

MIAMI BEACH

City Commission Meeting

City Hall, Commission Chambers, 3rd Floor, 1700 Convention Center Drive
January 30, 2013

Mayor Matti Herrera Bower
Vice-Mayor Michael Góngora
Commissioner Jorge R. Exposito
Commissioner Jerry Libbin
Commissioner Edward L. Tobin
Commissioner Deede Weithorn
Commissioner Jonah Wolfson

Interim City Manager Kathie G. Brooks
City Attorney Jose Smith
City Clerk Rafael E. Granado

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ATTENTION ALL LOBBYISTS

Chapter 2, Article VII, Division 3 of the City Code of Miami Beach, entitled "Lobbyists," requires the registration of all lobbyists with the City Clerk prior to engaging in any lobbying activity with the City Commission, any City Board or Committee, or any personnel as defined in the subject Code sections. Copies of the City Code sections on lobbyists laws are available in the City Clerk's Office. Questions regarding the provisions of the Ordinance should be directed to the Office of the City Attorney.

Special note: In order to ensure adequate public consideration, if necessary, the Mayor and City Commission may move any agenda item to the alternate meeting date, which will only be held if needed. In addition, the Mayor and City Commission may, at their discretion, adjourn the Commission Meeting without reaching all agenda items.

CITY MANAGER INTERVIEWS SPECIAL COMMISSION MEETING

The meeting commenced at 8:37 a.m.

The Mayor and Commissioners were all in attendance.

Ms. Renee Narloch, of Bob Murray & Associates, explained the process. Ms. Narloch directed the Mayor and the Commissioners to the booklet prepared by her firm, which contained:

The interview schedules for both January 30 and January 31, 2013;
The candidates' resumes and cover letters;
Suggested interview questions;

Rating sheet;
Reference Questions and Answers for each candidate; and
Ranking Sheet

Ms. Narloch recommended that the Mayor and Commissioners utilize the Ranking sheet found at the end of the booklet. Ms. Narloch suggested that after each interview, they rank the candidate interviewed in order of preference. After the first interview, they will only have one name. At the conclusion of the second interview, they will rank the two candidates in order of preference. After each subsequent interview, they will continue to rank the candidates. This process should continue until the last interview. These personal notes/rankings will not be shared with anyone nor filed as a permanent record. These rankings will be used solely for later recollection, and to assist them with the selection process. The discussion as to the strengths and weaknesses of each candidate will take place publicly during the January 31, 2013 Special Commission Meeting.

Based on the time allotted for each interview, approximately one hour and fifteen minutes, Ms. Narloch suggested that no more than 15 questions be asked of each candidate.

Ms. Narloch and Mr. Jose Smith, City Attorney, provided examples of the types of questions that should not be asked during the interviews, as they may be considered discriminatory. For instance, questions pertaining to race, color, religion, gender, disability, marital status, etc.

Ms. Narloch asked the Mayor and Commission to select the questions they would be asking of each candidate. Ms. Narloch explained that to have a level playing field, all candidates should be asked the same questions. Ms. Narloch explained that if an answer merited a follow-up question, they were free to ask such additional questions.

The Commission agreed that Mayor Bower would introduce herself and welcome each candidate at the commencement of the interviews, and she will ask the first and last questions. The first question being essentially: "We have all had the opportunity to review your resume. Please explain, from your perspective, how your background prepares you for this position." The last question being essentially: "Why are you interested in the City Manager position with Miami Beach? Is there anything you would like to add or clarify before we conclude? Do you have any questions of us?"

Each Commissioner agreed that they would ask two questions of each candidate. Vice-Mayor Góngora stated that he would ask questions of each candidate, relative to their experiences; and he may not ask the same two question of each candidate.

Mayor Bower brought up a concern she has regarding the one-on-one interviews that will be held on January 31, 2013, as not everyone is going to hear the answers given by the candidates. Mayor Bower expressed her preference for today's process.

Thereafter, the interviews commenced.

Stephen H. Barwick [Click link to view Interview Video](#)

Monica Cepero [Click link to view Interview Video](#)

Emanuel Mayer [Click link to view Interview Video](#)

Jimmy Morales [Click link to view Interview Video](#)

Frank K. Rollason [Click link to view Interview Video](#)

Thomas J. Wilson [Click link to view Interview Video](#)

Meeting adjourned at 7:28 p.m.

Lunch recess occurred approximately from 12:45 p.m. to 1:45 p.m.

Handout:

1. Booklet prepared by Renee Narloch of Bob Murray & Associates