

APRIL 4, 2006

A Work Session of the Arcadia City Council was held on April 4, 2006 at 5:00 p.m. in Room D of the Way Building at 23 N. Polk Avenue. Councilmembers attending were: Heine, Johnson, Fazzone, Goodman, and Whitlock. Also in attendance were: Administrator Strube, Attorney Holloman, Special Projects Coordinator Hewett, and Recorder Baumann.

Mayor Heine called the Work Session to order noting that this work session was rescheduled from March 21, 2006 in order to have a full Council in attendance. He then stated that the purpose of the work session is to develop a plan for replacing the City Administrator upon his retirement.

Goodman stated that by City Code it is the Council's duty to appoint a City Administrator and she would like to have a plan in place in order to move forward in hiring someone when the City Administrator leaves. Goodman stated that she does not want to over look anyone in the process and would like it to be open locally, statewide and national. She noted that the Council could appoint someone to act as an interim City Administrator before a final appointment is made. Goodman stated that in no way is she saying that Ed Strube should retire and she is not saying that no one on staff should be considered. She feels that there are several employees that could fill the position.

Mayor Heine believes that an interim should be appointed.

Whitlock hopes for a sufficient notice of three (3) months from the Administrator when he plans to leave and if such a notice is received it may not be necessary to appoint an interim.

Mayor Heine stated that he has spoken with Administrator Strube who assured him that he would give proper notice.

Whitlock would like to hire a consultant to review all applications and submit the top five (5) for Council to review and then interview the top two (2).

Johnson hopes to have enough time to do advertising using the Florida League of Cities and the National League of Cities. If there is not time to hire someone he would like to see an interim from within. Johnson also hopes that the interim would apply for the position. He would like to have enough notice from Administrator to be able to hire someone and have Mr. Strube train them. He feels that the Council should discuss the salary range.

Johnson and Goodman both stated that they are in favor of hiring a consultant to assist with the process.

Goodman stated that Council needs to look a what type of contract should be offered, would it be performance based or just an annual, two (2) or three (3) year contract.

Johnson stated that the Council should have a salary in mind in order to offer a contract and believes that anyone hired would need at least a three (3) year contract in order to get up to speed with all the City's business.

Fazzone stated that he is very distressed by the Council even being involved with this process and he feels bad for Administrator Strube having to sit through this discussion. Fazzone stated that Ed has done an outstanding job. He then read a section from "Managing the Modern City" detailing what the manager should expect from the Council. The article went on to discuss how to criticize an administrator noting that it should be done in private. Fazzone stated that Ed could want to stay here for another three (3) or four (4) years noting that some of the current Council Members may not be on the Council at that time when the proposed plan is put in place.

Mayor Heine disagreed and stated he is not sorry for anything he has said or done noting that staff in the Administrator's office, make decisions that should be made by the Administrator.

Fazzone stated that if he has a problem with something he goes and sees Administrator Strube in his office, he then asked Mayor Heine if he did the same thing to which the Mayor responded that he does not.

Goodman disagreed that Administrator Strube has been verbally abused noting that criticism is a part of everyday life. She noted that many of the complaints from the Arcadia/DeSoto Beautification Committee that come before the Council are not the Council's responsibility. If the job were being done by staff then the Committee would not have to come before Council. Goodman stated that communication is a two (2) way street and that she does not have the time to sit in the Administrator's office. Goodman then stated that every Council Member should get information openly. She stated that she continues to get complaints over and over and that things need to be taken care of. Goodman stated I have respect for Mr. Strube, the reason this came up at this time is to be sure that all Council are on the same page. Goodman stated that she is not against Ed; this is not an attempt to remove him from his job. Goodman stated that no one is irreplaceable and it is the Council's responsibility to be able to move forward and we should have a decent plan of action.

Fazzone stated that he agrees with a lot of what Council Member Goodman said and he regrets that due to the Government in the Sunshine Law this can not be discussed in private.

Johnson stated that he would hate to see Administrator Strube leave before the Council had a plan in place and that he would value input by Mr. Strube. Johnson believes that the plan needs to be written and that the Council needs to focus developing a plan.

All Council Members agreed that no one would consider the position with less than a five (5) year contract.

Several items that should be included in the plan were discussed:

- Advertise – local, state, and national
- Hire a consultant
- No payment for travel expenses
- Upon being hired they must live in DeSoto County

Administrator Strube stated that a consultant would advertise the position based on the needs of the City such as someone with experience with Utility and Garbage issues.

Mayor Heine stated that we are a small community and he would not want to hire someone from say Tampa or a larger city, he would prefer someone familiar with a small city.

Johnson stated that he would be more concerned with the applicants background.

Whitlock would like someone familiar with the state and he would want the candidates to meet with local business leaders and the County Commission.

Goodman stated that the biggest outcome of this work shop is that we establish that when we replace the City Administrator it will be an open process and that this will not be accomplished tonight.

Mayor Heine suggested that the Council hold a work session on Tuesday, April 18, 2006 at 5:00 PM to continue this discussion. For the record at the regular meeting held later today, the work session was changed to be a City and County Fire Department Merger Meeting.

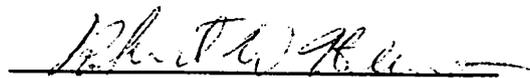
Administrator Strube then addressed Council stating that he hoped there would be a smooth transition, noting that he has worked for the City for over twenty-four (24) years and he could work with a three (3) month transition period. He stated that he has invested too much of himself in the City and would not want to just leave and hopes that the Council feels the same way.

Goodman stated that she also would want a transition period; noting that she had been told by staff during the Christmas break that Administrator Strube may not be coming back from vacation.

Mayor Heine then requested that Administrator Strube advise the Council if he will be gone for a week or more on vacation.

There being no further business the meeting was adjourned.

  
CITY RECORDER

  
PRESIDENT