

EXECUTIVE SEARCH

Initial Candidate Review

City of Sarasota, FL
City Manager



Executive search provided by:



January 8, 2026



AGENDA

Review of Process

Review of Ideal Candidate Profile

Candidate Review

Semi-Finalist Recommendations

Review Next Steps



INITIAL CANDIDATE REVIEW

REVIEW OF PROCESS

Development of Ideal Candidate Profile and Recruitment Brochure

Advertising

Recruitment

Initial Candidate Review - Client

Selection of Semi-Finalists - Client

Recorded Interviews for Semi-Finalists with Search Consultant

Review of Semi-Finalists with Client and Selection of Finalists

Finalist Interviews with...

Background Investigations, Selection, and Negotiations



THE IDEAL CANDIDATE

A competitive individual who knows, understands, and values the importance of being part of a team

A leader who possesses the ability to relate to a diverse workforce

An individual who can work with a shared community vision to see the big picture and execute the City Commission's direction to achieve that vision

A supportive leader with the will and ability to collaborate with the staff

A confident leader willing and able to delegate tasks that allow seasoned staff to work autonomously

A person with exceptional communication skills

A person of high integrity, always working to do what is in the long-term best interest of the City

A person who can think both locally and regionally

An individual who can respectfully and effectively help resolve problems between opposing viewpoints

A resourceful problem solver who works to progress, without impeding the process

A person willing to be involved with local, state, and federal officials in a continuing effort to secure the resources necessary to continue moving the City forward



QUALIFICATIONS

The ideal candidate must have considerable progressive senior management experience.

A bachelor's degree in business, public administration, public policy, or a related field is expected. While not mandatory, a master's degree is highly desirable.

Per the City Charter, the City Manager is expected to reside in the city. A reasonable amount of time will be provided to candidates to move into the city limits.

ICMA membership (paid for by the City) must be obtained within 6 months of being hired.

PREFERRED EXPERIENCE

Knowledge and experience in developing and maintaining complex municipal infrastructure

A proven track record of open and productive community dialogue with community groups, business organizations, residents, visitors, and regional and state leaders who may have at any time similar or conflicting views on community issues

Knowledge of issues commonly associated with coastal communities, including infrastructure, emergency preparedness, crisis management, and intergovernmental cooperation

Familiarity and comfort with promoting and managing the impacts of tourism, seasonal resident populations, and active and vibrant downtowns



Initial Candidate Review Score Sheet

Scoring Table

Points

SENIOR MANAGEMENT EXPERIENCE

City Manager 1-4 Years	35
City Manager 5-9 Years	40
City Manager 10+ Years	45
ACM or Dept. Head	20
Senior Military/Private/Non Profit	15

EDUCATION

Bachelor's Degree	10
Master's Degree	15

POPULATION

Population as CM Over 50K	10
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ICMA INVOLVEMENT

