



REVISED AGENDA

Lake Park Town Commission
Town of Lake Park, Florida
Special Call Commission Meeting
Saturday, March 21, 2015, 3:00 p.m.
Lake Park Town Hall
535 Park Avenue

James DuBois	—	Mayor
Kimberly Glas-Castro	—	Vice-Mayor
Erin T. Flaherty	—	Commissioner
Michael O'Rourke	—	Commissioner
Kathleen Rapoza	—	Commissioner
Bambi McKibbon-Turner	—	Interim Town Manager
Thomas J. Baird, Esq.	—	Town Attorney
Vivian Mendez, CMC	—	Town Clerk

PLEASE TAKE NOTICE AND BE ADVISED, that if any interested person desires to appeal any decision of the Town Commission, with respect to any matter considered at this meeting, such interested person will need a record of the proceedings, and for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. *Persons with disabilities requiring accommodations in order to participate in the meeting should contact the Town Clerk's office by calling 881-3311 at least 48 hours in advance to request accommodations.*

A. **CALL TO ORDER/ROLL CALL:**

B. **PLEDGE OF ALLEGIANCE:**

C. **Brief Remarks Regarding the Interview Procedures:**

D. **Panel Interviews in Public Forum:**

3:15 p.m. John O. D'Agostino

3:45 p.m. James D. Drumm

4:15 p.m. Robert Kellogg

E. **COMMISSIONER COMMENTS:**

F. **COMMISSION TO SELECT TOWN MANAGER:**

G. **ADJOURNMENT**

Next Scheduled Regular Commission Meeting will be held on Wednesday, April 1, 2015

**SUPPLEMENT TO AGENDA ITEM ENTITLED
UPDATE ON THE TOWN MANAGER SELECTION
FOR THE MARCH 18, 2015 COMMISSION
MEETING**

Updated Matrix

UPDATED MATRIX
OUTCOME OF BACKGROUND CHECKS ON THREE TOWN MANAGER FINALISTS

<i>Names of Semi-Finalists</i>	<i>Criminal Background Checks</i>	<i>Credit Checks</i>	<i>Degree Verification</i>	<i>Employment Reference Checks</i>	<i>Media Checks</i>	<i>Litigation Checks</i>	<i>Salary Requirements</i>
Lyndon L. Bonner, Flagler Beach, Florida	WITHDREW ON 3/17/2015 Satisfactorily Completed	N/A	N/A	N/A	N/A	N/A	N/A
John O. D'Agostino, Mansfield, Massachusetts	Satisfactorily Completed	Satisfactorily Completed	Satisfactorily Completed	Three out of five former employers responded	Completed	No litigation found	Okay with base salary of \$117,000/year
James D. Drumm, Zephyrhills, Florida	Satisfactorily Completed	Satisfactorily Completed	Satisfactorily Completed	Four out of six former employers responded	Completed	No litigation found	Okay with base salary of \$117,000/year
Gregory L. Dunham, Kenly, North Carolina	WITHDREW ON 3/11/2015 Satisfactorily Completed	N/A	N/A	N/A	N/A	N/A	N/A
Robert Kellogg, Palm City, Florida	Satisfactorily Completed	Satisfactorily Completed	Satisfactorily Completed	Three out of four former employers responded	Completed	No litigation found	Okay with base salary of \$117,000/year

**The following
documents are being
provided as
information.**

**Suggested Interview
Questions from
Kurt Bressner (2012)**

Suggested Interview Questions from Kurt Bressner: - (2012)

The following are suggested questions that have been derived from the Florida Range Riders and my own experience.

These general questions should be supplemented by more specific questions related to particular objectives, problems and priorities of the local government.

- 1. Describe your background and experience. What have been the areas of emphasis?*
- 2. How does your experience qualify you for this position? What do you know about Lake Park?*
- 3. Have you had experience in all areas of local government service? If you have not had experience in certain fields, what are they? How would you approach management in these areas?*
- 4. What particular experience do you have with respect to budget preparation and finance? Give specific examples of how you addressed cost reduction in your most recent position.*
- 5. What particular experience do you have with respect to personnel, labor relations, including collective bargaining?*
- 6. How do you describe your management style?*
- 7. What is your experience as a supervisor? How many people have you supervised?*
- 8. Have you ever had to terminate an employee? What process did you follow?*
- 9. What are your thoughts with respect to performance evaluation? What process do you follow to set objectives and monitor performance?*
- 10. How will you go about assessing the strengths and weaknesses of the organization and identifying opportunities to improve?*

11. *How do you approach the planning process? What system do you use to set objectives and priorities?*
12. *What is important to you in establishing effective working relations in general?*
13. *How do you view the relationship between the manager and the Town Commission? How do you view your relationship with departmental heads and local government staff?*
14. *What techniques have you found to be most successful in assisting local government officials establish and implement long and short-range goals for the community?*
15. *To what extent do you believe contact with citizens, neighborhoods and citizen groups is important? How do you typically handle this responsibility?*
16. *What experience have you had working on an intergovernmental or interagency basis? Have you worked directly with the state and federal government, councils of governments, and other units of local government?*
17. *What will your first steps be upon assuming responsibility for this position? What do you hope to accomplish in Lake Park in your first year?*
18. *From your limited vantage point what do you believe to be the challenges and opportunities facing our organization? How is this likely to change in the future?*
19. *What are your strengths and weaknesses?*
20. *Where do you want to be five and ten years from now?*
21. *Why are you interested in this position?*
22. *What are your expectations with respect to compensation?*

End

**Acceptable and
Unacceptable
Questions for Job
Interviews**

Acceptable and Unacceptable Questions for Job Interviews

Topic	Acceptable	Unacceptable	If Unacceptable, What Is the Reason?
Attendance/reliability	What hours and days can you work?	How many children do you have?	Could be viewed as discriminatory toward females
Attendance/reliability	Are there specific times that you cannot work?	What religion are you?	Could be viewed as religious discrimination
Attendance/reliability	Do you have responsibilities other than work that will interfere with specific job requirements such as traveling?	What are your child care arrangements?	Could be viewed as discriminatory toward females
Attendance/reliability	Do you have a reliable method of getting to work?	Do you own a car?	Could be considered racial discrimination
Citizenship/ national origin	Have you ever worked under a different name?	What is your maiden name?	Could be considered national origin discrimination
National origin	None	What is your father's surname? What are the names of your relatives?	Not only are these irrelevant, but they could be considered national origin discrimination
Disabilities	Can you perform the duties of the job you are applying for?	Do you have any disabilities?	Could be considered discrimination against disabled persons
Disabilities	None	Have you ever filed a workers' compensation claim?	Could be considered discrimination against disabled persons
Disabilities	None	Have you ever been injured on the job?	Could be considered discrimination against disabled persons
Credit record	None	Do you own your own home?	Irrelevant and could be considered racial discrimination
Credit record	None	Have you ever declared bankruptcy?	Irrelevant and could be considered racial discrimination
Military record	What type of education, training and work experience relevant to job did you receive while in the military?	What type of discharge did you receive?	Irrelevant and could be considered racial discrimination
Language	What languages do you speak and write fluently? (if the job requires additional languages)	What is your native language? How did you learn to read, write or speak a foreign language?	Could be considered national origin discrimination
Organizations	Inquiry into an applicant's membership in organizations that the applicant considers relevant to his or her ability to perform job	List all clubs, societies and lodges to which you belong.	Could be considered racial or national origin discrimination
Race or color	None	Complexion or color of skin.	Could be considered racial or national origin discrimination
Weight, height, eye color	Only if there is a bona fide occupational qualification		Could be considered racial or national origin discrimination

Religion	Only if there is a bona fide occupational qualification	What is your religious denomination, religious affiliations, church, parish, pastor? What religious holidays do you observe?	Could be considered religious discrimination
Gender	Only if there is a bona fide occupational qualification	Do you wish to be addressed as Mr.?, Mrs.?, Miss? or Ms.?	Could be considered gender discrimination.
Previous and current addresses		What was your previous address? How long did you reside there? How long have you lived at your current address? Do you own your own home?	Could be considered racial or national origin discrimination
Education	Do you have a high school diploma or equivalent? Do you have a university or college degree? (if relevant to job performance)	What year did you graduate from high school or college?	Could be considered age discrimination

John O. D'Agostino

**Copies of Telephone
Employment Reference Forms**

TELEPHONE EMPLOYMENT REFERENCE FOR TM POSITION

Name of Applicant: John O. D'Agostino

Employment Referenced: Town of Blackstone,

Massachusetts, Town Administrator

Employment Dates: MAY 1995 - NOVEMBER 30, 1997

No response

received

1. MANAGEMENT STYLE/PROFESSIONAL SKILLS

Maintains open, informative and timely communications with the Council or Commission (e.g., "open door policy").

Knowledgeable of current developments affecting the local government management field.

Effectively implements and enforces municipal policies and procedures

Demonstrates a capacity for innovation and creativity.

Anticipates problems and develops effective approaches for solving them.

Maintains a positive work atmosphere conducive to productivity and efficiency

Encourages department heads to make decisions within their own areas without the Manager's approval, yet maintains general control of operations.

Motivates municipal staff to work as a team and seek ways to be innovative and oriented toward effective problem solving.

Properly controls the municipality's operational and functional activities and motivates others to maximum performance.

Effectively recruits professional staff.

How would his/her direct reports describe this person's management style?

2. FISCAL MANAGEMENT

Possesses knowledge of governmental accounting/budget procedures

Prepares a balanced budget to provide services at a level directed by the Council or Commission.

Strives to make the best possible use of available funds to ensure efficient and effective functioning of the municipal government and within budget limitations established according to municipal policy.

Possesses awareness of the importance of financial planning and accounting controls through long-range fiscal forecasting.

Utilizes effective negotiation with labor unions and in legal actions to minimize costs to the municipality.

3. PERSONAL SKILLS/COMMUNICATIONS

Demonstrates high concern for ethical behavior.

Receptive to constructive criticism and advice.

Manages stress effectively.

4. RELATIONS WITH THE MUNICIPALITY'S COUNCIL OR COMMISSION

Works with the Council or Commission to establish annual goals and objectives, and reports to the Council or Commission regularly on the status of such goals and objectives.

Carries out the directives of the Council or Commission as a whole, rather than those of any one member.

Supports the action of the Council or Commission after a decision has been reached.

