



Minutes
Town of Lake Park, Florida
Special Call Commission Workshop
November 18, 2006 3:00 p.m.
Lake Park Library, 529 Park Avenue

The Town Commission met for the purpose of a Special Call Commission Workshop on Saturday, November 18, 2006 at 3:00 p.m. Present were Mayor Castro, Vice-Mayor Daly, Commissioners Balius, Carey, and Osterman, Interim Town Manager Cynthia Sementelli, and Town Clerk Vivian Mendez.

ADDITIONS/DELETIONS/APPROVAL OF AGENDA

None.

**Motion: A motion was made by Commissioner Balius to approve the agenda;
Vice-Mayor Daly made the second.**

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Balius	X		
Commissioner Carey	X		
Commissioner Osterman	X		
Vice-Mayor Daly	X		
Mayor Castro	X		

Motion passed 5-0.

Mayor Castro welcomed the audience to the workshop and explained how the meeting would proceed. Mayor Castro explained the process as follows: any member of the audience, that wished to ask a question of the Town Manager candidates, would submit the questions on a pink comment card to the Commission. The question would be reviewed by all the Commissioners. Once all the questions were submitted and reviewed, Mayor Castro requested the first candidate be brought in from the main Lake Park Library area.

Commissioner Balius complimented Bambi McKibbon-Turner on an outstanding performance in obtaining the Town Manager candidates. Commissioner Balius stated that the guidelines for the process were outstanding and made the process easier.

Bambi McKibbon-Turner brought in Mr. Henry Angelo.

Mayor Castro explained the process to Mr. Angelo.

Henry Angelo introduced himself and gave a brief history of his back ground. Mayor Castro started with the resident questions then proceeded to the Commissioners questions.

1. Michelle Suiter, 931 W. Ilex Drive – Would you consider yourself a “business as usual type of person” or an “open to change type” of person.

Mr. Angelo stated that he was not a business as usual type of person. Business as usual must continue because there was much that needs to be done. He looks forward to enhancing what the Town already had including the great projects in the works. His role would be to bring together the residents, business owners, Commission, and staff, to work on the projects together to make sure that projects take place.

2. Kim Castro, 231 W. Ilex Drive – Which type of housing will you like to move into in the Town, Waterfront view, Historic, or Ranch style.

Mr. Angelo stated that he would need to discuss such a decision with his family and find a suitable home for them.

3. June Vandule, 801 Lake Shore Drive – What should a Town Manager do to ensure that projects that are started get completed.

Mr. Angelo stated that the Town Mangers responsibility was to follow the timeline guidelines set in place and to ensure completion. Mr. Angelo added that the role of the Town Manager was to assure that the contractor was given clear timeline guidelines. Those contractors that completed on time would be rewarded and those that did not would be penalized. Town Manager’s role was to enforce penalties.

4. Commissioner Carey – What is the role of the Town Manager and the role of the Commission.

Mr. Angelo stated that the role of a Town Manager was to bring all parties together (Contractors, Commission, and staff) to get the job done. The role of the Commission was to set policy and the budget. He would make very clear that the position of Town Manager would be to manage the Town. His style was not to argue with Commissioners or staff member in the public. He would request a meeting behind closed door to resolve any issues, and prevent bad habits from forming.

5. Commissioner Balius – How do you plan to communicate with the Commission.

Mr. Angelo stated that he would use various mentioned to communicate with the Commission. Telephone calls, memo system, newsletters. He would meet with the Commission individually to understand their goals and do the same with department heads and staff. The more communication the better.

6. Mayor Castro – How will you hold your employees accountable as it relates to customer service and respect of the residents and Town Commission.

Mr. Angelo stated that the employees would be held responsible to the highest degree. His goal would be to make sure that the employees serve the public and treat all with respect.

7. Vice-Mayor Daly – How do you intent to handle complaints so that the Commission does not have to get involved.

Mr. Angelo stated that communication was key. The Commission should bring concerns to the Town Manager and not direct employees themselves.

8. Commissioner Osterman – Evaluate the current forms of communication the Town has in place, and explain what innovative practices you have put into place to market the Town.

