

**Special City Commission Meeting
Thursday, April 18, 2024**

Video and Agenda: (Note: meeting begins at 2:30 on counter)

Mayor Cleveland, Vice mayor Perrine and Commissioners, Martin, McGuirk and Hartman were present. The evening’s goal was to view the field of applicants for the City Manager’s job via a Zoom meeting with Mr. Doug Thomas, the Executive Vice President for Recruitment and Leadership at Strategic Government Resources.

Public Participation:

Two residents spoke to the Commission:

- Tony Otte, former Economic Development Director wants our new CM to have at least 10 years of Florida county/city manager or assistant county/city manager experience, should have beach experience, should be a visionary who understands Commission priorities and develop well-researched options to present to them, possess the ability to follow-through with these options, and to be able to develop a budget that covers Commission priorities as well as be a good Capital Projects manager.
- Former Police Chief Mike Coffin agreed with Mr. Otte and asked the Commissioners to consider Robin Hayes from Cocoa Beach. Coffin has worked with her and found her to be ethical, possess strong leadership abilities and a strong background with finance.

Special Meeting:

Mr. Thomas began his [presentation](#) detailing how they did the search outreach. The search yielded 54 applicants (20 from Florida, one from Canada, one from India, and the rest from other US states). There were 48 males, five females and one with no response. The consultants ranked each applicant based upon criteria provided by city staff and the Commission. The field of applicants was narrowed to 24.

A general overview of the [24 culled applicant](#) resumes were presented individually and the Commissioners rated them numerically, one (1) through three (3).

- 1) They wanted that applicant to advance as a Semi-finalist.
- 2) they would consider the person advancing as a Semi-finalist.
- 3) they would NOT consider the person advancing as a Semi-finalist.

This was done in real time with Mr. Thomas using his PowerPoint Presentation. The Commissioners ranked each of the 24 applicants as Mr. Thomas presented them. An average of the five rankings led to 13 semi-finalists, provided below in ranking order. Each Semi-finalist will be asked to answer an in-depth questionnaire and will participate in a video interview. The goal will be to narrow the field to 3-5 finalists.

Candidate Name	Ranking Score
Jeff Mihelich	1.0
Kevin Cowper	1.0
Paul Brake	1.0
Robin Hayes	1.4
James Slaton	1.6
Stanley Hawthorn	1.8

Patry (Pat) Oman	2.0
Scott Moye	2.0
Bilal Iftikar	2.2
Carmen Davis	2.2
Douglas (Doug) Maxeiner	2.2
Michael Silverman	2.2
Patrick Marsh	2.2

An in-depth background verification check (includes criminal/legal and educational) will be performed on each of the finalists. Those passing the background checks will be interviewed by the Commissioners and those interviews will be open to the public.

Mr. Thomas reiterated the details of the Triage Process, stating that he will be with the Commission throughout the rest of the procedure and be available to answer any questions.

Future dates for the Triage selection process are the following:

- Thursday, May 16, 2024: City Commission Special Meeting - Commissioners will set a shortlist of three to five finalists.
- Friday, June 7, 2024: Open House for members of the public to meet and greet the finalists.
- Saturday, June 8, 2024: City Commission Special Meeting: Finalists will present their vision to Commissioners and take questions.

Motion to select semifinalist candidates Jeff Mihelich, Kevin Cowper, Paul Brake, Robin Hayes, James Slaton, Stanley Hawthorne, Patry (Pat) Oman, Scott Moye, Bilal Iftikhar, Carmen Davis, Douglas (Doug) Maxeiner, Michael Silverman and Patrick Marsh for the City Manager recruitment was approved unanimously.