5. COMMUNITY RELATIONS

- Maintains an "open door policy" with the community.**
- Effectively addresses and accommodates citizen complaints.**
- Shows a sensitivity to and appreciation of diversity of the municipality's population.**
- Responsive to issues of both commercial and residential populations.**
- Maintains an effective and collaborative working relationship with other local governments**
- Takes a diplomatic approach to problem solving**
- Projects a positive image on behalf of the municipality**
- Provides management support to municipal Boards.**

Reason for Leaving:

Would you rehire this person if you were presented with the opportunity?

TELEPHONE EMPLOYMENT REFERENCE FOR TM POSITION

Name of Applicant: John O. D'Agostino

Employment Referenced: City of Springfield,

Massachusetts, Municipal Grants Manager

Employment Dates: FEBRUARY 1983 - MAY 1995

No response

received

1. MANAGEMENT STYLE/PROFESSIONAL SKILLS

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- Projects a positive image on behalf of the municipality**
- Provides management support to municipal Boards.**

Reason for Leaving:

Would you rehire this person if you were presented with the opportunity?

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John D'Agostino

2nd

Former City Manager at City of Monroe, NC
Greater Boston Area | Government Administration

Previous City of Monroe, NC, Town of Abington Massachusetts, Mansfield Rotary
Education University of North Carolina at Chapel Hill

Connect

381 connections

Contact Info

www.linkedin.com/pub/john-d-agostino/6/a18/553/en



Decision Board

Could you help me make some choices about my education?

I'm thinking about 2 universities.

View board

Background

Summary

Employed in the public sector as the Chief Executive, Financial and Administrative Officer for government organizations. Served as Chief Procurement Officer and Collective Bargaining Agent for municipal organizations. I have used Tax Incentives to attract industry to the communities I served. Experienced in the use of social media outlets to provide seamless and transparent information to decision makers, residents and stakeholders in the community. I am honest and trustworthy willing to address difficult issues because it is morally correct to do so. I support employees and will hold them accountable for outcomes. The Integration of technology in the delivery of services increases efficiency and productivity in the workplace. I will move the organization from working harder to working smarter. My goal is to bring government to a customer focused, information transparent organization by providing truthful, concise and accurate information to decision makers to make the most informed decisions possible about a particular issue. The seamless and transparent information about a community will permit residents to make informed decisions about their communities.

I will work tirelessly to reform certain aspects of government, to establish a higher degree of accountability, ethics and the ability for employees to work together to improve the delivery of services. Public servants have a responsibility to leave the community they inherited better than when they accepted it.

Collaborative decision-making style of management.

Specialties: I have strong financial management skills, the ability to motivate staff, results oriented leader with a desire to make the community I work and live in better.

People Also Viewed



Stephanie Mercandetti
Director, Community & Economic Development - Town of Medway



Thelmasmithfoundatio South Branch



Mary Salvo
Civil Engineer at Town of Matthews



Michael Herbert
Assistant Town Manager/Finance Director at Town of Ashland, Massachusetts



Melanie Wolfe
Town of Indian Trail



Joe Domelowicz
Owner, JJDomeowicz Consulting



Timothy Cahill
President at Compass Securities Corporation



Samantha Thompson



Carmen Crump
Customer Service Representative at City of Monroe, NC



Jim Foley
Consultant & Sales, Foley Medical Supply Co. Inc. and current Selectman for the Town of Brewster, MA.

How You're Connected

You

Kurt Bressner



People also viewed
Stephanie Mercandetti
Director, Community & Economic Development - Town of Medway
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Experience

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City Manager

City of Monroe, NC | Connections | Education | Jobs | Interests
August 2013 – December 2013 (5 months) | Monroe North Carolina

Chief Executive Officer under the North Carolina Council Manager form of government. Responsible for the daily administrative functions and operations of all departments within the City of Monroe. Implemented the policy directives of the City Council and worked closely with Department Heads and City Council Members to improve upon the delivery of services and to respond to concerns raised by the residents, staff or statewide agencies. Responsible for oversight of all departments appointed by the City Manager. Maintained an open door policy for staff, Council Members and residents. Kept Council members informed of key issues require there attention for informational purposes as well as the required plan as well as the resolution.

Town Manager

Town of Abington Massachusetts
April 2010 – April 2013 (3 years 1 month)

Chief Administrative and Financial Officer of the Town of Abington MA Appointed by a five member Board of Selectmen. 48 million dollar budget, 16,500 residents, South Shore area of Boston, Near Brockton, Quincy and Braintree Massachusetts.

John O. D'Agostino - Home

Past President

Mansfield Rotary
2009 – July 2010 (1 year)

Town Manager

Town of Mansfield
December 1997 – June 2009 (11 years 7 months)

Chief Executive and Administrative Officer, managing 225+ employees.

Balanced 11 operating budget totaling over 74 million dollars

Attracted new industries or retained existing businesses in Mansfield including: Samsonite Luggage World Headquarters, Integrated Spinal Technologies (IST), Spherics Inc. a Bio-Adhesive Products Manufacturer, MEDCO, Rolf C. Hagen Company.

Negotiated creative solutions to rising Health Care Costs for Union Contracts saving hundreds of thousands of dollars.



Courses

Independent Coursework

- County and City Government Administration Course at the University of North Carolina at Chapel Hill



Skills

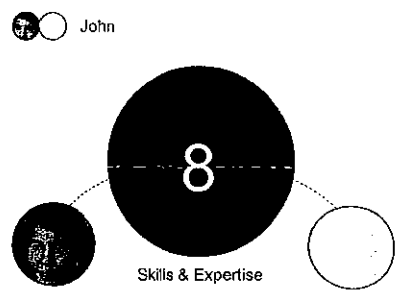
Top Skills

48 Public Administration

44 Government

In Common with John

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People Similar to John



Donald Duncan 2nd
City Manager at City of Conover
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Stephanie Mercandetti
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Education

University of North Carolina at Chapel Hill
 School of Government, City and County Management
 2013 – 2014

Comprehensive overview of City and County Government in North Carolina. Topics included; Legislative Relations, local, State, County and Federal relations, Public Safety, Planning, Zoning, ETJ, Audit, Local Government Budget and Fiscal Control Act, Council Relations, City Attorney, media relations etc..

University of Hartford
 MPA, Public Administration
 1991 – 1993

Eighteen Month Executive format program in Public Administration designed for full time professionals to increase their educational experience in Public Administration.

John DAgostino Updated Resume#1

American International College
 Masters in Human Resources, Human Resource Development
 1988 – 1990
 Graduated with Distinction

Syracuse University
 BA, Political Science, Maxwell School of Citizenship
 1976 – 1980

Additional Info



People also viewed
Stephanie Mercandetti
 Director, Community & E...



Interests

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Advice for Contacting John

Unless you know me, please do not contact me.

Organizations

Additional Organizations

Massachusetts Municipal Manager's Association ICMA President, Mansfield Rotary Club

Honors & Awards

Additional Honors & Awards

Tri-Town Chamber of Commerce President's Award

Recommendations

Given (5)



Michelle Proulx
Administrative Assistant/Building/Zoning/Health/Conservation/Planning

I have known Michelle for the past thirteen years. During the time I was Town Manager in Mansfield, Michelle was one of the best employees at customer service. She always maintained her composure, she was always respectful, remained firm when providing the correct answer which sometimes was not the answer the customer wanted to hear. During my years in Mansfield, I never... more

June 6, 2012, John managed Michelle indirectly at TOWN OF MANSFIELD



Lauren Barnes
Assistant to the Town Manager

Lauren Barnes is the most capable employee I have had the pleasure of working with. Most often, because of her capabilities, I feel I work for her. She is extremely efficient, organized, intelligent and a capable employee. She is able to anticipate my needs as a Manager. Her ability to multitask is outstanding. Without hesitation, I strongly endorse, recommend and will... more

January 20, 2010, John managed Lauren at Town of Mansfield



Daniel Oliver
Traffic Technician / Safety officer

I have had the pleasure of working with Dan. His work ethic, personal demeanor and level of professionalism is outstanding. He is a knowledgeable Traffic Technician and Safety Officer for the Mansfield Highway Department. Outstanding employee.

John D'Agostino
Former Town Manager, Mansfield MA

January 20, 2010, John managed Daniel indirectly at Town of Mansfield



William Boykan

I have known Bill Boykan since grade school in Springfield Massachusetts. Bill and I have been friends for over 45 years. I know Bill Boykan as a committed, hardworking intelligent and focused individual. He is a creative problem solver, who will think outside of



People also viewed
Stephanie Mercandetti
Director, Community & E...



the box and get results. You want him on your team when it counts the most. An accomplished Attorney and... more Search for people, jobs, companies, and more...



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Home

November 12, 2009, John studied with William at Syracuse University
Profile Connections Education Jobs Interests

Business Services

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Sacha Zlatkova
IT Manager

“ To Whom It May Concern:

I have had the opportunity to work with Sacha over the past three years. Her technical knowledge and experience are without question exceptional. Her professional approach to problem solving has saved our staff hours of frustration ,working through complex issues. Her knowledge of technology is fantastic! Her knowledge of computer programs is... more

July 8, 2009, John managed Sacha indirectly at Town of Mansfield

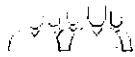
Connections

Shared (1)



Kurt Bressner 1+
Senior Advisor International City County...

Groups



CITY MANAGERS
1,183 members
Join



Government 2.0
11,142 members
Join



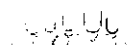
Association for Main...
37,110 members
Join



Municipal Insider
893 members
Join



Professional Public...
16,455 members
Join



The City Manager
2,636 members
Join



Municipal Manageme...
2,258 members
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Nonprofit Organization Management
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Computer Software
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James D. Drumm

**Copies of Telephone
Employment Reference Forms**

TELEPHONE EMPLOYMENT REFERENCE FOR TM POSITION

Name of Applicant: James D. Drumm

Employment Referenced: City of Zephyrhills, City

Manager

Employment Dates: MAY 19, 2011 - APRIL 25, 2014

1. MANAGEMENT STYLE/PROFESSIONAL SKILLS

Maintains open, informative and timely communications with the Council or Commission (e.g., "open door policy"). Mr. Drumm was always communicative with him. Rep. Burgess' passion was saving historic homes, and Mr. Drumm was very helpful on this through the steps and he had a lot of knowledge in this area. His technical knowledge was very impressive in the area of government as a whole. He was helpful in saving the Jeffries Home which was a founder's home.

