



# City of Marco Island

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## City Manager Recruitment: Candidate Rankings and Evaluation Methodology

Each Council Member independently evaluated the candidate pool and selected their top candidates by assigning rankings from **1 through 5**, allowing **2** alternate candidates (optional) totaling a possible **7** rankings with:

- **Rank 1** = Most preferred candidate
- **Rank 7** = Least preferred among selected candidates

To ensure a fair and consistent comparison across all submissions, rankings were converted into a **weighted point system** as follows:

- Rank 1 = **7 points**
- Rank 2 = **6 points**
- Rank 3 = **5 points**
- Rank 4 = **4 points**
- Rank 5 = **3 points**
- Rank 6 = **2 points**
- Rank 7 = **1 point**

Each candidate's total score reflects the **sum of points received from all seven Council Members**.

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### Additional Information

- Candidates were ranked based on their **total cumulative score**
- The **Top 5 candidates** with the highest scores are identified as finalists
- These finalists have been highlighted for ease of review
- All rankings were submitted independently to preserve objectivity

### Candidate List

Adams, Glen
Couch, David
Curitore, Thomas
Eidenbeis, Jason
Evans, Robert
Greenville, Kevin
Harriott, James
Hawthorne, Stanley
Hill, Troy
Homka, William
Kelly, Brian
Lucius, Casey
Marshall, Jeremy
Mendez-Saldivia, Ricardo
Miller, Tracy
Morris, Chad
Reinshuttle, Robert
Thomas, Thomas

### Council Member Rankings

Rank	Chairman Palumbo	Vice Chairman Champagne	Councilor Henry	Councilor Schwan	Councilor Gray	Councilor Goehler	Councilor Brechnitz
Rank 1	Lucius, Casey	Lucius, Casey	Lucius, Casey	Lucius, Casey	Greenville, Kevin	Evans, Robert	Harriott, James
Rank 2	Adams, Glen	Miller, Tracy	Couch, David	Marshall, Jeremy	Mendez-Saldivia, Ricardo	Adams, Glen	Greenville, Kevin
Rank 3	Miller, Tracy	Greenville, Kevin	Miller, Tracy	Mendez-Saldivia, Ricardo	Lucius, Casey	Marshall, Jeremy	Hawthorne, Stanley
Rank 4	Curitore, Thomas	Kelly, Brian	Harriott, James	Thomas, Thomas	Eidenbeis, Jason	Lucius, Casey	Homka, William
Rank 5	Reinshuttle, Robert	Marshall, Jeremy	Mendez-Saldivia, Ricardo	Kelly, Brian	Hawthorne, Stanley	Hill, Troy	Kelly, Brian
Rank 6	Evans, Robert			Morris, Chad	Homka, William		
Rank 7				Miller, Tracy	Thomas, Thomas		

### Candidate Scoring

Candidate Name	Chairman Palumbo	Vice Chairman Champagne	Councilor Henry	Councilor Schwan	Councilor Gray	Councilor Goehler	Councilor Brechnitz	Total Score
Adams, Glen	6	0	0	0	0	6	0	12
Couch, David	0	0	6	0	0	0	0	6
Curitore, Thomas	4	0	0	0	0	0	0	4
Eidenbeis, Jason	0	0	0	0	4	0	0	4
Evans, Robert	2	0	0	0	0	7	0	9
Greenville, Kevin	0	5	0	0	7	0	6	18
Harriott, James	0	0	4	0	0	0	7	11
Hawthorne, Stanley	0	0	0	0	0	0	0	0
Hill, Troy	0	0	0	0	0	3	0	3
Homka, William	0	0	0	0	2	0	4	6
Kelly, Brian	0	4	0	3	0	0	3	10
Lucius, Casey	7	7	7	7	5	4	0	37
Marshall, Jeremy	0	3	0	6	0	5	0	14
Mendez-Saldivia, Ricardo	0	0	3	5	6	0	0	14
Miller, Tracy	5	6	5	1	0	0	0	17
Morris, Chad	0	0	0	2	0	0	0	2
Reinshuttle, Robert	3	0	0	0	0	0	0	3
Thomas, Thomas	0	0	0	4	1	0	0	5