary concern is "traffic congestion". Our unique geography places huge pressure key regional highways including I-405 (the only north-south freeway serving the Eastside), on I-90 and on State Route 520 (the latter two being the only roads with bridges traversing Lake Washington thus connecting the Eastside/Bellevue and Seattle). Each major freeway needs expansion. To accomplish this needed expansion, an alignment of interests is needed between local, regional and State leadership. To date, neither Bellevue nor the region has been able to agree on a solution.

   Each of these issues above has been widely reported in the local media and would be immediately identifiable if mentioned in the community.

GENERAL MANAGEMENT STYLE AND EXPERIENCE

1. Tell us why you are interested in Estero and how does it fit into your career path.

I am genuinely excited about the Estero City Manager position and sincerely hope that I am given that opportunity!!

I have a nationally recognized career of successfully building and leading great cities. While my name has been connected with larger cities I have moved beyond the "need" to manage ever larger communities. What I am looking for is the opportunity to utilize my 35 years of experience to help build a new community, utilizing the very best practices available to create a high-performing and cost-effective operation while still being the trend-setter.

Plus, the opportunity to help the City build the City "core" or "downtown" is truly exciting and a great professional challenge.

2. What is your management style?

I am a participative manager and seek to create a collaborative, friendly and fun environment in the office. That said, no one will confuse my commitment to the highest ethical standards and the highest level of professional drive and performance.

This equates to an open and collegial office/organization. I strive to empower staff to be open and transparent; and willing to take any opportunity to improve our performance and delivery of services.

Importantly, I try to create a fun and friendly environment where people want to work.

3. What would your staff say about you as a manager?

Staff says that I enable and guide their work while being ready and able to coach when appropriate. I try to create a vision of where we want to go and what the service package will look like, with performance metrics defined, clear the path and get out of the way.

I do not micro-manage nor do I try to over manage staff.

4. What would your elected officials say about you?

I have truly enjoyed my relationships with Councilmembers. They would say that I am transparent, honest, and professionally driven. They would say that they appreciate my candor.

I ask Councilmembers to "bask in the glow of professional leadership" and they would say that I deliver.

5. What do you think your strengths are?

I think that my strengths are my ability to assemble a dynamic and professional team that excels at superior customer service.

I also have been successful in framing a vision for the organization and community that is practical, but still forward-focused and sometimes audacious. That vision creates a common focus for staff and the community that is incredibly healthy and exciting.

6. What do you think your weaknesses are?

One area that I think is an area of weakness is that I am sometimes far too trusting of those around me. An example of this is the situation that I walked into in Carlsbad. In early 2014, I decided to begin aggressively looking for a new position in city management. In the April/May timeframe I had several formal job offers, most notably Irving, TX and Sunnyvale, CA. As we were considering Sunnyvale, the Carlsbad opportunity presented itself. Carlsbad was appealing; the weather, the City was well financed, and the staff had a good reputation. However, the City had gone through two city managers and two interim managers (neither of whom survived in the organization beyond their interim appointment) all in a very short period of time. I was assured that my situation would be different, this was to be a long-term relationship – I believed them, silly me. After one year I found myself miserable from the poor relationships and caught in a manipulative environment. My separation from the City has been hard on the family but absolutely great for my peace of mind.

Another weakness is that I am very slow to dismiss people. I have a strong belief that I, as the employer, have a big responsibility to give every opportunity for staff to correct their performance and avoid separation. However, I have provided that same consideration for those who are more devious and hurtful to the organization (and me). This has been a hard lesson learned but nonetheless a weakness that I will continue to work to correct.

7. What metrics [performance measures] do you use to measure performance and determine if you and your staff are meeting your organization's goals?

I rely heavily on polling or surveys to track our progress. Externally, I test the "direction of the City" and perceptions about the City "as a place to live, to run a business," etc. With taxpayers I test whether they are getting a reasonable "value for their tax dollar" and do they "feel safe in their neighborhood and in downtown". Internally, I test staff to determine if they feel that we have "appropriate supervision, training, tools to do the job, etc." Also, do we have "an ethical workplace", "is it free of discrimination", etc.?

By actively seeking out the answers to these questions everyone stays focused on advancing the interests of the Council and the community. Of note, our survey results in Bellevue were among the highest in the nation. Specific examples include:

- 87% of residents agreeing with the direction of the City,
- 98% of residents believing Bellevue is an outstanding place to live,
- 85% of residents believe that they are getting a "good" to "great" value for their tax dollar, and
- 95% of residents feel safe in their neighborhood and in downtown.

All of the polling has been done by outside, third parties to a confidence coefficient of 98.5%.

8. What has been your biggest achievement (success)? Tell us about it.

Certainly one of the biggest achievements in my career is my work to build- out Downtown Bellevue. When I arrived in Bellevue in 2000, all of the then current Council members and most of the previous Mayors raised concerns about the fact that the downtown was well planned by unfinished – some even said that it had not yet even started. The City Council asked that the build-out be my #1 priority.

That effort was on-going over my 13 years with the City. Each of the major efforts, or phases of development, is synonymous with my work. These phases include:

- The first effort came in the 2001-02 timeframe. The "Dot-Com Bust" left our then small downtown with about a 50% vacancy rate. I worked to attract major firms to the Downtown, most notably the Symetra Insurance corporate

headquarters. The focus on corporate headquarters legitimized our downtown within the real estate market making it easier to attract other top corporate clients.

- The second phase of this effort was acquiring a building for our New City Hall. Our opportunity came in the 2004-05 timeframe when a downturn in the market for office real estate presented an opportunity for the City to buy an existing building of 340,000 square feet into one facility at a bargain price. The building was remodeled as an adaptive re-use where we could co-locate what had been 7 different City facilities under one roof. This became the largest purchase in the City's history at about $110M but the effort to finally move City Hall to the Downtown legitimized the effort to create our City Center.
- The third major advancement for our Downtown was my work to attract Microsoft to Downtown Bellevue with over 2.4M square feet of Class A Office space in one single transaction. This still ranks as one of the largest single real estate transactions in the country in the last 20 years.
- Most recently, finalization of a 14 mile extension of the regional Light Rail system through Bellevue adds huge transportation capacity to a region that has serious limitations in transportation capacity. The complexities of this project were daunting as the rail line had to be snaked through existing neighborhoods and undergrounded through our Downtown. The undergrounding alone cost in excess of $160M that had to be financed by the City.

Accomplishing, in Bellevue, advancements in the Downtown with elements that create a "World Class" environment, all brought on in rapid succession result in one of the most dynamic new cities of our generation. For me, this has been a great experience and a great legacy.

I have many other successes that may be of interest to Estero such as: nationally acclaimed neighborhood redevelopment efforts, national accreditation of all of our operations (thought to be the only City with that designation), the largest Transit-Oriented-Development project in the nation (TOD – Bel-Red area), and our "One –City and Budget-One" effort to brand our high-performing municipal culture.

9. What has been your biggest failure or mistake of your career? What did you learn from it?

I provided a brief summary of the environment that I walked into in Carlsbad in the response to Question #6 as one of, if not the biggest mistake, of my career.

Beyond that I have had many disappointments – each a learning opportunity. In Bellevue, as we were agonizing through the many tough decisions on Light Rail I was also working behind the scenes to create and even more

special community. Specifically, I was working to build a NHL/NBA Arena, creating a Super Wi-Fi Network ("white spaces" technology), and Technology Research Center and Educational Consortium. Only the latter has been finalized, to date.

10. Have you fired people? How did you handle it? How did you feel about it?

Of course, in a position of this type I have had to dismiss several people during my career. Fortunately, the numbers of people that have failed to respond to the performance challenge have been relatively few.

In most cases, I have been able to give ample warning to provide time for under-performing staff to step up their work. Ultimately, most that have been let go understand that they were the cause of the dismissal.

Looking back, I feel most bad about the people that I did not let go; occasionally finding it difficult to let someone go that has adequate performance but who brings a bad attitude to the job and is not a healthy addition to the team.

11. What do you think will be the challenges facing the person who takes this job?

The Estero City Manager position will be a significant challenge. The "first" City Manager will need to build and "brand" the organization, taking care to connect with the community and not overly "manage" or direct this young community. At the same time, the person will need to be very seasoned to help guide the community down the right professional path, taking care to understand and appreciate the values of the community and, in fact, help define those values.

Importantly, a vital role of the first manager will be to help the community create a vision for the community. A solid vision will help focus the political direction of the community and provide a true purpose for the incorporation.

12. What would you do the first six months in Estero?

The first priority would be to meet Council members and other top community leaders on an individual basis to better understand the recent history around the incorporation of the Village and better understand the desired direction of the community.

A close second priority would be to meet and develop relationships with as many community stakeholders as possible. This effort would be on-going as the list is long, yet it should include at a minimum members and leaders of the homeowners associations, top business people, and leaders of the not-for-profit and faith community.

Quickly branching out would be an effort to engage with neighboring cities and regional government leaders.

The purpose is to understand the unique dynamics of Estero. Understand also the political factions (to the extent that they exist) and most importantly determine how I can be of best service to the community. All of this would be communicated to Council. Together, I would propose a set of tactical objectives or near-term deliverables that would help the community.

Importantly, within the first six months we (as a team) should be developing a number of long term strategies. These may include a number of internal strategies, like: how we are to communicate internally, how best to create a productive culture and internal systems that both empower and control staff, and how are we going to make decisions affecting the community (how much communication, how much engagement, how to balance the varied interests that we hear from the community.

We would also want to begin the process for creating the long-term strategic goals or direction for the Village. This is the fun part that includes the "audacious goals" along with the more mundane objectives.

All of this is a dynamic process that is very deliberate as we set the course for our community.

13. How do you work with the media? Is there anything in your background that would embarrass our client if it became public knowledge?

Typically, I know the reporters and top staff at the newspapers and TV stations on a first-name basis. I have developed a relationship with them so that they know that they can call me to get good background information on almost any issue affecting the City. I would generally be considered the "first to call" on almost any issue.

I know of nothing that would embarrass the Village of Estero.

14. How would you use social media to communicate with residents in Estero?

In May and June of last year the City of Carlsbad was hit by a series of serious brush fires that became well publicized nationally. The need for immediate public updates on the status of the fast-moving fires proved the value of Twitter and Facebook. We found that the public relied more heavily on social media far more than all other forms of outreach combined. Our Communications staff won a national award for the use of social media in response to these emergencies.

I would suggest that social media should be actively used to apprise residents and visitors about any emergency response status in addition to less frequent email updates and far less frequent written communication.

15. When it becomes known in your community that you are a finalist in Estero, are there any community activists that are likely to contact our client with "the dirt" on you?

None anticipated.

16. What do you do in your leisure time?

In recent years, I have been deeply involved with the sporting activities of my two (2) sons, the oldest currently a freshman in college and the other a senior in high school. Both sons have been very involved in basketball, football and baseball. That has kept me very busy.

I work out 3 to 4 times a week to stay reasonably fit and excellent health. I also play an occasional round of golf and enjoy fishing – as time permits.

My wife and I also enjoy traveling.

SIX ADJECTIVES OR PHRASES THAT DESCRIBE ME:

To lead the organization to this level of achievement my approach to the challenge must responsible to both the City Council and the internal organization itself. I have included myself in 360 degree review process where Council and staff characterize me as part of a broader review effort. The following six adjectives come from that review:

- Friendly & Approachable,
- Visionary,
- Ethical,
- Trustworthy,
- Professionally Driven, and
- Transparent.

CURRENT SALARY

My Carlsbad salary was $260,000 and the Bellevue salary was $237,000 recognizing the high cost of living in both areas.

Section 9

CB&A Background Checks

Background Check Summary for
STEVEN R. SARKOZY

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
San Diego County, CA	No Records Found
King County, WA	No Records Found
Ramsey County, MN	No Records Found
State	
California	Records maintained by county of residence See above
Washington	No Records Found
Minnesota	No Records Found

Civil Records Checks:

County	
San Diego County, CA	**September 2014** – Civil Lawsuit Filed against the City of Carlsbad including Mr. Sarkozy in his capacity as City Manager ***Disposition:*** Case still pending **See next page for Candidate Explanation of Records Found*
King County, WA	No Records Found
Ramsey County, MN	No Records Found
Federal	
California	No Records Found
Washington	No Records Found
Minnesota	No Records Found

Motor Vehicle

California	**July 2013** – Issued two speeding Citations ***Dispositions*** = August and November 2013, Monetary fine and points
Washington	**July 2012 and July 2008**, Issued Speeding Citations ***Dispositions*** = January 2013 and October 2008, Monetary fine respectively

Background Check Summary for
STEVEN R. SARKOZY

Credit	Excellent
Bankruptcy	No Records Found
Education	Confirmed
Employment	Confirmed

From: Steve Sarkozy [mailto:sarkozysteve@gmail.com]
To: 'Lynelle Klein'
Cc: sarkozysteve@gmail.com
Subject: RE: Background Check Records Found that Require an Explanation

Lynelle:

Good morning.

The claim by former Flores v. The City of Carlsbad was filed on September 30, 2014. It involves this former police officer dismissed for performance issues. The claimant lists the City of Carlsbad, the Police Chief and myself, in my role as City Manager, as defendants. The Claim is in response to our roles at the City and is not personal in nature. The Police Chief and City Attorney were principally involved in evaluating performance and determining the proper discipline. The City is fully defending this case for all parties.

Steve Sarkozy (760-607-7077)

Background Check Summary for
STEVEN R. SARKOZY
Personal Disclosure

Personal Disclosure Questionnaire

Name of Applicant: Steven R. Sarkozy

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?

   Yes ☐ No ☒

2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?

   Yes ☐ No ☒

3. Have you ever declared bankruptcy or been an owner in a business that did so?

   Yes ☐ No ☒

4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No ☒

5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?

   Yes ☐ No ☒

6. Have you ever been convicted of driving while intoxicated?

   Yes ☐ No ☒

7. Have you ever sued a current or former employer?

   Yes ☐ No ☒

8. Do you have a personal My Space, Face Book or other type of Web Page?

   Yes ☐ No ☒

9. Do you have a personal Twitter Account?

   Yes ☐ No ☒

10. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?

    Yes ☐ No ☒

11. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to: _____
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 no later than 9:00 AM CST 08/14/15.
(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

Property of Colin Baenziger & Associates

CB&A Reference Notes

Grant Degginger - Former Mayor, Bellevue, WA 206-223-7390

Mr. Degginger was Mayor for Bellevue from 2006 to 2010. Mr. Sarkozy did a superb job as City Manager.

Mr. Sarkozy and Mr. Degginger interacted on a daily basis. Mr. Sarkozy hired quality individuals for positions that were open, including the Deputy City Manager and the Fire Chief. He sets high expectations and clear goals for his directors then gives them the space to accomplish those goals. Mr. Sarkozy made it a priority for his directors to become accredited. Currently all units are fully nationally accredited and have been for several years.

Bellevue is the fifth largest city in the State but second in terms of economic importance. Bellevue has a population of 130,000; so Mr. Sarkozy is not able to meet with every resident who comes to City Hall. However, he delegates appropriately and, when necessary, he will steps in to personally help individuals. He represents the City very well. He is a solid public speaker, although not dynamic. His presentations are effective and factual.

Mr. Sarkozy improved the City's financial standing to a AAA bond rating. He thoroughly understands municipal finance and understands what can be accomplished with the funds he has available.

