



Minutes
Town of Lake Park, Florida
Special Call Commission Meeting
Saturday, March 21, 2015, 3:00 PM
Town Commission Chamber, 535 Park Avenue

The Town Commission met for the purpose of a Special Call Commission meeting on Saturday, March 21, 2015 at 3:00 p.m. Present were Mayor James DuBois, Vice-Mayor Kimberly Glas-Castro, Commissioners Erin Flaherty, and Michael O'Rourke, Interim Town Manager Bambi Turner, and Town Clerk Vivian Mendez. Commissioner Kathleen Rapoza arrived at 3:06 p.m.

Town Clerk Mendez performed the roll call and Mayor DuBois led the pledge of allegiance.

BRIEF REMARKS REGARDING THE INTERVIEW PROCEDURES:

Mayor DuBois explained that members of the audience could fill out a public comment card with their question for the candidates. The cards should be turned into the Town Clerk. He explained that each candidate would be asked the same questions. As he waited for cards to be turned into the Town Clerk, he explained the days schedule with the candidates.

He explained that each Commissioner had an opportunity to meet with each of the candidates individually and conducted an interview. After the individual interviews were conducted there was a "Meet and Greet" with the public and the candidates in the Mirror Ballroom.

Mayor DuBois welcomed Mr. John O. D'Agostino to the podium and asked him to introduce himself.

Mr. John D'Agostino introduced himself and provided a brief history of his career.

Commissioner Rapoza asked the following questions:

1. Give two examples of economic development that you are most proud of during your career. Mr. D'Agostino explained that one of his greatest achievements was bringing the Samsonite Luggage national and international headquarters to Mansfield, Massachusetts from Rhode Island. The second was the construction of the power plant in Blackstone, Massachusetts. Commissioner Rapoza asked how was he able to accomplish those achievements. Mr. D'Agostino stated that it took a lot of outreach over time.

2. Explain your Planning and Zoning background. Mr. D'Agostino explained that Mansfield Massachusetts became a Gold Community in the biotechnology industry because the planning and zoning approach allowed the geographical location to be ideal. He explained that Mansfield Massachusetts has an expedited permitting process.

3. How engaged are you in the community? Mr. D'Agostino explained that he is a people person; has an inviting open door policy; and has lived in every community he has worked in, so that he could get to know the community.

4. What is your vision for the Town as Town Manager? Mr. D'Agostino explained that he would devote time to get to know the needs of the different Town programs, its departments, and will not become a "shrinking violet". He would spend time out in the community and not sit behind his desk.

Commissioner O'Rourke asked the following questions:

1. What is your strongest attribute? Mr. D'Agostino stated that he would consider financial management, working with staff, and the community to achieve the goals and objectives of the Town to be his strongest attributes.

2. What is a Incremental Financial Plan? Mr. D'Agostino explained that in Massachusetts they have tax incentives for companies that are moving in. He explained that there are two types on incentives. The first incentive would be a reduction in the tax rate for that business. The second would be the reduction of the capital improvement made to that business.

3. How could your experience from the State of Massachusetts translate to the State of Florida? Mr. D'Agostino explained that in any type of setting you have the ability to incentivize and encourage businesses to move to a particular community. He stated that he has worked in a redevelopment agency or authority in the past and knows how they operate. He stated that they have the ability to provide a limited amount of incentive. He stated that Palm Beach County would be the real incentive component to increase economic development.

Commissioner Flaherty asked the following questions:

1. Mr. James Sullivan of Flagler Boulevard stated that the Town needs a "people person". He asked for an example of how you handled a resident that approaches you with an issue during an event. Mr. D'Agostino explained a situation in which he assisted a resident with an issue and later found out that the resident he assisted was his neighbor.

2. What interested you the most in the Town? Mr. D'Agostino stated that the Town has a need for an economic leader that could paint the vision of the Town and work with its residents, staff, and elected official's vision could be achieved.

