



## TOWN COUNCIL MEETING MINUTES

October 23, 2024 at 5:30 PM

Council Chambers – 340 Ocean Drive and YouTube

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PRESENT: PEGGY WHEELER, MAYOR  
DD HALPERN, VICE MAYOR  
MARIANNE HOSTA, VICE MAYOR PRO TEM  
JACOB ROSENGARTEN, COUNCILMEMBER  
DIANA DAVIS, COUNCILMEMBER

ALSO PRESENT: DAVID DYESS, TOWN MANAGER  
LEONARD RUBIN, TOWN ATTORNEY  
EMILY ALVES, FINANCE DIRECTOR  
ANDREA DOBBINS, PROJECT COORDINATOR/RISK MANAGER  
FRANK DAVILA, DIRECTOR OF PLANNING & ZONING  
CAITLIN E. COPELAND-RODRIGUEZ, TOWN CLERK  
STEVEN J. HALLOCK, DIRECTOR OF PUBLIC WORKS  
STEPHEN MAYER, PRINCIPAL PLANNER  
ISABELLA HICKEY, SENIOR PLANNER

AUDIENCE: 15

### CALL TO ORDER – 5:30PM

### ADDITIONS, DELETIONS, SUBSTITUTIONS TO THE AGENDA

*Council gave consensus to move Item #17 up to Item #10A; Item #16 up to Item #11A; and Items 1, 8, and 10 to the end of the regular agenda for discussion.*

### COMMENTS FROM THE TOWN MANAGER, THE TOWN ATTORNEY, AND STAFF

*Council gave unanimous consensus to have staff get a cost from the current auditor on performing additional review of internal controls and bring it back to the Council as a discussion item.*

***MOTION:** Halpern/Hosta made a motion to continue the mechanical removal of the algae from Pelican Lake with funding from contingency; and perform follow up treatment with Greenclean.*

***ACTION:** The motion passed unanimously.*

### COMMENTS FROM THE PUBLIC

*All Non-Agenda items are limited to three (3) minutes. Anyone wishing to speak is asked to complete a comment card with their name and address prior to the start of the meeting as well as state their name*

and address for the record when called upon to speak (prior to addressing the Town Council). Town Council will not discuss these items at this time.

Public Comments Opened at 5:55pm.

Public Comments Closed at 6:03pm.

#### CONSENT AGENDA

1. ~~Town Council Meeting Minutes—September 25, 2024~~
2. ~~Special Town Council Meeting Minutes - September 27, 2024~~
3. ~~Special Event Request - 2024 Palm Beach Holiday Boat Parade~~
4. ~~Special Event Request – Holy Spirit Lutheran Church Easter Pier Service~~
5. ~~Proclamation – Veterans Day~~
6. ~~Palm Beach County Local Mitigation Strategy (LMS)~~
7. ~~Resolution No. 2024-20 - Seacoast Utility Authority Board of Directors Representative~~
8. ~~Donald Ross Dune Walkover Renovation (FRDAP grant)~~
9. ~~Year to Date (YTD) Financial Statements~~
10. ~~Paver section(s) on new Atlantic Blvd. sidewalk~~

***MOTION:*** Davis/Halpern made a motion to approve the consent agenda as amended.

***ACTION:*** The motion passed unanimously.

#### COUNCIL ACTION/DISCUSSION ITEMS *(A Public Comment Period was provided for each item below.)*

##### 10A. Discussion on Master Plan

***MOTION:*** Davis/Rosengarten made a motion to move forward with engaging Treasure Coast Regional Planning Council at a cost of \$125,000 with a revision to the Scope of Services to include the redevelopment of beachfront condominiums and a change in name from “Redevelopment Master Plan” to “Community Vision and Master Plan.”

***ACTION:*** The motion passed 3-2, with Mayor Wheeler and Vice Mayor Pro Tem Hosta opposed.

##### 11. Public Hearing & First Reading on Ordinance No. 791 - Imposing a Temporary Moratorium on Mixed Use Developments in Commercial Zoning Districts

***MOTION:*** Davis made a motion to approve Ordinance No. 791 on first reading as amended; and to have the start date in December 2024.