Mr. Sarkozy deserves all the credit for acquiring a building in the middle of downtown to be used for a new City Hall. The building had been empty for some time, and the City was able to purchase it at a steep discount. The building was then renovated, and this new space has allowed the City to improve the organization of its services. Prior to this new facility the Police Department was spread over four buildings and the Fire Station needed to be remodeled. By purchasing a large enough building Mr. Sarkozy made it possible for all departments to be housed in one location. He also formed the regional 911 call dispatch center now located in City Hall. This call center is responsible for about twenty jurisdictions or one third of the County, has saved overhead costs for Bellevue, and is saving money for the other cities involved.

The City's building permit process had been criticized for its slow pace; so Mr. Sarkozy helped develop an online method of applying for permits. Over half of the City's permits are now issued online. Once the system proved its success Mr. Sarkozy marketed it to other municipalities in the region. Bellevue is now responsible for the permitting process of over twenty cities, including some in an adjoining county.

One aspect Mr. Degginger appreciated most about Mr. Sarkozy was how he supported all of Mr. Degginger's initiatives. When Mr. Degginger wanted to initiate a major regional bridge project, not only was Mr. Sarkozy supportive, he also offered good advice and leadership. He was given the task of developing a plan to address key transportation projects. He identified five significant projects and created a plan to complete and fund those projects within ten years. This plan was approved by the Council at the time but has since been scaled back.

Mr. Sarkozy is a great manager and leader. He will make a first rate city or county manager.

Words or phrases used to describe Steven Sarkozy:

- Takes reasonable risks,
- Visible in the community,
- Accessible,
- Delegator,
- Sets high expectations for himself and staff, and
- Fair.

Strengths: Vision, financial background, and innovative.

Weaknesses: Occasionally he becomes too focused and forgets to communicate more broadly.

Lori Riordan - City Attorney, Bellevue, WA 425-283-7340

Ms. Riordan was the Litigation Supervisor in 2000 when Mr. Sarkozy was hired as the City Manager. In 2004 she was promoted to City Attorney. From that time until he left in 2013 they worked together closely. Mr. Sarkozy has considerable knowledge and experience in city management and made significant progress in Bellevue.

Mr. Sarkozy manages by walking around. He does not restrict his interactions to just his leadership staff but reaches out to workers at the lower levels. However, due to his guarded personality he struggles to maintain close relationships with his directors. He does interact well with the public in Council meetings. He may not enjoy being in front of an audience, but he knows how to present information very effectively.

Innovation may not be Mr. Sarkozy's personal forte, but he encourages his staff to be innovative. He prefers to review problems carefully and find creative ways to resolve them. He occasionally struggled with the process of keeping others informed. He independently made decisions Ms. Riordan felt she should have been included on.

Mr. Sarkozy pushed through several important projects. The renovation of a new City Hall building was the foremost. He approached the downtown business community and asked about their vision for the area. Their response was that they wanted City Hall to be closer to the core of the City, in the downtown area. At the time City Hall was located on the opposite side of the freeway from downtown. Mr. Sarkozy found a vacant building that was approved for purchase and renovation by Council. City Hall is a major success for Bellevue and its downtown corridor.

Mr. Sarkozy is passionate about listening to the business community. He not only listened to their desire for City Hall to be relocated downtown, he also heard their complaints about the

City's Building Department not being responsive enough to their needs. He tasked the director of that department with streamlining its services, specifically the permitting process. The director responded very well, and now many permits are issued online. Once he addresses an issue, he goes back to the people who requested the change to ensure they are satisfied with the results.

Bellevue went through a series of economic downturns through the years. However, Mr. Sarkozy has led the City through those difficult times, and the City experienced less of an impact on the staff and services than most other municipalities in the country.

Mr. Sarkozy searches for common ground when trying to find compromise. He is a good negotiator. Ms. Riordan could not state with certainty that Mr. Sarkozy would be a good candidate for any particular city or county manager position because she is not aware of the specific issues facing the community. However, he made improvements to Bellevue, which should speak to some degree of his overall talents.

Words or phrases used to describe Steven Sarkozy:

- Family man,
- Passionate,
- Introverted,
- Knowledgeable, and
- Encouraging.

Strengths: Strategic thinker, follows through, and negotiating skills.

Weaknesses: Can behave in a guarded manner and has difficulty trusting people, which makes developing relationships harder.

Conrad Lee - Councilmember, Bellevue, WA 425-802-9888

Mayor Lee was on the Council that hired Mr. Sarkozy in 2000. He became Mayor in 2010 and worked with Mr. Sarkozy until 2013. Mr. Sarkozy was a good City Manager, as can be confirmed by his lengthy stay with the City.

Mr. Sarkozy is a likeable individual. He made significant improvements to the City in many areas. For instance, he implemented the e-government program that allows the City to issue permits online. He also improved the performance of the City's staff across the board by requiring each department to become nationally certified.

Bellevue does not have an Economic Development Director; thus Mr. Sarkozy had to take on that added responsibility. He recruited many large corporations to locate in the City. Due to the

considerable amount of time he spent on economic development, he ultimately delegated the majority of day-to-day operations to his Deputy City Manager. This redeployment slightly affected his ability to complete all the tasks he was assigned by Council. However, he did complete all major tasks. Mayor Lee considers this state of affairs to be a minor irritation rather than a large problem.

During the most recent economic downturn Mr. Sarkozy took steps early on to protect Bellevue. He anticipated greater economic trouble than was originally forecast and reacted appropriately. The budget processes he set in place are a huge improvement over how budget deliberations were previously conducted. If one observes how well the City has fared, one could safely say he has a solid understanding of municipal finances.

Mr. Sarkozy kept the members of City Council well informed for the most part. However, for the amount of economic development work he handled, he did not offer much information on the companies he was working with. Of course, discretion must be used when engaging in dialogue with large organizations; so, sharing such information was not appropriate.

Mr. Sarkozy performed the job he was hired for and then some. He and the Council decided to part ways due to a change in the prevailing ideas for how the future of Bellevue should be pursued. Mr. Sarkozy will make a fantastic city or county manager.

Words or phrases used to describe Steven Sarkozy:

- Effective,
- Open,
- Accessible,
- Reserved, and
- Approachable.

Strengths: Innovative, constantly looking for ways to improve, and understands his role as a City Manager.

Weaknesses: The last few years in Bellevue he has spent considerable amounts of time on economic development, which distracted him from other areas that needed attention.

Brad Miyake - City Manager, Bellevue, WA 206-465-4970

Mr. Miyake worked with Mr. Sarkozy from 2000 to 2013. When Mr. Sarkozy first came to the City Mr. Miyake was the Deputy Utilities Director. He later moved up to Utilities Director and, in 2006, Mr. Sarkozy promoted him to Deputy City Manager. Mr. Sarkozy transformed the City of Bellevue inside and out.

From the day he started Mr. Sarkozy emphasized the importance of operating as a high performing organization. He created internal surveys to identify systemic weaknesses. The survey results steadily improved during his tenure. Despite budget cuts, the 2012 internal survey performed by an outside vendor saw the highest survey scores ever for the City. In fact, the vendor came back and asked what practices Bellevue had implemented, because all their other clients' scores had decreased.

Along with Mr. Sarkozy's emphasis on high performance he focused on getting each of his departments accredited. Bellevue is one of the few cities in the country that has all of its areas locally and nationally accredited.

Mr. Sarkozy is customer service oriented. He understands how to interact with both street sweepers and dignitaries. He is financially astute. He made difficult financial course decisions when the City's revenue was significantly slashed. The changes he managed to implement made it possible for Bellevue to maintain its AAA bond rating.

One major concern the business community had was that City Hall was not located within the business hub. The two City Managers before Mr. Sarkozy had attempted to move City Hall closer to the downtown area but were not successful. Mr. Sarkozy tackled this issue head on. Within five years he had purchased a building and had it renovated as a new City Hall. The new facility now houses all the City's departments, including Police and Fire. He also put together a one stop shopping model for customers, which garnered nation-wide attention for the City.

Mr. Sarkozy's passion is economic development. He is a big picture type of manager. He successfully brought Microsoft to the downtown area, a significant achievement. Other developments have popped up all over downtown. One cannot help but notice the difference he has made to the economic development of the City with its increased number of high rise buildings now clearly visible.

Mr. Sarkozy was a good mentor to Mr. Miyake. He empowers his employees and pushes them to improve. He will make a phenomenal city or county manager wherever he chooses to go.

Words or phrases used to describe Steven Sarkozy:

- Family values,
- Focused,
- Delegator,
- Diplomatic,
- Knows his role, and
- Gives the credit to the Council.

Strengths: Strategic thinker, respected, and both written and verbal communications skills.

Weaknesses: None identified.

Shiv Batra - CEO, Tetra-Pac Engineering, Bellevue, WA 206-999-6507

Mr. Batra worked with Mr. Sarkozy in various capacities from 2000 to 2013. Mr. Batra's engineering firm was occasionally contracted by the City of Bellevue to work on specific projects, but the majority of their interactions were related to Mr. Batra's extensive involvement on civic committees. Mr. Sarkozy did an outstanding job as City Manager, especially compared to the three managers who preceded him.

Mr. Sarkozy establishes high expectations for himself and his staff. While this can be a good approach, it can also have negative consequences. Not all individuals in government services are as motivated as others or may not move as quickly on projects. Mr. Sarkozy attempts to run his organization more like a business than a government entity. He has learned to make his expectations more realistic.

Communication between residents, businesses, and the City was at an all-time high due to Mr. Sarkozy's efforts. He created surveys to obtain feedback on the services the City provides and compile the collective opinions of the people. Through these surveys he discovered the majority of businesses were not happy with the location of City Hall. The main building was across the freeway from the downtown area while other administrative facilities were spread out all over the City. Mr. Sarkozy listened and eventually brought all city services under one roof in the middle of the downtown. He managed to bring the City Hall into the central business district and lowered administrative costs.

Mr. Sarkozy has solid financial skills. He dedicated much of his time to economic development, an area that requires considerable knowledge of municipal finances. He worked with the Finance Director to maintain the City's good fiscal status.

Mr. Sarkozy was a great City Manager because he worked in partnership with the community. He reached across the aisle, built consensus, and accomplished many things. If he were available in the private sector, Mr. Batra would definitely hire him. Mr. Sarkozy comes prepared for any challenges a city or county manager might have to face.

Words or phrases used to describe Steven Sarkozy:

- Responsive,
- Focused,
- Results oriented,
- High energy, and
- Driven.

Strengths: Passionate about creating a good name for the City and desire to lift the organization to the highest level possible.

Weaknesses: Not all of the employees who surrounded him functioned up to his high performance level, and perhaps he expected too much from them.

John Stokes - Councilmember, Bellevue, WA 425-829-4000

Mr. Stokes first worked with Mr. Sarkozy as an active member of the community, then as a member of the Parks Board and from 2012 to 2013 as a Councilmember. Overall they have known each other since 2000. Under Mr. Sarkozy's leadership the City grew by leaps and bounds.

The last two to three years of Mr. Sarkoz's tenure, many long term employees left the City, mostly because of its contentious Council. Mr. Sarkozy managed to fill the vacancies with top notch individuals, the Planning Director and Communications Director being just two. He believes in training his leadership staff as a team.

Mr. Sarkozy made sure the Council was kept informed on all issues facing the City. However he kept some key information that dealt with economic development to himself due to confidentiality agreements with outside companies. He completed the tasks he was given on time, as long as his elected officials provided him with clear direction.

One of Mr. Sarkozy's strengths is his ability to build relationships with regional leaders. He collaborated with many neighboring cities, and even the neighboring county, on long term issues and projects. He also fostered positive relationships with high tech companies. He successfully attracted Microsoft and other large groups to the City. In addition, he worked tirelessly with various universities trying to encourage them to locate a campus in Bellevue.

During the first budget process Mr. Stokes was involved in as a City Councilmember Mr. Sarkozy led the discussions effortlessly. He could explain complex financial issues to anyone who did not have any experience with budgets. He guided Councilmembers toward using long term bonding in a more effective manner. He instigated the budget-one process which allowed them to break down the silos that existed between the different departments. Each director was assigned to work on a department budget different from their own. So, for example, when the time came for presentations to the Council, the Transportation Director was prepared to answer questions related to the Planning Department's budget.

Mr. Sarkozy was an asset to the City of Bellevue. He was with the City for thirteen years. He will do an amazing job as a city or county manager. However, if an organization operates under a strong mayor form of government he would not be able to use his full potential and would probably not be happy in under such circumstances.

Words or phrases used to describe Steven Sarkozy:

- Involved,
- Fosters leadership,
- Responsive,
- Outreach to different groups,
- Open,
- Listens, and
- Knows his responsibilities.

Strengths: Has a good sense of where actions are needed, sees the big picture, team building, delegating, and networking.

Weaknesses: He is guarded, and holds matters and information close to himself.

Jan Hawn - Finance Director, Bellevue, WA 425-283-9900

Ms. Hawn was hired by Mr. Sarkozy in 2003; they worked together until 2013. Mr. Sarkozy has done a fine job as City Manager.

One of Mr. Sarkozy's priorities is customer service. He put considerable resources into the creation of a one stop resource desk at City Hall. The majority of the questions residents have can be answered in one place. He is a good public speaker, although he does not enjoy doing it.

Ms. Hawn reported directly to the Deputy City Manager; so she did not have much interaction with Mr. Sarkozy. He pushed his staff to think outside the box but seemed to give little thought to the cost of implementing innovative ideas. On a few occasions she wished she had been asked to participate in discussions of certain projects, because the City might have been better prepared, given her financial perspective.

Mr. Sarkozy is a capable and smart professional who will do an excellent job as a city or county manager as long as he is the right fit for the specific organization. If a municipality is looking to hire a big picture individual, he will be great. However, if it wants someone to deal mainly with the interior day-to-day operations, he might not be the right fit.

Words or phrases used to describe Steven Sarkozy:

- Introvert,
- Man of few words,
- Family man,
- Sports enthusiast,
- Ethical, and
- Capable.

Strengths: Passionate about visioning, economic development, and innovation.

Weaknesses: Although he conducted a great deal of visioning, he did not manage to get many of his ideas implemented.

Ben Yacizi - City Manager, Sammamish, WA 206-619-7890

Sammamish and Bellevue are separated by a lake in the State of Washington. From 2000 to 2013 Mr. Yacizi and Mr. Sarkozy worked together on issues which confronted both their cities. Mr. Sarkozy was a superb City Manager.

Mr. Sarkozy was always exploring ways to provide the best service for his community. He cared deeply about how residents and business owners felt toward the City. He was a leader within city manager groups and, when he spoke, people listened.

During tough economic times Mr. Sarkozy took the initiative to identify ways of cutting costs while simultaneously maintaining a high level of services. He developed several original programs for Bellevue which he then offered to other regional cities. His e-government alliance has made it possible for people to acquire permits over the internet. Initially the program included eight municipalities. Each municipality had a different set of codes and rules governing their permitting processes; so they had to work together to streamline their departmental procedures to achieve consistency.

Mr. Sarkozy also did a terrific job working on the regional housing coalition. He helped identify partners who could assist with the building of affordable housing. When he left he was working with Mr. Yacizi on potential plans to merge their fire services. Bellevue has a large Fire Department while Sammamish contracts with another city to obtain those services.

Mr. Sarkozy helped get the economic engine working on all cylinders for the entire region. He was intricately involved in economic development projects which have benefitted and will continue to benefit the region. For example, he convinced Microsoft to locate in Bellevue. He had a knack for enhancing the City's appeal in the eyes of companies which are seeking to expand or relocate.