3. What do you see as the role of Town government in keeping the cost down while providing essential services? Mr. D'Agostino explained that he has balanced many budgets over his career. He stated that there is not a budget alive that functions as a planning document that does not have the ability to save additional funds. He gave a few examples of how he was able to reduce spending and still provide essential services to the community.

Vice-Mayor Glas-Castro asked the following questions:

1. What ways do you see that you could help this community bring divergent culture and back grounds together? Mr. D'Agostino stated that divergent residents need to know that they are welcomed and accepted in the community. He stated that there are four ways to bring divergent cultures together, and they are through arts, education, religion, and family.

2. What would your friends and family consider your best and worst qualities? Mr. D'Agostino stated that his best quality is that he invest himself in people because he enjoys people. He explained that his worst quality is that as Town Manager he is always working.

3. What would your former elected officials say are your best and worst qualities? Mr. D'Agostino stated that his former elected officials would say that his best qualities are that he was creative, solved problems, was competent and capable, would offer his opinion even if his opinions are not the same as the elected officials. He stated that he has been successful at moving communities forward.

Mayor DuBois asked the following questions:

1. Ms. Diane Bernhard of Lake Shore Drive asked how would you handle a residents concern or issue. Mr. D'Agostino state that if there is an issue or concern he wants to hear it. He stated that he has a welcoming open door policy and would want all of his department heads to also be welcoming to the residents. He stated that staff would put the residents first and he would work to resolve the concern or issue of the resident.

2. Anne Lynch asked a three-part question. She asked him to name three reasons why you want to work in Lake Park; name three things you know about Lake Park; what do you mean specifically about being a "people person". Mr. D'Agostino stated that the three reasons why he want to work in Lake Park are the ability to make a difference is important to him. The Town needs someone with a vision and direction in economic development. He would call this community his home. He stated that the three things he knows about Lake Park are that Lake Park was one of the first planned development communities in the State of Florida. He knows that the Town is in a financial situation because of its dependency on its residential taxes. He stated that the last reason would be the wonderful way of life Lake Park could offer. He stated that his definition of a "people person" is his ability to work effectively with everyone and helping them realize their dreams. He stated that not all issues can be resolved, but he would explain it in a way that is respectful, honest, and upfront.

Vice-Mayor Glas-Castro had a question from a resident. How are your gardening skills? Mr. D'Agostino stated that he has not had much opportunity to garden because the season for gardening is very short up north. He stated that he would become involved in the community and other organizations in the Town.

3. Mayor DuBois asked as Mr. D'Agostino gets to know Town organizations, would he consider budgeting to assist those organizations or offering them grants. Mr. D'Agostino

stated “absolutely” and explained that he was a grants manager, so he is well versed in grants. He explained the concept of internet donations that could be considered for the community.

Mayor DuBois thanked Mr. D’Agostino for his time. Mr. D’Agostino thanked the Commission for the opportunity.

Mayor DuBois explained that a comment card had been submitted with a question for the Commission, which he wanted to answer before the next candidate was interviewed. Betty Hodges of Crescent Drive asked, “If there is not a candidate selected from this group, will there be another round of applicants selected or will the application process be opened again”. Mayor DuBois explained that if the Commission does not select one of the candidates for Town Manager then the process would start all over again with an advertisement for the position of Town Manager for the Town.

“Were there any minority applicants in the group? Are they in the top tier to be considered”? Mayor DuBois explained that he does not recall that any applicant stated that they were a minority on their application and therefore he does not know if there were any minorities that applied.

Mayor DuBois welcomed Mr. James Drumm to the podium and asked him to introduce himself.

Mr. James Drumm introduced himself and provided a brief history of his career.