Knowledgeable of current developments affecting the local government management field. He shined in working with the legislative delegation and on legislative matters working with Tallahassee and was helpful in securing a water project. His institutional knowledge regarding government and fiscal matters was impressive.

Effectively implements and enforces municipal policies and procedures. As a whole. He was willing to work when there were crossed wires with the Council and was open to improvement.

Demonstrates a capacity for innovation and creativity. He thought outside the box, and his work on the Jeffries Home is an example of this.

Anticipates problems and develops effective approaches for solving them.

Maintains a positive work atmosphere conducive to productivity and efficiency. Small towns have an established way of doing things and there was a natural push and pull, but Mr. Drumm and the community came together and were able to get on the same page.

Encourages department heads to make decisions within their own areas without the Manager's approval, yet maintains general control of operations.

Motivates municipal staff to work as a team and seek ways to be innovative and oriented toward effective problem solving. A member of staff could best answer this question.

Properly controls the municipality's operational and functional activities and motivates others to maximum performance.

Effectively recruits professional staff.

How would his/her direct reports describe this person's management style?
Department heads had the ability to exercise discretion, but staff could best answer this question.

2. FISCAL MANAGEMENT

Possesses knowledge of governmental accounting/budget procedures. Absolutely.

Prepares a balanced budget to provide services at a level directed by the Council or Commission.

Strives to make the best possible use of available funds to ensure efficient and effective functioning of the municipal government and within budget limitations established according to municipal policy. .

Possesses awareness of the importance of financial planning and accounting controls through long-range fiscal forecasting.

Utilizes effective negotiation with labor unions and in legal actions to minimize costs to the municipality. Regarding the legal actions, the city attorney could best answer this question. Regarding negotiations with labor unions, the answer is "yes"; Mr. Drumm was very hands-on.

3. PERSONAL SKILLS/COMMUNICATIONS

Demonstrates high concern for ethical behavior.

Receptive to constructive criticism and advice.

Manages stress effectively. Rep. Burgess never saw him stressed out. He was always motivated and level-headed.

4. RELATIONS WITH THE MUNICIPALITY'S COUNCIL OR COMMISSION

Works with the Council or Commission to establish annual goals and objectives, and reports to the Council or Commission regularly on the status of such goals and objectives. Mr. Drumm had Council retreat which Rep. Burgess thinks Mr. Drumm organized.

Carries out the directives of the Council or Commission as a whole, rather than those of any one member.

Supports the action of the Council or Commission after a decision has been reached

5. COMMUNITY RELATIONS

Maintains an "open door policy" with the community. This improved over time. When you are a new fish in an old pond, the community can be set when someone new comes on board. Mr. Drumm worked toward improving this and tried to get out more.

Effectively addresses and accommodates citizen complaints.

Shows a sensitivity to and appreciation of diversity of the municipality's population

Responsive to issues of both commercial and residential populations. Hard to say, but Rep. Burgess thinks he was okay.

Maintains an effective and collaborative working relationship with other local governments.

Takes a diplomatic approach to problem solving. He was very diplomatic and always politically correct.

Projects a positive image on behalf of the municipality. He always wore a suit and tie.

Provides management support to municipal Boards. He also established the Parks and Recreation Board.

His reason for leaving: It was a mutual parting of ways which occurred at about the time that his contract ended.

Would you rehire this person if you were presented with the opportunity?

He wasn't there when Mr. Drumm was originally hired. He was always impressed by Mr. Drumm. There are situations when the city manager and the Council do not see eye to eye, but there was no bad blood. Mr. Drumm will be an asset in the right area.

Source: State Rep. Danny Burgess, former Mayor of Zephyrhills (from April 2013 until April 2014)

TELEPHONE EMPLOYMENT REFERENCE FOR TM POSITION

Name of Applicant: James D. Drumm

Employment Referenced: City of High Springs, Florida.

City Manager

Employment Dates: MARCH 8, 2004 - OCTOBER 21, 2010

NO RESPONSE

RECEIVED

1. MANAGEMENT STYLE/PROFESSIONAL SKILLS

Maintains open, informative and timely communications with the Council or Commission (e.g., "open door policy").

Knowledgeable of current developments affecting the local government management field.

Effectively implements and enforces municipal policies and procedures

Demonstrates a capacity for innovation and creativity.

Anticipates problems and develops effective approaches for solving them.

Maintains a positive work atmosphere conducive to productivity and efficiency

Encourages department heads to make decisions within their own areas without the Manager's approval, yet maintains general control of operations.

Motivates municipal staff to work as a team and seek ways to be innovative and oriented toward effective problem solving.

Properly controls the municipality's operational and functional activities and motivates others to maximum performance.

Effectively recruits professional staff.

How would his/her direct reports describe this person's management style?

2. FISCAL MANAGEMENT

Possesses knowledge of governmental accounting/budget procedures

Prepares a balanced budget to provide services at a level directed by the Council or Commission.

Strives to make the best possible use of available funds to ensure efficient and effective functioning of the municipal government and within budget limitations established according to municipal policy.

Possesses awareness of the importance of financial planning and accounting controls through long-range fiscal forecasting.

Utilizes effective negotiation with labor unions and in legal actions to minimize costs to the municipality.

3. PERSONAL SKILLS/COMMUNICATIONS

Demonstrates high concern for ethical behavior.

Receptive to constructive criticism and advice.

Manages stress effectively.

4. RELATIONS WITH THE MUNICIPALITY'S COUNCIL OR COMMISSION

Works with the Council or Commission to establish annual goals and objectives, and reports to the Council or Commission regularly on the status of such goals and objectives.

Carries out the directives of the Council or Commission as a whole, rather than those of any one member.

Supports the action of the Council or Commission after a decision has been reached.

5. COMMUNITY RELATIONS

- Maintains an "open door policy" with the community.**
- Effectively addresses and accommodates citizen complaints.**
- Shows a sensitivity to and appreciation of diversity of the municipality's population.**
- Responsive to issues of both commercial and residential populations.**
- Maintains an effective and collaborative working relationship with other local governments**
- Takes a diplomatic approach to problem solving**
- Projects a positive image on behalf of the municipality**
- Provides management support to municipal Boards.**

Reason for Leaving:

Would you rehire this person if you were presented with the opportunity?

TELEPHONE EMPLOYMENT REFERENCE FOR TM POSITION

Name of Applicant: James D. Drumm

Employment Referenced: City of Lake Alfred, Florida, City

Manager

Employment Dates: MAY 17, 1994 - DECEMBER 17, 2001

NO RESPONSE

RECEIVED

1. MANAGEMENT STYLE/PROFESSIONAL SKILLS

Maintains open, informative and timely communications with the Council or Commission (e.g., "open door policy").

Knowledgeable of current developments affecting the local government management field.

Effectively implements and enforces municipal policies and procedures

Demonstrates a capacity for innovation and creativity.

Anticipates problems and develops effective approaches for solving them.

Maintains a positive work atmosphere conducive to productivity and efficiency

Encourages department heads to make decisions within their own areas without the Manager's approval, yet maintains general control of operations.

Motivates municipal staff to work as a team and seek ways to be innovative and oriented toward effective problem solving.

Properly controls the municipality's operational and functional activities and motivates others to maximum performance.

Effectively recruits professional staff.

How would his/her direct reports describe this person's management style?

2. FISCAL MANAGEMENT

Possesses knowledge of governmental accounting/budget procedures

Prepares a balanced budget to provide services at a level directed by the Council or Commission.

Strives to make the best possible use of available funds to ensure efficient and effective functioning of the municipal government and within budget limitations established according to municipal policy.

Possesses awareness of the importance of financial planning and accounting controls through long-range fiscal forecasting.

Utilizes effective negotiation with labor unions and in legal actions to minimize costs to the municipality.

3. PERSONAL SKILLS/COMMUNICATIONS

Demonstrates high concern for ethical behavior.

Receptive to constructive criticism and advice.

Manages stress effectively.

4. RELATIONS WITH THE MUNICIPALITY'S COUNCIL OR COMMISSION

Works with the Council or Commission to establish annual goals and objectives, and reports to the Council or Commission regularly on the status of such goals and objectives.

Carries out the directives of the Council or Commission as a whole, rather than those of any one member.

Supports the action of the Council or Commission after a decision has been reached.

5. COMMUNITY RELATIONS

- Maintains an "open door policy" with the community.**
- Effectively addresses and accommodates citizen complaints.**
- Shows a sensitivity to and appreciation of diversity of the municipality's population.**
- Responsive to issues of both commercial and residential populations.**
- Maintains an effective and collaborative working relationship with other local governments**
- Takes a diplomatic approach to problem solving**
- Projects a positive image on behalf of the municipality**
- Provides management support to municipal Boards.**

Reason for Leaving:

Would you rehire this person if you were presented with the opportunity?

TELEPHONE EMPLOYMENT REFERENCE FOR TM POSITION

Name of Applicant: James D. Drumm

Employment Referenced: City of Auburndale, Florida,

Assistant City Manager

Employment Dates: AUGUST 5, 1989 - APRIL 29, 1994

1. MANAGEMENT STYLE/PROFESSIONAL SKILLS

Maintains open, informative and timely communications with the Council or Commission (e.g., "open door policy").

Knowledgeable of current developments affecting the local government management field.

Effectively implements and enforces municipal policies and procedures

Demonstrates a capacity for innovation and creativity.

Anticipates problems and develops effective approaches for solving them. He worked real well with department directors. He resolved a lot of problems before they came before the City Manager or the Commission.

Maintains a positive work atmosphere conducive to productivity and efficiency.

Encourages department heads to make decisions within their own areas without the Manager's approval, yet maintains general control of operations.

Motivates municipal staff to work as a team and seek ways to be innovative and oriented toward effective problem solving.

Properly controls the municipality's operational and functional activities and motivates others to maximum performance.

Effectively recruits professional staff. He was instrumental in hiring the City Planner, and he implemented the Human Resources Department.

— How would his/her direct reports describe this person's management style? He was a team player and coach.

2. FISCAL MANAGEMENT

Possesses knowledge of governmental accounting/budget procedures

Prepares a balanced budget to provide services at a level directed by the Council or Commission. This was more the City Manager's and the Finance Director's responsibility.

Strives to make the best possible use of available funds to ensure efficient and effective functioning of the municipal government and within budget limitations established according to municipal policy. He also oversaw the Community Development Block Grant and had hands-on responsibility for staying within those grant figures and limitations. He was conservative about spending money.