Mr. Angelo stated that he did not have access to channel 18 and was unable to comment on that form of communication. Mr. Angelo explained that when he was the Mayor of Warren he would visit the community and speak with residents and business owners. Mr. Angelo stated that he would visit churches and schools and involve all to the common vision of the Town. He had not viewed the Town's Newsletter, so he would not comment on it. He liked the Town website. Mr. Angelo commented that the budget was recently placed on the web and found it easy to navigate. He would look for ways to improve the website by speaking with staff, the Commission, and residents and get an understanding of concerns and work with those involved to improve it.

9. Bert Bostrom, 1451 Flagler Blvd. – How would you handle an employee that does not follow direction.

Mr. Angelo stated that he would work closely with that employee and follow the disciplinary action procedure set in place. Personal philosophy was to fix the problem or get rid of the problem. His goal was to make sure employee becomes productive.

10. Mayor Castro – How would you handle emergency management, preparing for a disaster and mitigating.

Mr. Angelo explained that he was the F.E.M.A. (Federal Emergency Management Agency) coordinator for the City of Warren. Following procedure, working through a plan, etc. was how it was handled and worked efficiently. One person should be in charge and all should follow direction from that person. Fixing up, cleaning up, and getting things back to normal as soon as possible was important to all effected.

11. Vice-Mayor Daly – How do you feel about an Assistant Town Manager.

Mr. Angelo stated that he would not be able to make such a decision until in the role of Town Manager and understand what was needed for the Town. He might need to ask for someone to assist him with the responsibilities of Town Manager in the future.

Mr. Angelo, in his closing statement, comment that he came from a city of about forty-three thousand. The issues in a large city are similar to those of a smaller city. He would love to work for the Town of Lake Park and see the started projects follow through to completion. The community needs to pull together to get things accomplished. Mr. Angelo thanked everyone and looked forward to the nights events.

Mayor Castro asked Human Resource Director Bambi McKibbon-Turner to bring Mr. Mitchell Bobowski in.

Mayor Castro explained the process that would be followed to Mr. Bobowski.

Mitchell Bobowski introduced himself and thanked everyone for attending and for participating in this experience.

1. Michelle Suiter - 931 W. Ilex Drive – Would you consider yourself a “business as usual type of person” or an “open to change type” of person.

Mr. Bobowski stated that he considered himself an open to change type of person. He tries to collaborate his style with staff and was open to change.

2. Kim Castro, 231 W. Ilex Drive – Which type of housing will you like to move into in the Town, Waterfront view, Historic, or Ranch style.

Mr. Bobowski stated that he would like to live near a waterfront property.

3. June Vandule, 801 Lake Shore Drive – What should a Town Manager do to ensure that projects that are started get completed.

Mr. Bobowski stated that keeping track of all projects that are currently being done should be a priority of a Town Manager. Following the code to ensure things are streamlined and support from the developers, leads to the quest to succeed.

4. Bert Bostrom, 1451 Flagler Blvd. – How would you handle an employee that does not follow direction.

Mr. Bobowski stated that hard decision have to be made when an employee does not follow direction. The decision was not taken lightly and there were procedures that must be followed to separate that employee from the Town.

5. Commissioner Carey – What is the role of the Town Manager and the role of the Commission.

Mr. Bobowski stated that the role of the Commission was to set policy and be the legislative group. That policy was then carried out by the Town Manager. It was the Town Managers responsibility to carry out those legislative policies and procedures set by the Commission.

6. Commissioner Balius – How do you plan to communicate with the Commission.

Mr. Bobowski stated that communication was vital in solidifying a team. The team consist of administrative staff, and the Commission to ensure that everyone was on the same page. One method of communication with the Commission would be to meet with them individually on a weekly basis, making himself available to their schedule. Other forms of communication would be phone calls, e-mail, etc. A Town Manager was a twenty-four hour, seven days a week position.

7. Mayor Castro – How will you hold your employees accountable as it relates to customer service and respect of the residents and Town Commission.

Mr. Bobowski stated that it is vital to communicate with the residents, they are the customers. Employees would be held accountable. Department heads would be responsible to answer and return phone calls and any inquires and follow-up was key. The respect for residents and Commission are not taken lightly and appropriate disciplinary action would be taken if necessary.