Commissioner Rapoza asked the following questions:

1. Can you explain your experience working with a Community Redevelopment Agency (CRA)? Mr. Drumm explained his CRA experience throughout his career.
2. Give two examples of economic development that you are most proud of during your career. Mr. Drumm explained that one of his greatest achievements was the ability to bring a corporation into Zephyrhills, which created jobs for the community. He stated that another achievement was developing the downtown area by conducting a survey of the residents to find out what the types of business that were needed and then recruiting of those types of small business began for the community.
3. How would he attract businesses to the Town? Mr. Drumm explained that there are two strategies to bring businesses to the Town. He explained that one strategy would be to form a committee that would help businesses come to the community. He stated that the second strategy would be getting the word out that the Town has vacant buildings available for business.

Commissioner O’Rourke asked the following questions:

1. What is your strongest strength as a Town Manager? Mr. Drumm explained that he has a strong background in planning and historic preservation, including economic development.

2. What are your financial achievements? Mr. Drumm stated that he has a good background in financial matters. He stated that he has a long history of creating budgets and finding out what the needs of the community and live help them within the means available.

3. How has your management experience in Florida developed considering the specific needs of a coastal community? Mr. Drumm explained that he is extremely familiar with Florida law and the State Statutes.

Commissioner Flaherty asked the following questions:

1. Mr. James Sullivan of Flagler Boulevard stated that the Town needs a people person. He asked for an example of how you handled a resident that approaches you with an issue during an event. Mr. Drumm explained that he has addressed issues and answered questions during events or even when out with his family.

2. What interested you most about working for the Town as the Town Manager? Mr. Drumm stated that the Park Avenue Downtown area, the historic preservation of the Town, and a nice place to raise a family were what interested him the most to work for the Town.

3. What do you see as the role of Town government in keeping the cost down while providing essential services? Mr. Drumm stated that everyone wants to keep the cost down, but the level of service that is still acceptable to the community must be considered.

Vice-Mayor Glas-Castro asked the following questions:

1. Mr. James Sullivan of Flagler Boulevard would like to know how are your gardening skills? Mr. Drumm stated that it is one of his hobbies.

2. What ways do you see that you can help this community bring divergent culture and back grounds together? Mr. Drumm explained that he has addressed this issue in his career and found that creating a task force with representation from each culture has helped. He stated that some cultural groups do not want to be involved in government and with those situations; he has suggested taking the Town meetings to a community center closer to them instead.

3. What would your friends and family consider your best and worst qualities? Mr. Drumm stated that his friends and family would say he is ethical; honest; hard working; and has a good memory. He stated that his worst qualities would be that he is pulled away during an event and he takes the time to speak with a resident.

4. What would your former elected officials say are your best and worst qualities? Mr. Drumm stated that the elected official would say the same about his work ethic and honesty. He stated that the former elected officials would say that his worst quality was that he wanted to do all the projects at the same time.

Mayor DuBois asked the following questions:

1. Ms. Diane Bernhard of Lake Shore Drive asked how would you handle a residents concern or issue? Mr. Drumm stated that depending on the situation and if it were within his authority, he would handle the situation. He stated that he would speak with the resident and help them to understand what can and cannot be done to resolve the situation.

2. Anne Lynch asked a three-part question. She asked to name three reasons why you want to work in Lake Park; name three things you know about Lake Park; what do you mean specifically about being a “people person”. Mr. Drumm stated that the first reason he would want to work for the Town would be that he has a long history in municipal management. The second reason would be that the Town has an open manager’s position and he is looking for an open manager’s position. He stated that the third reason would be that Lake Park is a family friendly community. He stated that three things he knows about Lake Park are that the financial situation is a challenge. He stated that the housing market is reasonable for Palm Beach County. He knows that there are challenges with the properties on Park Avenue. He answered the last question regarding being a “people person” by stating that a manager needs to be visible and get out into the community. The manager cannot resolve all issues, but working with the Commission some issues can be resolved. He stated that over the years he has been a member of different organizations for the municipalities, which he considered to make him a “people person”.