Possesses awareness of the importance of financial planning and accounting controls through long-range fiscal forecasting.

Utilizes effective negotiation with labor unions and in legal actions to minimize costs to the municipality. N/A

3. PERSONAL SKILLS/COMMUNICATIONS

Demonstrates high concern for ethical behavior.

Receptive to constructive criticism and advice.

Manages stress effectively

4. RELATIONS WITH THE MUNICIPALITY'S COUNCIL OR COMMISSION

Works with the Council or Commission to establish annual goals and objectives, and reports to the Council or Commission regularly on the status of such goals and objectives. This was more the City Manager's responsibility.

Carries out the directives of the Council or Commission as a whole, rather than those of any one member. This was more the City Manager's responsibility.

Supports the action of the Council or Commission after a decision has been reached

5. COMMUNITY RELATIONS

Maintains an "open door policy" with the community. He was president of Rotary and a member of the Chamber board on his own. He put himself out there.

Effectively addresses and accommodates citizen complaints

Shows a sensitivity to and appreciation of diversity of the municipality's population

Responsive to issues of both commercial and residential populations

Maintains an effective and collaborative working relationship with other local governments. He was very good at this.

Takes a diplomatic approach to problem solving

Projects a positive image on behalf of the municipality. He was complimented by the Commission several times for the way he represented himself and the community when called upon to do so on occasion.

Provides management support to municipal Boards. This was more the City Manager's responsibility.

His reason for leaving: Mr. Green advised him of an opportunity for Mr. Drumm to take a position in Lake Alfred as part of his professional development pursuant to a professional development practice of the City Manager's.

Would you rehire this person if you were presented with the opportunity?

YES

M. Drumm was placed in charge of the CRA for the City of Auburndale. He also has a real interest in history, and was instrumental in setting in place the city's historic preservation program. He will also get in his car after dark and drive around to see which street lights are out. He also penned the personnel policy handbook which is still in use today. Lake Park would be a good fit for him.

Source: Robert Green, City Manager

TELEPHONE EMPLOYMENT REFERENCE FOR TM POSITION

Name of Applicant: James D. Drumm

Employment Referenced: Hernando County Board of
County Commissioners, Management Analyst in the
County Administration Department¹

Employment Dates: DECEMBER 5, 1988 - AUGUST 2, 1989

1. MANAGEMENT STYLE/PROFESSIONAL SKILLS

Maintains open, informative and timely communications with the Council or Commission (e.g., "open door policy").

Knowledgeable of current developments affecting the local government management field.

Effectively implements and enforces municipal policies and procedures

Demonstrates a capacity for innovation and creativity.

Anticipates problems and develops effective approaches for solving them.

Maintains a positive work atmosphere conducive to productivity and efficiency

Encourages department heads to make decisions within their own areas without the Manager's approval, yet maintains general control of operations.

Motivates municipal staff to work as a team and seek ways to be innovative and oriented toward effective problem solving.

Properly controls the municipality's operational and functional activities and motivates others to maximum performance.

Effectively recruits professional staff.

How would his/her direct reports describe this person's management style?

¹ Received confirmation of position title and dates of employment from Denise Foreman, Employment Coordinator. Reason for leaving not specified.

2. FISCAL MANAGEMENT

Possesses knowledge of governmental accounting/budget procedures

Prepares a balanced budget to provide services at a level directed by the Council or Commission.

Strives to make the best possible use of available funds to ensure efficient and effective functioning of the municipal government and within budget limitations established according to municipal policy.

Possesses awareness of the importance of financial planning and accounting controls through long-range fiscal forecasting.

Utilizes effective negotiation with labor unions and in legal actions to minimize costs to the municipality.

3. PERSONAL SKILLS/COMMUNICATIONS

Demonstrates high concern for ethical behavior.

Receptive to constructive criticism and advice.

Manages stress effectively.

4. RELATIONS WITH THE MUNICIPALITY'S COUNCIL OR COMMISSION

Works with the Council or Commission to establish annual goals and objectives, and reports to the Council or Commission regularly on the status of such goals and objectives.

Carries out the directives of the Council or Commission as a whole, rather than those of any one member.

Supports the action of the Council or Commission after a decision has been reached.

5. COMMUNITY RELATIONS

- Maintains an "open door policy" with the community.**
- Effectively addresses and accommodates citizen complaints.**
- Shows a sensitivity to and appreciation of diversity of the municipality's population.**
- Responsive to issues of both commercial and residential populations.**
- Maintains an effective and collaborative working relationship with other local governments**
- Takes a diplomatic approach to problem solving**
- Projects a positive image on behalf of the municipality**
- Provides management support to municipal Boards.**

Reason for Leaving:

Would you rehire this person if you were presented with the opportunity?

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AGENDA SPECIAL TOWN COUNCIL MEETING SATURDAY, DECEMBER 06, 2014 1:00 P.M.

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Town Manager Candidates' Interviews

1:00 – 1:30	Jim Pascale
1:30 – 2:00	Kenneth C. Sauer
2:00 – 2:30	James D. Drumm
2:30 – 3:00	Gregory L. Dunham
3:00 – 3:30	Robert Kellogg
3:30 – 4:00	Mark A. Kutney

5. Town Council Review and Deliberations
6. Adjournment

IF A PERSON DECIDES TO APPEAL ANY DECISION MADE BY THE COUNCIL WITH RESPECT TO ANY MATTER CONSIDERED AT SUCH MEETING OR HEARING, HE/SHE WILL NEED A RECORD OF THE PROCEEDINGS, AND THAT FOR SUCH PURPOSE, HE/SHE MAY NEED TO ENSURE THAT A VERBATIM RECORD OF THE PROCEEDINGS IS MADE, WHICH RECORD INCLUDES THE TESTIMONY AND EVIDENCE UPON WHICH THE APPEAL IS TO BE BASED. PERSONS WHO NEED AN ACCOMMODATION IN ORDER TO PARTICIPATE IN THIS MEETING SHOULD CONTACT TOWN HALL AT (561) 588-8889 AT LEAST 3 BUSINESS DAYS PRIOR TO A COUNCIL MEETING OR PUBLIC HEARING IN ORDER TO REQUEST SUCH ASSISTANCE.



THE Daily Astorian

THE COLUMBIA-PACIFIC REGION'S NEWS SOURCE SINCE 1873

Four vie for city manager post

By

The Daily Astorian

Published:

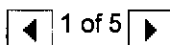
July 31, 2014 1:36PM



Jim Pascale, the former city manager of Princeton Township, N.J., addresses the crowd of community members Wednesday at the Columbia River Maritime Museum's Barbey Center. Pascale was one of four finalists for the Astoria city manager position.

ALEX PAJUNAS — THE DAILY ASTORIAN

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as the candidates were greeted by the community at the Barbey Center of the Columbia River Maritime Museum. The event was catered by Baked Alaska. Comment cards were available for attendees.

Each candidate was asked to tell the crowd a little about themselves. While a few said they were ready for a change of scenery, like Sinnard who said she was ready to "come off the mountain," Hanken said he hoped to stay in the area to be close to his family. Drumm, who traveled the farthest to participate this week, said he has 25 years of experience, and a 5-year-old son ready to start school. Pascale said he's been looking for a place in the Northwest to call home now that he and his wife's five children are grown.

The Astoria City Council will likely make a decision by the next City Council meeting, Monday.

Four potential Astoria city manager hopefuls talk to community members.

Panel interviews are underway for the four Astoria city manager finalists.

The candidates are Catherine Sinnard, former city manager of Monument, Colo.; John Hanken, former city manager of Scappoose; Jim Pascale, former city manager of Princeton Township, N.J.; and James Drumm, former city manager of Zephyrhills, Fla.

A panel of city staff, City Council and community members will host the interviews throughout today.

But before the daylong interviews, the scene was more informal and relaxed Wednesday,

"The council will not make a decision (today)," Mayor Willis Van Dusen said. "When I spoke with the candidates and told them about the process, I was very clear that we would not be making a decision at that time. We need to get citizen input from the meet-and-greet, as well as citizen input from the panel."

Once a front-runner is selected, a background check is performed, which includes a city staff or council member traveling to the respective town of the leading candidate to gather more information.

James Drumm

Drumm recently served as a city manager for nearly three years in a greater Tampa Bay-area community. Managing 165 employees and a budget of more than \$59 million, the city has 14,800 people, which grows to 29,000 in the wintertime. But Drumm said Wednesday night, he didn't start out seeking a position at the city level. He has a master's degree in public administration from the University of South Florida and hoped to pursue a job at the federal level. But he soon discovered that more can be accomplished at the city level.

"I went out with a street sweeper one day, and he said, 'We're going to fix this road today,'" Drumm said. "And he took five bricks out of the back of his truck and fixed a brick road, and I realized the difference sometimes that working in a city can make, the connections. So that changed my plan."

Drumm, who described himself as a team builder, said he hopes to come to Astoria because he enjoys the natural beauty of the Pacific Northwest. He has a passion for history, architecture and historic preservation, which he described as other reasons he's drawn to Astoria. He also has experience in emergency planning because of Florida's hurricane threat.

John Hanken

Hanken served 10 years as the leader of Scappoose, population 6,880. Originally from Iowa, Hanken explained his path to becoming the city leader. He worked previously as a community development director in Madras and Scappoose, and worked to revitalize Kenosha, Wis., as well as other areas of his home state. His experience in Kenosha, turning a ghost town with brownfields into a refreshed community, he explained in detail. He also explained his work in Scappoose, forming meaningful relationships with State Sen. Betsy Johnson, as well as federal, state and county governmental agencies.

"My third visit to the state of Oregon, I just packed the truck up and moved," Hanken said of why he came to the state from Wisconsin. He has family in the area and would like to remain close to them, including his nieces. He also likes the area.

One of the things Hanken says he is most proud of is having built the first full-amenity park in Scappoose.

Cathy Sinnard

Sinnard started her presentation by describing her beautiful hotel room at the Cannery Pier Hotel, where she was able to sit in the window with binoculars and look out over the Columbia River prior to the Wednesday night event. Being from a landlocked state, she described how much she enjoyed seeing the water, the wildlife and the beauty of the Oregon Coast. She said she hopes to be a part of the Astoria community.

Sinnard previously worked in Pueblo, Colo., (population 800,000) for 13 years before going to Monument, a town of 6,000.