8. Vice-Mayor Daly – How do you intent to handle complaints so that the Commission does not have to get involved.

Mr. Bobowski stated that all inquires should be directed to the Town Manager. The Commission should not be answering to the residents, the Town Manager would be the point of contact for any issues addressed.

9. Commissioner Osterman – Evaluate the current forms of communication the Town has in place, and explain what innovative practices you have put into place to market the Town.

Mr. Bobowski stated that he had not viewed channel 18 and would not comment on it. The website has a scroll which he could assume was the same as what appeared on Channel 18. One avenue of electronic media that might work would be to have a Mayor's corner, where an explanation of the current project could appear as an informative tool. Mr. Bobowski commented that the website was good and found that some documents were not available as quickly as others. There was always room for improvement and jazz it up a bit. He gave some suggestions on making the website more attractive and user friendly. The newsletter could be polished up and was concerned with the advertisement that was shown on this publication. He thought that a

glossy finish paper would look better than the folded paper type currently being used. The methods currently being used by the Town are fine, but can be more polished.

10. Mayor Castro – How would you handle emergency management, preparing for a disaster and mitigating.

Mr. Bobowski explained that the most recent emergency management situations he was involved with were Hurricane's Charley, Jeanne, and Frances. Staff was informed to secure building and parks before the storms. Legal obligations such as Resolution being passed were done as well as constant communication to the general public and staff. Post emergency consisted of clean-up of debris, where outside contractors were needed due to the amount. Staff assisted residents with the removal of debris that blocked right-of-ways. Administrative staff filed proper F.E.M.A. paperwork in a timely manner to receive reimbursement.

11. Vice-Mayor Daly – How do you feel about an Assistant Town Manager.

Mr. Bobowski stated that he was not clear what the current Assistant to the Town Manager job description entails. Generally a community of under ten-thousand (10,000) would not require an assistant. Mr. Bobowski stated that he would have to waive any comment regarding this question since he had not been offered the position.

Mr. Bobowski, in his closing statement thanked the Commission for their time and thanked staff for making everyone feel welcome.

Mayor Castro asked for a two minute recess.

Mayor Castro asked Human Resource Director Bambi McKibbon-Turner to bring Ms. Maria Davis in.

Mayor Castro explained the process that would be followed to Ms. Davis.

Maria Davis introduced herself and thanked everyone.

1. Michelle Suiter - 931 W. Ilex Drive – Would you consider yourself a “business as usual type of person” or an “open to change type” of person.

Ms. Davis stated that she was an open to change person and had been know to be a change agent in her past positions. Ms. Davis described herself as a visionary, full of energy, full of ideas, and does not accept “status quo”.

2. Kim Castro, 231 W. Ilex Drive – Which type of housing will you like to move into in the Town, Waterfront view, Historic, or Ranch style.

Ms. Davis stated that she currently lives in a Historic home and would choose the same.

3. June Vandule, 801 Lake Shore Drive – What should a Town Manager do to ensure that projects that are started get completed.

Ms. Davis stated that the Town Manager role was to keep track of projects and work with the department heads to get the project completed. Ms. Davis explained her extensive background in the construction field, civil work, and contract management. She described her work style as a fast pace, proactive, and get the job done. She explained that one of her greatest strengths was to get the job done.

4. Bert Bostrom, 1451 Flagler Blvd. – How would you handle an employee that does not follow direction.

Ms. Davis stated that she would first work with the employee and if the employee would not conform to the direction given, a disciplinary process would be taken up to dismissal.

5. Commissioner Carey – What is the role of the Town Manager and the role of the Commission.

Ms. Davis explained that the role of the Town Manager was that of a Chief Administrative Officer of the Town. The responsibility to implement the policy and procedures of the legislative body, which was the Commission. Its other role was to handle the day-to-day operation of the Town, to ensure that the Town was operating in an efficient and effective manner. The relationship between that of the Commission and Town Manager was cohesive. A Manager-Commission form of government, the manager was the CEO of the operation and carries out the policies of the legislative body.