3. Mayor DuBois asked as Mr. Drumm gets to know Town organizations, would he consider budgeting to assist those organizations or offering them grants. Mr. Drumm stated that he would have to check the Town’s Charter to make sure that the Charter does not have any restrictions in assisting organizations. He stated that it is a policy issue and not every organization could be assisted.

Mayor DuBois thanked Mr. Drumm for his time and invited him to stay in the Commission Chamber. Mr. Drumm thanked the Commission.

Mayor DuBois welcomed Mr. Robert Kellogg to the podium and asked him to introduce himself.

Mr. Robert Kellogg thanked the Commission and staff for their time during the Town Manager interview process. He introduced himself and gave a history of his career.

Commissioner Rapoza asked the following questions:

1. Give two examples of economic development that you are most proud of during your career. Mr. Kellogg explained the success of extending water and sewer services to an area that did not have those services one of his achievements. He explained the success of working with the Veteran’s Administration to purchase a piece of property that is known as the Ohio Western Reserve National Cemetery.

2. Can you explain your experience working with a Community Redevelopment Agency (CRA)? Mr. Kellogg stated that the CRA is a Community Improvement Corporation that uses their tools to encourage development and redevelopment that provides tax incentives and tax breaks that are making repairs to those areas.
3. How would he attract businesses to the Town? Mr. Kellogg stated that he would network with businesses, work with Palm Beach County, and explain what types of incentives the Town can offer.

Commissioner O'Rourke asked the following questions:

1. How would you evaluate the importance of economic development to a community? Mr. Kellogg stated that one of the main goals of a community is their quality of life. He explained one way would be providing recreation activities and events. He stated that another way is by marketing and attracting businesses to increase the tax base to eventually lower the millage rate. He explained that working with existing businesses is another way to evaluate the importance of economic development.
2. What would you say is your strongest area of your management skills? Mr. Kellogg stated that his strongest area of management skills would be his corporative style of management. He explained that working with the elected officials he would implement their direction to where they want to take the community. He explained that he would work with staff to develop a five-year plan. He would give the department heads the authority, responsibility, and most importantly the accountability they would need to be successful. He explained his open door policy.
3. How has your management experience in Florida developed considering the specific needs of a coastal community? Mr. Kellogg explained that he is the only candidate that has coastal experience. One of the first things he would like to do as the manager would be to reach out to the local developers and businesses and try to attract them to this community.

Commissioner Flaherty asked the following questions:

1. Mr. James Sullivan of Flagler Boulevard stated that the Town needs a "people person". He asked for an example of how you handled a resident that approaches you with an issue during an event. Mr. Kellogg explained that he is not the type of manager that sits behind a desk. He stated that if he gets a call from a resident that has an issue he would go out to the area and see for himself what the issue might be. He stated that he is a persuasive person and can talk people into his way of thinking if given the opportunity. He stated that he would become a member of the community.
2. What interested you most about working for the Town as the Town Manager? Mr. Kellogg stated that the Town has a lot of potential. He stated that there are some areas of the community that need attention.
3. What do you see as the role of Town government in keeping the cost down while providing essential services? Mr. Kellogg stated that he would find ways to reduce the spending, lower the millage rate, while saving funds.

Vice-Mayor Glas-Castro asked the following questions:

1. What ways do you see that you can help this community bring divergent culture and back grounds together? Mr. Kellogg explained that he is aware of the Department of Justice (DOJ) Consent Order and felt that the issue should be revisited with the DOJ. He stated that an outreach program would be another method of reaching the different divergent cultures in the community. He suggested an email blast system be setup to keep the community informed of what is taking place. He suggested going to the churches and speaking with their leaders to help communicate with the community.

2. What would your friends and family consider your best and worst qualities? Mr. Kellogg stated that his best quality is his integrity. He stated that his worst quality is that he does not take enough credit for his accomplishments. He stated that he would prefer that a staff member be recognized for an achievement than himself.

3. What would your former elected officials say are your best and worst qualities? Mr. Kellogg stated that for the most part his former elected officials would say the same as his friends and family that his integrity is his best qualities.

