

City Commission Special Meeting

January 10, 2024

Video and Agenda Packet

(Note: the meeting begins at 2:25 on the time stamp)

Commissioners Lisa Martin, Jason McGuirk, Randy Hartman, Vice Mayor Valli Perrine, and Mayor Fred Cleveland were present.

This meeting was called to decide on the firm that would assist the search for a new City Manager. Mr. Khalid Resheidat is set to retire in August after 34 years of service. Mayor Cleveland noted that this "is perhaps the most important decision this commission will make this year...."

Public Participation:

None

Special Meeting:

Background: At the September 26th Commission meeting, the Commission directed staff to begin the Request for Proposal (RFP) process to locate an executive search firm to conduct the City Manager recruitment. The RFP was created and sent out on Open Gov and Demand Star platforms on October 27 to over 2,700 registered users. On the submission deadline nine (9) firms had responded to the RFP. The Review Committee ranked and discussed the firms' submissions at a virtual public meeting on December 7th and invited the top four (4) scoring firms to make a presentation to the commission for the purpose of firm selection.

The firms presenting were:

- Colin Baenzinger and Associates: Daytona Beach Shores. Proposed contract fee - \$32,500.
- Strategic Government Resources, Inc.: Keller, TX. Proposed contract fee - \$27,900.
- GOVHR USA: Northbrook, IL. Proposed contract fee - \$24,500.
- Slavin Management Consultants: Norcross, GA. Proposed contract fee - \$15,795 plus travel.

The process that each firm used in their presentations follows:

- Meet with city staff about what is needed in a new manager and assist to create a job description and a timeline.
- Create a brochure to advertise the position and circulate it through contact lists and social media.
- Review applicants and selects candidates (8-10) to be considered by the city.
- Complete background checks on all final candidates.
- Participate in interviews with city staff and assist in selecting the final candidate(s).
- Involve residents if the city staff desires that and conduct city-wide meetings for citizens to meet the candidates.
- Assist the city with contract negotiations when a final candidate is selected.

Note: Most of the firms provided a guarantee that if the selected candidate does not work out in the first two years, they will repeat the process charging expenses only.

Even though there were strengths and weaknesses in all four presentations, the Commission selected Strategic Government Resources, Inc. for the following reasons:

- The facilitator of the process for this company, Doug Thomas, was formerly the City Manager of Lakeland, FL and has experience with out-of-state governments. His experience makes him especially qualified to assist out-of-state candidates with a transition to working in the Florida government and understanding Sunshine Laws. He was the most up-to-date on technology and the social media aspect of recruiting and had the best personality to engage with staff as well as candidates.
- Commissioner McGuirk had an experience with this firm while working with the TPO that was not satisfactory but said it would not necessarily disqualify them from consideration.
- The Police Chief, Greg Feldman; Assistant City Attorney, Shey McGurdy; HR Director, Heather Kidd, and City Clerk, Kelly McQuillen were invited to this meeting and asked for their feedback. All agreed that SGR was the strongest candidate for the same reasons as stated above with Shey McGurdy adding that Mr. Thomas being familiar with our Sunshine laws was important. Slavin Management was the second choice.
- When City Manager Khalid Resheidat was asked for his input, he said that all four firms were qualified and would be able to find candidates but that the personality of the facilitator is the most important factor for working with staff and residents. He also recommended SGR as the best option for the city.

The mayor asked for a nomination from the floor and SGR was nominated. A paper vote approved SGR with 4 YES votes and 1 NO vote.