6. Commissioner Balius – How do you plan to communicate with the Commission.

Ms. Davis explained that her practice was to sit with each Commission and understand which form of communication that person prefers. A lot of communication which would include phone calls, e-mail, letters or memo's are just some of the forms she uses. A weekly managers report to the Commission updating them on the activities, including daily updates by phone are common practices.

7. Vice-Mayor Daly – How do you intent to handle complaints so that the Commission does not have to get involved.

Ms. Davis stated that in her experience sometimes it is impossible to accomplish. She stated that when a Commission tries to get into the day-to-day operation it was indicative of a problem at the management structure. Ms. Davis stated that she would speak with the Commissioner behind closed doors to resolve any issues.

8. Commissioner Osterman – Evaluate the current forms of communication the Town has in place, and explain what innovative practices you have put into place to market the Town.

Ms. Davis stated that she had not seen the Towns newsletter or channel 18 and could not comment on those forms of communication. She stated that she had viewed the website and it was above average, although she experienced problems using the e-mailing method from the site. Previous experience with the government access channel allowed for historic type shows to air regarding the municipality, Commissioners would speak on various topics in the municipality. A resident package was formed for new residents, which was kept in the Town Clerk's Office, contained a map, welcome letter from the Mayor, Public Works do's and don't, the various things new residents need to know about their Town. Another form was an informational guide, which included a list of department phone numbers. She also worked with the Beacon Council, which assisted in the promotion of the Town.

9. Mayor Castro – How will you hold your employees accountable as it relates to customer service and respect of the residents and Town Commission.

Ms. Davis stated that this was huge for her. The purpose of the job was to work for the residents. Training in customer service was taken very seriously. Complaints of employees are taken seriously and they would be sent to training, if behavior continued, then the disciplinary procedures would begin.

10. Vice-Mayor Daly – How do you feel about an Assistant Town Manager.

Ms. Davis stated that it was too premature to know if an assistant would be required at this time. Ms. Davis explained that in her experience, where she had managed huge operations, to small operations, it was a misnomer that it was much harder to manage a small city because of far fewer resources. She was hesitant to answer because she did not have an understanding of the current situation of the Town. Ms. Davis explained that a former city she worked in was in financial struggle and she was able to pull them into a better financial situation.

11. Mayor Castro – How would you handle emergency management, preparing for a disaster and mitigating.

Ms. Davis stated that Hurricane Andrew was the first disaster she had handled. Normal procedures were in place, but a category 5 storm no one was prepared. Ms. Davis went on to explain that with the experience of that storm and several others since, a tremendous amount of experience has been gained. Mayor Castro asked what position Ms. Davis held during Hurricane Andrew. Ms. Davis worked for the Miami-Dade County Public Schools, as the Facilities Manager, which consisted of over 350 campuses. Hurricane Andrew destroyed about 100 campuses and the others were damaged, but not completely destroyed. The 100 campuses were restored to raw condition in two weeks, which worked on generator power.

Ms. Davis, in her closing statement, thanked the Commission, staff and the HR Director for making her feel welcome and stated that she was very nervous when she walked in. She stated that she works hands-on and cares for the community, which was why she lived in every community she had managed. Ms. Davis stated that her belief was to get through the red-tape and get projects completed. She loved the community as it reminds her of home. Ms. Davis stated that she could assure everyone that they won't be sorry if chosen to be the Town Manager, as she was high energy, not afraid of change, and gets involved.

Mayor Castro asked Human Resource Director Bambi McKibbin-Turner to bring Mr. Mark Kutney in.

Mayor Castro explained the process that would be followed to Mr. Kutney

Mark Kutney introduced himself and gave a brief history of his experience. Mr. Kutney thanked everyone for coming.

1. Michelle Suiter - 931 W. Ilex Drive – Would you consider yourself a “business as usual type of person” or an “open to change type” of person.

Mr. Kutney stated that he was an open to change type of person. Change was inevitable in life, those who embrace change had the most success. Those that resist change could lead to unsuccessful results.

2. Kim Castro, 231 W. Ilex Drive – Which type of housing will you like to move into in the Town, Waterfront view, Historic, or Ranch style.

