



SANTA ROSA ISLAND AUTHORITY

BOARD MEMBERS

Thomas Campanella
Chairman

Jerry Watson
Vice Chairman

Liz Callahan
Secretary Treasurer

Bubba Peters
Acting Secretary Treasurer

Karen Sindel
Member

Brigitte Brooks
Member

SANTA ROSA ISLAND AUTHORITY PENSACOLA BEACH, FLORIDA SPECIAL BOARD MEETING MINUTES FEBRUARY 24, 2021

- 1-3. A Special Board meeting was held on Wednesday, February 24, 2021, beginning at 5:05pm. Those present were: Chair- Dr. Thomas Campanella, Secretary Treasurer- Ms. Liz Callahan, Acting Secretary Treasurer- Mr. Bubba Peters, Board Member- Ms. Karen Sindel, Board Member- Ms. Brigitte Brooks, Attorney- Mr. Mike Stebbins, Director of Administration- Ms. Robbie Schrock, and Executive Director- Mr. Paolo Ghio. Mr. Jerry Watson joined the meeting late. Dr. Thomas Campanella led the Pledge of Allegiance, followed by a moment of meditation.

Upon motion of Ms. Karen Sindel seconded by Mr. Bubba Peters, the Board unanimously approved suspending the Special Board Meeting until Mr. Jerry Watson arrived. (5-0)

At 5:41pm, the Special Board Meeting reconvened with all (six) 6 members present.

4. CHAIR'S COMMENTS

Item #1- Review and discuss the selection process for the Executive Director position, as initiated at the February 10, 2021 Regular Board Meeting.

Dr. Thomas Campanella stated that the options for voting were in front of each Board Member and opened the floor for discussion.

Ms. Liz Callahan asked if a motion needed to be made to rescind the previous decision that was made by the Board.

Mr. Mike Stebbins stated that they needed to rescind the selection and the offer to the selected candidates.

Upon motion of Ms. Liz Callahan seconded by Ms. Karen Sindel, the Board unanimously voted to rescind the selection and offer of both the first and second candidates from the previous meeting on February 10, 2021. (6-0)

Dr. Thomas Campanella asked Mr. Mike Stebbins to describe how the voting would

SANTA ROSA ISLAND AUTHORITY
PENSACOLA BEACH, FLORIDA
SPECIAL BOARD MEETING MINUTES
FEBRUARY 24, 2021

take place.

Mr. Jerry Watson wanted it stated for the record how things were to flow.

Mr. Mike Stebbins stated that the Board needed to vote on the process in which voting would take place.

Mr. Bubba Peters asked that if the vote was called and no candidate is selected, then would the process would start over.

Mr. Mike Stebbins stated that was correct.

Ms. Karen Sindel stated that she appreciated arriving to the meeting with options and direction. She stated she had three concerns. Her first concern was the amount of candidates that applied versus the amount that were selected as final candidates. The questions that were asked of each candidate were excessive and she would have preferred three to four questions for all 60+ candidates. The second concern was advertising. The position was strongly advertised to people that were already involved in bureaucracy. This removed an enormous pool of talent. The third concern was that the consultant stated that military wasn't even considered because he felt they would not be qualified.

Ms. Karen Sindel made a motion to start the process over, reach out to the three candidates that the Board had previously interviewed to see if they are still interested, and only ask three questions of every candidate.

Dr. Thomas Campanella asked Ms. Sindel to hold that motion until all Board members had a chance to speak.

Ms. Karen Sindel rescinded her motion.

Ms. Brigette Brooks stated that she had requested and read all 64 resumes and most were not qualified. She stated her concern was that the Board initially wanted an overlap of the incoming Executive Director and Mr. Paolo Ghio for training purposes, but at this point, there looks to be no overlap. Ms. Brooks' second concern was the lack of an overlap of the new Director of Development Services and Mr. Ghio. Ms. Brooks then stated that the three candidates are viable candidates.

Ms. Bubba Peters stated that the candidates are very qualified and agreed with Ms. Sindel on the pool of candidacy; that it may not have been adequate. He stated that he was extremely concerned with the lack of overlap between the Mr. Ghio and the new Executive Director.