The City Council and Mr. Sarkozy negotiated a mutual separation agreement. He did not leave his position because of any professional errors or wrongdoing on his part, but rather the time simply came for him to move on. The Bellevue Council created a tumultuous environment in which to operate.

Mr. Yacizi is well known to city and county managers throughout the country. If asked to identify the person he thought was the top City Manager, his answer would be Mr. Sarkozy. Mr. Sarkozy will do a wonderful job for any municipality that selects him.

Reference Notes
Steven Sarkozy

Words or phrases used to describe Steven Sarkozy:

- Leader,
- Committed to organization,
- Tenacious,
- Takes his operations to next level,
- Honest, and
- Family man.

Strengths: Visionary, networking, hardworking, consensus builder, and problem solver.

Weaknesses: None identified.

Completed by: Emilee Anderson, Colin Baenziger & Associates

Section 9

CB&A Internet Research

Union Tribune San Diego (CA)
May 3, 2015

A raspberry — the City Mismanagers award — to the Carlsbad council (and its hapless headhunter) for failing to hire city managers who are "the right fit," to repeat Mayor Matt Hall's lawyerly euphemism for a management disaster.

The latest city manager to leave (for undisclosed reasons) is, of course, **Steve Sarkozy**, a yearling who, after the confidential parting of the ways, received — you may want to sit down now — a year's pay, or $260,000. "Carlsbad is a very high-performing organization," Hall told a U-T reporter. "And we have a high-performing council. It takes a special individual to work with us." Three managers in three years. Boy, that's really special.

Union Tribune San Diego (CA)
April 25, 2015

CARLSBAD MANAGER LEAVING HIS POST - Sarkozy started last March
Officials say he wasn't good fit
Author: PHIL DIEHL

Carlsbad's city manager has stepped down after just one year on the job, making him the third person to leave the post in as many years. **Steve Sarkozy** and the city agreed to part ways, according to a news release. **Sarkozy** could not be reached for comment, and City Council members declined to comment on what led to the split, except to say that he and the city weren't a good match. Under the terms of his contract, **Sarkozy** will receive either a cash payout equal to one full year of his $260,000 base salary, or will continue to collect his salary and health benefits for 12 months, a city spokeswoman said.

Sarkozy's last day on the job was Friday. In the news release announcing his departure, he said "To reach peak performance, the City Council, city manager and staff need to be in complete alignment, and we just weren't able to get there." The City Council appointed **Sarkozy**, 61, on March 11, 2014, from a national field of 42 applicants. He was formerly city manager for 13 years in Bellevue, a city of 122,000 in Washington.

"Sometimes you can have all the right pieces, and just not the right fit," Mayor Matt Hall said. "We are grateful for **Steve**'s efforts and wish him the best." Asked why the job has had such high turnover, the mayor said it's difficult to say. "There's not whole lot of city managers out there," Hall said. "Carlsbad is a very high-performing organization, and we have a high-performing council. It takes a special individual to work with us."

Sarkozy replaced John Coates, who also served about one year in the job. Coates resigned in November 2013 six days after he was placed on paid leave because of an undisclosed "personnel matter." Coates had been Carlsbad's assistant city manager for several years and was interim city manager when he was appointed to replace City Manager Lisa Hildebrand, who abruptly announced her retirement Nov. 6, 2012, after a series of closed meetings to discuss her performance.

Assistant City Manager Katy Dodson will serve as interim city manager during the search for **Sarkozy**'s successor. Councilman Keith Blackburn said Friday that the changing leadership has been difficult for everybody in Carlsbad. "The way I look at it, our new hire will be No. 5 in four years," Blackburn said, noting that long-time Carlsbad Fire Chief Kevin Crawford served as interim city manager during the search for a new city manager after Coates resigned. "It's difficult for the organization when you have a different leader every year," Blackburn said. "We're trying to fix that. We need stability."

While **Sarkozy's** Carlsbad salary of $260,000 was 10 percent more than any of the 16 other city managers in San Diego County, Blackburn said the money was not a factor. "I don't think the pay

had anything to do with this not working out," he said. City managers in most cities traditionally don't stay long in the job, Blackburn said, and perhaps Carlsbad was spoiled by Ray Patchett, who retired in 2007 after 20 years at the helm. The city manager job is a tough position to fill, Blackburn said. "The job is more important than the mayor or any city council member," he said. "He's the one who runs the day-to-day activities. He's responsible for 650 employees."

The San Diego Union-Tribune.com
(http://www.sandiegouniontribune.com/news/2014/apr/27/tp-new-city-manager-takes-helm-in-carlsbad-new/)
April 27, 2014

New City manager Takes Helm in Carlsbad
Author: Edward Sifuentes

Carlsbad's new city manager, **Steve Sarkozy**, said he's not planning any drastic changes as he steps into the post, but will look to attract high-tech businesses, improve services and collaborate with other local cities. **Sarkozy**, 60, who attended his first council meeting here Tuesday, said he's been busy getting acquainted with the city, its staff and its budget. He was chosen last month from a pool of 42 applicants to replace John Coates, who resigned in November. "This is a system that is not broken and in fact Carlsbad is known to be a high-performing organization," **Sarkozy** said. "Are there things that we can improve upon? Absolutely, but that will come in time."

Carlsbad's ideal climate and seaside location make it a strong candidate for businesses looking to relocate, he said. "I see here a very strong opportunity to grow high-tech, life sciences and clean energy kind of businesses that would enjoy a great live-work situation," **Sarkozy** said. City Council members have praised **Sarkozy** as an innovative and experienced leader. Mayor Pro Tem Mark Packard said Friday that the council will look to **Sarkozy** for leadership in completing some major projects, such as figuring out what to do with the land now occupied by the old Encina Power Plant, as well as how to bring a graduate school to Carlsbad. "He has demonstrated the ability to bring those kinds of projects to completion and we believe that is going to be very valuable to the city," Packard said.

Councilman Keith Blackburn said he would like **Sarkozy** to encourage more businesses to come to the city while preserving open spaces. **Sarkozy's** pay in Carlsbad raised some eyebrows when it was first made public last month. He will earn a base salary of $260,000 plus other benefits, such as $9,600 a year car allowance and a $27,000 annual contribution into his 401(k) retirement plan. But **Sarkozy** said he turned down higher salaries and compensation packages to accept the job in Carlsbad. "Since December, I've had five job offers, all of them in cities larger than Carlsbad," he said, adding that many of those places had council members that "were not focused on the community but were instead focused on their own political issues."

Sarkozy most recently had served 13 years as city manager for Bellevue, Wash., a Seattle suburb of about 130,000 residents and a major Microsoft employment hub. He was also city manager of Roseville, Minn., from 1989 to 2000 and Geneva, N.Y., from 1984 to 1989. He holds a Masters of Public Administration degree from Syracuse University and a Bachelor of Arts degree from Miami University. **Sarkozy** said it's too early to discuss any specific changes he would make at Carlsbad City Hall. He said he prefers to carefully study a city before setting course forward. "When I come into an organization, I look to understand what is going on and then partner with staff, the council and the community to make changes over time," **Sarkozy** said. "And my record

shows that in each organization that I've been in, I've moved performance from good to even higher."

Sitting in a sparsely decorated office at City Hall on Tuesday morning, **Sarkozy** said he preferred casual dress to the dark blue suit, white dress shirt and tie he was wearing. One of the reasons he was attracted to Carlsbad was the weather. "Anyone that tells you it's not (the weather), they are lying," he said with a smile. But the main reason he was attracted to the job was the city's relative stability and unity in the City Council, he said. **Sarkozy** first became acquainted with Carlsbad about nine years ago when city officials went to Bellevue for a conference the city was hosting, he said. "I knew Carlsbad as a well-run city," he said. "So there was that connection where I saw a great council that was trying to do more and better. They were really focused on creating an efficient, high-quality organization." **Sarkozy** said his wife and two sons, ages 15 and 17, will move with him to Carlsbad as soon as the family purchases a home.

The San Diego Union-Tribune.com
(http://www.sandiegouniontribune.com/news/2014/mar/16/carlsbad-sarkozy-city-many-highest-paid/)
March 16, 2014

City manager highest -paid locally
Author: David Garrick

CARLSBAD — Carlsbad's new top administrator will be the highest-paid city manager in the county, earning a base salary of $260,000 — at least 10 percent more than his counterparts. **Steven R. Sarkozy** will also receive some unusual perks such as $25,000 to cover his moving expenses from Bellevue, Wash., and nearly $47,000 to offset his housing costs in Carlsbad during his first year on the job. The leader of a local taxpayer group said Friday that **Sarkozy**'s pay and benefits are excessive. But Mayor Matt Hall said the compensation package is warranted, calling **Sarkozy** one of the top city managers in the nation.

In addition to his salary, **Sarkozy** will receive a car allowance of $9,600 a year; the option to cash in four of his eight weeks of annual vacation for $20,000 a year; a $27,000 annual contribution from the city into his 401(k) retirement plan; and free medical, dental and vision insurance. Scrutiny of salaries for municipal executives has increased since 2010, when news broke that the city manager of Bell — a small suburb of Los Angeles — was being paid nearly $800,000 a year. The scandal led to the arrests of several city leaders and the city manager, Robert Rizzo, eventually pleaded guilty to fraud, misappropriation of public funds and dozens of other charges.

In Carlsbad, **Sarkozy**'s base salary will be at least $25,000 higher than the county's other 16 city managers. His closest competitors are the city managers in Escondido, Oceanside and Chula Vista, who each make between $232,000 and $235,000 per year in base pay. San Diego doesn't have a city manager because the city operates under a "strong mayor" form of government. A San Diego taxpayer advocate said Friday that Carlsbad could have hired another qualified applicant for much less money. "I'm sure this guy is top-notch, but do you really need the best person in the nation?" said Richard Rider, chairman of San Diego Tax Fighters said, noting that 42 people applied for the Carlsbad job. "Any businessman will tell you that if there are 42 applicants, you don't need to pay top dollar. They could have settled for another qualified applicant and paid $180,000 and no housing costs."

The 60-year-old **Sarkozy**, who is scheduled to arrive in Carlsbad April 14, said in a phone interview Friday that he chose Carlsbad over several other cities that offered him more money. "It's a very competitive market now for people who've managed large cities successfully," **Sarkozy** said. "I chose Carlsbad because it's a city with a great vision of where it wants to go and the will to get there." And not all taxpayer advocates are howling over his pay. The top official at the San Diego County Taxpayers Association, which frequently criticizes cities for inflated salaries, said Friday that city managers are a possible exception. "A top-notch chief executive makes many decisions that can cost or save taxpayers much more money than his

salary," said Sean Harafin, interim president of the taxpayers association. "It's a frustrating reality because most people aren't getting this kind of compensation, but taxpayers benefit from effective leadership. I would look to San Diego to see what happened last year when they had a bad chief executive."

In Carlsbad, **Sarkozy** will oversee 700 employees and a $110 million annual budget.
Mayor Hall said **Sarkozy**'s salary and benefits are appropriate based on his track record of meeting goals in his previous three stints as a city manager in Bellevue — Seattle's largest suburb — and smaller cities in Minnesota and upstate New York. "When you want someone great to come and run your city and make it world-class, you have to pay top dollar," Hall said.

In Carlsbad, **Sarkozy** will be eligible for a pension based on how many years he works for the city. His annual pension payment will be 2 percent of his compensation multiplied by his years of service. **Sarkozy** won't receive pensions from Minnesota or New York because he's already taken payouts from those states. He will begin receiving an annual pension of roughly $55,000 a year from Washington when he turns 65, a state official said this week.

Hall acknowledged Friday that the money Carlsbad is paying to move and house **Sarkozy** was unusual. But he noted that most city managers in California don't receive such compensation because they are promoted from within or hired away from another city inside the state. "If it was somebody within the state of California, I never would have approved it," Hall said. "But he and his family have to move here from Washington."

Dave Morgan of Ralph Andersen & Associates, the recruiter who helped find **Sarkozy**, said Friday that the increased competition is based partly on many top managers retiring in recent years along with the rest of the Baby Boomer generation. "There really is a small group of the highest qualified candidates," he said. Hall said Carlsbad wouldn't be spending so much on **Sarkozy** if the City Council wasn't extremely confident. He noted that **Sarkozy**'s interview process included meetings with Walt Ekard, the county's longtime chief executive who retired in 2012, and Ray Patchett, Carlsbad's city manager from 1987 to 2007. "**Steve** stood out way above any of the other applicants," the mayor said.

Dallas News.com – (http://irvingblog.dallasnews.com/2014/02/deep-deep-problems-on-irving-city-council-repulsed-city-manager-pick.html/)
February 4, 2014

"Deep, deep problems" on Irving City Council city manager pick; Updated
Author: Avi Selk

The heir apparent to Irving City Hall blamed dysfunction on the City Council and a toxic media environment for his decision to turn down the job. "I think the ongoing situation in Irving is horrible," **Steve Sarkozy** said this morning, a day after officials learned he had withdrawn his application to become city manager, despite backing from most council members. **Sarkozy** ran the city hall in Bellevue, Wash., until last year when—in his telling—council turmoil drove him from the job. He told me Irving's situation was even worse.

Steve Sarkozy (left) largely blamed council members Joe Putnam (center) and Allan Meagher (right) for driving him from Irving. "You have two council members who have not been involved in the [city manager search] process and who have knowingly pulled out of that process," **Sarkozy** said. "That's an indication there's some deep, deep problems there with people not interested in the good of the community." **Sarkozy** was talking about Joe Putnam and Allan Meagher. The two council members missed or skipped all interviews in the city manager search, then accused their colleagues of breaking transparency laws when they settled on **Sarkozy** in a private meeting last month.

Both council members have said they would rather scrap the months-long search and keep the interim city manager in the job longer. (Incidentally, that looks more likely now that **Sarkozy** is out of the running.) Putnam defended his absence, telling me: "It would be hypocritical for me to interview people I know I was not going to vote for." Meagher has said he missed the last set of interviews to care for a sick child. But he did not immediately return a call about **Sarkozy**'s comments. [Update: Meagher has since replied. Please see the end of this post.]

Sarkozy, with a soft voice and polite tone, also blamed the media (i.e., me) for Irving's recent bout of chaos. He complained about leaks to the public—including from a private council meeting last month, when most members told staff to begin pursuing his hire. And he complained about the focus on Putnam and Meagher's "marginal" concerns about possible transparency violations at that meeting, while their decisions to skip it got relatively little press. "You folks are targeting the wrong issue," **Sarkozy** said. "You're making a big deal out of the small things and letting the big stuff go by." **Sarkozy** said he decided to bow out early Saturday; the day after Mayor Beth Van Duyne called a public vote for this week to name a city manager finalist. With no solid backing on the council for any candidate but **Sarkozy**, no one can say if that vote will happen anymore.

Putnam, meanwhile, is more optimistic that another vote this week—to extend interim City Manager Steve McCullough's contract—could pass, when it had been nearly certain to fail before **Sarkozy**'s withdrawal. As for that withdrawal, Putnam called it "pettiness." "People want

to blame me and Allan for being the cause of problems we didn't have anything to do with," he said. "If that's his attitude, he's better off somewhere besides Irving. Because we are who we are."

