

## Topic for August 6, 2018 Council Agenda: FCCMA Senior Advisor Assistance

At the July 16 Council meeting, Mr. Ken Parker, FCCMA Senior Advisor, introduced himself and presented information about the FCCMA Senior Advisor Program. Mr. Parker is one of only nine senior advisors in Florida who are approved by the boards of both the ICMA and FCCMA.

For the record, he thoroughly reviewed all of the options available to Council for conducting searches for an interim as well as a permanent city manager. Now he is ready to assist the Council in placing an interim city manager for up to a year.

On June 18, Council had agreed, by a vote of 6 – 0, that we needed to hire a professional interim city manager as the start of “getting its house in order.” As Mr. Parker emphasized, this person will keep councilors informed, calm troubled waters, and otherwise set up the conditions for a successful search for a permanent city manager.

Mr. Parker can provide resumes of managers in transition (MITs), and any other candidates he wishes to bring forth who have indicated an interest in serving Marco Island. He can deliver these resumes electronically as early as tomorrow for Council’s review. Concurrently, Council can direct Mr. Polanco to initiate background checks of these interim candidates, using the city contract.

The purpose of tonight’s discussion:

- ✓ To agree on the timeline, usually 30-45 days. I’ve put together a draft timeline to provide a starting point to facilitate our discussion.
- ✓ To select the level of background checks to be completed on interested interim candidates. The city contract offers three options.
- ✓ To identify whether or not the candidate selected for the interim position can also become a candidate for the permanent post in the future. That is our choice, not the Senior Advisors, as it is often a deciding factor for some interim managers. This way, the candidates will know up front.

We will be seeking a motion to enact each of these items tonight.

### Proposed timeline:

Monday, July 16: Introduction of Mr. Ken Parker and FCCMA Senior Advisor Program.

Monday, August 6: Council finalizes the path forward to place an interim city manager; Mr. Ken Parker will attend by phone in case of questions.

Tuesday, August 7: Senior advisor emails resumes of interested interim candidates to Council; staff initiates background checks of candidates (7-10 days).

Monday, August 20: Council meeting – select semi-finalists for interviews. Mr. Ken Parker will attend the meeting.

August 27 – 29: Council conducts candidate interviews. Mr. Ken Parker will be on site. He will provide a list of potential questions that Council may want to ask during the individual interviews and the Council Public Interview Meeting.

Tuesday, September 4: Council Meeting – select interim city manager and proceed with contract negotiations.

### Other Considerations and Recommendations:

- ✓ Recommend that the City Council Chair serve as Council's representative during contract negotiations with city attorney and interim manager selectee.
- ✓ Identify whether the interim manager contract, for up to one year, will have an option to be extended, say up to 15 or 18 month

### Possible Motions:

I move to approve the timeline as suggested above with an option # \_\_\_\_ background check.

I move to allow the candidate selected to serve as the interim city manager for up to a year, to be extended in that position if mutually agreed upon, in increments of three months, up to 15 or 18 months.

I move that, if the candidate selected to serve as the interim manager is interested in applying for the permanent manager position, he/she can do so.