

Chairman's comments for April 20 Meeting

Town Counsel Bill Doney and HR consultant Sheri Resnick have guided us about the legal and HR factors that must govern our process to select a new chief.

The following is the process we must follow to faithfully obey the rules and laws governing employment and ethics in Florida and the US.

First, all meetings and discussions must be public. Choosing which candidates to interview must be in public. All interviews must be conducted in public. The process of selecting a candidate or candidates to be voted by the JIC Commission must be in public. All documents related to the process must be publicly available. No background checks may be conducted *until* the finalist candidates have been selected.

This is not negotiable. It is the law.

Therefore, I suggest the following process:

Our HR Consultant (Sheri Resnick) will

- create the posting ads.
- select the most efficient and effective media to post the ads.
- collect resumes and other material voluntarily submitted by applicants.
- recommend applicants to the Committee. She must conduct interviews of applicant in public via Zoom in order to make recommendations. Doing so does not require a Committee meeting in person. These interviews will be publicly noticed.

All resumes, including those she recommends for Committee interviews, will be submitted by her to Committee members prior to the next meeting.

A Committee meeting will be held for the selection of those candidates for the Committee to interview. All candidate resumes will be considered by the Committee and the Committee will choose which candidates to interview.

A Committee meeting will be held to interview the chosen candidates. The interviews will be conducted by Sheri Resnick. The interview questions must be exactly the same for each interviewee.

A Committee meeting will be held to have a second round of interviews of the finalists. The same interviewing rules will apply.

A Committee meeting will be held to select a candidate or candidates to be presented to the JIC Commission for a vote to choose the next Chief of Police.

This may seem an unwieldy process. However, it follows all applicable laws and rules. Our objective is to enable the Town Commission to select the best person for the position. I am confident we can achieve that objective.