



City of Marco Island

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**.

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