4. Mr. James Sullivan of Flagler Boulevard would like to know how are your gardening skills? Mr. Kellogg stated that he was raised on a farm, so he knows how to garden. He shared a story about growing up on the farm.

Mayor DuBois asked the following questions:

1. Ms. Diane Bernhard of Lake Shore Drive asked how would you handle a residents concern or issue? Mr. Kellogg stated that he would do his best to resolve the situation or have the correct department resolve the issue.

2. Anne Lynch asked a three-part question. She asked to name three reasons why you want to work in Lake Park; name three things you know about Lake Park; what do you mean specifically about being a “people person”. Mr. Kellogg stated that the three reasons why he wants to work in Lake Park is that he has worked in small communities most of his career, so he is familiar with working in a small community. He stated his second reason was the economic development potential in this community. He stated that the third reason would be that there is a dedicated staff, which he would like to work with and create a family environment. Mr. Kellogg stated three things he knows about the Town. He stated that he has read the minutes and was aware of the development that is coming into the community. He stated that he is aware of the acquired property that is waiting for development. Lastly, he knows that there is a Sunset Celebration on the last Friday of each month. Mr. Kellogg stated that he avoids using the term “people person”. He explained that anyone that has a bad experience would contact Town Hall. He explained that the manager’s job would be to listen to the issue and help the person understand how the issues could be resolved.

3. Mayor DuBois asked as Mr. Kellogg gets to know Town organizations, would he consider budgeting to assist those organizations or offering them grants? Mr. Kellogg

explained that he would consider funding for organizations. He explained that it would be up to the Commission to determine since the community has limited funds.

Mayor DuBois thanked Mr. Kellogg for his time. Mr. Kellogg thanked the Commission.

Mayor DuBois asked Interim Town Manager Turner to explain what the next step in the process would be. Interim Town Manager Turner explained that the next step would be for each Commissioner to fill out their ballot and provide it to her. She stated that the Town Clerk would tabulate the votes. Once the votes are tabulated, the Commission could direct the Town Attorney to enter into contract negotiations with the selected candidate.

Vice-Mayor Glas-Castro requested a 15-minute recess. The Commission came to consensus to take a 15-minute recess and reconvene the meeting at 5:30 p.m.

The Special Call Commission meeting was reconvened at 5:30 p.m. Assistant Town Attorney Matt Ramenda joined the Commission on the Dias.

Mayor DuBois explained that the Commission has completed the panel interviews.

COMMISSIONER COMMENTS:

Commissioner O'Rourke asked for clarification with this process. He asked if the Commission were going to discuss each candidate or would they simply go straight to the voting process. Mayor DuBois stated that the Commission could discuss each candidate.

Commissioner O'Rourke explained a few items that were important to him. He stated that having Florida experience; keeping in mind that the Town is a coastal community; and choosing someone that has strong financial management experience.

Commissioner Rapoza stated that a few things that are important to her are having strong financial management skills; bringing businesses to the Town without losing the Town's charm; having a "people person" that can engage the community.

Commissioner Flaherty stated that he has chosen his first and alternate candidates. He felt that the Commission would choose a manager that would continue to lead the Town in a good direction. He stated that the manager needs to listen, respect, and understand the needs of the residents. He appreciated all the applicants that applied and interviewed for the position of Town Manager.

Vice-Mayor Glas-Castro stated that during her individual interviews she focused on the candidates communication style, what the relationship would be with the Commission, create a team with staff, looking to engage the community, Florida experience was ideal, but being a resident was very important to her.

Mayor DuBois stated that the Commission had very good candidates and he was willing to support the consensus of the Commission.

SELECTION OF TOWN MANAGER:

The ballots were submitted to Interim Town Manager Turner and given to the Town Clerk (see Exhibit “A”).

Interim Town Manager Turner announced Mr. D’Agostino as the selected candidate for the Town Manager position.