***ACTION:*** The motion failed for lack of a second.

##### 11A. Discussion on the prioritization of Code changes

***The Councilmembers provided staff with their individual rankings of the list and staff will bring back the revised scope of work, a proposed vendor, and a cost proposal at a future meeting.***

##### 12. Resolution 2024-23 (Amending the Town’s Quasi-Judicial Procedures)

*(See attached handouts provided by Councilmember Davis.)*

***Mayor Wheeler, Vice Mayor Halpern, Vice Mayor Pro Tem Hosta and Councilmember Rosengarten gave consensus to revise the proposed procedures to include two public workshops for larger projects (commercial developments, multi-family residential developments, mixed use***

*developments, and Planned Unit Developments) and to allow members of the Town Council to meet with applicants if accompanied by a member of Town Staff.*

*Town Attorney Rubin will revise the procedures and bring them back to the Council for review and approval at a future meeting.*

13. Discussion on Town Manager Job Description

*Council gave unanimous consensus to send their proposed changes to the Town Manager; and to have staff bring the proposed revised description to Council at a future meeting.*

14. Discussion on Town Manager Evaluation Criteria

*(See attached handout from Councilmember Davis.)*

*Council gave unanimous consensus to send their comments, changes, and feedback directly to Colin Baenziger and Associates.*

15. Rules of Decorum for Members of the Public and Members of the Town Council

*Mayor Wheeler, Vice Mayor Halpern, Vice Mayor Pro Tem Hosta, and Councilmember Rosengarten gave consensus to split the Rules of Decorum for Members of the Public and Code of Conduct for the Town Council into two separate matters.*

*Mayor Wheeler, Vice Mayor Halpern, and Vice Mayor Pro Tem Hosta gave consensus to strike the enforcement language from the Code of Conduct.*

*Town Attorney Rubin will revise the two separate proposed policies and bring them back to the Town Council for review and approval at a future meeting.*

~~16. Discussion on Captain's Key Future Land Use Map Amendment and Rezoning~~

~~17. Town Council Meeting Minutes – September 25, 2024~~

~~18. Donald Ross Dune Walkover Renovation (FRDAP grant)~~

~~19. Paver section(s) on new Atlantic Blvd. sidewalk~~

*Items 16 through 19 will be moved to the next meeting agenda.*

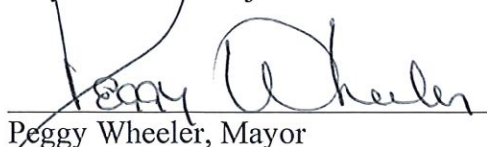
## COMMENTS FROM THE COUNCIL

**MOTION:** *Rosengarten/Halpern made a motion to stay enforcement of the ban on gasoline-powered blowers for a period of six months.*

**ACTION:** *The motion passed unanimously.*

## ADJOURNMENT

Mayor Wheeler adjourned the meeting at 10:00pm.

  
Peggy Wheeler, Mayor

  
Caitlin E. Copeland-Rodriguez, Town Clerk



Caitlin Copeland &lt;ccopeland@juno-beach.fl.us&gt;

**Form submission from: PUBLIC COMMENTS**

1 message

**Town of Juno Beach Florida** <juno-beach-fl@municodeweb.com>  
Reply-To: Town of Juno Beach Florida <ccopeland@juno-beach.fl.us>  
To: ccopeland@juno-beach.fl.us

Tue, Oct 22, 2024 at 10:11 AM

Submitted on Tuesday, October 22, 2024 - 10:11am

Submitted by anonymous user: 99.38.93.63

Submitted values are:

First Name Sydney  
Last Name Vickers  
Address 591 Ocean Dr  
Email Address sydneybvickers@gmail.com  
Agenda Item Number (Ex: 1, 2, 3) n/a  
Public Comment / Question  
I will be at the meeting to read this....

Last Friday my yard people were stopped by an officer telling them they could no longer use gas blowers. While I remember something about this earlier in the year, I do not recall any specific instructions on how this information was to be communicated. Further, I am not aware of any reminders aside from a brief mention on page 8 of the last newsletter.

I have learned that the homeowners are responsible for educating our yard service companies. I would have expected some communications to have been sent out either in hardcopy or electronically with the specific details of the change. That could then be passed on to the yard companies eliminating the confusion we are now experiencing.

Friday I began asking questions. I spoke with the owner of my yard service company. They have 20 customers in Juno Beach and no one has advised them of this change. I also talked to four different companies that service Juno Beach and none were aware of the upcoming restrictions.

There is a second element of this change and that is the monetary impact on the homeowners. The council has always been highly sensitive to items that will burden the residents financially. The cost of the change in blowers will be directly passed to the homeowners with a minimum annual impact of \$240 for the smallest yard. I firmly believe that any change in ordinance impacting the residents financially needs to be vetted by those who will pay the bill – the citizens. We will be paying the price increase created by this ordinance and it is up to us to determine if the benefit is worth the expense.

