

APPROVED

MINUTES OF THE SPECIAL MEETING

GOVERNING BOARD SOUTHWEST FLORIDA WATER MANAGEMENT DISTRICT

TAMPA, FLORIDA

AUGUST 29, 2011

The Governing Board of the Southwest Florida Water Management District (SWFWMD) met for a special meeting at 2:06 p.m. on August 29, 2011, at the District's Tampa Service Office. The following persons were present:

Board Members Present

H. Paul Senft, Chair
Hugh Gramling, Vice Chair
Douglas B. Tharp, Secretary
Albert G. Joerger, Treasurer
Michael A. Babb, Member
Carlos Beruff, Member
Bryan K. Beswick, Member
Jennifer E. Closshey, Member
Neil Combee, Member
Todd Pressman, Member
Judith C. Whitehead, Member

Staff Members

William S. Bilenky, Interim Executive Director
Elaine Kuligofski, Director, Human Resources
& Risk Management
LuAnne Stout, Administrative Coordinator,
Boards & Executive Services
Randy Emberg, Video Production Engineer,
Information Resources

Board Member(s) Absent

Jeffrey M. Adams, Member (participating via phone)

A list of others present who signed the attendance roster is filed in the permanent records of the District. Approved minutes from previous meetings can be found on the District's Web site (www.WaterMatters.org).

Chair Senft called the meeting to order. Mr. Tharp noted a quorum was present. Chair Senft led the Pledge of Allegiance.

OPENING REMARKS

Chair Senft noted that this is a noticed, public meeting of the Governing Board. He said the public is welcome to observe; however, the Board does not anticipate taking public comment during this meeting. Chair Senft said the purpose of this meeting is for the Governing Board to conduct a second round of interviews and evaluate two candidates for the position of Executive Director: Blake Guillory and David Chardavoine.

Chair Senft noted that, as each interview begins, he will read the following statement for each candidate:

"You have applied for the position of Executive Director and are here at the request of the Governing Board for a second round of interviews. We are looking for a person who can demonstrate exceptional leadership skill in guiding the District through the challenges facing us today and into the future. As with the first round of interviews, our process today will be in a panel interview format. Board members will ask a series of questions that will be asked of all candidates, in an effort to assess which candidate provides the best match to our overall Department and District needs. Board members may ask follow-up questions based upon the answers you provide. We are on a tight time schedule today and have allocated 90 minutes for each interview, with some opportunity for additional discussion if time allows. Please govern yourself accordingly when responding to questions. Following your interview, if there is time you will have an

opportunity to ask any questions you may have. After all interviews are completed today, the Board anticipates making a decision, either today or at tomorrow's Governing Board meeting, as to how to proceed forward in the selection process. If at any time you would like us to repeat a question or you need clarification, please let us know."

Chair Senft said questions will be asked of each candidate and follow-up questions may be asked by individual Board members. The questions to be asked are:

1. What is the most significant financial challenge you have handled in your career, how did you go about handling it and what was the outcome?
2. What alternatives or approaches would you recommend to the Board with respect to responding to or carrying out the District's core mission in a time of limited financial resources?
3. Describe a situation where you had to deal with negative media coverage on an issue facing an organization you have worked for. How did you approach the situation, what was the outcome and what did you learn from that experience?
4. Tell us about a time when you felt that conflict or differences were a positive driving force in your organization. How did you handle the conflict to optimize its benefits?
5. How would you work between the Governor's office, the legislature and the Governing Board in a situation where there were different goals expressed by each, in order to achieve a clear direction and develop greater accord?
6. Tell us about a situation where you trusted your team to derive a new approach to an old problem. How did you manage the process, and what was the outcome?
7. Give an example where you underestimated the impact of your decisions on stakeholders external to your organization. How did you go about identifying and responding to those impacts?
8. Tell us about a decision that you made which you knew would be unpopular with a group of people. How did you handle the decision-making process and how did you manage the expectations?
9. What have we not asked about you that you believe would help us make a decision as to whether you are the best-matched candidate for this position?
10. Have you ever been discharged from employment or asked to leave a position, have you ever resigned in lieu of discharge or have you ever had a contract for employment terminated by an employer? If yes, please explain fully.
11. Do you have any questions that you would like to ask us?

INTERVIEW: Blake Guillory (Track 1)

Following the interview, the meeting recessed to provide a break and reconvened at 3:40 p.m.

INTERVIEW: David Chardavoyne (Track 2)

Following the interview, the meeting recessed to provide a break and reconvened at 5:19 p.m.

ADMINISTRATIVE MATTERS

Board Discussion of Candidate Interviews (Track 3)

Chair Senft distributed a ballot form and asked each Board member to individually check one of three options:

1. Select Blake Guillory,
2. Select David Chardavoyne, or
3. Readvertise position

Each Board member filled out his/her respective form and submitted it to Mr. Bilenky for a count of the ballots. Mr. Blake Guillory was selected unanimously by the Board members through this process.

During the brief break while ballots were tallied, the Board expressed its appreciation of Ms. Kuligofski's assistance during the recruitment process.

Mr. Gramling moved, seconded by Mr. Joerger, to authorize the Chair to negotiate a contract with Mr. Blake Guillory within the parameters set forth by the Governor. Chair Senft noted that Mr. Guillory will need to be approved by the Governor and confirmed by the Senate. **The motion carried unanimously.**

Discussion ensued regarding Mr. Guillory's start date.

The Board expressed their appreciation to Mr. Bilenky for leading the organization during this transition. Chair Senft offered a moment of silence for the Bilenky family's loss.

Other Board Administration – None

Adjournment

The meeting was adjourned at 5:34 p.m.