"Some things about Pueblo remind me of Astoria," she said, adding that Pueblo acts like a town of 10,000. "Pueblo has ghosts, you know. Not real ghosts, but you can go into Pueblo, and because of its history and its heritage and what has happened there, and the people who have lived there and the architecture, you can kind of feel the past around you. And the minute I came into this town, I got that same feeling.

Sinnard has a master's degree in planning and community development from the University of Colorado. She also participated in a fellowship at Harvard.

Jim Pascale

The former city manager of Princeton Township, N.J., Pascale served 30 years in that position. He left that post when Princeton Township consolidated with Princeton Borough. He and his wife have five grown children who live all over the United States, and he says, now is the perfect time for the couple to relocate and do something different they couldn't do before. One of their children lives in Seattle.

He told the crowd Wednesday what he would be able to help the city with. He joked with the staff in the audience that he would give a 5 percent increase to their salaries. But on a serious note, he said he respects staff and has a participatory style of management.

"I think my staff has found me very approachable," he said. "You guys are the experts. I'm the facilitator to give you the resources to get the job done."

Pascale has a master's in public administration from Rutgers University.



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Ex-Lake Alfred Official Jim Drumm Takes Zephyrhills Job

Jim Drumm was also assistant city manager in Auburndale.

By Lisa A. Davis

ST. PETERSBURG TIMES

Published: Tuesday, May 17, 2011 at 9:54 p.m.


ZEPHYRHILLS | The deal is done: Jim Drumm, a former Lake Alfred city manager, will succeed longtime Zephyrhills City Manager Steve Spina.

He reports for duty Thursday.

After brief contract negotiations Monday evening, council President Jodi Wilkeson offered the job to the board's top pick. Drumm's three-year contract includes a \$90,000 annual salary.

"I'd like to congratulate you. You are officially being offered the position," Wilkeson told him.

"Thank you very much," Drumm, standing at the lectern, said humbly. "I definitely accept."

Drumm,  says that the budget will be his biggest challenge. Zephyrhills faces a \$800,000 to \$1 million shortfall next year, not unlike many Florida cities facing financial constraints.

"It's right on us. The clock is ticking," he said.

Spina, who has managed the city for 15 years, will stay on board, likely until June 15, showing Drumm the ropes, introducing him around town and bringing him up to speed on city issues.

"I will probably be in the streets more here," Drumm said. "I'll probably just pull up to the playground, get out and talk to folks."

Contract negotiations began with the city offering an annual salary of \$77,220, which is the standard 10 percent above the base of a range the city usually offers upper management. Anticipating that he would decline and not wanting to risk losing their first choice, council members agreed to increase the pay offer to \$87,750. Drumm countered with \$90,000, saying if there's an across-the-board pay cut for city staff, he wants to end up around the level he was at in High Springs. The City Council agreed.

Spina makes \$94,420 annually.

Drumm will also be issued a city car and smart phone, and be given a \$2,500 relocation package. He must move to the city within six months but he hopes to move sooner. He has a wife, Dawne, and 2-year-old son, Kiernan.

Drumm left his post in High Springs after the City Commission there voted to terminate him in September 2010, for what he cites as "philosophical differences." He resigned before the commission's final vote.

Before serving as city manager there, Drumm had his own management/planning consultant business. He also served as city manager in Lake Alfred, assistant city manager in Auburndale, management analyst for Hernando County, and personnel specialist for the Southwest Florida Water Management District.

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Tampa Bay Times

 WINNER OF 10 PULITZER PRIZES

Zephyrhills names James Drumm as top pick for city manager job

By Lisa A. Davis, Times Correspondent

Saturday, May 7, 2011 11:03am

ZEPHYRHILLS — The City Council on Friday night selected a replacement for retiring longtime City Manager Steve Spina, but it's not a done deal yet.

The council voted unanimously to offer the job to James D. Drumm, who most recently was city manager of High Springs for six years. In September, the City Commission there voted to terminate him for what he cites as "philosophical differences" after a change in government, but he resigned before the commission's final vote.

Drumm and Zephyrhills officials still have to negotiate his contract before he is officially hired. The hope is to complete the process by the end of this week, City Clerk Linda Boan said Saturday.

"I like him very much," said Boan, who is among the staff members who work most closely with the city manager. "He seems to be a very knowledgeable person."

After an initial cut from 30 applicants to six, council members had narrowed the finalists down to three. On Friday night, they met first for a social hour and then a second interview with the final three, including former Port Richey City Manager Richard Reade and former Williston City Manager and Airport Manager James F. Coleman.

After about an hour of council deliberation, Drumm came out on top, Boan said.

Before serving as city manager of High Springs, Drumm had his own management/planning consultant business. He also served as city manager in Lake Alfred, assistant city manager in Auburndale, management analyst for Hernando County, and personnel specialist for the Southwest Florida Water Management District. He has touted his experience in community redevelopment and growth management, and says he's skilled at bringing people together.

Spina, who makes \$94,420 annually, will end his 15-year tenure as city manager June 30. His successor is expected to earn between \$70,000 and \$105,000.

Zephyrhills names James Drumm as top pick for city manager job 05/07/11
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MARCH 16, 2015

Drumm takes final stand as Zephyrhills city manager

May 1, 2014 By Michael Hinman (<http://lakerlutznews.com/lln/?author=6>) 0 Comments
(<http://lakerlutznews.com/lln/?p=18406#respond>)

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Jim Drumm likely saw the first cracks in his tenure as Zephyrhills city manager last July when councilmen Lance Smith and Ken Burgess both gave him low marks on their evaluations of his job performance.

Drumm had communications issues, according to the evaluations, especially when it came to city employees and the public as a whole. He wasn't getting out to meet enough people. The city's relationship with Pasco County was troubled, at best.

Yet Drumm wasn't worried about his job. While he knew there was room for improvement in his own job performance, he received high marks from the three other council members. And as far as Drumm was concerned, there were nowhere near the four votes required to remove him, if that's what Smith and Burgess were aiming for.

That all changed, however, in March, when Drumm found himself fighting for his job — the voices of two councilmen suddenly gaining the power of the majority.

Despite three legal opinions against him, Drumm maintains his position that no matter what his contract says, the city's charter — the constitution of the local government — requires four votes to remove him.

The security of that belief encouraged Drumm to move his family to Zephyrhills in the first place, where he spent \$185,000 on a home in Silver Oaks. That was despite still owning a house he bought for \$135,000 at the height of the housing boom in 2005 in his former town of High Springs.

"I came here with a commitment," Drumm told reporters after a special council meeting last week. "I wanted to do a good job, and apparently I did. The issues are not very clear, and I'm just surprised. What I'm getting is, 'We don't want to terminate you. We just don't want to renew you.'"

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During that same meeting, called to negotiate a severance package for Drumm, only Councilman Kenneth Compton seemed willing to stand up for the embattled city manager. And that had obviously become an unpopular position, especially after Compton watched the one other council member who agreed with him, Jodi Wilkeson, lose re-election, most likely because of her support of Drumm.

Wilkeson quietly supported Compton's efforts last week, except this time from the audience instead of the dais.

"We are looking at numbers, and to me, the numbers should reflect what has happened over the tenure of the city manager," Compton said. "When the city manager walked in here, he walked into a million-dollar shortfall in the budget, and within a matter of months, he turned it into a surplus."

The city at the time was looking at layoffs to make up the budget shortfall in 2011, but instead Drumm filled the city's contingency funds, not to the \$300,000 or \$500,000 it once contained, but instead to \$1.5 million — and kept it there.

"This is a separation, and it's not a happy thing," Compton said. "Something didn't work out, but my suggestion is the numbers be looked at."

Alan Knight, the former high school football coach and educator who beat Wilkeson for his council seat, wasn't focused on numbers. Instead, it was the three-year contract Drumm signed in 2011 set to expire May 18.

"Looking back at my experience, when I was a school principal and given a two-year contract, that was it," he said. "If I didn't get renewed, I didn't get all these other things."

Those things Drumm asked for included 20 weeks of severance pay, money for nearly 400 hours of "comp time" — hours worked above and beyond a standard work week without any pay — and for the city to continue paying premiums on the health insurance for an additional five months.

The council balked on the 20 weeks of severance last week, offering just 13 instead. Yet, 20 weeks is a standard for city and county managers, the maximum set by state law, said Lynn Tipton, executive director of the Florida City and County Management Association, the state's professional organization for municipal managers like Drumm.

"It is recommended in light of the many costs a manager incurs in transition," she said. In best-case scenarios, the hiring process for a city manager from the time an ad is placed for the job to signing the contract is four months. But that can sometimes go six months or even longer.

"However, this is greatly complicated by election cycles," Tipton said, adding that some municipalities might just hire an interim until after the next election.

Drumm said he would likely seek unemployment insurance, but \$275 a week is a far cry from \$1,730 weekly. But he could have other income opportunities as well while he waits to find a new city manager job.

"Some managers are fortunate to find interim work, teaching and consulting while they await the next management position," Tipton said. "Others take part-time work where available."

The severance package proposed by the council last week would cost the city \$54,000, but only a portion of that would actually represent cash in Drumm's pocket. The rest are taxes and other costs the city would have to pay to part ways with him.

Drumm was expected to step down from his position April 25 if he agreed to the lower separation terms offered by the city. He resigned on Friday, after reportedly agreeing to the severance package.

The council approved the revised severance package 4-1, with Compton voting no. Just before the vote, Drumm did suggest that the lower payout may not be enough of an incentive for him to sign any agreement not to sue the city over the debacle, but the council voted their package in anyway.

Published April 30, 2014

WHAT'S HAPPENING

SINGLE POTTERY CLASSES

(<http://lakerlutznews.com/ln/?p=24636>)

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San Antonio Pottery, 11903 Curley Road, will offer single pottery classes every Saturday beginning Jan. 24. The hours for guests ages 9 to 16 are 10 a.m. to noon, and 1 p.m. to 3 p.m., for anyone age 17 and older. The cost is \$25 plus materials. For information or to make a reservation, call Jack Boyle at (352) 588-4228, or email

jackboylepottery@tampabay.rr.r.com

(<mailto:jackboylepottery@tampabay.rr.r.com>)

COLONY HILLS BINGO

(<http://lakerlutznews.com/ln/?p=17434>)

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The Colony Hills Community, 35144 Wagner Way in Zephyrhills, hosts weekly bingo Wednesday nights. Early bird bingo is at 6 p.m., and regular bingo starts at 7 p.m. Doors open at 3:30 p.m. Snack kitchen features hot dogs, popcorn, cake and drinks. For information, call (813) 788-4121.

