



city council minutes

September 12, 2016 * 6:00 p.m.
Workshop Session

The Belle Isle City Council met in a workshop session on September 12, 2016 at 6:00 p.m. in the Belle Isle City Hall Council Chambers.

Present was:

Mayor Lydia Pisano
Vice Mayor/Commissioner Harvey Readey
Commissioner Gold
Commissioner Katy McGinnis
Commissioner Jeremy Weinsier
Commissioner Bobby Lance
Commissioner Lenny Mosse
Commissioner Sue Nielsen

Absent was:

NA

Also present was Attorney Kruppenbacher, Chief Houston and City Clerk Yolanda Quiceno.

CALL TO ORDER

Mayor Pisano called the meeting to order at 6:00pm and stated that this is a workshop and there will be no voting tonight. Mayor Pisano provided instructions for the interview process.

Attorney Kruppenbacher said if a situation should arise where a question is asked that will not be legally advised he will immediately interrupt the process to allow for clarification and rephrasing of the question.

The following candidates were scheduled for interview.

- Robert Francis 6:00pm – phone interview
- Patrick Kennedy 7:00pm
- James Reynolds 8:00pm

Mayor Pisano asked each candidate after the interview if any of the candidates received any of the questions asked before the meeting. All candidates stated no.

The following questions were asked of Robert Francis directly by the Commissioners and Mayor;

1. Mayor - Please take a few minutes to tell us about yourself?
2. Nielsen - In your resume you said that your passion is for city management and that you have what it takes to take Belle Isle to the next level; she is wondering what your idea of the next level for Belle Isle is?
3. Lance – Every manager has a different style of management, coming into the City of Belle Isle what will be the first thing and then the second thing you would do as far as management?
4. Readey - What do you perceive to be the city managers role in dealing with the Council?
5. Weinsier – What is your experience with communications with the residents and with the city at large? He is looking for involvement with newsletters and websites.
6. Mayor – What is the most challenging situation you have been in as a City Manager and how did you handle that?
7. Gold – What do you see the biggest challenges facing Belle Isle, from what you know from looking at minutes and online recordings, and what do we have to work on? Interested in what you may be able to offer us in terms of reaching out to commercial and industrial annexation? Do you have any experience with that?

8. *Nielsen – You left the City of Hood River and it sounds like you did a fantastic job there, contributed a lot to the community but left in 2013. I don't quite understand what attracted you to the juice company and would like to hear about that; and also why you are looking so far away from where you are for another City Manager job?*
9. *Mosse – Since you are an avid fisherman can you tell us about your experience with lake water quality and storm water issues?*
10. *McGinnis – Could you please describe yourself in three words? When we first got these resumes, before I was told not to, I called Mayor Linda Rousch, the former Hood Mayor, and she said you spotted trouble that no one else saw. She briefly stated that y'all were audited by the State, and you were the reason why things were fixed quickly. Can you explain what happened and what action you took to resolve the issues?*
11. *Weinsier – Hypothetically, a hurricane hits the City of Belle Isle in the middle of the night, lots of flooding, trees down and no electrical. What are you going to do in the first few hours, in the middle of the night, and the few days following?*
12. *Readey – What has your experience been in the field of public works? We currently have no plans and we have a charter school, street paving issues, a Police Department with mold and small parks to maintain.*
13. *Mosse – In your resume you state that you have about 20,000 people during the tourism season, a large budget of \$50 m and 70 full time employees. Here in Belle Isle you would have to make do with limited resources. What do you think about that?*
14. *Lance – How would you determine whether to outsource something or do it in-house?*
15. *Nielsen – Could you tell us 3-4 things that you feel would make you a good fit for the City of Belle Isle?*
16. *Weinsier – This is a follow up to prior questions asked by Vice Mayor Readey on the mold and conditions of the streets. Some of these issues have arisen because of the poorly done work by the contractors not living up to the expectations. Can you briefly tell me about any experiences and how you resolved them?*
17. *Mayor – When you referenced grants, were they State or Federal?*
18. *Candidate gave a closing statement.*

The following questions were asked of Patrick Kennedy directly by the Commissioners and Mayor,

1. *Mayor – Please take a few minutes to tell us about yourself?*
2. *Mayor – What was the most challenging situation you have had as a City Manager, and how did you handle it?*
3. *Lance – In the first 90 days, can you provide me a quick outline on what you anticipate you will do? What about any other aspects of the City besides the budget? Coming in how would you treat city staff, police department and public works?*
4. *Readey – Our public works is not as complicated as yours, but we do have storm drainage issues. As you know, the quality of the lakes is good and we want to keep it like that. We have a charter school that needs a maintenance plan and maintenance of our small parks. We also have a Police Department that is full of mold.*
5. *Nielsen – How do you go about and get funding?*
6. *Weinsier – You mentioned in your cover letter about establishing a newsletter in Crescent City. Can you tell us a little about that and how you go about establishing a newsletter?*
7. *Lance – You mentioned briefly about a citizen advisory task force. It sounds like you like to get the citizens involved?*
8. *McGinnis – Can you give me three words to describe yourself? How quickly could you start? If you become the city manager, how soon do you think you can start running the city? Will the learning curve be 1, 2 or 3 weeks?*
9. *Gold – Have you been listening to our audio recordings or reading the minutes? In your opinion what are the challenges that are facing us right now that you will need to address?*
10. *Nielsen – You mentioned that there was some angst in Crescent City, and you picked up some mistrust here. What is the best way to go about fixing that?*
11. *Mosse – What type of community involvement do you like to do other than the job of a City Manager.*
12. *Weinsier – Some of the issues we've had in the City, seems to have been caused by contractors that did not live up to what we expected of them. What has been your experience with dealing with those sorts of issues and how did you resolve them? What can you do to be proactive to prevent these situations?*
13. *Mayor – We are going to be having a lot of projects going on including the possibility of a Wawa, three homes in a subdivision, some town homes in another, 13 homes in another area. Do you do your own planning and zoning and make sure they are doing what is in accordance with the plans?*
14. *Readey – How do you view your role when working with Council; how would you consider the relationship?*