Update 4:30 p.m: Joe Putnam intentionally skipped the candidate interviews because he wants to scrap the search process and keep the interim city manager. Allan Meagher also wants to keep the interim on longer, but he gave very different reasons for missing the two interviews.

Meagher, a divorcee, told me the first round of interviews fell on the Christmas break week he had with his children. He said he had planned to attend the second interviews in January, but his son fell ill, missing school and requiring care. "I understand the interview process is very important," Meagher said. "But it's more important to take care of a sick child than interview when seven other council members are there." Responding to **Sarkozy**'s withdrawal and criticism of his absence, Meagher said: "If he doesn't understand family values and working with his employees, he doesn't need to be in the city of Irving."

Bellevue Reporter (WA)
June 25, 2013

Bellevue City Council continues focus on economic development

The Bellevue City Council on June 17 continued its focus on economic development, endorsing a mission and vision statement, along with plans to hire a consultant to help develop a strategic plan. Although several economic development-related initiatives are underway – including a Downtown Livability Initiative and an update to the city's comprehensive plan – the council has expressed interest in a more formal plan. Proposed elements of the economic development strategic plan include an analysis of Bellevue's position in the regional economy, a citywide assessment of the economy and how it has changed over time, identification of emerging business sectors and addressing the needs of small businesses and entrepreneurs.

The endorsed economic development mission statement reads: "To recruit new businesses and nurture existing businesses in Bellevue, in order to generate prosperity and enhance the vibrancy of the city." Topics covered in the vision section include: education, neighborhoods, cultural attractions, parks, diversity, infrastructure, sustainability and collaboration. The role of Bellevue and its businesses in the global economy and the changing international profile of the city's workforce are also part of the vision statement. The next step in the process to produce a strategic plan is for the council to hire a consultant in the next several weeks to help guide the work. The estimated cost is $90,000, and the plan will be ready for the council to adopt in about seven months.

In other actions:

* The council held a reception for former City Manager **Steve Sarkozy**, who resigned May 15 after 12 years on the job, one of the longest tenures for a city manager in the state. Following the reception, Mayor Conrad Lee recognized **Sarkozy** with a commendation that included a long list of accomplishments. Councilmembers and members of the public praised **Sarkozy** for his many contributions to the city. **Sarkozy's** work included: helping to acquire a new City Hall; overseeing a plan to transform the Bel-Red area; advocating for the use of performance measurements; collaborating with Sound Transit on the East Link light rail project; guiding Bellevue through two economic downturns; promoting environmental stewardship, volunteerism and customer service upgrades; and helping to push down the property tax rate to the lowest level of any major city in the state.

Bellevue Patch.com
May 7, 2013

Bellevue City Manager Steve Sarkozy Resigns
Author: Bellevue Editor

Bellevue City Manager **Steve Sarkozy** announced today that he will be resigning effective May 15, the city of Bellevue announced today. In a resolution passed unanimously Monday night, the Bellevue City Council agreed to pay **Sarkozy** severance for the remainder of his contract. The city council appointed Deputy City Manager Brad Miyake to be the Acting City Manager as of May 16, according to a press release. **Sarkozy's** resignation came after his annual review. Mayor Conrad Lee said that the review of the city's future goals showed that it was a good time for the city to make a transition. "It was a good, mutual and amicable decision," said Mayor Conrad Lee on Tuesday.

Lee said that Bellevue has been changing, and needs different leadership. "He's done a great job for the past 12 years, and we are poised for being a different community and a different future," Lee said. "We came to a conclusion that it was time for a change," said Councilman John Stokes. "We're in a good place to make a change. It's really going to be a thoughtful change." **Sarkozy**, who has been the city's top administrator for the past 12 years, has been at the helm while many changes have occurred in Bellevue, including the building of city hall, several annexations that have increased the city's population and size, including a recent annexation in South Bellevue, developing a plan for future of the Bel-Red corridor, and the agreements with Sound Transit over East Link light rail.

Sarkozy said in a prepared statement that he will work with the city in making a smooth transition. “Serving the City of Bellevue for the last 12 years has been a great privilege. Bellevue is known nationally, and more importantly by its citizens, as one of the finest places in the world to live, work and play. This is due in no small part to the central role the city government plays in almost every facet of the community,” said **Sarkozy**. “I’m proud of our accomplishments and I am grateful for the opportunity to have worked with such a great team of dedicated and professional public servants.”

Sarkozy's tenure - According to the city of Bellevue, a celebration of **Sarkozy**’s tenure will be planned for later this spring. The city noted the following accomplishments during **Sarkozy**'s tenure as City Manager:

- Developing City Hall,
- Bringing together community and business leaders to transform Downtown Bellevue, through the commitments of Symetra and Microsoft, to name a few,
- Planning and executing the Bel-Red Corridor Plan for the re-development of over 900 acres into a transit-oriented concept,
- Earning national accreditation of all of our departments and numerous professional awards conferred for innovation and excellence in program delivery, and
- Driving down our property tax rate to be the lowest in the entire State for any major city

McClatchy-Tribune Regional News (USA)
April 3, 2013

City manager Steve Sarkozy leaving Bellevue position
Author: Keith Ervin

April 03--**Steve Sarkozy**, the city manager who led Bellevue through a period of explosive growth that filled downtown skyscrapers with Microsoft offices, is leaving his job. After 12 years as top administrator of King County's second-largest city -- and after acrimony over a light-rail route -- **Sarkozy** has resigned effective May 16.

Mayor Conrad Lee described **Sarkozy**'s departure as a mutual decision that was supported by all seven City Council members, who approved a severance package Monday night. "He's been a very good city manager for us," Lee said. "That's why I think he's stayed this many years. It's unusual for a city manager to stay this long. I think the average length is five to seven years, maybe less."

Councilmember Claudia Balducci said **Sarkozy** and the council felt "it was time for a fresh start," but there wasn't a single event that led the council to look for new leadership. The council approved a severance package Monday night and named Deputy City Manager Brad Miyake to be acting city manager when **Sarkozy** leaves.

"It's been a great run. I'm really proud of what we've done. It's a good time to make a transition," **Sarkozy**, 59, said Tuesday. Under his severance agreement, he will be paid an amount equal to his annual base salary, $237,540, plus six months of medical benefits. A national search firm will be hired to help find his successor.

During the **Sarkozy** years, Bellevue went through a spectacular growth spurt as firms like Microsoft, Expedia and Symetra Financial took marquee spots in skyscrapers and The Bravern and Lincoln Square changed the retail landscape. "We filled up two towers in Bellevue with Microsoft employees during his tenure, and I know he has cultivated a good relationship with Microsoft," Balducci said. **Sarkozy** also oversaw the move to a new downtown City Hall and adoption of a plan to transform the industrial Bel-Red Corridor into a mix of mid-rise offices and apartments or condos, to be served by a future Sound Transit light-rail line.

Councilmember Jennifer Robertson called **Sarkozy** "a great visionary leader" and a strong financial manager. Several council members gave him high marks for managing the budget smoothly during the recession and for focusing on the needs of neighborhoods. **Sarkozy** was less successful in marketing Bellevue as the right location for an NBA and NHL sports arena.

And negotiating with Sound Transit over a light-rail route from the Interstate 90 bridge to Bel-Red was a challenge -- especially after the 2009 election brought in a new council majority that had different ideas about the route. "You go through a lot of trials and tribulations in a 12-year period, and those take a toll on me personally and on the council and our relationship," **Sarkozy** said.

Under Bellevue's council-manager form of government, the council hires the city manager. The mayor is a member of the council.

Always neatly dressed and immaculately groomed, **Sarkozy** never sought the limelight, usually letting council members or department heads do the talking. But he gave occasional speeches, such as one he delivered to the Bellevue Chamber of Commerce in 2005. "We like to be boring," **Sarkozy** said. "Predictably high levels of service in a frugal way. If that's bad, let us know."

Now, preparing to leave office, he takes comfort from city-sponsored polling that shows 87 percent of residents "think they're getting a good to great value for their city taxes." **Sarkozy** was city manager in Roseville, Minn., when Bellevue hired him in 2000 for $150,000 a year, plus a $27,000-a-year housing allowance. He said he is looking at job opportunities, public and private, in Seattle and elsewhere.

Seattle Times, The (WA)
June 28, 2011

Bellevue faces midyear budget shortfall
Author: Keith Ervin

Because of a sputtering economic recovery, Bellevue is facing a midyear budget shortfall that could lead to layoffs, city officials have told employees. City Manager **Steve Sarkozy** and his deputy, Brad Miyake, delivered the bad news in emails to employees Friday and to the City Council Monday, saying sales taxes were continuing to fall and business and occupation taxes haven't recovered as expected.

The officials told staff they have instructed department heads "to take a timeout on any new hiring" until new jobs are approved by the city manager's office. "As you know, we made every effort to minimize impacts on staff in the last budget process. We'll make the same effort this time around, but layoffs may also need to be part of the conversation," they wrote in an email signed "**Steve** and Brad." They have asked departments to submit ideas on how to cut spending and raise more money. "We're trying to walk the fence here, not doing too much damage to the operation but still bring in balanced budgets with healthy reserves. We have an issue here, but it's far less than what we grappled with in the fall," **Sarkozy** said in an interview Monday.

If the administration can't find efficiencies to fully close the funding gap, he said, it will ask the City Council to set priorities before services are cut. The city projects a $6 million shortfall — about 2.2 percent — in the $272 million 2011-12 general fund. The City Council in December adopted a biennial budget that eliminated 49 jobs, limited public restroom hours and reduced weekend hours of community centers to close what at the time was a $16 million funding gap. The council also trimmed its seven-year capital budget by $100 million and raised utility rates.

Seattle Times, The (WA)
March 10, 2011

Bellevue to hire investigator for councilman's dealings
Focus is Wallace's pact with GNP Railway - It's intended to allow full airing of details
Author: Keith Ervin

Bellevue will hire an outside investigator to look into whether City Councilmember Kevin Wallace's business dealings with GNP Railway created a conflict of interest, City Manager **Steve Sarkozy** said Wednesday. City Attorney Lori Riordan will coordinate a "thorough review" by an investigator who has yet to be selected, **Sarkozy** said. "Rather than try to limit the scope, we would bring in an outside investigator to help, and let the outside investigator help us define the scope. It's not intended to be limiting but to allow the public an airing of all the details," **Sarkozy** said.

Wallace and his father Bob Wallace signed an agreement in December with GNP Railway, which has long-term hopes of running freight and passenger trains on the old Eastside Rail Corridor, a portion of which Wallace has proposed using as a route for Sound Transit light-rail trains. Kevin Wallace is president of Wallace Properties Development, which agreed to help raise $30 million in GNP preferred stock for expansion; to invest $500,000 of its own money in the railway; and to manage land acquisition and development of passenger stations, possibly with shops, offices, industrial space and homes. Wallace could not be reached for comment on the hiring of an outside investigator. However, he did issue a written statement:

"I take my responsibilities as a City Council member very seriously and always strive to conduct myself in a manner that upholds the principles of open and honest government. I believe I have done so in this matter," Wallace wrote. Wallace has said he didn't believe his agreement with GNP conflicted with his duties as a City Council member because the railway's near-term plans are to extend its Snohomish-to-Woodinville freight service south to Redmond, not to Bellevue.

The Port of Seattle, which owns most of the rail corridor, and Redmond, which owns the portion within its city limits, oppose GNP's federal petition to run freight trains into Redmond. The agreement, which was contingent on Wallace obtaining a legal opinion that it wouldn't create a conflict of interest, was terminated after creditors took GNP Railway into bankruptcy court in February, he said.

In his statement, Wallace said "vague accusations" that personal financial interests drove his push for moving the Sound Transit light-rail line to the abandoned rail corridor between Interstate 90 and downtown Bellevue were "disappointing but not surprising. Rather than deal with the issues, some have chosen to make me the issue, rather than debate my ideas." Wallace was the driving force behind a 4-3 council vote in October to spend $670,000 on a study of the "B7" light-rail alignment that would follow the old rail line rather than Sound Transit's preferred route along Bellevue Way Southeast and 112th Avenue Southeast. Wallace has argued that this route would have far less impact on neighborhoods than Sound Transit's preferred line, which would result in

the demolition of more than 40 homes.

In his statement, Wallace said that he has "been a strong supporter" of the B7 alignment since December 2008 — before he campaigned for City Council. "For more than a decade I have volunteered in civic organizations arguing for multimodal transportation options and for over two years have specifically argued that the B7 route is the best opportunity to bring light rail to the eastside while also protecting South Bellevue neighborhoods."

On Wednesday, City Councilmember Claudia Balducci called for "an objective, independent investigation" of the Wallace-GNP agreement. She also said she doesn't want the council to take any votes on the light-rail route, use of the abandoned Eastside Rail Corridor or land-use policies involving that corridor before completion of an investigation.

Councilmember John Chelminiak said he is less concerned about Wallace's advocacy for the B7 light-rail route than about the possibility that research done by the city on the abandoned rail-corridor route could financially benefit the railway Wallace partnered with. "Were Bellevue resources used in a way that assisted a private endeavor by one of our council members?" Chelminiak said. Balducci and Chelminiak have been at odds with Wallace over the light-rail route since he was elected to the council in November 2009.

Bellevue Reporter (WA)
September 29, 2010

Bellevue to 'reset' budget structure
Author: NAT LEVY

Expectations of a difficult budgeting session were realized this week when City Manager **Steve Sarkozy** released his preliminary budget recommendations to the City Council. **Sarkozy**, saying the city faces a projected $11 million drop in revenues, recommended defunding several transportation projects and eliminating 59 full-time equivalent (FTE) positions, a reduction of nearly 5 percent of the city's 1,318 employees. **Sarkozy** said this will involve laying off 25 people. But not all hope was lost for the 2011-12 budget. **Sarkozy** plans to use the budget to re-evaluate Bellevue's expense and revenue philosophies.

No new taxes are included in **Sarkozy**'s plan, and because of the city's past thriftiness, Bellevue has managed the recession better than other municipalities. This budget, and several of the economic assumptions it relies on look toward the long term. Many programs have suffered since the recession began in 2008, and will not return to pre-recession levels for 2-3 years, but the worst appears to be over, and the economy is growing at a small rate. **Sarkozy** said this budget process, which he said was the most comprehensive in the city's history, will set up Bellevue for future success at the expense of current conditions. "It's taking the hit now so that we can sustain this budget on a long-term basis," he said.

Sarkozy said no stone has been left unturned in this year's budget process. Staff reductions, program cuts and a drop in capital projects are all a part of this process. "The business-as-usual approach is insufficient to deal with this issue, so we're considering this budget process to reset the financial conditions so we can move forward in 2011."

The city has produced savings through cuts in staff costs, including securing agreements with employees to forego cost of living adjustments in 2010 and 2011 and freezing hires for certain non-essential positions. Though specific program cuts have not been fully identified and agreed on, **Sarkozy** outlined several cost-saving plans outside of staff. The transit center police substation would be closed. The four Bellevue community centers would close on Sundays, with the Highland and North Bellevue centers closed on Saturdays and part of Friday. And 1,400 mid-block, non-residential street lights would be turned off.

The Capital Improvement Plan also faced the ax. The budget predicted the city will be $100 million short in revenue over the seven-year period the CIP covers. The 2011-17 CIP was presented to the council with a budget of $353.3 million, with CIP committee recommendations to leave an additional $31 million worth of projects unfunded. More than $29 million of that came in the form of transportation projects, including $6 million that would have went toward neighborhood sidewalks, $5.2 million on 145th Place Southeast and 4.4 million on 108th Avenue SE and Bellevue Way to Interstate 90.