The results of this submission may be viewed at:

<https://www.juno-beach.fl.us/node/2951/submission/19812>

**Fwd: Form submission from: PUBLIC COMMENTS**

1 message

Caitlin Copeland <ccopeland@juno-beach.fl.us>  
To: Fiorella Verdecia <fverdecia@juno-beach.fl.us>

Wed, Oct 23, 2024 at 9:58 AM

Caitlin E. Copeland-Rodriguez, MMC  
Town Clerk  
Town of Juno Beach  
340 Ocean Drive  
Juno Beach, FL 33408  
ccopeland@juno-beach.fl.us  
Phone: (561)656-0316

Please note: Florida has a very broad public records law. Most written communications to or from local officials regarding town business are public records available to the public and media upon request. Your e-mail communications may therefore be subject to public disclosure.

----- Forwarded message -----

From: **Town of Juno Beach Florida** <juno-beach-fl@municodeweb.com>  
Date: Tue, Oct 15, 2024 at 12:06 PM  
Subject: Form submission from: PUBLIC COMMENTS  
To: <ccopeland@juno-beach.fl.us>

Submitted on Tuesday, October 15, 2024 - 12:06pm

Submitted by anonymous user: 71.196.68.209

Submitted values are:

First Name Thomas  
Last Name Laussermair  
Address 1701 W Hemingway Dr.  
Email Address tlausser@hotmail.com  
Agenda Item Number (Ex: 1, 2, 3) Ordinance No. 768 Gas Powered Leaf Blowers Prohibited  
Public Comment / Question

My name is Thomas Laussermair. I serve as president of the HOA board of "The Preserve at Juno Beach". We are a small community of 29 homes built by Toll Brothers about 10 years ago. Our landscaping service has been Complete Property Management (CPM) landscaping since 2014.

When we first heard about the ordinance no. 768 on gas powered leaf blowers becoming effective Oct.1st, 2024 we informed CPM landscaping of it in May 2024 by email, with a follow-up email in September 2024. CPM landscaping responded late September by voicemail stating that the cost of electric leaf blowers are prohibitive to them (both high initial equipment and multiple required battery costs). They stated that we (Preserve at Juno Beach) are their only landscaping service client in Juno Beach, that no other town has issued a similar ordinance and that they could not possibly justify the equipment cost for a small number of customers, let alone a single one. They asked us to inquire if there are town, county or state funds to subsidize this transition. (We have since learned that there is no town budget for such subsidies.) CPM landscaping continues to operate past Oct-1, 2024 as before to serve out their annual landscaping contract.

It seems that the one year grace period (Oct 2023 - 2024) was not sufficient to allow service providers to transition. This creates the undesirable situation that the service providers will either operate in violation with local ordinance or have to cancel their service contracts when faced with enforcement measures. We do not know if / how other service providers servicing Juno Beach communities have reacted to this ordinance.

Three questions for the town council:

1. How and when will this ordinance be enforced by the town?
2. Are there any measures or budget available to help with the transition to electric leaf blowers?
3. Have other variations such as lower noise, better muffled gas powered leaf blowers been considered to reduce noise levels below 70 db?

Best Regards,

Thomas Laussermair

For the HOA Board of  
The Preserve at Juno Beach

The results of this submission may be viewed at:

<https://www.juno-beach.fl.us/node/2951/submission/19805>



# TOWN OF JUNO BEACH

Item #1.

## PUBLIC COMMENT CARD

ANY CITIZEN WISHING TO SPEAK SHOULD COMPLETE THIS CARD AND GIVE IT TO THE TOWN CLERK PRIOR TO THE START OF THE MEETING.

AGENDA ITEM #: n/a DATE: Oct. 23, 2024

NAME: Sydney Vickers PHONE NO.: 561 396 7760

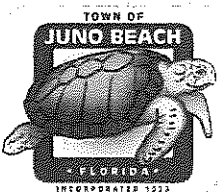
REPRESENTING (IF APPLICABLE): \_\_\_\_\_

ADDRESS: 591 OCEAN DR.

CHECK WHAT MAY APPLY:

SUPPORT  OPPOSE  I WISH TO SPEAK

I WOULD LIKE MY COMMENT READ INTO THE RECORD: \_\_\_\_\_



# TOWN OF JUNO BEACH

## PUBLIC COMMENT CARD

ANY CITIZEN WISHING TO SPEAK SHOULD COMPLETE THIS CARD AND GIVE IT TO THE TOWN CLERK PRIOR TO THE START OF THE MEETING.