NEW MARKET PLACE IN DADE CITY

(<http://lakerlutznews.com/ln/?p=21252>)

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The Market Place in Dade City, sponsored by the Dade City Youth Council, is open the first Saturday of the month from 9 a.m. to 1 p.m. The market is at Hibiscus Park, at Seventh Street and Bougainvillea Avenue, in front of the Dade City Garden Club. There will be locally grown produce, plants, garden accessories, home décor, furniture, arts and crafts, jewelry, soaps, jams, and more. For vendor information, call Lucy Avila at (352) 521-5858, or email lucyavila707@gmail.com (<mailto:lucyavila707@gmail.com>).

ADOPT A 2015 TREE AT FHZH

(<http://lakerlutznews.com/ln/?p=24509>)

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Florida Hospital Zephyrhills, 7050 Gall Blvd., is looking for sponsors for its 31st annual Tree Lighting Ceremony in December. Available trees for 2015 are New Hampshire, Ohio, Oregon and Rhode Island. The hospital provides live trees with lights and individuals, groups or organizations decorate the tree. The program also includes family friendly activities, a Christmas program with live musical performances, readings and fireworks. To sponsor a tree or for information, call Jane Freeman at (813) 783-6192.

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EAGLES AERIE EVENTS

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Zephyrhills Eagles Aerie 3752 meets on the first and third Tuesday every month at 7 p.m. The Ladies Auxilliary meets on the first and third Wednesday every month at 7 p.m. Euchre is played at 1 p.m. on Friday. There is a fish fry every Friday from 5 p.m. to 7 p.m. The coin club meets the first Saturday of every month. There is a pool tournament at 2 p.m. every Sunday. For information, or to rent the social hall, call Phil Tripp at (813) 780-1558.

THE COUNTRY FLEA MARKET

(<http://lakerlutznews.com/ln/?p=24352>)

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The Country Flea at Hillbilly Farms, 10325 U.S. 98 in Dade City, will take place the second Saturday of every month through May. The market will feature locally grown produce, plants, garden accessories, home décor, hand-painted furniture, soaps, jams, quilts, arts and crafts, and jewelry. There will be hot dogs and gluten-free products available. For information and vendor details, call Lucy Avila at (352) 521-5858, or email lucyavila707@gmail.com (<mailto:lucyavila707@gmail.com>).

More of What's Happening

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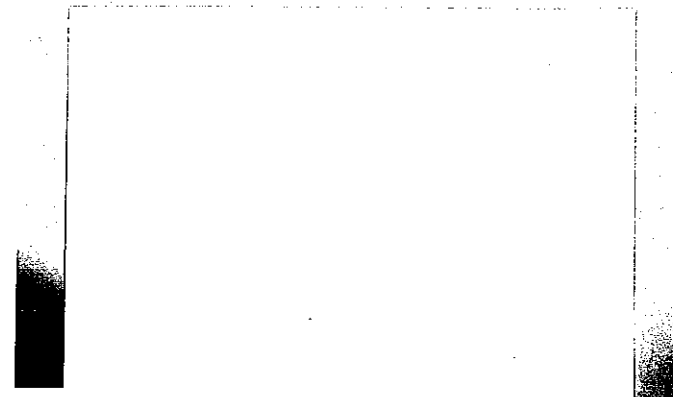
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Job of Zephyrhills city manager could be in jeopardy

By gary s. hatrick
Tribune correspondent



ZEPHYRHILLS — The Zephyrhills City Council meeting ended Monday evening with City Manager Jim Drumm's job in jeopardy after Council President Lance Smith and Councilman Ken Burgess expressed their intentions to reject a new contract for Drumm.

The council decided to postpone a vote to renew Drumm's contract which expires in May.

Drumm presented a new contract to council members that increased his annual pay from his current \$97,000 annually to \$106,020. He also proposed extending the length of the contract from three years to five years. Drumm asked that he receive future pay increases with other senior staff.

The raise amount was based on a market adjustment survey of city manager salaries in other cities. Councilman Kent Compton said that the market survey showed Drumm to be the second lowest paid city manager in the market survey and that he still would be the second lowest paid after the raise. He said he supported the raise.

Smith said he did not feel the city was headed in the right direction under Drumm's leadership.

"I don't think the communication is good between yourself and the employees," Smith said. "You do some things very well, very well, but managing people in my opinion is not one of them and I think we need a city manger that is a manager of people."

Smith cited the firing of planning department employee R. J. Morgan last year as part of a budget savings. Smith said Morgan did not have ample warning that his position would be cut.

Drumm said he tried to give Morgan warning, but circumstances prevented it.

"Communication is lacking in my opinion," Smith said. "I've had Pasco County staffers tell me that; I've had individuals tell me that; I've had employees tell me that. I wish I could sit up here right now and say, man, I think you're doing a good job. The easiest thing for me to do would be to say that but I can't do it."

"The same people who are talking to you, are not talking to me," Drumm said.

Burgess echoed Smith's criticisms of Drumm. "I really believe you are probably top-notch when it comes to government issues ... I think you do a great job on governmental things, but the communication part is just kind of lacking."

Burgess said he believed that Zephyrhills is a different municipality and that communication is necessary and that Drumm's skill set would be better served in a larger community. He added that he also felt badly about what he had to say. He used an analogy of Tony Dungy being fired from the Tampa Bay Buccaneers as an example of how he felt.

"I hate to see it happen, but I understood why, and that's kind of where I'm at too," Burgess said.

Councilman Charlie Proctor was surprised by the responses of his fellow councilmen. He said he felt that Drumm had done a good job generally, but acknowledged that he had received communication complaints as well as questions about Drumm's raise.

Drumm said he attended a number of community meetings and events, specifically Greater Zephyrhills Chamber of Commerce breakfasts, to which he observed, "to be honest with you gentleman I've never seem any of you there."

He did acknowledge seeing Compton at some events.

Smith asked City Attorney Joe Poblick whether the council was voting on the reappointment of Drumm or renewal of his contract. A renewal of the contract takes three council votes but a reappointment takes four votes of the five council members.

"It would be the reappointment of the city manager," Poblick said.

"I'm not sure I agree," Drumm said. "I think the council would have to take action [to terminate him] just because the contract expires I'm not a vendor. I was appointed as an official employee of the city."

"My reading of the charter is that this is a contract for a term and that term expires whenever it expires," Poblick said.

Drumm said he did not believe his term ended, but that he was city manager until he was terminated which by charter requires a vote of four council members.

Poblick, however, said his interpretation of the charter was that Drumm was being reappointed and that required four council votes.

"I disagree Mr. Poblick," Drumm said. "I think I'll have to get counsel."

Compton suggested a retreat to try to come to an agreement and resolve problems.

But Smith said, "I appreciate the offer to talk it out. I don't think that's going to be fruitful in my case. I'm willing to sit down and do it, however I don't think its going to change anything for me."

Compton suggested that council members postpone a decision while Poblick researched the charter. Council agreed to table the matter 4-1 with Smith dissenting.

Local

Drumm gone, High Springs hangs in limbo

Details Published on Friday, 29 October 2010 21:32 Written by Glenn Coine Hits: 1601



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Facing termination, High Springs City Manager Jim Drumm resigned last week.

With his departure finalized, and an election that will change at least one, and possibly two faces on the city commission, looming less than a week away, Jenny Parham continues to act as Interim City Manager and City Clerk.

At a last-minute afternoon meeting on Oct. 21, the city commission gave unanimous approval to accept a resignation agreement from Drumm.

Subsequently, the public hearing on the subject scheduled for later that evening was cancelled, as Drumm was no longer being terminated, but rather stepping down.

The terms of his resignation included a \$66,433.80 check to be made out to the former city manager as soon as the agreement was signed into effect.

Drumm will also retain city health insurance, including family coverage, for the next six months, and the city gave him a neutral reference letter for future employers.

Under the agreement, Drumm fully releases and settles any and all claims related to his employment with the city.

Before casting his vote last Thursday, Commissioner Larry Travis, who was the only one to vote against Mayor Bill Coughlin's motion to terminate the city manager several weeks ago, said he still thinks the mayor's move was "ship-shod and fool-hardy," and he didn't think Drumm should go.

But because he submitted his resignation, Travis said he would vote to approve it.

The letter Drumm sent contained only two sentences:

"I, James D. Drumm, hereby resign as City Manager and City Clerk of the City of High Springs effective October 21, 2010 at the close of business. It has been an honor to have served the City of High Springs."

Parham was working as City Deputy Clerk under Drumm until the Sept. 27 meeting when Coughlin made the motion to fire him. The commission placed him on paid leave and appointed her to oversee his duties.

Commissioner John Hill said he'd like to see her take the position permanently, but he knows she doesn't want to, and he respects that.

"She's a very capable young lady," he said.

"She's very quiet in her manner, but she's very efficient in what she does."

Now Drumm is gone, and Parham is for the time being acting City Manager. And because two commission seats are up for election on Nov. 2, the majority of current commissioners agree it's pointless to talk about selecting a new city manager until after the results.

Five candidates are vying for the open two seats. Coughlin is running for reelection for the seat he currently holds while Hill, who was appointed, is not seeking election.

The new commission will be seated Nov. 18. Until then, four of the five current commissioners indicated they don't plan on bringing up the issue of who should replace Drumm.

Coughlin could not be reached for comment.

Commissioner Dean Davis agreed that Parham is doing a good job. It seems, he said, that everything is running smoothly.

Hill, as well as Commissioner Larry Travis, noted that the process to find a permanent replacement will be a lengthy one, and once it begins, it's going to take time.

And Travis stressed that the city commission should take time to figure out what it wants before it starts looking.

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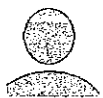
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Local

Drumm cuts deal with city to resign

Details Published on Friday, 22 October 2010 19:26 Written by Glenn Coine Hits: 2419



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At a last-minute meeting Thursday afternoon, the city commission gave

unanimous approval to accept a resignation agreement from its City Manager, Jim Drumm.

Subsequently, the public hearing on the subject scheduled for late that evening, was cancelled, as he was no longer being terminated, but rather stepping down.

