

BOARD OF COUNTY COMMISSIONERS

MAY 20, 2019

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

The following members were present: Chair Doherty, Commissioner Constance, Commissioner Deutsch (via teleconference), Commissioner Tiseo, and Commissioner Truex. Also in attendance were: County Attorney Knowlton and Minutes Clerk Light. The following members were absent: None

The BCC Economic Development Director Interviews were called to order at 9:00 am, followed by the Pledge of Allegiance.

1. Citizen Input – Agenda Items Only - None

2. Interviews:

Heather Bacus, Human Resource Director gave a brief overview of the interview process, candidate questions, **Commissioner Deutsch**, and responded to Board inquiries.

County Attorney Knowlton replied to **Commissioner Deutsch** and candidate questions.

Chair Doherty mentioned ranking sheet, **Commissioner Deutsch**, interview form, process, and candidate questions. **Commissioner Constance** commented on interview selection form, ranking, one on ones, candidate questions. **Commissioner Tiseo** responded interviewer selection. **Commissioner Truex** discussed interviewer selection.

Chair Doherty, Commissioner Constance, Commissioner Tiseo, and Commissioner Truex asked the following questions to: Dave Gammon, Christopher Pullem, and George Sakas on a one on one basis via Skype.

1. Tell us about your previous work experience and education and how that has prepared you to become our next Economic Development Director?
2. Describe three (3) components of your management philosophy that demonstrates what you value and how those values align with Charlotte County's organizational culture and work environment.
3. Tell us about a situation in which a current or past governing Board strongly disagreed with your ideas or actions. How did you handle the situation? What was the result?
4. What are the top economic development issues facing your community and how have you overcome them?
5. Describe a time when you acted based upon your personal convictions rather than giving in to the contrary opinions of others.
6. What do you think is the most important aspect of this position?
7. What do you see as the top three (3) industries best suited for Charlotte County Economic Development moving forward?
8. What are Charlotte County's strengths and opportunities you see to promote growth and Economic Development?
9. What are Charlotte County's weaknesses and threats you see to prevent growth and limit Economic Development?
10. What is your solution to the work force housing problem here in Charlotte County?

11. How would you handle this position with regard to the fact that you will have five (5) individuals that you will be answering to?
12. Tell us the most important negotiation you have handled in the last couple of years.
13. Give us an example of a strategy/program you developed to achieve a long or short-term business need, goal, or objective.
14. Describe one of the most controversial presentations that you have given. What was your approach? What was the outcome?
15. Have you had to deal with community naysayers and how did you deal with them?
16. What are you expecting in the way of salary?

All candidates responded to each question.

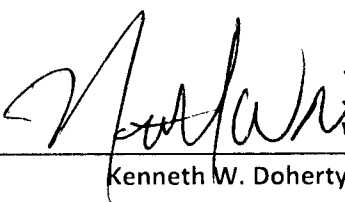
3. Discussion

Chair Doherty spoke to bringing back candidates for interviews, follow up questions, one on ones, and salary. **Commissioner Constance** discussed bringing back candidates for interviews and salary. **Commissioner Deutsch** commented on candidate's experiences, bringing back candidates for interviews, and salary. **Commissioner Tiseo** mentioned bringing back candidates for interviews and salary. **Commissioner Truex** responded to bringing back candidates for interviews.

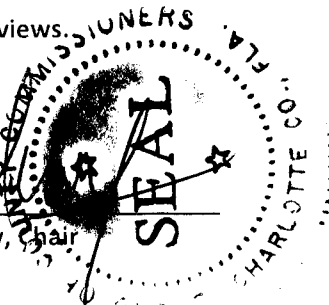
County Attorney Knowlton replied to interview form.

Consensus: Board agreed to bring all three candidates back for one on one interviews.

ADJOURNED: 11:48 am



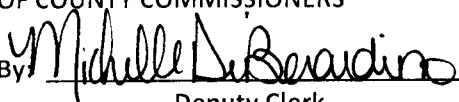
Kenneth W. Doherty, Chair



DATE ADOPTED: June 11th 2019

ATTEST:

ROGER D. EATON, CLERK
OF THE CIRCUIT COURT AND
EX-OFFICIO OF THE BOARD
OF COUNTY COMMISSIONERS

By 

Deputy Clerk