The council is expected to finalize the budget in the first council meeting in December, with several meeting times set aside to debate which programs should receive more or less funding and elicit input from the public. Several council members wanted to see more information on the East Link light-rail project's impact on the budget.

The exact amount of how much the city will end up paying for a potential downtown tunnel remains unclear, and the overall impact on the city's budget from today until the project opens is unknown. "I think we need to have a global look at all the costs and expenses of East Link as much as it is quantifiable," said Council Member Jennifer Robertson.

Budget Talk
The City Council will debate the budget and its various components several times before its passage in December.

Oct. 11 - Budget policy discussions

Oct. 18 - Operating budget discussions

Oct. 25 - Operating budget discussions

Nov. 8 - Operating budget discussions

Nov. 15 - Third public hearing

Nov. 22 - Operating/capital/policy discussion

Dec. 6 - Budget adoption

Bellevue Reporter (WA)
September 22, 2009

Some crime up but Bellevue still among safest cities

Bellevue continues to be a very safe city, with the lowest per capita violent and property crime rate among the state's 10 largest cities, City Manager **Steve Sarkozy** told the City Council on Monday. **Sarkozy** noted that statistics recently released by the Federal Bureau of Investigation show that while the total number of violent crimes increased from 138 in 2007 to 168 in 2008, the number remained low for a city the size of Bellevue. The fifth largest city in the state, Bellevue experienced no homicides for the second year in a row in 2008.

The FBI's 2008 property crime statistics showed burglary incidents in Bellevue increased from 583 in 2007 to 687 in 2008. However, motor vehicle thefts continued to decrease, from 446 in 2007 to 275 in 2008. Motor vehicle thefts have decreased for five consecutive years. The city's own statistics show that since 1996, the overall number of major crimes has trended downward despite Bellevue's population growth.

Seattle Times, The (WA)
August 3, 2006

Around the Eastside
Author: Seattle Times Eastside Bureau

Bellevue: Council OKs raise for city manager

The Bellevue City Council this week approved a 7 percent raise for City Manager **Steve Sarkozy**, increasing his yearly salary from $170,315 to $182,533. The raise includes a 2 percent cost-of-living increase, which is used for all non-union city employees, and a 5 percent merit increase. **Sarkozy** has received several raises since being hired in 2000 with a base salary of $150,000.

Seattle Times, The (WA)
July 28, 2005

Bellevue manager cites city's pluses
Business growth, low taxes noted - State of City speech given to chamber
Author: Ashley Bach

At the start of his speech yesterday to the Bellevue Chamber of Commerce, City Manager **Steve Sarkozy** posted a mock "New Yorker" cover on the screen. In the bird's-eye-view cartoon, Bellevue — with towering buildings and bustling streets — takes up most of the page, while Seattle is depicted in the distance, a small point in the middle of a desert.

The drawing was a reminder of how Bellevue officials see their growing, increasingly urban city. **Sarkozy** gave a State of the City speech to about 120 people at the monthly chamber luncheon, citing everything from the city's low property taxes to its businesslike approach to public administration. He noted about 20 projects, mostly mixed-used developments with apartments, retail and office space, that will continue to transform downtown Bellevue into what he described as a major metropolitan center, with more businesses and thousands more residents. "What we are looking at is, frankly, breathtaking in terms of changes to our skyline," **Sarkozy** said.

The buildings, all in various stages of planning, could include twin residential towers on Northeast Fourth Street as tall as Lincoln Square and a 225-apartment building at Main Street and Bellevue Way, on the current site of two fast-food restaurants. The city's business activity continues to grow, with as many as 2,800 new businesses registered each year and tens of thousands of new jobs over the past couple decades, **Sarkozy** said. Bellevue has the second-highest assessed property value in the state ($21.3 billion) and the fifth-biggest population (116,000 people).

Sarkozy got in a dig at neighboring Redmond, where Mayor Rosemarie Ives has just proposed raising taxes to increase city services. "We like to be boring," **Sarkozy** said. "Predictably high levels of service in a frugal way. If that's bad, let us know."

Seattle Times, The (WA)
October 26, 2004

City eyes cable tax, loss of 9 positions
2005-06 budgets $4.3 million shortfall in general fund Bellevue
Author: Warren Cornwall

Bellevue officials want to cut city staff and tax residents for their cable service to close a $4.3 million general-fund budget gap. City Manager **Steve Sarkozy** on Friday unveiled his proposed 2005 and 2006 budgets, saying small cuts throughout city government, coupled with several fee increases and the cable tax, would enable the city to continue providing much the same service it does now.

Sarkozy avoided any dramatic cuts or an increase in property-tax collections. The council has been fiercely resistant to raising property taxes, even in recent years as the city has grappled with lower-than-anticipated revenues during the economic downturn. "We wanted this to be boring," **Sarkozy** said of the proposed shifts for the coming two years. "We've made the changes incrementally." The cable tax would cost a typical subscriber $2.40 per month, bringing in roughly $1.9 million over the next two years, according to city officials. The tax is meant to offset an expected $2.6 million drop in telephone taxes as fewer people use regular telephones.

The city also will cut the equivalent of nearly nine full-time employees from the budget, the first overall staffing reduction in recent years. Only two city employees will lose their current jobs; most of the cuts will come in jobs left unfilled in recent years, said city Finance Director Jan Hawn. Those two people could find work in other city positions, she said. The savings from those two positions amounts to roughly $160,000, based on the average cost of a city employee. **Sarkozy** proposed a two-year general-fund budget of $250.8 million, up from $234.2 million in 2003 and 2004. Much of that 7 percent increase is driven by increases in health-care and pension costs the city has little control over, **Sarkozy** said.

The general-fund budget covers many basic city operations, such as police and fire protection, and relies chiefly on property, sales and business taxes. The overall city budget, including road and building construction and utilities, would rise from $824 million to $977 million. Much of that difference comes from $74.8 million in bond proceeds the city is using to convert a downtown office building into a new City Hall.

The city is launching a few new initiatives, primarily focused on transportation. **Sarkozy** wants to spend $982,000 studying design issues related to bringing high-capacity transit through Bellevue. That's in anticipation of Sound Transit trying to move ahead with a second phase of its transit projects. The budget also would raise fees on fire inspections to pay for two additional fire inspectors, and it would increase fees when police repeatedly respond to false alarms from alarm systems. Together, those are expected to raise approximately $780,000. After studying the budget, the City Council is scheduled to make a final decision Dec. 6. A public hearing on the budget is scheduled Nov. 15.

Seattle Times, The (WA)
May 25, 2004

Arts backers win in City Hall plans
Bellevue / Council approves $101.5 million price tag for project
Author: Warren Cornwall

An appetite for landscaping and public art prompted the Bellevue City Council last night to set a $101.5 million price tag for a new City Hall, roughly $1.1 million more than a proposal from City Manager **Steve Sarkozy**. The council proved unwilling to sacrifice amenities most visible to the public. "I think we have pushed the limit," said John Chelminiak, who, despite some concerns about the overall cost, joined five other council members in voting for the overall package. "In the end, we're going to have a spectacular building."

The final spending limit, set by the council in a 6-1 vote, was less than the $102.49 million tentative limit the council set last year. Last night's decision establishes how the city will convert a downtown office building into the new center of city government. The building, at 450 110th Ave. N.E., occupies half a city block on the downtown's eastern edge. The only major casualty of the budget crunching was a proposal for an environmentally friendly "green" roof. It was quietly dropped from a final list of alternatives.

Council members had shown little interest in the idea of putting plants and grass on top of roofs, an idea architects proposed as a way to absorb water and heat. In the end, arts proponents were the biggest winners. The council rejected **Sarkozy**'s proposal to take $450,000 from a separate public-art fund to pay for art in the City Hall project. It also stuck by the $893,000 figure for spending on public art, voting against a proposal by Chelminiak and Councilman Grant Degginger to cut $192,500.

Several local arts boosters had pleaded with the council to keep its hands off the separate arts fund and to stick with the initial spending plan. Aside from the green roofs, Councilman Conrad Lee suffered the biggest setback. Lee had championed putting a water feature, such as a fountain, at the corner of Northeast Fourth Street and 112th Avenue Northeast. The idea was rejected twice by the council in 4-3 votes. That prompted Lee to cast the lone vote against the overall plan.

Seattle Times, The (WA)
August 30, 2003

At a Glance
Around the Eastside
Bellevue city manager expects to get $2,100 salary increase
Author: Seattle Times Eastside bureau

BELLEVUE — Bellevue City Manager **Steve Sarkozy** is expected to get a $2,100 raise this year, plus another 30 days added to his severance package should he be fired. The increase, which still needs a formal vote by the City Council on Tuesday, would give **Sarkozy** a total of $157,361 in 2003, not counting additional benefits such as his housing allowance. The next-best-paid city manager in the state, Tacoma's James Walton, earns $149,052. Seattle Mayor Greg Nickels earns $136,158.

Salary rankings are compiled by the Association of Washington Cities and reflect pay rates as of April 2003. They don't include fringe benefits. **Sarkozy** said the severance package was negotiated in lieu of a performance bonus because it frees the city from having to spend additional money during a tight budget time. The raise represents a 1.35 percent cost-of-living increase, comparable to that of other city employees not covered by a union-negotiated labor contract.

Seattle Times, The (WA)
April 22, 2002

Teamwork is Bellevue city manager's goal
Author: Mike Lindblom

Bellevue City Manager **Steve Sarkozy** doesn't swagger like someone who is the chief executive over 1,230 employees and a $427 million budget. His spokesman discouraged reporters from writing about him last year, shortly after he was hired. He blushes easily and won't entertain even the softest questions about his performance, except to offer aphorisms, such as "I'm trying to emphasize the notion of `team' "; and "we're moving in one direction."

Despite his shyness — or more likely, because of it — **Sarkozy** earned rave reviews and a $9,000 bonus from the City Council in his one-year performance evaluation earlier this month, raising his total compensation to $191,250. A brash personality is not the Bellevue style anyhow, Councilman Chuck Mosher said. "We don't want a person who knows it all and does it all. We want someone who can share the limelight and work behind the scenes to make it all happen."

Sarkozy, 48, moved here in December 2000 from Roseville, Minn., a Twin Cities suburb of 43,000 people. Bellevue, the state's fifth-largest city with 111,500 people, has a council-manager form of government, in which the elected seven-member council makes policy while a professional city manager oversees the daily tasks of government.

Sarkozy lets his department heads do the talking. As he listens, his erect posture, crisply parted hair and congenial expression give the image of someone who could lead a scout troop or sell a lot of shoes at Nordstrom if he were not running a city. Behind the scenes, he has helped Bellevue recover its ability to dream, Mosher said. Several bold and controversial projects that stagnated in the 1990s are being considered again: a proposed ballot measure to build new parks, a new City Hall, more convention space at the Meydenbauer Center and the 1,800-seat performing-arts theater proposed by businessman Kemper Freeman Jr.

It's difficult to measure how much of the city's newfound ambition is **Sarkozy**'s doing and how much credit belongs to the council or city employees. But a few innovations clearly bear **Sarkozy**'s fingerprints.

Sarkozy is a huge fan of online services, and Bellevue recently started providing police-report forms and building-permit information online. The city rebuilt its Web site and operates the new eCityGov.net portal serving several suburbs. He also launched a "Neighborhood Investment Strategy," in which residents and city staffers collaborate on plans to rebuild aging neighborhoods. In the first two targeted areas, West Lake Hills and Newport Hills, scores of people attended the meetings. "I was absolutely bowled over by the response," said Janice Benson, co-chair of the Neighborhood Networks North coalition.

Councilman Don Davidson, who has worked with four managers, says **Sarkozy** is off to a fine

start. But Davidson cautions that, given the deliberate pace of local government, "one year does not make a city manager." The main knock against **Sarkozy** comes from people who see rapid growth threatening their lifestyles. Bernie Goddard, who lives south of downtown, said **Sarkozy** ought to be stepping forward to squelch further talk by a downtown planning committee about someday widening Bellevue Way to six lanes, which would displace many homes and small businesses. "I don't feel like we're getting a lot from the city of Bellevue to protect the neighborhoods," he said.

Council members reply that **Sarkozy** does not make policy but carries out their wishes. They love it when **Sarkozy** hears what the council calls its "audacious goals" and, instead of leaving them on a shelf, brings back useful information about how to get things done. One example came last Monday night, when interim finance director Gary Ameling and parks director Patrick Foran provided a crisp half-hour explanation of which new parks Bellevue might build by selling up to $135 million in bonds, as well as the effects of various spending levels on the taxpayer.

Sarkozy, although suffering severe headaches, sat through the presentation and the rest of a 3-1/2-hour meeting, because he wanted to show solidarity with his staff, Mosher said. The manager said hardly a word all night, but creative thinking about parks had been unleashed.

Eastside Journal (Bellevue, WA)
April 10, 2002

Bellevue manager receives praise, raise - Annual review reaps generous reward for `visionary' leader
Author: Jeff Switzer

BELLEVUE -- City Manager **Steve Sarkozy** has received kudos, a raise and a $9,000 bonus at his first annual review. Mayor Connie Marshall said the City Council's closed-door review of **Sarkozy** on Monday night ended with high praise and a 3.5 percent cost of living raise. ``The council thinks he's doing a great job taking the city in a direction they support," Marshall said. ``He's a big-picture kind of thinker, and seen as a visionary. That's what Bellevue needs. ``I really think he's the right guy at the right time. He's helped look at Bellevue with fresh eyes." She cited his work with neighborhood and downtown programs, City Hall staff and customer service.

Sarkozy, 48, now earns $155,250 a year and continues to draw a $2,233.50 monthly housing allowance to live in Bellevue. After he joined the city in November 2000, he bought a $539,000 home on Cougar Mountain. The raise is retroactive to last November, the date of his anniversary.

Eastside Journal (Bellevue, WA)
January 3, 2001

City exec's mortgage help may signal trend: Bellevue hiring deal includes housing perk of up to $2,250 a month
Author: Jeff Switzer

BELLEVUE -- A housing allowance of up to $2,250 per month for new City Manager **Steve Sarkozy** might be the first such hiring incentive for any Eastside city. But thanks to the high-priced housing market, it likely won't be the last, the man who recruited **Sarkozy** predicts.

In November, **Sarkozy** bought a three-bedroom, two-story home for $539,000 in Sky Mountain, a neighborhood that clings to the edge of Cougar Mountain and overlooks Lake Sammamish. The City Council had decided to add a housing allowance to its total pay package after six finalists for the $150,000-per-year position said Bellevue's housing costs would be a problem in accepting the job. The housing allowance is to pay half **Sarkozy**'s mortgage for three years -- a subsidy of up to $2,250 per month, or $27,000 per year.

The high price of living in Microsoft's back yard already means many top executives of private companies get housing bonuses as part of their compensation packages. While Bellevue's housing allowance is a local first, it's becoming more common elsewhere, said Jerry Oldani, the Bellevue consultant who helped the city recruit **Sarkozy** from Roseville, Minn. ``In the public sector it's unusual, and I haven't seen a lot of it in the past," Oldani said. ``But we're going to see a lot more of it in the future. ``It's starting to creep into high-cost-of-living areas, and Bellevue and the Eastside qualify," he said. ``(**Sarkozy**'s contract) was not as complex as we're seeing in places like Silicon Valley and San Jose."