The terms of his resignation included a \$66,433.80 check to be made out to Drumm as soon as the agreement was signed into effect.

He will also retain city health insurance, including family coverage, for the next six months, and the city gave him a neutral reference letter for future employers.

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High Springs city manager Drumm fired

The City Commission voted 4-1 to terminate the six-year manager.

*By Chad Smith
Staff writer*

Published: Tuesday, September 28, 2010 at 5:39 p.m.

High Springs city commissioners abruptly fired their city manager Monday with a 4-1 vote during a budget meeting.

James Drumm, who has been the city manager since 2004, said in an interview Tuesday that while he thought his firing might be imminent, Mayor William Coughlin's motion Monday to terminate his contract came "out of nowhere" at the budget hearing.

Coughlin and Commissioner Eric May cited a few reasons for the firing, such as a questionable audit and Drumm's process to lay off a supervisor in the Public Works Department.

In an interview, May said Drumm is "just not the right fit."

"There were some concerns that the manager didn't have an accurate hold on the budget," he said.

Drumm said the audit was not under his purview but was conducted by the firm the city hired to look at the finances.

That said, Drumm said he didn't believe there were any errors in the audit, only a misunderstanding between the firm and the commission.

"They found themselves with less reserves than they thought they had," he said.

As for the public works layoffs, he said he was following the budget set forth by the commission when he decided to fire the supervisor with the least amount of experience and credentials.

Coughlin could not be immediately reached for comment.

Commissioner Larry Travis, who cast the only dissenting vote, called the move "irresponsible" and "something we'll regret."

Drumm said he believed the mayor and a majority of the commissioners wanted to handpick their city manager, as the last of the commissioners who hired him had been voted out of office.

"That's probably more of the reason than anything else," he said.

A hearing has been scheduled for Oct. 21, when Drumm would be able to present his case to keep his job, City Attorney Thomas DePeter said.

Drumm has 10 days to accept that hearing, and if he doesn't respond in that window, the firing takes effect.

Since the commission didn't officially cite any malfeasance in the resolution, he will be entitled to a buyout of six month's pay, or \$43,600, DePeter said.

Contact Chad Smith at 338-3104 or chad.smith@guillessun.com.

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Robert Kellogg

**Copies of Telephone
Employment Reference Forms**

TELEPHONE EMPLOYMENT REFERENCE FOR TM POSITION

Name of Applicant: Robert Kellogg

Employment Referenced: Town of Sewalls Point, Florida.

Town Manager

Employment Dates: SEPTEMBER 2006 - JUNE 2013

1. MANAGEMENT STYLE/PROFESSIONAL SKILLS

Maintains open, informative and timely communications with the Council or Commission (e.g., "open door policy").

Knowledgeable of current developments affecting the local government management field.

Effectively implements and enforces municipal policies and procedures

Demonstrates a capacity for innovation and creativity.

Anticipates problems and develops effective approaches for solving them.

Maintains a positive work atmosphere conducive to productivity and efficiency

Encourages department heads to make decisions within their own areas without the Manager's approval, yet maintains general control of operations.

Motivates municipal staff to work as a team and seek ways to be innovative and oriented toward effective problem solving. Very much so.

Properly controls the municipality's operational and functional activities and motivates others to maximum performance. There are only 13 Town employees, and nine are in the Police Department. So the Town organization is very small.

Effectively recruits professional staff.

How would his/her direct reports describe this person's management style? He is very much team-oriented. You would be very hard pressed to get him to accept credit for anything.

2. FISCAL MANAGEMENT

- Possesses knowledge of governmental accounting/budget procedures
- Prepares a balanced budget to provide services at a level directed by the Council or Commission. Unable to answer this question.
- Strives to make the best possible use of available funds to ensure efficient and effective functioning of the municipal government and within budget limitations established according to municipal policy. Unable to answer this question.
- Possesses awareness of the importance of financial planning and accounting controls through long-range fiscal forecasting. Unable to answer this question.
- Utilizes effective negotiation with labor unions and in legal actions to minimize costs to the municipality. They have none of these, so this is not applicable.

3. PERSONAL SKILLS/COMMUNICATIONS

- Demonstrates high concern for ethical behavior.
- Receptive to constructive criticism and advice.
- Manages stress effectively. He handled stress fine.

4. RELATIONS WITH THE MUNICIPALITY'S COUNCIL OR COMMISSION

- Works with the Council or Commission to establish annual goals and objectives, and reports to the Council or Commission regularly on the status of such goals and objectives. Unable to answer this question.
- Carries out the directives of the Council or Commission as a whole, rather than those of any one member. Unable to answer this question.
- Supports the action of the Council or Commission after a decision has been reached. Unable to answer this question.

5. COMMUNITY RELATIONS

Maintains an "open door policy" with the community. Absolutely.

Effectively addresses and accommodates citizen complaints. He was very responsive.

Shows a sensitivity to and appreciation of diversity of the municipality's population.
The answer to this question is yes, but there is hardly any diversity.

Responsive to issues of both commercial and residential populations. There is very limited commercial.

Maintains an effective and collaborative working relationship with other local governments

Takes a diplomatic approach to problem solving

Projects a positive image on behalf of the municipality

Provides management support to municipal Boards. There are no Boards, so this is not applicable.

Reason for Leaving: Not Specified

Would you rehire this person if you were presented with the opportunity?

N/A

Source: Police Chief Tina Ciechanowski

TELEPHONE EMPLOYMENT REFERENCE FOR TM POSITION

Name of Applicant: Robert Kellogg

Employment Referenced: Ohio Department of

Development, Columbus, Ohio, Development Specialist

Employment Dates: JUNE 1985 - MARCH 1987

No response

received

1. MANAGEMENT STYLE/PROFESSIONAL SKILLS

Maintains open, informative and timely communications with the Council or Commission (e.g., "open door policy").

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How would his/her direct reports describe this person's management style?

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Possesses knowledge of governmental accounting/budget procedures

Prepares a balanced budget to provide services at a level directed by the Council or Commission.

Strives to make the best possible use of available funds to ensure efficient and effective functioning of the municipal government and within budget limitations established according to municipal policy.

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Utilizes effective negotiation with labor unions and in legal actions to minimize costs to the municipality.

3. PERSONAL SKILLS/COMMUNICATIONS

Demonstrates high concern for ethical behavior.

Receptive to constructive criticism and advice.

Manages stress effectively.

4. RELATIONS WITH THE MUNICIPALITY'S COUNCIL OR COMMISSION

Works with the Council or Commission to establish annual goals and objectives, and reports to the Council or Commission regularly on the status of such goals and objectives.

Carries out the directives of the Council or Commission as a whole, rather than those of any one member.

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5. COMMUNITY RELATIONS

- Maintains an "open door policy" with the community.**
- Effectively addresses and accommodates citizen complaints.**
- Shows a sensitivity to and appreciation of diversity of the municipality's population.**
- Responsive to issues of both commercial and residential populations.**
- Maintains an effective and collaborative working relationship with other local governments**
- Takes a diplomatic approach to problem solving**
- Projects a positive image on behalf of the municipality**
- Provides management support to municipal Boards.**

Reason for Leaving:

Would you rehire this person if you were presented with the opportunity?

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 ... are: * Bret Bauer, the current city manager of Holton, Kansas * Robert Kellogg, a former town manager of Sewall's Point, Florida * Wayne Saunders, a former city manager of Clermont * Patrick Salerno, a former city manager of Coral Gables * Elizabeth ...
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 Sep 17, 2014 | Sunshine State News
 ... and three prominent Republicans: Bud Adams of Adams Ranch, Riviera Beach Councilwoman Dawn Pardo and Sewall's Point Commissioner Jacqui Thurlow-Lippisch. In the ad, they praise Murphy on environmental and economic issues and for working with ...
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 Sep 4, 2014 | Palm Beach Daily News
 ... very slowly westward or west-northwestward across Florida." Frances made landfall at 1 a.m. on Sunday in Sewall's Point, in Martin County, although the 70-mile-wide eye did edge into northeastern Palm Beach County. Luckily, the Texas-sized storm had ...
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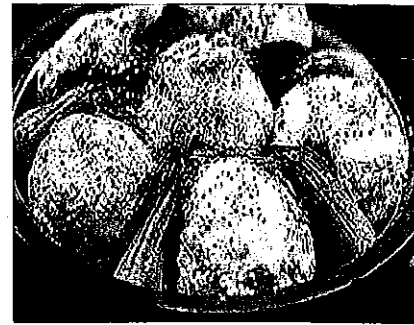
... the first naval engagements of the War, the Monticello exchanged fire with an enemy battery of five guns at Sewall's Point for one hour and fifteen minutes. She was also part of the squadron that bombarded and captured Forts Hatteras and Clarke at ...

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Tampa Bay Times

WINNER OF 10 PULITZER PRIZES

Bios of six finalists for Kenneth City manager as interviews approach



Anne Lindberg, Times Staff Writer

Tuesday, January 28, 2014 4:29pm

KENNETH CITY

Judging by the six finalists for the position of this town's first manager, the job can be challenging. Five of the six are no longer employed as managers, having left, been fired or had their jobs eliminated. Here are the six finalists, in alphabetical order:

JOHN BAUER, Wilmington, N.C., has a bachelor's in government from the University of Notre Dame in South Bend, Ind., and a master's in public administration from the Maxwell School in Syracuse, N.Y. He has 20 years' experience in government, including seven years as a director of public utilities for Wilmington and 15 years as a county manager. Those years as county manager included two stints with Pender County and one with Lenoir County, both in North Carolina. He was fired during his second stretch with Pender. News reports blamed the firing on his being harsh to employees. "The short answer to that is yes," Bauer said. "Those that knew they weren't doing the job resigned." Since then, he has worked as a federal government adviser in Afghanistan and Iraq. He is currently a self-employed consultant.

How would you help the council and residents make the change to the new style government?

PLEASE SEE PAGE 2

"I think initially you need to be very visible and very communicative. ... I look forward to (working) long hours" and listening to and meeting people. He plans to wander around Kenneth City the day before the interview to meet residents and others, hear their ideas and discover the issues.

MATTHEW CAMPBELL, Crystal Beach, has a bachelor's in geography and management from Georgia State University in Atlanta. He has 17 years' experience in government and private sector jobs. He was most recently assistant to the Dunedin city manager before the job was eliminated last year. He has been interim director of planning and development, both for Dunedin; senior planner for Hillsborough County; and transportation planner for the Hillsborough Area Regional Transit Authority.