15. Lance – How do you feel about outsourcing or doing something in-house?
16. Gold – Have you done any commercial and/or residential annexations? We have potential targets around us but no specific strategy. Do you have any suggestions for strategies?
17. Weinsier – Lets say a hurricane hits the City in the middle of the night, streets are flooded, trees are down and the electricity is off; what do you see as your role in the City the following day?
18. Readey – What is your approach with the news media? When Charley hit the City we couldn't get out of Nela Isle. Our former City Manager had a plan and a bunch of contractors lined up to clear trees, and we will be looking for something like that.
19. Lance – Two of our most valuable assets is the Conway chain of lakes and the mature oak tree canopy. How do you feel about mature oaks, and how would you go about stopping the unnecessary cutting of the trees?
20. Mosse – If we hire you, and we need to find you some day down the road, would we more likely find you at your desk or in the field.
21. Nielsen – We have several projects that seem to need immediate attention. Did I understand that you can split some of your time between here at Crescent City?
22. Candidate gave a closing statement.

Recessed for 10 minutes.

The following questions were asked of James Reynolds directly by the Commissioners and Mayor,

1. Mayor – Please take few minutes to tell us about yourself and why you are the best candidate for the job?
2. Nielsen – What makes you a particularly good fit for this position?
3. Readey – What style of management would you use in a stressful situation?
4. Lance – Were you ever on the Conway NAV Board?
5. Weinsier – You worked for the City of Orlando from 1984-2010 and then went into property restoration, being a realtor and real estate. Can you tell us why you decided to make the transition?
6. Nielsen – Your resume says you are currently pursuing your Masters, when do you plan to have that? Why are you pursuing that?
7. Gold – In your experience with grant writing, you mentioned that you oversaw the process. Did you do any of the preparation? My specific areas of interest are how we are going to bring money into the City through annexations.
8. Mayor – What do you think your biggest challenge will be?
9. Readey – Do you have any experience in negotiating contracts or other issues?; We currently have an issue with replacing the school roof that may cost us half of a million dollars. What role do you feel the City Manager has with the City Council?
10. Weinsier – Do you have any experience with editing or authoring publications? What was your role with sending out the newsletters?
11. Lance – How would you take the City, as far as the citizens, Council, Police Department and city staff, to help make the groups one big team and mend fences?
12. McGinnis – Can you give me three words to describe yourself? How quickly can you start?
13. Nielsen – You have done amazing things, have good contacts; why would you like to be the City Manager of Belle Isle?
14. Mosse – Take us through your first 30-60 days as City Manager?
15. Lance – How do you handle and manage self stress?
16. Gold – You are in real estate now, will that go away or will you continue to do that on the side? Where do you see Belle Isle 10 years from now?
17. Nielsen – Can you provide three specific concrete ways, or things you will do, to address the divisions that exist in our community?
18. Candidate gave a closing statement.

Mayor Pisano said since this is not a voting meeting there will not be any discussion, and stated that Council should not talk amongst themselves, and we will agenda for discussion on Tuesday.

Comm Nielsen asked for a consensus for a date for the next meeting. Mayor Pisano clarified that this is not a voting meeting and cannot discuss a date. Attorney Kruppenbacher said they can give their opinion.

Comm Nielsen said she would like to move as quickly as possible on this. We have numerous projects that are critical and need immediate attention. We cannot let the school building deteriorate to the point where we don't have the money to repair it; same for the Police Department. We have to address these things and need a City Manager as soon as possible. She would like to meet again over the weekend to interview them again, or direct Frank to take out a contract with somebody, and it is better sooner than later.

Comm Moss said he agrees with Comm Nielsen and would like to get this resolved. Mayor Pisano stated that we will need to have another meeting because this is not a voting meeting and must be publicly noticed. She is surprised that Mr. Kruppenbacher is opening discussion.

Attorney Kruppenbacher stated that Council can give their opinion to move forward with another set of interviews or agenda for Tuesday. Council will have complete authority to do whatever you want to do.

After discussion, Attorney Kruppenbacher said Council could be in possible violation of breaking a Sunshine Law in terms of taking formal action at this meeting, and the 12 hour notice for a meeting is not reasonable notice for a public meeting.

After Council discussion, it was agreed to set a date with a 24 hour notice. It was the consensus to have the meeting on September 13, 2016 at 6:30pm. Attorney Kruppenbacher recommended to have the meeting posted for tomorrow night, and in Tuesday's meeting Council will rank the candidates and a deep dive on their background will be issued. There will not be any formal voting to approve the hiring until the next scheduled meeting, which was agreed for Monday, September 27, 2016 at 6:00pm.

There being no further business Mayor Pisano adjourned the meeting at 9:02 p.m.

Yolanda Quiceno
CMC, City Clerk