As the city's top executive, **Sarkozy** manages 1,100 employees. His three-year contract requires him to live within the city limits. ``The city's total package was critical because it overcame the regional differential in the cost-of-living expenses, and particularly the high cost of housing," said **Sarkozy**, who started work Dec. 11.

The median house price in South Bellevue is $317,000, according to the Kirkland-based Northwest Multiple Listing Service, and $284,950 for the entire Eastside. Those prices are worrisome when government jobs are competing against the higher salaries of private companies, Oldani said. The housing allowance is a good investment for the city's future, Mayor Chuck Mosher said. Bellevue is second in the state economically, and **Sarkozy**'s salary is a small part of the city's $751 million two-year budget. ``Housing costs are certainly the biggest drawback to coming to this area," Mosher said. ``We wanted to make sure we had a good package and make sure we got **Steve**."

Seattle Times, The (WA)
December 12, 2000

Bellevue meets its new city manager
Author: Arlene Bryant

Bellevue's long-awaited new city manager made his first public appearance yesterday, telling a gathering of city business leaders that they could expect a candid and collaborative style and a supportive approach to economic development and technology. **Steve Sarkozy**, 46, spoke to the Bellevue Chamber of Commerce on his first official day of work. The city has been without a permanent city manager for more than a year, with an initial search collapsing last summer when several finalists took jobs elsewhere.

Sarkozy's $150,000 salary, plus a housing allowance of up to $27,000 annually for three years, makes him the best-compensated city manager in the state. **Sarkozy** told the chamber luncheon audience that he saw many similarities in the issues facing Bellevue and those he faced in 11 years as city manager in Roseville, Minn. Both cities have strong commercial development close to residential areas, both have economic ties to high tech and international trade and both are traversed by major highways that raise critical traffic issues for neighborhoods. "The level of traffic congestion is far more severe here because of geographic issues," he said. "There's no single answer, but there are ways other cities have dealt with these issues." **Sarkozy** said he saw the city's role as a "catalyst for bringing people together…I hope you will see me in that role," he told the crowd of about 200 gathered at the Hyatt Regency in Bellevue. "And I hope we can collaborate with our other Eastside partners to get things done."

He said he had "a can-do attitude" regarding economic development. "Economic development goes in cycles and it's important to take advantage of those cycles while they're here," he said. "In a few years, they tend to reverse." During his tenure in Roseville (population 34,000), the city did not raise taxes above the rate of inflation, he said, calling it "a policy that served us well."

Sarkozy arrived in town with his wife and two sons, ages 2 and 4. He said he would spend the next month getting out to meet and listen to people. He has a master's degree in public administration from Syracuse University and an undergraduate degree in economics from Miami University of Ohio. He was city manager of Geneva, N.Y., and assistant city manager at other cities before taking the Roseville job. Under Bellevue's form of city government, the elected City Council guides general policy, but the city manager runs the day-to-day operation of the city.

Seattle Times, The (WA)
October 4, 2000

Sarkozy's regional focus praised
City's new manager tackled similar issues in Minnesota town
Author: Chris Solomon

There was no joy in Roseville this week when Bellevue announced it had lured away that Minnesota city's lauded top manager. Yesterday, Minnesotans who know him had nothing but praise for **Steven Sarkozy**, who leaves the chief administrative post of a city of 34,000 people to take the Bellevue job. "It's a sad day in the city of Roseville," said Dean Maschka, who for the past nine years has been on the council of this city between Minneapolis and St. Paul. "You hired the best city manager in the state of Minnesota. He is outstanding."

Others used words such as "talented," "professional" and "integrity." **Sarkozy**, 46, will oversee day-to-day operations of Washington's fifth-largest city, which has 1,100 city workers and a $200 million annual budget. Populations aside, the similarities of the two cities - and the challenges they share - are remarkable. How **Sarkozy** has tackled them endeared him to the council.

Both cities are "first-ring" suburbs with some of the highest incomes in their areas. Both are job centers with a growing commercial/office core, a regional mall and dilemmas over affordable housing. Both are traversed by major highways and are wrestling with issues such as traffic cutting through neighborhoods.

In hiring **Sarkozy**, the City Council praised his creative handling of these issues. **Sarkozy** helped form a coalition of smaller cities along a corridor of Interstate 35, a major highway running from Duluth through Dallas. The coalition has worked together to plan improvements of the highway through their cities and tackle other growth issues. "In my estimation a good city manager carries out policy well, and helps the council develop policy," Maschka said. "He's been extremely good at that," he said of **Sarkozy**. "But he's also a very visionary individual in being able to see that a city doesn't operate in a vacuum."

Sarkozy has played a key role in redeveloping parts of the city, which once was a major hub of trucking terminals - a source of pollution. During his 11-year tenure, the city has attracted federal money to clean up the land. Recently, Roseville lured to one of those "brown fields" a large regional headquarters for a software company, which will eventually employ 1,200 people - a major victory, said Roseville Mayor John Kysylycyn. "I can tell you that all of the leadership that this city has seen in the last 10 years has come from him," said Kysylycyn, who said **Sarkozy** has also successfully navigated years of strident bickering on the Roseville City Council.

Shaping a booming city such as Bellevue, with its population of 106,000, requires some of the same skills and offers the same rewards, **Sarkozy** said in a brief interview yesterday, as he prepared to head here. **Sarkozy**, 46, has a master's degree in public administration from Syracuse University. He graduated from Miami University of Ohio with degrees in public administration

and economics. Prior to coming to Roseville, he was city manager of Geneva, N.Y. and worked as an assistant city manager at other cities. He is married and has two boys, ages 2 and 4.

Sarkozy is described as a person who avoids the limelight, is quiet and even poker-faced. "His soft demeanor shouldn't be taken as a weakness," said Jim Miller, executive director of the League of Minnesota Cities who has known **Sarkozy** for more than a decade. He will not hesitate to step forward to voice opinions on regional issues, Miller said. Those traits surely appeal to the Bellevue City Council, for whom a pleasant personality and regional perspective were essential traits of the city's next top administrator. Bellevue Councilmember Grant Degginger called him "a man who has . . . intelligence, problem-solving skills and an ability to get things done."

Attracting **Sarkozy**'s talent wasn't cheap, however. His $150,000 salary will be higher than Gov. Gary Locke's and will be higher than the salaries of King County Executive Ron Sims and Seattle Mayor Paul Schell, according to 1999 figures. Including the housing allowance of up to $27,000 annually for up to three years, **Sarkozy** will be the best-compensated city manager in the state.

City Council members said they had to offer a good salary to attract the best talent - especially since council policy requires the city manager to live in Bellevue. Like many cities, Bellevue is run day-to-day by its city manager, while an elected City Council guides general policy and provides a vision. As cities grow larger, however, many have a full-time, elected mayor run the city, along with a City Council. So far, Bellevue has opted not to change its style of governing; the city says many people say they like having a professional manager at the helm.

While no one interviewed found fault with **Sarkozy**'s style or his work, Kysylyczyn said it could take time for the new city manager to get used to a different style of business. "The people (in Bellevue) are going to expect probably a different kind of openness in government" than residents might expect in Roseville, Kysylyczyn said. **Sarkozy** is expected to start work at the end of November.

St. Paul Pioneer Press (MN)
October 4, 2000

CITY MANAGER SAYS `SO LONG' TO TESTY COUNCIL
Author: Marisa Agha

Just hours after a notably cantankerous Roseville City Council meeting Monday night when city leaders vigorously argued over how to read aloud routine agenda items, council members learned their decision-making skills soon will be put to a far greater test. Longtime City Manager **Steve Sarkozy** told city officials Tuesday that he will leave the city in about a month for the same job in Bellevue, Wash., just outside Seattle. ``This is really the right time for a career move for me, both personally and professionally," **Sarkozy** said. ``Quite frankly, the Bellevue position is just an outstanding opportunity." **Sarkozy** got the offer after a particularly quarrelsome council meeting where a good chunk of time was spent debating the need to read aloud the consent agenda - a regular feature that includes such routine items as the approval of bills. Also at the meeting, Mayor John Kysylyczyn repeatedly criticized city staff conduct related to code enforcement.

Sarkozy, who came to Roseville in 1989, admitted that the city's political climate influenced his openness to another job. Roseville's council has grown notorious for its scrappy relations since Kysylyczyn's arrival in January. At one point Monday night, the packed house collectively groaned at the continued bickering. ``I don't know if I would have explored this possibility if it had not been for the political turmoil," **Sarkozy** said Tuesday.

His departure creates a challenge for city officials, who already disagree about the type of search they want to conduct. While Kysylyczyn wants a replacement locally, Council Members Dean Maschka and Barb Mastel said they would prefer a national search. Such disagreements will prove problematic as the council embarks on one of its most important decisions, said Carl Neu, who heads a Lakewood, Colo., firm that advises municipal and local governments on leadership and council and staff relations. ``If a city becomes tumultuous for whatever reason, that will affect the nature of people who apply for the job," said Neu, who worked as a consultant for Roseville in the early 1990s. ``The more consensus you have, the more comfortable the candidate that he's working for a united council."

Roseville council members said they were happy for **Sarkozy** but equally sad to lose him. ``We know that the city of Roseville is envied in the metro, but also nationally envied," Mastel said. ``He took us there." Maschka, noting that Roseville could not compete with Bellevue's offer, said ``He has the vision and the ability to bring people together ... It's a sad day in the history of Roseville." Asked whether he had any parting words for his successor, **Sarkozy** stressed the experience of city staff. ``The current political shenanigans do not reflect on the quality of stuff being done day in and day out by the staff," **Sarkozy** said. The Bellevue move will give **Sarkozy**, 46, the chance to run a city of 106,000 residents, an annual operating budget of $200 million and a city staff of 1,100. His salary will be $150,000 and he will receive a housing allowance of up to $27,000 annually for as long as three years. **Sarkozy** begins in Bellevue sometime between mid-November and mid-December. His last day in Roseville is not yet set.

St. Paul Pioneer Press (MN)
March 25, 2000

VERITAS TO BUILD IN ROSEVILLE
SOFTWARE FIRM TO ADD 650 WORKERS BY 2003
Author: Dave Beal

Veritas Software, a rapidly growing software maker, has begun work on a three-building regional campus in Roseville that's expected to employ 650 computer specialists and support workers by 2003. More could come later at a fourth building.

City officials described the project as one of the largest by a single private company in Roseville for years. It will rise at the south end of the Centre Pointe office park, which stretches along the east side of I-35W for about three-quarters of a mile from the County Road C interchange to County Road D. The 650 employees will include about 200 who will move to the new campus from an existing building in the Centre Pointe development.

Bruce Magnuson, a software engineering manager for Veritas in Roseville, said the company chose the site because of its central location and its good experience in hiring workers here. Veritas, based in Mountain View, Calif., went public in 1993. Today the stock market values the company at about $62 billion, roughly the same as the market value of Medtronic. Since last September, the price of Veritas stock has risen six fold. ``This is a big deal, not only for the city of Roseville, but also for the metropolitan area and the state of Minnesota," said **Steve Sarkozy**, Roseville's city manager. ``I can't recall a single project this significant in terms of total jobs and payroll in my 11 years as city manager."

Veritas traces its Twin Cities roots to Control Data Corp. In the late 1980s, California-based OpenVision acquired a Control Data unit of about a dozen software engineers in Arden Hills who worked on projects for Chrysler Corp. In 1996, Veritas established itself here by acquiring OpenVision. In 1997, Veritas moved the office to Centre Pointe. Since then, its employment in Roseville has more than tripled from 60 workers. Both **Sarkozy** and company officials said they couldn't estimate how many Veritas employees eventually will work on the campus. Veritas is rapidly expanding throughout the world. It expects employment to rise to 4,500 workers over the next year or so from 3,000 now.

Roseville has granted permits for three buildings totaling 260,000 square feet on the campus site. Work is under way on the first building, a five-story structure covering 145,000 square feet. The other permits are for two more structures, each two stories of close to 60,000 square feet each. A spokesperson for Ryan Companies, which is building the project, said talks are under way with Veritas for construction of the second and third buildings.

Veritas employs 1,300 workers in Mountain View and 700 at its North American sales headquarters near Orlando. Software engineers, electrical engineers and customer support workers are expected to make up the bulk of the work force at its new Roseville campus. ``They're going to

have a hard time finding people," said Bernice Folz, director of the software engineering program at the University of St. Thomas. ``Everybody does."

However, Folz added: ``They may draw very well. They may be counting on people coming to work for them because of their success." Magnuson said Veritas is familiar with the job market here because it has hired many workers from the computer hardware industry, which once flourished here. Many of them once worked at plants in Arden Hills and Roseville. The company knows the current Twin Cities job market well because of its hiring push here since 1997. ``A lot of the people who work at Veritas came from Control Data, Unisys, Honeywell and Cray Research," said Magnuson.

A Veritas spokeswomen added that the Twin Cities area and San Luis Obispo, Calif., where Veritas has about 150 employees, are noted for having less turnover and less expensive living costs than Silicon Valley. Mountain View is in the heart of the Silicon Valley area. Veritas, founded in 1982, nearly went out of business in 1989. Then board member Mark Leslie, now the company's CEO, rebuilt the company around a division that developed storage management software for AT&T. Subsequently, Veritas grew through alliances and acquisitions to a world leadership position making software that guards against computer crashes and helps managers recover data after failures.

Veritas reported sales of $596 million for 1999, up from $211 million in 1998 and $121 million in 1997. Last year, the company acquired the storage management software business of California-based Seagate Technology in a $3.1 billion stock deal. Seagate, one of the Twin Cities area's largest high-tech employers, owns 30 percent of Veritas stock as a result of that deal.

The Veritas move comes at a time of rising angst among Twin Cities business leaders about Minnesota's ability to compete in an increasingly international and shareholder-oriented economy. **Sarkozy** said the presence of Veritas will strengthen the region in that regard. ``This is a major new high-tech firm that represents an opportunity for the state to enhance its positioning in the global economy," he said.

St. Paul Pioneer Press (MN)
December 9, 1997

DICK CASE REPORT CITES ERRORS BY POLICE, PROSECUTOR
ROSEVILLE COPS DID NOT COMMIT CRIMINAL CONDUCT, EXPERT FINDS
Author: Linda Owen and Casey Selix

An outside expert has concluded that Roseville police officers committed no criminal misconduct in investigating the Dick family shoplifting-for-hire case, but they used poor judgment and made numerous procedural blunders that helped doom the case at trial. The ill-fated sting at the home of Roseville dentist Gerald Dick just over a year ago was conducted by officers so ill-prepared, ``This was truly a case of the blind leading the blind," former Anoka County Attorney Robert W. Johnson said in a report presented Monday to the Roseville City Council.

Other errors - including failure to obtain a search warrant - were compounded by inadequate communication with and guidance from the Ramsey County Attorney's office and mistakes by the prosecutor, Johnson wrote. Johnson and Roseville officials said, however, that both offices already have begun taking steps to improve communication and training and to correct problems. ``As a result of tightening up on all fronts, we'll emerge from this a stronger department," Roseville City Manager **Steve Sarkozy** said Monday. But if city officials thought the report would lay the matter to rest, they were wrong. The findings didn't seem to satisfy either the prosecution or the defense in the highly publicized case.

