

**PERSONNEL
COMMITTEE MEETING
March 16, 2012**

PRELIMINARY AGENDA

**FLORIDA INLAND NAVIGATION DISTRICT's
Personnel Committee Meeting**

8:30 a.m., Friday, March 16, 2012

**Pirates Cove Resort and Marina
4307 S.E. Bayview Street,
Port Salerno, Martin County, Florida.**

Committee Members

Commissioner Jon Netts, Chair

Commissioners Donn Colee, Spencer Crowley, Don Cuzzo, and Nancy Freeman

Item 1. Call to Order.

Chair Netts will call the meeting to order.

Item 2. Roll Call.

Assistant Executive Director Mark Crosley will call the roll.

Item 3. Additions or Deletions.

Any additions or deletions to the meeting agenda will be announced.

RECOMMEND Approval of a final agenda.

Item 4. Executive Director Notice of Retirement.

The Executive Director would like to announcement his retirement date, recommend his replacement, and submit a transition timeline.

(see back up page 3)

Item 5. Executive Director Bonus Review.

The Committee and Board reviewed and approved bonuses up to 2% for District staff. The Executive Director respectfully requests consideration of a similar bonus.

(see back up pages 4 - 6)

Item 6. Additional Agenda Items or Staff Comments.

Item 7. Additional Commissioners Comments.

Item 8. Adjournment.

Executive Director's Transition Timeline

2012

- March Executive Director Roach provides formal notice of pending retirement date, M. Crosley proposed as replacement
- April Personnel Committee meets to review position descriptions and proposed salary for new assistant director search
- May Advertise
- June Staff screens applications to 20 or 30
- July/August Personnel Committee reviews applications and reduces to top candidates
- September Personnel Committee or Board interviews top candidates and offers job
- October New Assistant Director Starts, training begins
- December Assistance Program Cycle begins

2013

- January-August Training continues
- September 7, 2013 D. Roach retires

Below are comments from the evaluations I have received. Evaluations were received from Commissioners Barkett, Blow, Chappell, Colee, Cuozzo, Freeman & Netts

Leadership

No specific comments received

Planning and Organization (one comment)

- I continue to be impressed by the Director's depth and breadth of knowledge. This knowledge translates into well planned, well organized projects.

Budget and Financial Management (one comment)

- This year's proposed budget reflects very well on FIND staff and Board although the idea of salary raises would not sit well with Florida's new Governor. We are facing a "New Normal" and will continue to be asked to do more with less. The Director seems up to the task.

Problem Analysis/Decision Making (one comment)

- David has addressed many problems and unusual situations with knowledge and professionalism over the past year and over several years, I believe he excels in this area.

Project Management (one comment)

- The Director demonstrates a keen ability to find a "middle ground" that permits FIND to continue to work well with the public, governments and government agencies, while keeping the interests of FIND paramount.

Communication (one comment)

- I rate this area above satisfactory; noting that is an area that requires constant attention by the Executive Director. He must be cautious about remarks that, if taken out of context, can be turned into public relations problems. I have observed this Executive Director in public forums and he represents the District very well. He is responsive to the public but consistent with the message that the District has a job to do. My observation of his communication with me as a Commissioner is that he is outstanding, in front of issues, and an excellent guide.

Initiative (two comments)

- I rate this outstanding while acknowledging that the Executive Director must be very cautious of pursuing programs or initiatives. Often ideas that seem innovative have unintended consequences. Best to keep an open mind but cautious action.
- I'm not sure I want "independent" initiative from our Executive Director. If this component were removed, I would have rated this task as "outstanding."

Quality (one comment)

- Demonstrates accuracy, timeliness, appropriateness and clarity in written, verbal, or other visible forms of communication. Achieves thoroughness and characteristic excellence in carrying out functions of the position.

Community Relations (two comments)

- This is another area where David has demonstrated superior ability. In Indian River County, we had a group of uninformed individuals trying to create issues where there were none, and David has consistently responded to their questions and concerns without compromising the mission of FIND.
- The Executive Director reflects the will of the Board. Past Board (apparently) preferred to keep a low profile while this Board seems willing/enthusiastic to be more aggressive. The Executive Director has survived this change of direction. He will need to continue advising the Board about consequences of a bigger target.

Organization Awareness (three comments)

- The Executive Director is a wealth of background and wisdom that will be very difficult to replace.
- I do not think anybody has more knowledge about the District or the waterway as it relates to the District than does David.
- Beyond doing an exceptional job at managing what is, at best, a difficult-to-manage organization, the Director never misses an opportunity to impart the sense of history and value that is inherent in the Intracoastal Waterway.

Board Interaction (one comment)

- No doubt a challenge

Attitude

No specific comments received

Priorities (one comment)

- Does an excellent job of responding to shifting priorities of the Board while always keeping an eye on long-term mission-critical priorities.

- Be more stern with the agencies' requests during the permit process for projects.
- Beyond my comments herein, I have no comments other than to say: "Well done, David."
- Would like to see more use of different consultants. Do not believe we get best bang for our buck using the same consultant without getting other (bids).
- David is the most effective and capable communicator that I know, but I feel that he executed uncharacteristically questionable judgment on several occasions this past year while responding to legitimate questions from the public and press regarding FIND issues.