Mr. Kutney stated that a Waterfront home would be ideal, but would probably live in a Ranch style.

3. June Vandule, 801 Lake Shore Drive – What should a Town Manager do to complete project that are started get completed.

Mr. Kutney stated that it would be the position of the Town Manager to be diligent in communicating to staff the vision of the Town and project to ensure everyone was working toward that vision. Creating a joyful work environment keeps staff motivated.

4. Bert Bostrom, 1451 Flagler Blvd. – How would you handle an employee that does not follow direction.

Mr. Kutney explained that he would council the employees and work with them. If the employee was insubordinate then the disciplinary action would be taken, avoiding bad habits from forming.

5. Commissioner Carey – What is the role of the Town Manager and the role of the Commission.

Mr. Kutney explained that the Town Manager was the head administrator of government, ensuring that directives are handled efficiently. The Town Manager was not the sixth (6) Commissioner or to delve with politic. The role of the Commission are voted in to set policy, budget, and legislate. The role of the Town Manager was to carry out those policies, and legislative decisions created by the Commission. The Town Manager should give guidance, when appropriate, to the Commission on how the policy would affect the Town and staff.

6. Commissioner Balius – How do you plan to communicate with the Commission.

Mr. Kutney stated that he would look to have meetings with the Commission bi-weekly or more depending on the concerns and keeping an open door policy. Verbal, written reports, and spending a lot of time with the Commission would avoid surprises. Get a solution started.

7. Mayor Castro – How will you hold your employees accountable as it relates to customer service and respect of the residents and Town Commission.

Mr. Kutney stated that customer service was key and providing clear guidelines to staff of its importance. Investigating concerns from all sides and, if necessary, following disciplinary procedure.

8. Vice-Mayor Daly – How do you intent to handle complaints so that the Commission does not have to get involved.

Mr. Kutney explained that concerns should be directed to the Town Manager. The Commission and Town Manager can work out any difference positively and correct things by doing things. Town Manager should be told of concerns, but it should be up to the Town Manager to correct those concerns.

9. Commissioner Osterman – Evaluate the current forms of communication the Town has in place, and explain what innovative practices you have put into place to market the Town.

Mr. Kutney was unable to comment on channel 18, did not have access to it. Website and Newsletters were good, but can be improved. Mr. Kutney explained that quarterly meeting with engineers and contractors provided time to review with them new codes and procedures.

10. Mayor Castro – How would you handle emergency management, preparing for a disaster and mitigating.

Mr. Kutney explained how certain procedures were handled, such as securing construction sites, video recording of Town property, securing files, and computers. Recovery after a storm included assessments of neighborhoods street by street by staff and rescue units.

11. Vice-Mayor Daly – How do you feel about an Assistant Town Manager.

Mr. Kutney explained that having an Assistant Town Manager would be helpful to a new Town Manager. A vision needs to be created in this Town. Three different methods to create a vision of the Town including budget, Comprehensive Plan, and Public Relations . These methods are just a few of the areas an Assistant Town Manager can handle. If chosen as Town Manager Mr.

Kutney would like to create a Decade of Excellence plan, or something similar, to get a ten point plan and get the ball rolling.

Mr. Kutney, in his closing statement, thanked the Commission and residents for their time. Based upon his experience working with council, although never a Town Manager, he felt the Commission would be making a good chose if chosen for the position.

Mayor Castro asked Human Resource Director Bambi McKibbon-Turner to bring Mr. Hector Rivera, Sr. in.

Mayor Castro explained the process that would be followed to Mr. Rivera.

Hector Rivera, Sr. introduced himself and gave a brief history of his experience. Mr. Rivera thanked everyone for coming.

1. Michelle Suiter - 931 W. Ilex Drive – Would you consider yourself a “business as usual type of person” or an “open to change type” of person.

Mr. Rivera stated that active was his style of management. As an appointed official, directed by elected officials, his role would be to carry out the agenda given. Sharing best practices, motivate staff, and walk the Town to see for himself what improvements could be made.

2. Kim Castro, 231 W. Ilex Drive – Which type of housing will you like to move into in the Town, Waterfront view, Historic, or Ranch style.