Defense attorney Joe Friedberg said that Judy Dick, the only family member convicted of attempting to receive stolen goods over $2,500, planned to proceed with an appeal because of the misconduct. ``She has already admitted that the things she did were wrong (by serving her sentence), and she's paid the price for them," Friedberg said Monday. ``Now it's time for the Minnesota appellate courts to declare that what the police did was wrong and for them to change their conduct in the future." And Ramsey County Attorney Susan Gaertner, upset by the report's criticism of her prosecutor, came to Monday night's City Council meeting to insist that the real issue was the behavior of police and its damage to the credibility of the criminal justice system. ``This is ... the most serious example of police misconduct that I have ever encountered in 15 years in the criminal justice system," Gaertner said.

Even Judy Dick's son James, whose case was dismissed because of police misconduct, weighed in Monday night at a press conference at City Hall and demanded to know whether Officers Dan Sommerdorf and Bob Hawley would be disciplined. Police Chief Paul Wood, who conducted a parallel internal investigation, said only that there is no evidence of ``malicious misconduct" and that the department will take action against officers who commit serious violations of procedure.

Whether the officers were guilty of misconduct or mistakes hinges mainly on definitions. Johnson and Wood found the behavior of the officers did not constitute intentional criminal misconduct. In his view, Johnson told the council, the officers were ``a hard-charging pair of guys who were trying to get the job done" and who got caught up in the excitement of the chase. That doesn't

excuse their actions, he added.

The day after Thanksgiving in 1996, a career shoplifter nabbed at the Dayton's in Roseville told police that for several years he had stolen and sold expensive designer clothing and crystal from the department store and others for Judy Dick and her family. Acting on shoplifter Gregory Thomas' tip, police and a Dayton's undercover detective set up two stings, using Thomas to pave the way on the first by introducing the detective as a janitor who could steal to order.

The arrests made international news during the holiday shopping season when police said they had seized about $47,000 in crystal and designer clothing, including a $2,435 Chanel cashmere sweater from Dayton's. The Christmas shopping list from the Dicks included requests for Armani men's suits, Polo sweaters and Polo kids' clothing, according to police reports.

In July, a Ramsey County jury found Gerald Dick and daughter Stacy Zehren, a Chicago attorney, not guilty of attempting to buy stolen goods and conspiring to receive them. During the trial, Judge Salvador Rosas dismissed the case against James Dick, saying that police actions had prejudiced his entrapment defense. ``I think some of the comments made in the report are real tough," Rosas said Monday, adding that he commended the city and county attorney's office for their ``responsiveness" and conducting the investigation in a ``very open and diligent manner."

The city of Roseville has paid Johnson, the immediate past chairman of the Minnesota Board of Judicial Standards, about $20,000 to conduct a no-holds-barred review of the case, **Sarkozy** said.

In a separate report presented Monday, Wood concluded that the officers broke no laws, but he found ``many deviations from written policy." At the time of the Dick case, the department had just completed three years of work revising its policies and procedures to become the state's third nationally accredited police force. ``I don't think we did a good job of training officers" in the procedures, Wood said Monday. ``We must make sure that doesn't happen in the future."

Johnson's full 45-page report - only a summary was made public Monday night - includes six pages of investigative procedures the officers should have followed. He also listed numerous errors:

Deciding to go ahead with a sting even though neither officer had had any training or experience with similar sting operations.

Failing to ask their supervisor or the county attorney's office for advice and direction, largely because they failed to recognize the Dick case as a much more complicated and serious case than they had handled in the past.

Failing to obtain a search warrant to enter the Dick residence on Gluek Lane, which led to the exclusion of the strongest evidence at trial.

Failing to adequately record and document actions and statements made by participants and

suspects.

Omitting to mention in initial reports that police had threatened to ``break down the door'' to the house, thus giving the county attorney's office reason to believe that the Dick family had given consent to the search.

As for the county attorney's office, Johnson noted it did not have strong lines of communication and training for suburban police departments at the time of the Dick investigation. He also pointed to mistakes by the assistant county attorney assigned to the case, including:

Failing to take control of the investigation after the case was charged, leaving the officers to develop supporting evidence independently of the county attorney's office.

Doing too little to counter defense attorneys' ``devastating'' cross-examination of the officers and to repair the damage on redirect examination.

Gaertner said Monday it is not true that Assistant County Attorney Stephen McLaughlin did not direct the post-charge investigation. Johnson also never asked her or McLaughlin to explain their ``strategic decisions'' at trial, she said. One silver lining, Johnson said, is that Gaertner has committed her staff to conducting quarterly education and training sessions with suburban police departments on handling felony cases. ``These sessions will emphasize the need for close and immediate communication with the assigned attorney whenever a possible felony case arises in one of the suburban cities,'' he said.

St. Paul Pioneer Press (MN)
August 1, 1997

ROSEVILLE HIRES OUTSIDER TO DO POLICE INQUIRY IN DICK CASE
EX-ANOKA COUNTY ATTORNEY TAPPED TO CONDUCT INQUIRY
Author: Linda Owen

The city of Roseville has hired former Anoka County Attorney Robert W. Johnson to conduct an impartial inquiry into allegations of police misconduct in the Dick family shoplifting-for-hire case. City Manager **Steve Sarkozy** said Thursday that Johnson will have ``complete latitude'' to take his inquiry into ``any aspect of this case that he feels appropriate.''

Johnson, the immediate past chairman of the Minnesota Board of Judicial Standards, was out of town Thursday. He said in a brief written statement he will evaluate the work of the Roseville police ``and their County Attorney's office'' and make recommendations for changes he believes ``would improve the management of the criminal justice system.''

Ramsey County Attorney Susan Gaertner said late Thursday afternoon, however, that she had confirmed with **Sarkozy** that the focus of the investigation will be the Roseville Police Department rather than her office. ``I've been emphatic from the beginning that the Ramsey County Attorney's office will fully participate in the review of this case,'' she said. ``We certainly intend to benefit from any lessons that will be learned from it.'' She said Johnson is an outstanding attorney who will do an excellent job.

Johnson's review, which began this week, parallels an ongoing internal investigation by Roseville Police Chief Paul Wood. The two inquiries were announced after the July 10 verdicts exonerating dentist Gerald Dick and his daughter, Stacy Zehren, a Chicago lawyer, of two property theft charges. Judy Dick, Stacy's mother, was found guilty of attempting to receive stolen goods but was acquitted on a charge of conspiring to receive stolen goods. She is appealing the conviction.

Judge Salvador Rosas dismissed the same charges against son James Dick after ruling that police's late disclosure of key evidence had prejudiced James Dick's entrapment defense. During the trial, two Roseville police officers were accused of withholding and tampering with evidence and making prejudicial statements before the trial. Most of the strongest evidence against the four family members also was not presented at trial because police had not obtained a search warrant to enter the family's home after the ``sting'' that led to the arrests.

Johnson's inquiry is expected to take a month or two, **Sarkozy** said. Once it is finished, he said, a written report will be made public and discussed at a Roseville City Council meeting. Johnson served as Anoka County attorney for 32 years, stepping down in 1982. Now 80 years old, he still practices law in Anoka with his son Stephen, said Bob Parta, chief deputy Anoka County attorney. Johnson's son Robert is currently county attorney.

St. Paul Pioneer Press (MN)
July 16, 1997

ROSEVILLE COPS UNDER MICROSCOPE
POLICE CHIEF WANTS TO PREVENT ANOTHER CASE LIKE DICK CLAN'S
Author: Linda Owen

Roseville city officials are beginning what Police Chief Paul Wood calls a ``microscopic dissection'' of police actions in the Dick family shoplifting-for-hire trial, to determine what went wrong and how to keep it from happening again. The city will appoint an impartial ``outside evaluator'' - perhaps a retired judge - to examine procedures in the case, while Wood leads an internal investigation, City Manager **Steve Sarkozy** said Tuesday. ``We're not going to leave any stone unturned in the review,'' he said. ``It's ongoing now and it's a top priority.'' He estimated the review, requested by the City Council, could take a couple of months.

The announcement was the city's first public response to a blast of criticism that followed the highly publicized trial and left the Roseville Police Department with a nationally visible black eye. Roseville dentist Gerald Dick and his family were accused of employing a ``personal shoplifter'' to steal expensive designer clothes and other items from Dayton's Rosedale store. The charges resulted from a sting operation at the family's home last November. However, only one charge stuck, and Judy Dick is appealing that verdict. The most damning evidence against the Dicks was not introduced at trial for lack of a search warrant, and other police miscues led the judge and attorneys to call for a review of officers' conduct.

At Monday night's Roseville City Council meeting, Mayor Dan Wall pointed to news reports alleging veteran officers Dan Sommerdorf and Bob Hawley made prejudicial pretrial statements about the Dick family's guilt, withheld evidence and tampered with evidence. ``These are serious charges, which, if true - and I want to emphasize `if true' - undermine the legal process as well as the reputation and credibility of the Roseville Police Department,'' he said. ``It casts a shadow over our police department which must be removed to restore public trust and confidence. To do so, we need a clear understanding of precisely what occurred during the investigation and prosecution of these cases.''

Ramsey County Attorney Susan Gaertner on Tuesday praised the city's plan and called the two-pronged investigation ``a very appropriate response.'' She said she plans to meet with Chief Wood ``as well as any other law enforcement official who wants to talk about what happened and how to avoid it in the future.'' She also wants to talk further with trial Judge Salvador Rosas and prosecuting attorney Stephen McLaughlin, she said. As for the way her own office handled the case, she said, ``At this point I don't have any regrets about the decisions we made to proceed at each particular point. They were well-considered. We knew the obstacles we were up against.''

Wood - who became chief only weeks before the arrests - said Tuesday he plans to talk to as many people as possible who were involved in the case, from prosecutors to reporters. He said he is beginning the task with an open mind. While he considers misconduct ``a definite possibility,'' he

said, ``Defense attorneys can say anything they want to say. My responsibility will be to determine, out of what they said, what was true." The case is likely to spotlight police training and procedures in general, although Gaertner said she doesn't consider training an issue with the two experienced officers in the Dick case.

In Roseville, Wood said he thinks ``there are some training issues (and) procedural issues we need to address as a priority." A department reorganization last month highlighted training and created a Professional Standards unit that will deal with internal affairs. Deputy Chief Tom Alleva, who is in charge of the unit, will assist Wood in the investigation.

Wood said he is still looking into why police did not obtain a search warrant to enter the Dicks' home last fall, but he believes the officers were ``operating under the assumption they could search under the exceptions in the law." Sommerdorf and Hawley will remain on duty during the city review, **Sarkozy** and Wood said. Both officers have ``exemplary records," Wood said, and if they deliberately mishandled evidence it would be ``totally out of character."

St. Paul Pioneer Press (MN)
June 11, 1997

ROSEVILLE OKS DEAL TO ACQUIRE WOODED PARKLAND
Author: Linda Owen

A $975,000 deal approved Monday will give Roseville almost 62 acres of wooded parkland west of McCarrons Lake and a key link for a future city and regional trail system. The Roseville City Council gave the go-ahead to purchase immediately 39 acres of surplus land from the St. Paul Water Authority for $725,000. The city also has an option to purchase 14 acres more for $250,000, and it will lease nine acres for $1. The water utility's board of directors also approved the agreement Monday. With the land in hand, city park officials will begin planning a trail system that someday could carry walkers, joggers and bicyclists across eastern Roseville, from Lexington Avenue on the west to McCarrons Park and other Ramsey County open space on the east.

At the east end, trail users would have access to a 1.3-mile link the county plans to develop between McCarrons and the state's Gateway Trail. At the west end, sidewalks on Lexington would offer a connection with trails in Roseville's Central Park. ``I really think this will be one of the best things we've done," Roseville Parks and Recreation Director Bob Bierscheid said Tuesday.

The water utility property lies on both sides of Dale Street at Roselawn Avenue, excluding a 30-million-gallon reservoir the water utility will retain on the western edge of the site. Roseville got the land at a discount from the appraised value because it will be used as parkland and because it includes an abandoned reservoir, City Manager **Steve Sarkozy** said.

While city officials have had their eye on the unspoiled natural area for some time, they had no way to pay for it until the advent of high-tech cellular communication towers. In return for allowing a multi-user tower on the site, the city will reap at least $50,000 a year in lease payments, **Sarkozy** said. City officials plan to borrow $725,000 for the initial land purchase from a fund set aside from tax increment projects and used for various city improvements. The lease payments will repay the loan over a 20-year period.

However, the funding needed to complete the purchase and develop the trails is still a question mark. ``We propose to go back to the Legislature next year," **Sarkozy** said. How soon the trails could be ready to use is ``the proverbial $64,000 question," Bierscheid said. The proposal needs to go through the city parks and recreation commission, a panel studying various park proposals, and a master-planning process. Ultimately, the city wants to have paved multi-use trails for nonmotorized recreation, he said, but it could begin with ``soft trails" for walkers.

Construction probably will begin next year on Ramsey County's trail between McCarrons and the Gateway Trail, County Parks and Recreation Director Greg Mack said. The county trail will join the Gateway Trail just south of Arlington and will have grade-separated crossings at Rice Street and at Larpenteur Avenue, he said.

St. Paul Pioneer Press (MN)
June 12, 1995

CITY, SCHOOL DISTRICT COOPERATE ON NEW GYM, ARTS CENTER
Author: BYLINE: Linda Owen

Roseville officials will break ground this week for a new $1.1 million facility that City Manager **Steve Sarkozy** calls a ``gymnastics and cultural arts center." The location will be familiar to Roseville residents: it's none other than Roseville Area High School.

The city is financing a 9,500-square-foot gymnastics gym on the school's northeast corner, in the biggest cooperative venture yet between the city and the school district - and possibly the largest in the metro area. It will be a state-of-the-art facility that will serve both high school gymnasts and an estimated 300 girls and boys in the community Roseville Gymnastics Association.

Meanwhile, the Roseville School District plans to open the rest of the high school - including its auditorium, art and music rooms, media center, computer labs and general purpose gyms - for city classes and recreation programs when students aren't there. In effect, it will be the community center Roseville has never had, city officials say. But it's more than just a Roseville project, District 623 Deputy Superintendent John Thein added. ``This will benefit kids from all over the district."

The City Council is expected to approve a joint-use agreement for the center tonight and the District 623 School Board is expected to give the go-ahead Tuesday. Six years ago, city voters rejected an $8.4 million recreation bond issue that included $6.5 million for a recreation center. Since then, school and city officials have been exploring more cost-effective ways to meet residents' needs.

Their big opportunity came in 1992, when district voters approved $48 million worth of building renovations, including new gyms at several schools. The city kicked in $500,000 so the district could build expanded community gyms at Brimhall and Central Park elementary schools. The first such gym, completed earlier this school year, is used by Brimhall students during the school day and by the community after school hours and on evenings and weekends. ``We fill it during the week," city parks and recreation director Bob Bierscheid said.

When the high school construction is done, Roseville will have spent about $1.5 million to get most of the facilities proposed in the 1989 bond issue, **Sarkozy** said. Roseville would have spent at least $5 million more to build gyms, classrooms and performance spaces itself, he said. What's more, he said, ``We're able to construct community facilities out into the neighborhoods where they'll be easily accessible."

The gymnastics center, which has been planned for two years, fits neatly into a high school renovation and expansion project that will account for about half the $48 million school bond proceeds.

A new school gym, aerobics room and weight room will be built at the same time as the gymnastics gym. The school also has added or will add a new cafeteria, new classrooms and a new science wing, and part of the existing building will be gutted and rebuilt.