Ms. Karen Sindel stated that even if a decision were made at that time, there would be

SANTA ROSA ISLAND AUTHORITY
PENSACOLA BEACH, FLORIDA
SPECIAL BOARD MEETING MINUTES
FEBRUARY 24, 2021

no overlap because of the notice that would need to be given by the candidate to their current job.

Mr. Bubba Peters stated that if a candidate is chosen, the candidate will have time to call and pick Mr. Ghio's brain.

Ms. Brigette Brooks stated that the Director of Development Services position had been advertised and asked Mr. Ghio for feedback on the process.

Mr. Paolo Ghio stated that staff started advertising the Director of Development Services position on February 5, 2021. He stated he was glad to have started early since only one resume had come back as qualified and they were a strong candidate. Mr. Ghio stated he would like to move forward with selecting and appointing a new Director of Development Services.

Ms. Karen Sindel stated she did not agree with Mr. Ghio selecting the new Development Director before the Executive Director was in place. She stated that the second in command should be chosen by the new Executive Director since they will work together closely.

Dr. Thomas Campanella stated that when selecting the Executive Director, there are still negotiations to be made since it is a contracted position. It's not a done deal until negotiations are made.

Mr. Paolo Ghio stated that staff and the selected candidate will negotiate and the earliest that contract can come back to the Board would be March 10, 2021.

Ms. Karen Sindel asked if all three were still available as the Board was told at the last meeting that one candidate had another job offer.

Mr. Paolo Ghio stated that all three were available.

Mr. Jerry Watson expressed his concern with hiring the Development Director prior to the Executive Director. He believed that the new Executive Director needed to be the person to choose.

Mr. Paolo Ghio asked the Board if he could at least interview the candidate and make a recommendation to the Board.

Dr. Thomas Campanella stated that the Development Director is more important than the Executive Director. The Executive Director is just a PR person. The Development Director knows the island in and out.

Ms. Liz Callahan stated that the Board needs to hire an Executive Director now.

SANTA ROSA ISLAND AUTHORITY
PENSACOLA BEACH, FLORIDA
SPECIAL BOARD MEETING MINUTES
FEBRUARY 24, 2021

Hurricane Season, summer, and the bridge opening are all coming. She stated she is prepared to vote today.

Mr. Jerry Watson stated that the answers to the 22 questions satisfied him and he was capable and prepared to vote on one of the three.

Dr. Thomas Campanella stated that he agreed with Mr. Watson and was ready to vote.

Upon motion by Mr. Bubba Peters seconded by Ms. Brigette Brooks, the Board approved the paper ballot voting method. (5-1) Ms. Karen Sindel voted in the opposition.

Ms. Karen Sindel stated that the reason she voted in the opposition was because she felt that the Board should vote verbally and explain why each member chose who they did.

Mr. Mike Stebbins explained the method in which voting would take place. Whichever candidate got four (4) number one votes would be the accepted candidate. As a backup, the cumulative score of the votes and the lowest score would be the accepted candidate.

Ms. Robbie Schrock stated for the record that ballots were prepared and that Mr. Mike Stebbins needed to review and make sure he was comfortable with it.

Mr. Mike Stebbins stated he was happy with the paper ballot.

Dr. Thomas Campanella asked the Board to vote.

Ms. Robbie Schrock distributed and collected the completed paper ballots.

Staff reviewed the ballots and tallied the score sheet.

Mr. Mike Stebbins stated that no candidate received four (4) number one votes, however, one candidate had the lowest cumulative score of eight (8) which was Ms. Leigh Davis.

Upon motion by Mr. Bubba Peters seconded by Ms. Liz Callahan, the Board accepted the selection of Ms. Leigh Davis as the candidate. (6-0)

Upon motion by Ms. Liz Callahan seconded by Ms. Karen Sindel, the Board unanimously approved offering the position to that individual and have her work with staff to bring back an employment agreement to the next meeting. (6-0)

SANTA ROSA ISLAND AUTHORITY
PENSACOLA BEACH, FLORIDA
SPECIAL BOARD MEETING MINUTES
FEBRUARY 24, 2021

5. ADJOURN

There being no further business to come before the Board, Chair Dr. Thomas Campanella declared the Special Board Meeting of the SRIA Board adjourned at 6:25pm.



SECRETARY



CHAIR

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