AGENDA ITEM #: Comments from the Public DATE: \_\_\_\_\_

NAME: Jim Ferguson PHONE NO.: \_\_\_\_\_

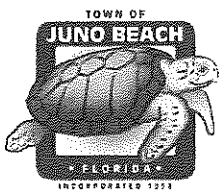
REPRESENTING (IF APPLICABLE): \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CHECK WHAT MAY APPLY:

SUPPORT  OPPOSE  I WISH TO SPEAK

I WOULD LIKE MY COMMENT READ INTO THE RECORD: \_\_\_\_\_



# TOWN OF JUNO BEACH

Item #1.

## PUBLIC COMMENT CARD

ANY CITIZEN WISHING TO SPEAK SHOULD COMPLETE THIS CARD AND GIVE IT TO THE TOWN CLERK PRIOR TO THE START OF THE MEETING.

AGENDA ITEM #: General DATE: 10/23/24

NAME: Andy Spulas PHONE NO.: \_\_\_\_\_

REPRESENTING (IF APPLICABLE): Self

ADDRESS: \_\_\_\_\_

**CHECK WHAT MAY APPLY:**

SUPPORT       OPPOSE       I WISH TO SPEAK

I WOULD LIKE MY COMMENT READ INTO THE RECORD: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_



Caitlin Copeland <ccopeland@juno-beach.fl.us>

**Form submission from: PUBLIC COMMENTS**

1 message

**Town of Juno Beach Florida** <juno-beach-fl@municodeweb.com>  
Reply-To: Town of Juno Beach Florida <ccopeland@juno-beach.fl.us>  
To: ccopeland@juno-beach.fl.us

Wed, Oct 23, 2024 at 11:28 AM

Submitted on Wednesday, October 23, 2024 - 11:28am

Submitted by anonymous user: 174.178.33.236

Submitted values are:

First Name Mark  
Last Name Pisano  
Address 1055 Ocean Drive  
Email Address mmpisan18@gmail.com  
Agenda Item Number (Ex: 1, 2, 3) 17. Discussion on Master Plan  
Public Comment / Question  
Good evening, Mayor, Town Council members, Town Manager

Thank you for adding this important topic of Master Planning, to the agenda. I would urge Council to consider adopting a true "Comprehensive Master Plan", that includes a vision for the future, long-range goals, and objectives for all activities that affect the local government. This would also include guidance on how to make decisions on public and private land development proposals.

Thanks again for listening

The results of this submission may be viewed at:

<https://www.juno-beach.fl.us/node/2951/submission/19814>





Caitlin Copeland &lt;ccopeland@juno-beach.fl.us&gt;

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**Agenda Item 15 to be read in to the record by Town Clerk**

1 message

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**ncwvnh** <ncwvnh@aol.com>

Wed, Oct 23, 2024 at 11:25 AM

To: Caitlin Copeland &lt;ccopeland@juno-beach.fl.us&gt;

Nancy Wolf  
1613 East Hemingway Drive  
Juno Beach

To Council, Town Attorney, Staff and Residents,

The Town of Juno Beach does not have a code of conduct for its elected officials. Many towns in Florida and even more towns and cities in other parts of the country do have a code for elected officials in a governing body. Further, private and public corporations, large and small, non profit boards, schools, police forces, and other organizations do have standards of conduct which are widely known and accepted by those who wish to lead these organizations.

It is time for Juno Beach to have such a document for Council. As it stands the only check on Council behavior is that if a felony is committed, the Charter may allow for their removal. This is a very low bar. Yes, we have the ballot box but that comes only every three years per seat and that is a long time for residents to suffer under attacks from any Council member. We have had shaming, belittling, verbal attacks, attempts at censorship by some members and even physical violence against residents by a sitting member of Council. This can not continue.

Council are elected officials, they take an oath of office, are governed by Sunshine Laws, must make financial disclosures which sets this body apart from non elected members of the public. The rules are different and should be different for elected leaders. Residents are already bound by limitations on speech at meetings. We need limits on COUNCIL words and actions against RESIDENTS which is what needs to be discussed this evening. Council should not be attempting to co-mingle this crucial topic with other items, such as creating more rules for residents, or any other topic as we see attempted in Agenda Item 15 this evening. Council needs to focus on fixing itself. The future of our town depends on it. Residents, staff and others follow Council's lead. Further, the reputation of our town as a laughing stock should also improve when Council members conduct towards residents improves. We urge you to adopt of Code of Conduct to govern Juno Beach Town Council members. It's long overdue.