Mr. Rivera stated that it did not make a difference, just needed something functional.

3. June Vandule, 801 Lake Shore Drive – What should a Town Manager do to complete project that are started get completed.

Mr. Rivera stated that it was the responsibility of the Town Manager to execute the project. When working with developers having clear instructions and guidelines for them to follow allows the project to progress in a timely manner and on budget.

4. Bert Bostrom, 1451 Flagler Blvd. – How would you handle an employee that does not follow direction.

Mr. Rivera explained his process with staff within his first ninety (90) days of employment. He sits with staff and shares his commitment to the elected officials and residents, to ensure things are done on time and on budget. Having a private conversation with staff and council them to carry out their responsibilities. If it does not work then he would assist that person to leave the Town with dignity.

5. Commissioner Carey – What is the role of the Town Manager and the role of the Commission. Mr. Rivera stated that the role of the Town Manager was to execute, and implement policy in an efficient manner. The role of the Commission was to understand the needs of the community and satisfy those needs in a legislative manner.

6. Commissioner Balius – How do you plan to communicate with the Commission.

Mr. Rivera stated that keeping an open door policy would be the start to his communication with the Commission. Weekly reports, memo, phone calls, and have no surprises.

7. Mayor Castro – How will you hold your employees accountable as it relates to customer service and respect of the residents and Town Commission.

Mr. Rivera stated that he would ask the Commission to provide a priorities list and he would develop an accountability plan from those priorities. He would speak with staff and work with them on an accountability plan. Written reports, delegation of authority, and measure of what was being done. Working with an open door policy and meeting with residents, walking the Town to see what there was going on, including meeting with staff weekly. The role of the Town Manager was to protect the employees and give them feedback.

8. Vice-Mayor Daly – How do you intent to handle complaints so that the Commission does not have to get involved.

Mr. Rivera stated that he had reviewed the Weekday and noticed that the issues discussed would have been handled by a Town Manager and not the Commission. The turn over of staff had played a role in creating the situation. Citizens expect Commission to listen, but by letting the Town Manager know of the situation and have that Town Manager respond to the resident would avoid past habits. The Commission would receive a report back on the situation and the results.

9. Commissioner Osterman – Evaluate the current forms of communication the Town has in place, and explain what innovative practices you have put into place to market the Town.

Mr. Rivera stated that he had read the Town newsletter while visiting the Library after the lunch break, but was not clear as to how representative it was of the Town. The website was user friendly and had no problems using it. Some innovative ways used in his past were placing information in with utilities bill. A believer in having workshops to have public participation of topics like the budget, since the budget was the agenda of the Town. Television communication to residents should be used as often as possible, most citizens rely on television for information.

10. Mayor Castro – How would you handle emergency management, preparing for a disaster and mitigating.

Mr. Rivera explained that during one storm, while working as an Assistant Manager, he was given the responsibility of coordinating the plan for Police, Fire Rescue, and Schools. Mr. Rivera explained a racial issue he dealt with and lessons learned from the experience.

11. Vice-Mayor Daly – How do you feel about an Assistant Town Manager.

Mr. Rivera stated that he had worked with an Assistant Town Manager and the person handled major projects. Mr. Rivera stated that he would need to be employed for at least ninety (90) days to get a better understanding of the Assistant Town Manager role and its function.

Mr. Rivera, in his closing statement, thanked everyone and stated that the community had been faithful to its original plan for the Town. He expressed how his mature experience in government would benefit the Town. His experience with economic development and extensive budget work with developers and a sense of a hard working individual would benefit Lake Park.

Mayor Castro explained that a candidate reception would be held at the Evergreen House beginning at 7:00 p.m., which was open to the public. The Commission would not take any action tonight. Commission gave consensus to place on the December 6, 2006 Regular Commission Meeting, under Discussion and Possible Action, the topic of choosing a new Town Manager.

Commissioner Osterman stated that she was confused how some of the candidates answered the question of establishing residency in Town. Three candidates stated they would move into Town, although during the individual interview the answer was different.