The school district is providing the land for the gymnastics gym; the city is paying for the building, using part of a $6 million city bond issue. The proposed 45-year joint-use agreement gives each first chance to use the other's facilities at the high school during available hours. Each will staff its own programs. The gymnastics gym is a big step forward for both the high school and the community gymnastics program, officials said. ``It's going to be great," said Gale Pederson, president of the board of the Roseville Gymnastics Association. ``We've been trying to get a new facility for our organization for eight years."

The fast-growing program has been crammed into 7,200 square feet of rented warehouse space near Cleveland Avenue and County Road C2. Now the association will have 8,200 square feet of what Pederson calls ``pure workout space," as well as a designated area for preschool youngsters and use of the school's aerobic and weight rooms.

Roseville High's 21-member girls gymnastics team has been practicing in a ``makeshift area between two gyms" at Roseville Area Middle School, head coach Mike Flatten said. The limited space has forced cuts in the number of participants, he said, and the team must take down the equipment after each practice to keep it from being misused. The new gym ``will be a big, big boost for the program," Flatten said. There will be room for more equipment, he said, and girls can work on some skills that couldn't be done safely at the middle school.

An unusual feature of the gym is its four pit areas, which will allow gymnasts to ``learn some of the bigger tricks without injuring themselves," Pederson said. The pits contain foam and padding for safe landings. ``There's not a high school that has a pit facility for their practice area," Flatten said.

High school physical education classes won't get a lot of use from the gym, Principal Bob Rygh said, but the school might design some new gymnastics units and use the floor area for tumbling. ``The value of the partnership," he said, ``is that as we create this new school, we see it as one that belongs to the whole community, not just the high school."

Star Tribune: Newspaper of the Twin Cities
February 2, 1995

A rosier outlook
Revenue rise is a good omen for Roseville's big skating oval
Author: Mary Lynn Smith

Roseville's state-of-the art ice rink skidded into a $200,000 deficit during its first year of operation, but city officials predict better results for the year ahead. The John Rose Minnesota Oval, an Olympic-size refrigerated outdoor rink, made nearly as much money in the past two months as it did in its entire first winter. For example, the oval took in $12,600 during December 1993 from ticket sales, rentals and concessions. A year later, the December revenue totaled $46,050, said **Steve Sarkozy**, Roseville city manager.

The dramatic rise in revenue is in part because of better marketing of the oval, revamping operations and more experience running the facility. And, of course, there was a bit of help from Mother Nature in December, when balmy weather made puddles out of most community rinks and left the oval as the only outdoor game in town.

City officials met this week to evaluate last year's performance at the oval and discuss ways to raise revenue and cut costs. "We were originally sold on the idea that this could be self-supporting, and that's what we're working on. . . . I don't know anything that makes money in the first year," said Roseville City Council Member John Goedeke, a proponent of the oval. The $4 million rink, one of the largest in North America, opened in November 1993, about a decade after Rudy Perpich, who was governor then, envisioned building various Olympic training sites around the state. Roseville beat four other cities for the rink.

Proponents say Roseville was a natural site. Nearby Lake Como had been a center for speedskaters until about 1982, said Margaret Driscoll, a member of the Midway Speedskating Club, which lobbied for the oval. But as refrigerated tracks were built around the country, the skaters left and so did the major skating events.

The oval, with its 110,000 square feet of ice, is expected to lure the athletes back. Sports groups such as hockey, bandy and speedskating teams are providing a reliable and steady income. Four hockey games can run concurrently on the infield ice while speedskaters glide on the track. The oval also has hosted events such as the regional and national speedskating championships last month and the world bandy championship this week, bringing hundreds of skaters and thousands of spectators.

Public skating at midday attracts sparse crowds. Last week, a dozen skaters had plenty of elbow room for an impromptu game of hockey, figure skating and speedskating under blue skies and music echoing around. As the schools let out students, the rink fills up with 750 to 1,000 skaters from 2 to 10 p.m. "It's a real plus for the community," Goedeke said. But Al Kehr, a former Roseville City Council member, bristles over the oval. It should have been put to a vote before

they built it, he said. "There wasn't enough research done on the cost of the oval, the size of it, the noise pollution, the light pollution or the traffic pollution," Kehr said.

The 12-year council member also is angry that the city used tax-increment money to finance the rink. The oval's budget includes an annual loan payment for the tax-increment financing. "It might be legal, but it's an abuse of tax-increment money," Kehr said. "Increment tax money is supposed to be used to create revenue and jobs. Good jobs, not low-paying part-time jobs." Kehr also is irritated that city officials will build a $1.5 million addition, which will include locker rooms and a community viewing area. The state will contribute $500,000.

At this point, Kehr acknowledges there's nothing to fight. "It's built, and we have to take it," he said. "We just want the council to know and the staff to know that they goofed, and when they propose another project of that magnitude, they better put it to the people to decide and not just build little monuments to themselves." The oval is a very nice sheet of ice, he said. But it's a fantasy. "I'll take any bet at 100 to 1 that it won't pay for itself," he said.

Paul Erickson, executive director for the Minnesota Amateur Sports Commission, dismisses such criticism. "It's totally inappropriate to judge a brand new facility on its first year financials. The facility needs to be judged by its first five years." Erickson said the $18 million National Sports Center in Blaine also encountered a lot of red ink during its first year. "We lost $400,000 in its first year. Since then, it has had $100,000 profit each year. We essentially have financed the first year's loss," he said.

St. Paul Pioneer Press (MN)
January 22, 1992

COMPROMISE ENDS DISPUTE ON FIRM'S NOISE
Author: BYLINE: Ben Chanco

Roseville signed a settlement with a metal fabricating company last week that will lead to the removal of heavy equipment that neighbors have said causes excessive noise and vibration. The settlement with A-Plus Industries, 1430 County Road C, involved more than a year of mediation and was described by City Manager **Steven Sarkozy** as a ``win-win situation'' for all parties. ``All realized that the other parties had an equally reasonable point of view, although different from their own,'' **Sarkozy** said. ``I applaud the residents and the owners and management of A-Plus. They are the ones who deserve a pat on the back.''

He said the residents who complained about the noise and vibration are not a legal part of the settlement, but he emphasized they were involved in numerous meetings throughout the mediation process. ``The neighbors unanimously approved the agreement,'' **Sarkozy** said.

Molly Redmond, one of the residents who for about nine years has lived near the company whose operation includes stamping metal plates into various objects such as bird feeders, said she can live with the agreement. ``It's a compromise settlement,'' Redmond said. According to the settlement, signed last Thursday, A-Plus will remove the equipment causing the noise and vibrations on or before Aug. 30, 1993. In the meantime, A-Plus will minimize the problems during the night hours and continue to identify work that causes the majority of problems.

A-Plus also agreed to move its Elk River welding and Fridley warehouse operations to Roseville. **Sarkozy** said that in addition to being quieter operations, these will increase the number of employees from the current 66 to 74. ``The stamping operation was the main problem with noise and vibration,'' **Sarkozy** said. As part of the settlement, the city agreed to drop pending criminal action against the company. ``This saves the city a substantial amount in litigation costs,'' **Sarkozy** said.

The city also will lend A-Plus $300,000 to facilitate the removal of the equipment and the remodeling of the site. The loan, at 5 percent interest, will be secured by a second mortgage on the site, which **Sarkozy** said is valued at $750,000. ``The city is protected,'' he said. Furthermore, Roseville agreed to work with the company to find a new site in the city for its stamping operation. ``No party got everything they wanted,'' **Sarkozy** said. ``But we have a good settlement. It means that in the long term, it will be a quiet neighborhood.''

St. Paul Pioneer Press (MN)
June 6, 1990

GIFT CATALOG WOULD ALTER ART OF GENTLE PERSUASION
Author: BYLINE: Ann Baker

Roseville officials are considering issuing a municipal gift catalog so that people who wish to donate something to the city can pick an item that elected officials and staff agree the city needs. City Manager **Steve Sarkozy** said the idea is new to the Twin Cities area, although it is used in some other communities across the country. The City Council is expected to vote on the idea Monday. So far, the plan has won praise from all four council members.

In a memo to the council, **Sarkozy** and assistant city manager Steve North state that the goal is to "avoid any conflict of interest or appearance of impropriety" by ending staff solicitations of cash, land or equipment. The catalog is one of several reforms being considered by the Roseville City Council this year. Another plan, being reviewed by city attorneys, calls for Roseville officials to disclose their financial interests in real estate or in enterprises that operate in Roseville or do business with the city. Also being considered is a revised gambling ordinance that would raise the city's share of local bingo and pulltab proceeds from 1 percent to 3 percent. That, says council member Vern Johnson, "would give the city more capability to monitor and investigate gambling operations."

The gift catalog would put an end to the style of boosting and building Roseville that Mayor Frank Rog and his supporters proudly carried out in the 27 years when Rog was the city's parks and recreation director. Rog's approach then was to coax people - or, in his words, sometimes gently twist their arms - to donate time, money and elbow grease to establish and maintain Roseville's 275-acre spread of city parks. The art of persuasion that Rog cultivated, along with other less-than-formal practices he has acknowledged, such as giving jobs to relatives of his and other staff members, led to numerous clashes with his supervisor, then-city manager Jim Andre, who wanted to run the city in a more businesslike fashion.

Two years ago, after Rog was elected mayor, he and two council members fired Andre. Last fall, roused by a backlash of Andre supporters, voters replaced the two council members with newcomers who promised reforms under the banner of "fair and open government." Their stand was endorsed by the two remaining council members, and all four on the council now plan to adopt yet another change, which would require a vote by four, instead of three, of the five city elected officials to fire a city manager.

Rog believes the new catalog would have too much of a button-down, starched-shirt character to generate much generosity. Wistfully he said to a reporter, "This isn't the Lake Wobegon I wanted to be mayor of." At a recent council work session, Rog asked, "What's a conflict of interest?"
"It's a gift that would predicate something back on the part of the staff member," answered assistant city manager North. He indicated the staff member would be expected to give or do something in return for the gift.

Under the new plan, North said, department heads no longer would seek contributions for bullet-proof police vests, for the annual Easter egg hunt or for grass cutters and other capital equipment. Instead, North and **Sarkozy** said, people could choose to contribute to such goods and services by looking through the gift catalog. All gifts would have to be approved by the City Council. Costs of other projects and equipment would become part of the regular city budget. "The taxpayers would not experience a change," **Sarkozy** said. "Very nice and a good idea," said newly elected council member Brenda Thomas. "We're trying to avoid department heads going out with a tin cup," said Dean Maschka, the other newcomer to the council.

Praise for the general idea also came from longterm council members Joanne Cushman and Vern Johnson. But they both also expressed concerns, especially about the annual Concerts in the Park series. Traditionally, the summer concerts in Central Park have been paid for by a combination of audience donations and larger contributions solicited by parks and recreation director Bob Bierscheid. "I've no problems with the concept of the catalog," said Johnson. "My concern is to make it so rigid that Bob couldn't continue his dignifed approach." "We do as a staff agree that we'd rather not solicit," Bierscheid told the mayor and council. "We'd rather put our energy into doing other things." He said staff members would rather have all letters about gifts and gift catalogs be sent by the city manager, with council approval.

Cushman said she didn't like the term "gift catalog," explaining that "It sounds like Sears or J.C. Penney." But, she said, she liked the idea of easing pressure on staff to get contributions and she thought it would be good to have contributions be subjected to thought and planning, rather than "just be sought by a department that didn't make its budget."

Last year, finance director Ed Burrell said, the city received $150,000 in donations, largely from gambling proceeds, plus another $500,000 willed to Central Park from the estate of the late Harriet Alexander. **Sarkozy** said he hoped the gift catalog would inspire people to give even more. But Rog continued to voice his doubts about the gift catalog. "We're going to run out of money someday," he predicted. "We're setting up rules where we won't let anybody help. What is the punishment going to be for (staff members) accidentally mentioning something that's not on the list? There's a policy, and it's very structured, but I don't think it's what molds a city."

Star Tribune: Newspaper of the Twin Cities
June 22, 1989

Elections key to mood of Roseville government
Author: Paul Gustafson

Six months have passed since Jim Andre was fired as Roseville city manager by a deeply divided City Council. His successor, **Steve Sarkozy**, started work Monday with the backing of all five council members. But is Roseville ready to put its stormy past behind and begin an era of good feeling at City Hall? The answer may swing on which candidates enter the races for three open City Council seats, and what issues they advance. The seats are held by Joanne Cushman, Al Kehr and Bob Matson.

One announced candidate, city Planning Commission Chairwoman Pat Johnson, wants to talk about housing code enforcement, equipment and training for firefighters, and the need to update the city's comprehensive plan. What she'd rather not talk about is Andre's firing. "When I talk to people . . . I get the sense they feel enough's enough and that we must go forward with the city's business," Johnson said. But Kehr, who voted to dismiss Andre, said he expects the firing to be a key issue in a hard-fought campaign as he seeks another term. And Kehr is ready to defend his vote. "It's going to be one big issue . . . and this is going to be the dirtiest (City Council) race in the 37 years I've lived in Roseville," he said.

Residents tired of a year of bickering at City Hall may be content to wait for fall to tune in to the City Council contests, but the preliminaries are approaching. Filings for the council seats open July 18 and close Aug. 1. If seven or more candidates file, as many observers think is likely, there will be a Sept. 26 primary election that could be a hot prelude to the Nov. 7 general election. "I sure hear rumors about a number of people planning to run. . . . There's quite a number of names being floated. If you can believe what you hear, the list of candidates could be lengthy," Cushman said. Candidates such as Kehr and Andre supporter Brenda Thomas have never left behind the fighting that surrounded Andre's firing after 15 years as city manager.

Bookstore owner Thomas said she is running because of "outrage" at the City Council's treatment of Andre. "I went into the hearing (where Andre was fired) with no intention of running . . . but I came out of it a candidate," Thomas said. Kehr said he was planning to step down but has decided instead to run for reelection because of attacks on his reputation.

Though Cushman and Matson have not announced their plans, both said they are leaning strongly towards running for new four-year terms. Kehr, Matson and Mayor Frank Rog voted last September to fire Andre without notice to the public that they were considering the action. They reaffirmed the decision in November after a stormy public hearing attended by about 700 residents.

The three council members said Andre had to go because he would not communicate with them, which made the City Council majority lack confidence that Andre would carry out their policy

decisions. Matson also said he decided to vote to fire Andre only after the city manager sent a letter to the council last July informing them he was looking for a job in other cities. Andre, however, has said he did so only after Rog told him that Kehr and Matson would vote to fire him if he didn't leave Roseville.

Supporters of the former city manager, including Cushman and Thomas, have charged the firing was the result of a vendetta on the part of Rog, the former city parks director, against his former boss. Rog, Kehr and Matson also have been accused of interfering in day-to-day operations at City Hall, charges the three council members have denied.

A citizens group whose members opposed Andre's firing has monitored the City Council. The issue has remained alive in part because of a dispute over Andre's claim that the city owes him about $43,000 in unused vacation time. Kehr said Andre should not receive the money, and he claims the City Council never agreed to that arrangement. Cushman says Andre should be paid. Matson said the issue is a tough one because it is not clearly defined. "I sympathize with him (Andre). I'm sure he felt he was given that by the directive of the former mayor (June Demos). The question is whether the directive was given rightly or wrongly," Matson said.

Compiled By: Levon Little, Keith Knutson and Sean Baenziger
Colin Baenziger & Associates