

BOARD OF COUNTY COMMISSIONERS

JANUARY 05, 2016

The Economic Development Director Interviews were held at the Murdock Administration Complex in Commission Chambers; Room 119, Port Charlotte, Florida.

Members Present were: Chair Truex, Commissioner Constance, Commissioner Deutsch, Commissioner Doherty, and Commissioner Duffy. Also in attendance were: Minutes Clerk Russo, and various staff members. The following Members were absent: None

The interviews were called to order at 9:00 am, followed by the Pledge of Allegiance.

Heather Bacus, Human Resource Director gave a brief overview of the process for candidate selection in detail. **Commissioner Constance** requested clarification for tally process. **Commissioner Deutsch** questioned the tally submittal process. **Commissioner Doherty** suggested follow up question process for **Chair Truex**. **Commissioner Duffy** requested clarification for the scoring procedure.

2. Interviews:

Chair Truex, Commissioner Constance, Commissioner Deutsch, Commissioner Doherty, Commissioner Duffy, and Heather Bacus asked the following questions to: Alvin Jackson, Kenrick Pierre, Lucienne Pears, Robert Trescott, Gregory Miller, and Melissa Reichert on a one on one basis via Skype.

1. Tell us about your previous work experience and education and how that has prepared you for this position.
2. Describe three (3) components of your management philosophy that demonstrate what you value and how those values would add to Charlotte County BCC's organizational culture and work environment.
3. Tell us about the most important negotiation you have handled in the last couple of years.
4. Tell us about a situation in which the BCC/City Council/Board of Directors strongly disagreed with your ideas or actions. How did you handle the situation? What was the result?
5. What are the top economic development issues facing your community and how have you overcome them?
6. Describe a time when you took action based on your convictions rather than giving in to the contrary pressures of others' options.
7. Give us an example of a strategy/program you developed to achieve a long – or short-term business need, goal, or objective.
8. Describe the most difficult idea, situation, or process you have ever had to explain to someone. How did you explain it?
9. What do you think is the most important aspect of this position?
10. Describe one of the most controversial presentations you have given. What was your approach? What was

the outcome?

All candidates responded to each question.

Recess: 11:28 am – 1:00 pm

1. Public Comment on Agenda Item

Ms. Esposito commented on future needs for the growth, quick response times, and thanked the Board for open interviews to the public.

Ms. Bacus explained in detail the matrix books and process.

Commissioner Constance requested a recess to gather information.

Recess: 2:45 pm – 3:25 pm

3. Discussion

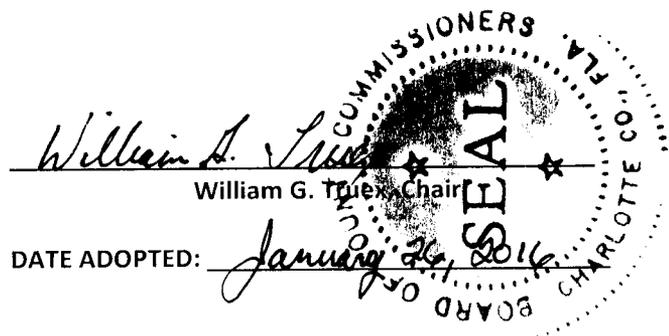
Ms. Bacus announced tally of scores for applicants.

Alvin Jackson 61.2
Kenrick Pierre 61.6
Lucienne Pears 82.4
Robert Trescott 64
Gregory Miller 60
Melissa Reichert 66.8

Consensus: Board agreed to offer Lucienne Pears the position and draft contract for review.

Chair Truex noted the contract will be adjusted and reviewed. **Commissioner Constance** commented on salary offer. **Commissioner Duffy** mentioned salary. **Commissioner Deutsch** suggested thank you cards. **Commissioner Doherty** spoke to the contract and need for review.

ADJOURNED: 3:38 PM


DATE ADOPTED: January 26, 2016

ATTEST:
BARBARA T. SCOTT, CLERK
OF THE CIRCUIT COURT AND
EX-OFFICIO TO THE BOARD
OF COUNTY COMMISSIONERS
By: Michelle D. Berardino
Deputy Clerk