Thank you.



Caitlin Copeland &lt;ccopeland@juno-beach.fl.us&gt;

## Form submission from: PUBLIC COMMENTS

1 message

**Town of Juno Beach Florida** <juno-beach-fl@municodeweb.com>  
 Reply-To: Town of Juno Beach Florida <ccopeland@juno-beach.fl.us>  
 To: ccopeland@juno-beach.fl.us

Wed, Oct 23, 2024 at 10:47 AM

Submitted on Wednesday, October 23, 2024 - 10:47am

Submitted by anonymous user: 174.178.33.236

Submitted values are:

First Name Mark

Last Name Pisano

Address 1055 Ocean Drive

Email Address mmpisan18@gmail.com

Agenda Item Number (Ex: 1, 2, 3) 15. Rules of Decorum for Members of the Public and Members of the Town Council  
 Public Comment / Question

Good evening, Mayor, Town Council Members, Town Manager

Thankfully, I have been observing the Town Council Meetings of late, progressing towards following the widely accepted General Rules of Decorum and following Rules of Procedure, specifically in regards to behavior and speech. I understand that free speech in public forums allows for the right to speak and criticize the government, however, our Town Council Meetings are a "limited public forum" and it's time to correct some misguided individuals, who wrongly assume that the First Amendment entitles them to express their views, whenever, whatever and however they want.

Our Residents, Council members, Staff and all attendees should have access to and knowledge of, appropriate manner of speech (in any format) and the Rules of Decorum and Rules of Procedure clearly defined for all. What may have occurred and/or tolerated at previous meetings, electronic correspondences, etc., does not make it "ok" for Council Members to think that they have to let inappropriate speech of any format be tolerated.

I have read the proposed document for tonight's discussion that the Town's legal counsel has carefully written, outlining the Town Council's Rules of Decorum and Rules of Procedure, so as not to violate the protections that all individuals and meeting attendees enjoy under the First Amendment. Thank you Len!

I along with other residents, appreciate your leadership and courage in working together to restore professionalism to our Council chambers. I must say that I had to take a break from personally attending meetings, as it was uncomfortable for me to witness this past behavior. Agree or disagree with an opinion is part of the process, however unacceptable behavior does not have to be wrongly tolerated and allowed.

Certainly, there will be change from the current culture if enacted and with any change, some will struggle.

It's time to take that next step.

Thanks for listening

The results of this submission may be viewed at:

<https://www.juno-beach.fl.us/node/2951/submission/19813>

**Proposed Event Permit Criteria - Add New conditions of approval:**

I propose amending our event permit to include all of these conditions of approval. These should be applied to all street festivals.

The Loggerhead Marineline Center (LMC) provides all of these amenities at TurtleFest and have created a gold-standard event in doing so.

For the past two years I have seen incidents at other street festivals on Ocean Drive in Juno Beach where attendees have not been provided seating, shade, or other safety amenities. As a result, attendees suffered heat stroke and heat-related illness (per my discussions with EMS and Rescue Personnel at the events.)

Many people already arrive at these events by bicycle and we should encourage more people to do so. This will alleviate some traffic and parking problems. Therefore, one or more bicycle racks should be added. As examples, this amenity is provided by LMC's TurtleFest, as well as at Sunfest in downtown West Palm Beach.

To help ensure public safety and increase event success, I am proposing to add the following conditions of approval to our event applications for events attracting over 100 people.

1. Shade tents with seating.
2. Seating at north, south, and middle of Ocean Drive.
3. Hydration station(s) and/or water bottle filling station.
4. Bicycle tent with bicycle racks for lock-up.

All of these amenities are to be provided FREE to event attendees.

Dana Little  
 From: dlittle@tcrpc.org  
 To: DD Halpern, Kim Delaney  
 Cc: David Dyess, Thomas Lanahan, Jessica Seymour  
 Mon, Oct 21 at 2:09 PM

Good afternoon Vice Mayor Halpern.

Our scope does not specifically call out measuring the infrastructure and roadway impacts of future development.

If some of that analysis is desired during the process, I think we could establish an approach to develop some data however, that was not the intended focus of our effort.

I think a mapping and data collection process could be useful. Understanding existing land use and zoning provisions is definitely part of our scope.

