

some great applicants but some was just not qualified based on the City Manager Search Committee applicant screening worksheet.

2. Discussion of Final 8 Candidates

Reverend Herring- Because 3 of the final 8 candidates dropped out, we will discuss the final 5 candidates in alphabetical order and give the Commission Board our opinion on the Candidate and why we chose them as a final candidate. The final 5 are:

1. Linda Rice Chapman

Reverend Herring- the City Manager Search Committee strongly felt Ms. Chapman deserved to be in the final 5 because she was doing the job. The majority of the committee felt, if she was not acting as the Interim City Manager she would not be included because of her lack of experience with small municipalities.

Stan Kitching- She does not need planning experience to run a city. This City was in bad shape because of previous City Managers. She has done a great job turning things around.

Commissioner Roberts- Has been through 5 City Managers and no one has done the things Ms. Chapman has done for the City. She has done some great things for the City of Hawthorne.

Larry McDaniel- the Committee agreed she has done some great things for the City of Hawthorne but she is still not qualified. We cut another applicant with the same qualifications as Ms. Chapman, but the Committee decided to put her through only because she was acting as the Interim City Manager.

Reverend Herring- Not putting down the great things Ms. Chapman has done, but the Committee had to rely on qualifications and if Ms. Chapman had not been the interim City Manager she would not be in the final 5 because she is not qualified for the job.

2. Jeffrey I. Naftal

Reverend Herring- Mr. Naftal is very qualified and has City Manager experience. Has been a City Manager in a small progressive city somewhat like Hawthorne. The committee was concerned as to why he left his previous job.

Commissioner Surrency- Did research on Mr. Naftal and he was fired because of his negative impression on the residents. Was making \$95k per year. Larry McDaniel- suggested if you do research on the candidates you should probably save it and discuss it in your meeting with the other commissioners.

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The Committee is here to give our opinion. Did notice Mr. Naftal has some gaps in his resume, but he has 20 years experience as a City Manager.

Stan Kitching- His best quality was his experience in managing a small city somewhat like Hawthorne.

3. Lori A. Serino

Reverend Herring- Ms. Serino has strong planning back ground plus 25 years of government experience. She is familiar and has experience dealing with several programs the City of Hawthorne has. Executed grants long term and know how to implement them. Great experience in managing several million dollars. Strong qualities in several areas. Included reference letter from previous employer.

Commissioner Surrency- Did research on Ms. Serino and discovered she got 6.5 million dollars in grants and the only reason she left her previous job was because they were down sizing.

4. Edward F. Smyth, Jr.

Larry McDaniel- Mr. Smyth is a CPM (Certified Project Manager). Have great qualifications. Brought several businesses in to the city and volunteered several hours helping these businesses get established. Has over 17 years experience working in local government.

5. Phillip W. Waldron

Reverend Herring- Mr. Waldron has great experience in Planning/Redevelopment and great experience as a City Manager. Overall a great candidate. Has experience in several Government areas.

Interim City Attorney Harris- Mr. Waldron called her and has done his research on the City of Hawthorne. He looked on line at our charter and had several questions. He is very interested and wants to know when the budget will be available for him to review.

Stan Kitching- Overall he is the best candidate on paper.

Commissioner Surrency- Did research on applicant and he resigned in 2002 because 2 police officers in his city were being investigated. He stated because he is the leader he would take the blame even though he didn't have anything to do with the accusations. He sacrificed his job for his employees.

Commissioner Carter- Spoke with Mr. Terry Ballard of Plant City and Mr. Ballard said if it was him he would have hired Mr. Waldron yesterday. He is a Christian man and very qualified for the job.

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Mayor Randall stated the Commission Board can not make a decision tonight but asked the Commissioners to consider these 5 applicants given from the Search Committee. The Search Committee was fair in choosing the applicants. People can not say the Search Committee was being biased. She will ask for the City Manager interviewing process to be on the next agenda.

Commissioner Carter- Thanked the Committee for a great job in bringing these applicants to us and agrees with the Mayor the decision making they used was very fair.

Vice Mayor Carlton- Thanked the Committee and stated the Commissioners need to bring this issue to decision.

Commissioner Surrency- Thanked the Committee also.

Commissioner Roberts- Also thanked the Search Committee for helping narrow down the applicants for a City Manager.

Interim City Attorney Harris- Objective methodology brought to the Commission Board by the Search Committee was great. They really brought back some great candidates for the Commission Board to choose from.

The workshop was adjourned at 7:45PM.

These minutes of the City Commission and City Manager Search Committee Workshop are submitted for approval.

LaKesha H. McGruder, City Clerk

Eleanor Randall, Mayor