Motion: Vice-Mayor Glas-Castro moved to begin contract negotiations with Mr. John O. D’Agostino; Commissioner Rapoza seconded the motion.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Flaherty	X		
Commissioner O’Rourke	X		
Commissioner Rapoza	X		
Vice-Mayor Glas-Castro	X		
Mayor DuBois	X		

Motion passed 5-0.

Interim Town Manager Turner escorted the candidates into the Commission Chamber. Mayor DuBois announced Mr. D’Agostino as the selected candidate by the Town Commission. He explained that Mr. D’Agostino would begin contract negotiations with the Town Attorney. He suggested a schedule be developed of when Mr. D’Agostino thought he would begin working for the Town. Mr. D’Agostino thanked Interim Town Manager Turner for a smooth and well developed process.

ADJOURNMENT

There being no further business to come before the Commission and after a motion to adjourn by Commissioner O'Rourke and seconded by Commissioner Rapoza, and by unanimous vote, the meeting adjourned at 6:00 p.m.



Mayor James DuBois



Town Clerk Vivian Mendez, CMC



FLORIDA
Approved on this 1 of April, 2015

BALLOT FOR SELECTION OF TOWN MANAGER

Please vote for one candidate and one alternate (Please return this completed ballot to the Town Clerk.)

John O. D'Agostino
Vote Here 2

James D. Drumm
Vote Here 1

Robert Kellogg
Vote Here 3

James DuBois
Signature

Please Print Name: James DuBois


BALLOT FOR SELECTION OF TOWN MANAGER

Please vote for one candidate and one alternate (Please return this completed ballot to the Town Clerk.)

John O. D'Agostino
Vote Here 2

James D. Drumm
Vote Here 3

Robert Kellogg
Vote Here 1



Signature

Please Print Name: Kim Gas Castro

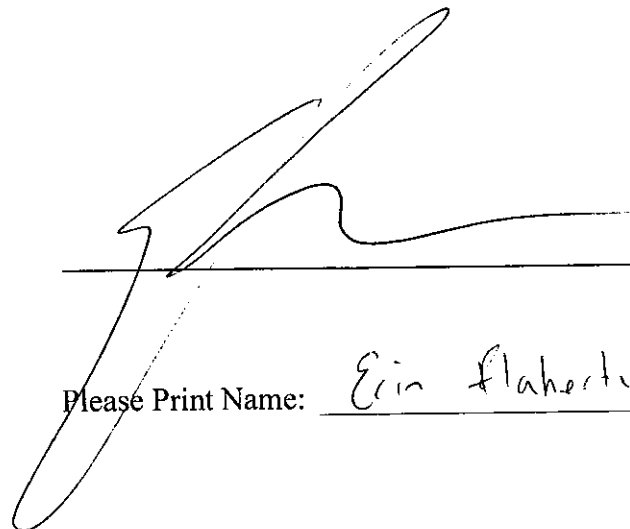
BALLOT FOR SELECTION OF TOWN MANAGER

Please vote for one candidate and one alternate (Please return this completed ballot to the Town Clerk.)

John O. D'Agostino
Vote Here 2

James D. Drumm
Vote Here _____

Robert Kellogg
Vote Here 1



Signature

Please Print Name: Erin Flaherty

BALLOT FOR SELECTION OF TOWN MANAGER

Please vote for one candidate and one alternate (Please return this completed ballot to the Town Clerk.)

John O. D'Agostino
Vote Here 1

James D. Drumm
Vote Here alt

Robert Kellogg
Vote Here _____



Signature

Please Print Name: Michael O'Rourke

BALLOT FOR SELECTION OF TOWN MANAGER

Please vote for one candidate and one alternate (Please return this completed ballot to the Town Clerk.)

John O. D'Agostino
Vote Here Candidate #1

James D. Drumm
Vote Here alternate candidate

Robert Kellogg
Vote Here _____

Kathleen May Rapoza Signature

Please Print Name: KATHLEEN MAY RAPOZA