Mayor Castro agreed saying that the question of what type of housing they would choose to live in was direct, the candidates skirted around the answer. Mayor Castro encourage the Commission to call the individual candidates for a response, if they so choose. Mayor Castro also encourage the Commission to call the list of reference on the candidates application, of the candidate they were interested in. Mayor Castro explained that at the Regular Commission Meeting of December 6th the Commission will ensue in good discussion of the candidates, and come to consensus on a new Town Manager, where contract negotiation may begin.

ADJOURNMENT

There being no further business to come before the Commission and after a motion to adjourn by Commissioner Balias and seconded by Commissioner Carey, and by unanimous vote, the meeting adjourned at 5:30 p.m.



Mayor Paul Castro



Town Clerk Vivian Mendez



FLORIDA

Approved on this 6 of December, 2006.



AGENDA

Lake Park Town Commission
 Town of Lake Park, Florida
 Special Call Commission Workshop
 Saturday, November 18, 2006, 3:00 P.M.
 Lake Park Library
 529 Park Avenue

✓ Paul Castro	—	Mayor
✓ Edward Daly	—	Vice-Mayor
✓ G. Chuck Balius	—	Commissioner
✓ Jeff Carey	—	Commissioner
✓ Patricia Osterman	—	Commissioner
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Cynthia R. Sementelli	—	Interim Town Manager
Thomas J. Baird, Esq.	—	Town Attorney
Vivian Mendez	—	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 3pm
- B. ROLL CALL
- C. ADDITIONS/DELETIONS - APPROVAL OF AGENDA ← Balius V.M. Daly S/O
- D. FULL COMMISSION INTERVIEWS WITH TOWN MANAGER CANDIDATES
 Mayor Castro explained the process

- 3:15 P.M. Henry Angelo
- 3:45 P.M. Mitchell Bobowski
- 4:15 P.M. Maria Davis
- 4:45 P.M. Mark Kutney
- 5:15 P.M. Hector Rivera, Sr.

- E. ADJOURNMENT: 5:30

TOWN OF LAKE PARK TOWN MANAGER INTERVIEW SCHEDULE FOR SATURDAY, NOVEMBER 18, 2006

Individual Interviews Commencing at 8:00 a.m. at Lake Park Town Hall (to occur at 30 minute intervals with 5 minute breaks in between) Candidates please report to the HR Department at Town Hall upon arrival to meet your volunteer and pick up your name tag.

Time	Mayor Castro Room A	Vice Mayor Daly Room B	Commissioner Balius Room C	Commissioner Carey Room D	Commissioner Osterman Room E
8:00 a.m. to 8:30 a.m.	Henry Angelo	Mitchell Bobowski	Maria Davis	Mark Kutney	Hector Rivera, Sr.
Break	***	***	***	***	***
8:35 a.m. to 9:05 a.m.	Mitchell Bobowski	Maria Davis	Mark Kutney	Hector Rivera, Sr.	Henry Angelo
Break	***	***	***	***	***
9:10 a.m. to 9:40 a.m.	Maria Davis	Mark Kutney	Hector Rivera, Sr.	Henry Angelo	Mitchell Bobowski
Break	***	***	***	***	***
9:45 a.m. to 10:15 a.m.	Mark Kutney	Hector Rivera, Sr.	Henry Angelo	Mitchell Bobowski	Maria Davis
Break	***	***	***	***	***
10:20 a.m. to 10:50 a.m.	Hector Rivera, Sr.	Henry Angelo	Mitchell Bobowski	Maria Davis	Mark Kutney

11:30 a.m. Lunch at Cardello's Italian Cuisine • 1447 10th Street • Lake Park, Florida • (561) 848-0123

3:00 p.m. Commission Workshop • Schuyler Meeting Room • Lake Park Public Library • 529 Park Avenue
Lake Park, Florida

Call to order and brief remarks regarding the interview procedures

3:15 p.m. Henry Angelo Interview
3:45 p.m. Mitchell Bobowski Interview
4:15 p.m. Maria Davis Interview
4:45 p.m. Mark Kutney Interview
5:15 p.m. Hector Rivera, Sr. Interview

7:00 p.m. Town Manager Reception at Evergreen House • 601 Federal Highway • Lake Park, Florida