How would you help the council and residents make the change to the new style government?

"Initially, meetings with staff, council members. Lots of note taking and listening to council, staff and residents."

ROBERT KELLOGG, Palm City, has a bachelor's in political science from Kent State University in Kent, Ohio. He has 36 years' experience in government that includes elected and appointed positions. He served about nine years as city manager of Rittman, Ohio, and about seven as town manager of Sewell's Point in Martin County, Fla. He lost his job with Sewell's Point after a no-confidence vote from the council. The council, he said, wanted to move in another direction, and "I respect that. ... They're moving on just as I am."

How would you help the council and residents make the change to the new style government?

"Bring in a facilitator to help establish the roles and responsibilities of council and manager. Hold annual visioning sessions for the council to set a direction for the town. He and the staff would then work to see that vision become reality."

FREDERICK NUTT, Tampa, has a bachelor's in business administration and a master's of public administration from the University of Georgia in Athens. He has 37 years' experience in government, including jobs as city manager of Cape Canaveral, county administrator of DeSoto County, and various jobs with Hillsborough County that include operations and fiscal administration division director, interim public works director and manager of highway design. He retired from Hillsborough after his job was eliminated. He most recently served as a budget consultant for Madeira Beach.

How would you help the council and residents make the change to the new style government?

"Opening up the lines of communication and being honest and developing mutual respect and confidence. Having transparency so everyone understands what's going on."

JOHN SCHNEIGER, Sarasota, has a bachelor's in political science and a master's in urban and regional planning from the University of Wisconsin in Madison and an MBA in management from Colorado State University in Fort Collins. He has about 23 years' experience in government, including jobs as city manager of New Port Richey and the municipalities of Montrose, Fruita and Granby in Colorado. He resigned from his New Port Richey job in 2012 during a dispute with the council over budget issues. The council had ordered him to make cuts, then restored them and raised taxes rather than take his advice. Schneiger said he resigned because "my sense was there was a desire to make a change and basically, I was trying to make it easy for them."

How would you help the council and residents make the change to the new style government?

"I don't think it's something that's going to happen overnight. I think a lot of it boils down to communication and being open-minded about where each other's coming from" and understanding that everyone has the good of the community at heart.

MELL SMIGIELSKI, Mahomet, Ill., has a bachelor's in political science and public administration with a minor in accounting, finance and economics from the University of Illinois in Urbana-Champaign. He has about 29 years' experience in government, including both elected and appointed positions. Those include the job of city clerk, budget director and zoning administrator for the city of Du Quoin, Ill.; and village administrator of Spring Green and North Fond du Lac, both in Wisconsin. He has been village administrator, budget director and deputy liquor commissioner of Mahomet since 2006.

How would you help the council and residents make the change to the new style government?

"You would have to invite the public in ... to discuss what's going to happen as we all move forward. It's a learning curve for the board. It's a learning curve for the public. ... The bottom line is, the educational process is going to take time. You have to sit down with the public to find out what their expectations are" so there is no disappointment as reality sets in.

Editor's note: This story has been changed to reflect the correct city of residence for Matthew Campbell.

Anne Lindberg can be reached at alindberg@tampabay.com or (727) 893-8450. Follow her on Twitter @alindbergtimes.

fast facts

Big day for a small town

Kenneth City voters decided last year to change their form of government to a council-manager style in which a professional manager runs the day-to-day activities of the town while the council sets policy. The town received 37 applications for the position. A committee of three former city managers whittled that list to 11. The Town Council chose six finalists, who will be interviewed Feb. 8 at Park Station, 5851 Park Blvd., Pinellas Park. The meeting will begin at 8 a.m., with interviews starting at 9 a.m. Both are open to the public. The manager is expected to begin work in early March and earn up to \$85,000 a year. For information, call (727) 498-8948.

Bios of six finalists for Kenneth City manager as interviews approach 01/28/14 Photo reprints | Article reprints

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Groveland offers city manager job to former Iowa official

December 20, 2013 | Sentinel staff report

GROVELAND — A former assistant manager in an Iowa city has agreed tentatively to accept the manager spot in Groveland, becoming only the second African-American to run a Lake County city in recent memory.

Redmond Jones II eagerly accepted the offer and is reviewing the city's proposed contract, City Clerk Teresa Begley said. Jones, 46, supervised more [employees](#) as the assistant in Davenport than work for the whole city of Groveland, she said.

City officials are expecting to have the final word from Jones by today. If he signs the contract, he would become the black to run Groveland, which has a checkered civil-rights history and was the subject of a book about a racist chapter that won the Pulitzer Prize for general nonfiction this year. The only other African-America to head a city in Lake County was Bernice Brinson, who served Mount Dora from the mid-1990s to 2005.

Also today, qualifying closes for a special City Council election set for Jan. 28. Mayor James Gearhart resigned last month, and the city's charter called for the vice-mayor to replace him. The election is to choose a council member from District 3 to replace new Mayor Tim Loucks.

Split vote

So far, residents Dina Sweatt and George Rosario have qualified for the at-large seat, which pays \$9,180 a year. Both ran in 2010 for the same seat, losing to Loucks.

Council members in a 3-2 vote on Dec. 13 first offered the city manager job to Robert Kellogg, who had been asked to resign from the manager's position in Sewall's Point in Martin County. Kellogg said he had to do more research into Groveland and couldn't give the council an answer until after he returned from a [holiday](#) vacation to Ohio.

Council members, however, wanted Kellogg to start work on Jan. 2, so they withdrew the offer, remarking that he didn't seem enthusiastic about Groveland. Kellogg told several city officials privately that he was concerned he wouldn't have enough support to be [successful](#) in the job because the vote to hire him was split.

Second choice

Jones, the second choice, had been ranked No. 1 by council members James Smith and Evelyn Wilson. The mayor and other two members ranked Jones second because he didn't have direct experience operating a municipal water [system](#). Wilson, however, pointed out that city managers are in charge of people, not projects. Groveland's department heads each have at least 20 years of experience in their field, she said, and that would be sufficient.

Jones worked for Davenport, Iowa, from 2002 to 2010, when he opened an economic-development consulting [business](#) with a partner. His application to Groveland stated that he wants to return to managing cities because he is more interested in that line of work.

He also worked for the cities of Temple and Forth Worth, Texas, and Lee's Summit, Mo. Jones holds a bachelor of arts degree in urban studies from the University of Cleveland and a master's degree in public [administration](#) from the University of Kansas.

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First full-time manager of Sewall's Point losing his job

BY: Paul Ivice

POSTED: 8:03 PM, Mar 29, 2013

TAG: twitter (/topic/twitter)

SEWALL'S POINT — Robert Kellogg, the town's first full-time manager, is losing his job.

In a 3-2 vote of no confidence earlier this week, the Town Commission decided to seek a replacement for Kellogg, who has held the position since September 2006.

Mayor Tom Bausch, who cast one of the two votes in favor of keeping Kellogg, said Kellogg can stay in his \$110,000-a-year post until a replacement is hired or until July 31.

Commissioner Jacqui Thurlow-Lippisch first brought up the possibility of replacing Kellogg at the March 12 commission meeting.

"There comes a time in the career of a town manager when you're no longer excited or motivated to perform," Thurlow-Lippisch said Friday in a telephone interview.

Thurlow-Lippisch said the biggest problem that she, Vice Mayor Pam Busha and recently elected Commissioner Vincent Barile had with Kellogg was that enforcement of the town's codes had become very relaxed and complaint-driven, especially codes related to traffic and vehicle parking.

Commissioner Paul Lugar, who lives across Riverview Road from Thurlow-Lippisch, said he was on the other side of the street from her on this issue as well.

Lugar said Kellogg's open-ended contract calls for a nine-month severance package that will cost the town \$90,000 because Kellogg was not being removed for cause but at the will of the commission.

Kellogg could not be reached for comment because the Sewall's Point Town Hall was closed for Good Friday.

Lugar said he thought the commissioners who voted to remove the manager "owe the taxpayers and Mr. Kellogg an explanation why."

Bausch said, "I found his performance fine.

"There's always issues there's some disagreement on, but that's natural," Bausch said, adding that he wished it could have been done "in a less contentious atmosphere."

Thurlow-Lippisch said Kellogg's contract included a procedure for performance review, but it was never used. She said would have been difficult to impose such a procedure now after it had been ignored for almost seven years, but it will be important to her that it be applied to the next manager.



Town of Lake Park Town Commission

Agenda Request Form (REVISED)

Meeting Date: March 21, 2015

Agenda Item No. *F*

Agenda Title: Selection of the Town Manager

- SPECIAL PRESENTATION/REPORTS
 - BOARD APPOINTMENT
 - PUBLIC HEARING ORDINANCE ON _____ READING
 - NEW BUSINESS**
 - OTHER: _____
- CONSENT AGENDA
 - OLD BUSINESS

Approved by Town Manager *Bob McWilliams* Date: *3/18/2015*
Interim Town Manager

Name/Title

Originating Department: Human Resources	Costs: \$ -0- Funding Source: Acct. # <input type="checkbox"/> Finance _____	Attachments: Ballots
Advertised: Date: _____ Paper: _____ <input checked="" type="checkbox"/> Not Required	All parties that have an interest in this agenda item must be notified of meeting date and time. The following box must be filled out to be on agenda.	Yes I have notified everyone : BMT or Not applicable in this case: ____ Please initial one.

Summary Explanation/Background:

On March 17, 2015, Mr. Lyndon Bonner contacted staff and advised that he was withdrawing his application for the position of Town Manager.

Today, the Commission interviewed the following finalists for the position of Town Manager:

- John O. D'Agostino, of Mansfield, Massachusetts
- James D. Drumm, of Zephyrhills, Florida
- Robert Kellogg, of Palm City, Florida

The purpose of this agenda item is to select the candidate for the position of Town Manager, and to authorize the Town Attorney to commence contract negotiations with that individual.

Staff recommends that the Commission select the candidate and one alternate utilizing a ballot system. A ballot setting forth the above names is attached. It is requested that the ballots be completed and provided to the Town Clerk following discussion of this item.

Recommended Motion: I move to direct the Town Attorney to enter into contract negotiations with _____ for the position of Town Manager of the Town of Lake Park.

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 _____

James D. Drumm Vote Here _____

Robert Kellogg Vote Here _____

Signature

Please Print Name: _____