ICMA CM	10
ICMA Membership	5

COASTAL EXPERIENCE

15

TOURIST COMMUNITY

10

Initial Candidate Review Score Sheet

Tier 1 Candidates

Rank	Candidate	City Manager Experience	Points	Sr. Management Experience	Points	Population	Points	Education	Points	Coastal Experience	Points	Tourism Experience	Points	ICMA CM	Points	TOTAL
1	Thomas Thomas	10+	45	N/A	0	Over 50K	10	Master's Degree	15	Yes	15	Yes	10	Member	5	100
2	David Vela	10+	45	N/A	0	Over 50K	10	Master's Degree	15	No	0	Yes	10	ICMA CM	10	90
3	Hector Rivera	5-9	40	N/A	0	Over 50K	10	Master's Degree	15	Yes	15	Yes	10	No	0	90
4	Tim Gleason	10+	45	N/A	0	Over 50K	10	Master's Degree	15	No	0	Yes	10	ICMA CM	10	90
5	Yvonne Kimball	10+	45	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	Member	5	90
6	Lynda Boswell	1-4	35	N/A	0	Over 50K	10	Master's Degree	15	Yes	15	No	0	ICMA CM	10	85
7	Randy Robertson	10+	45	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	No	0	ICMA CM	10	85
8	Robin Gomez	5-9	40	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	Member	5	85
9	Carl Geffken	10+	45	N/A	0	Over 50K	10	Master's Degree	15	No	0	Yes	10	No	0	80
10	Colin Donnelly	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	Member	5	80
11	Harry Black	5-9	40	N/A	0	Over 50K	10	Master's Degree	15	No	0	Yes	10	Member	5	80
12	James P. Gleason	10+	45	N/A	0	Under 50K	0	Master's Degree	15	No	0	Yes	10	ICMA CM	10	80
13	Michael J. Cassady	10+	45	N/A	0	Over 50K	10	Master's Degree	15	No	0	No	0	ICMA CM	10	80
14	Adrian Jones	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	No	0	75
15	Andrew Butterfield	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	No	0	75
16	Christopher Ricci	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	No	0	75
17	Charles Gable	10+	45	N/A	0	Under 50K	0	Master's Degree	15	No	0	Yes	10	Member	5	75
18	Chris Hobby	10+	45	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	ICMA CM	10	70
19	Dan Wendt	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	No	0	Yes	10	ICMA CM	10	70
20	Emilie LaGrow	10+	45	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	ICMA CM	10	70
21	Joseph A. Gaa	10+	45	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	ICMA CM	10	70
22	Ricardo Mendez Salivida	NONE	0	ACM	20	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	ICMA CM	10	70
23	Pietro Scalera	10+	45	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	ICMA CM	10	70

Initial Candidate Review Score Sheet

Tier 2 Candidates

Rank	Candidate	City Manager Experience	Points	Sr. Management Experience	Points	Population	Points	Education	Points	Coastal Experience	Points	Tourism Experience	Points	ICMA CM	Points	TOTAL
24	Charles Morris	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	No	0	No	0	65
25	Jarvis R. Sims	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	No	0	Yes	10	Member	5	65
26	Kemarr L. Brown	NONE	0	ACM	20	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	Member	5	65
27	Robert Fowler	5-9	40	N/A	0	Under 50K	0	Master's Degree	15	No	0	Yes	10	No	0	65
28	Kelcey Young	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	No	0	No	0	65
29	Steven McLaughlin	5-9	40	N/A	0	Over 50K	10	Master's Degree	15	No	0	No	0	No	0	65
30	James K. Harriott Jr.	NONE	0	ACM	20	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	No	0	60
31	Karie Friling	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	ICMA CM	10	60
32	Keith Mefford	1-4	35	N/A	0	Under 50K	0	None	0	Yes	15	Yes	10	No	0	60
33	Emmanuel Adediran	1-4	35	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	Member	5	55
34	David Wulf	NONE	0	Dept. Head	15	Under 50K	0	Master's Degree	15	Yes	15	No	0	ICMA CM	10	55
35	Michael G. Leahy	NONE	0	Dept. Head	15	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	No	0	55
36	David Freeman	NONE	0	Dept. Head	15	Under 50K	0	Master's Degree	15	Yes	15	No	0	Member	5	50
37	Tanja McCoy	NONE	0	Dept. Head	15	Under 50K	0	Master's Degree	15	Yes	15	No	0	Member	5	50
38	Tarik Rahmani	NONE	0	ACM	20	Under 50K	0	Master's Degree	15	Yes	15	No	0	No	0	50
39	Charles Williams	NONE	0	ACM	20	Under 50K	0	None	0	Yes	15	Yes	10	No	0	45
40	Christopher Rodriguez	NONE	0	ACM	20	Under 50K	0	Master's Degree	15	No	0	Yes	10	No	0	45
41	Demetra McBride	NONE	0	Dept. Head	15	Under 50K	0	Master's Degree	15	Yes	15	No	0	No	0	45
42	Ervin Campbell	10+	45	N/A	0	Under 50K	0	None	0	No	0	No	0	No	0	45
43	Troy Anderson	NONE	0	ACM	20	Under 50K	0	Master's Degree	15	No	0	Yes	10	No	0	45
44	Troy Bell	NONE	0	ACM	20	Under 50K	0	Master's Degree	15	No	0	No	0	ICMA CM	10	45
45	Eric Taylor	1-4	35	N/A	0	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	45
46	Antonius Barnes	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	Yes	10	No	0	40
47	Brandon Carter	NONE	0	Dept. Head	15	Under 50K	0	Master's Degree	15	No	0	No	0	Member	5	35
48	Pamela Durrance	1-4	35	N/A	0	Under 50K	0	None	0	No	0	No	0	No	0	35