Thank you,  
 Dana

**From:** DD Halpern <ddhalpern2021@yahoo.com>  
**Sent:** Monday, October 21, 2024 1:48 PM  
**To:** Dana Little <dlittle@tcrpc.org>; Kim Delaney <kdelaney@tcrpc.org>  
**Subject:** Master Plan Question

Hi Dana/Kim,

Question about the scope of work for our master plan -

On our Council agenda for this Wednesday, Oct 23, is a proposed Moratorium on mixed use development.

The stated purpose - as created by our town attorney as he understands it is:

**The stated purpose of the moratorium is to study the impacts of mixed-use development in commercial zoning districts and determine the appropriate methods and regulatory controls to ensure that future development does not permanently alter the character of the Town and overwhelm existing infrastructure and roadways, thereby jeopardizing the safety and welfare of current and future residents and visitors.**

Does your master plan proposal include a scope of work that encompasses the **study the impacts of mixed-use development in commercial zoning districts?**

My opinion - I will not be voting in favor of this moratorium because I believe that the greatest threat is from residential development (not mixed-use) and data is needed to measure impacts on our services and infrastructure. If anything, a moratorium should be on residential development or both types.

Does your agency do the type of impact studies referenced by our attorney?

Thank you,  
 DD Halpern  
 Vice Mayor, Town of Juno Beach  
 561-972-1644

BER 22, 2024

REGULAR AGENDA

D. ENVIRONMENTAL RESOURCES MANAGEMENT

1. **Staff recommends motion to adopt:** a Resolution supporting the permanent protection of County-owned Natural Areas through the granting of conservation easements to conservation land trusts. **SUMMARY:** The Board of County Commissioners (BCC) has long recognized the importance of safeguarding the County's 31,800 acres of Natural Areas as essential to maintaining the biodiversity, environmental health, natural beauty and the overall well-being of these native lands. However, in the face of increasing development pressures, the County's current protections may not be sufficient to guarantee the perpetual preservation of these unique native lands. Therefore, partnering with and granting conservation easements to conservation land trusts is being proposed as an effective tool to provide additional perpetual protection to these native lands. The placement of these types of conservation easements over County-owned Natural Areas will ensure that these areas remain undeveloped, and are managed and maintained for conservation purposes in perpetuity, thereby protecting the subject Natural Areas against development, habitat destruction, incompatible uses and environmental degradation. The County's Natural Areas contain diverse ecosystems, including freshwater and estuarine wetlands, forests, herbaceous uplands and dunes/beaches, all of which provide habitat for listed species. These areas contribute to flood control, air quality, water quality and quantity, and public mental health, with additional benefits to our Community Rating System (CRS) status. They also serve as greenspaces for public enjoyment. Adoption of this Resolution will provide an added layer of protection to these critical areas, which were acquired through multiple means, including bond referendums in 1991 and 1999, donations, and tax deeds. The Resolution encourages third party held conservation easements on County-owned Natural Area lands through collaboration with conservation land trust organizations, whose role would be to defend the conservation easements against any proposal to change the use of County Natural Areas to anything other than conservation and compatible passive public use/recreation. This action would ensure that the County's Natural Areas are protected from future threats and support the County's commitment to ensure the environmental sustainability and compatible, non-destructive use of these lands. By implementing this measure, the County can safeguard its natural heritage for future generations as a reliable part of the County's landscape, including greenspaces, public use, water resources protection, and associated environmental services. **There is no cost to the County associated with adoption of the attached resolution.** Countywide (DL)

	Desirable Qualities				
1	Financial Acumen / Fiscally Conservative				
2	Highest Personal Ethics				
3	Experience in Municipal Govt.				
4	Florida Experience in Govt.				
5	Florida Experience in govt in a coastal community				
6	Management Skills for Continuous Quality Improvement				
7	Community Engagement				
8	Ability to Manage Public Safety - Traffic Concerns				
9	Environmental Preservation				
10	Long Term Strategic Planning Experience				
11	Experienced in project management skills & ability to prioritize action items to meet strategic initiatives				
12	Experienced with Master Plan				
13	Focus Development to Enhance Quality of Life in Town				
14	Ability to Preserve what is unique about Town				
15	Takes Responsibility for Bad Decisions of Council				
16	Prestigious School/ MBA				
17	Ability to perform the job of direct reports				
	Score Totals				

Rank each candidate at 0-7 with 0 worst and 7 highest for each quality based on resume  
 \* yes where it is a yes/no questions and not ranked by degree possessed