Initial Candidate Review Score Sheet

Tier 3 Candidates

Rank	Candidate	City Manager Experience	Points	Sr. Management Experience	Points	Population	Points	Education	Points	Coastal Experience	Points	Tourism Experience	Points	ICMA CM	Points	TOTAL
49	Brenton Davis	NONE	0	Senior Military	15	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
50	Drexal Paulk	NONE	0	Dept. Head	15	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
51	James Paterniti	NONE	0	Dept. Head	15	Under 50K	0	Bachelor's Degree	10	No	0	No	0	Member	5	30
52	Jerome Tinker	NONE	0	Private Sector/Non Profit C Level 15		Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
53	Marquice Robinson	NONE	0	Senior Military	15	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
54	Matilde Fresa	NONE	0	Private Sector/Non Profit C Level 15		Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
55	Michael C. Jensik	NONE	0	Senior Military	15	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
56	Michael Morton	NONE	0	Private Sector/Non Profit C Level 15		Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
57	Philip Essienyi	NONE	0	Senior Military	15	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
58	Ryan Raymond	NONE	0	Senior Military	15	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
59	Ryan Schiff	NONE	0	Dept. Head	15	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
60	ShamRA Robinson	NONE	0	Dept. Head	15	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
61	Tony Palermo	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	Yes	15	No	0	No	0	30
62	Victor Spinelli	NONE	0	Senior Military	15	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	30
63	Glen Smith	NONE	0	Dept. Head	15	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	25
64	Jonathan P. Wheat	NONE	0	Dept. Head	15	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	25
65	Kirk G. Johansen	NONE	0	Senior Military	15	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	25
66	Richard Redmond	NONE	0	Dept. Head	15	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	25
67	Alan Brundrett Jr.	NONE	0	Private Sector/Non Profit C Level 15		Under 50K	0	None	0	No	0	No	0	Member	5	20
68	Howard Campbell	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	Member	5	20
69	Angela Meyer	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
70	Brad Williams	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
71	Daniela Marchetta	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
72	Dean Johnson	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
73	Michael Reilly	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
74	Sasikala Gurusamy	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
75	Stephen Menard	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
76	Andrew Roberts	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
77	Aunalatice Moore	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
78	Nicholas Mihailoff	NONE	0	N/A	0	Under 50K	0	Master's Degree	15	No	0	No	0	No	0	15
79	Anil Bakhshi	NONE	0	N/A	0	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	10
80	Brian LaValle	NONE	0	N/A	0	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	10
81	Carolyn Busse Lowrance	NONE	0	N/A	0	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	10
82	Sarah Carlson	NONE	0	N/A	0	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	10
83	Chad Dawson	NONE	0	N/A	0	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	10
84	Lee Degraffreed	NONE	0	N/A	0	Under 50K	0	Bachelor's Degree	10	No	0	No	0	No	0	10
85	Ternard Turner	NONE	0	N/A	0	Under 50K	0	None	0	No	0	No	0	No	0	0



The following candidates submitted resumes after the scoring matrix was completed. After review of their credentials, they are not recommended to move forward for interviews.

Kat Forgac

Brian Blad



Initial Candidate Review Score Sheet

Recommended candidates moving forward

Thomas Thomas

David Vela

Hector Rivera

Tim Gleason

Yvonne Kimball

Lynda Boswell

Randy Robertson

Robin Gomez

Carl Geffken

Colin Donnelly

Harry Black

James P. Gleason

Michael J. Cassady

Adrian Jones

Andrew Butterfield

Christopher Ricci

Charles Gable

Chris Hobby

Dan Wendt

Emilie LaGrow

Joseph A. Gaa

Ricardo Mendez Salivida

Pietro Scalera

Charles Morris

Kemarr L. Brown

Robert Fowler

Kelcey Young

Steven McLaughlin

James K. Harriott Jr.

Karie Friling

David Wulf

Michael G. Leahy

David Freeman

Tarik Rahmani

Christopher Rodriguez

Troy Anderson

Michael Jensik