




HIRING A CITY MANAGER



OVERVIEW OF CITY MANAGER LEADERSHIP

- The City of Coral Gables operates under a **Council/Manager** form of government.
 - The City Manager, appointed by the Commission, acts as the **Chief Executive Officer**.
 - The City Manager is responsible for implementing the Commission's **policy and day-to-day city operations**.
 - The City Manager can **appoint, supervise, and remove** all administrative employees.
 - The City Manager manages an annual budget of about **\$350 million**.
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EXECUTIVE RECRUITING SERVICES

▶ **COST:** 25-35% OF SALARY
▶ Approx. **\$70,000-\$100,000**

Source: Cowen Partners, Executive Search Firm

▶ **History:** In 2014 Colin Baenziger and Associates was used for a National Search. The City spent \$68,000 on an unsuccessful candidate (Jim A. Beard).

▶ A Nationwide search takes about **6 months** to be completed.



UNSUCCESSFUL NATIONAL SEARCH OF JIM A. BEARD

City Manager
for **ONE WEEK**
(9/16/14 through
9/23/14)

Background Check in 2014:

- Charges on child abuse in 2011.
- More than one bankruptcy

Source: NBC6, Miami Herald

2024 Update:

Sentence:

Federal Prison

Crimes:

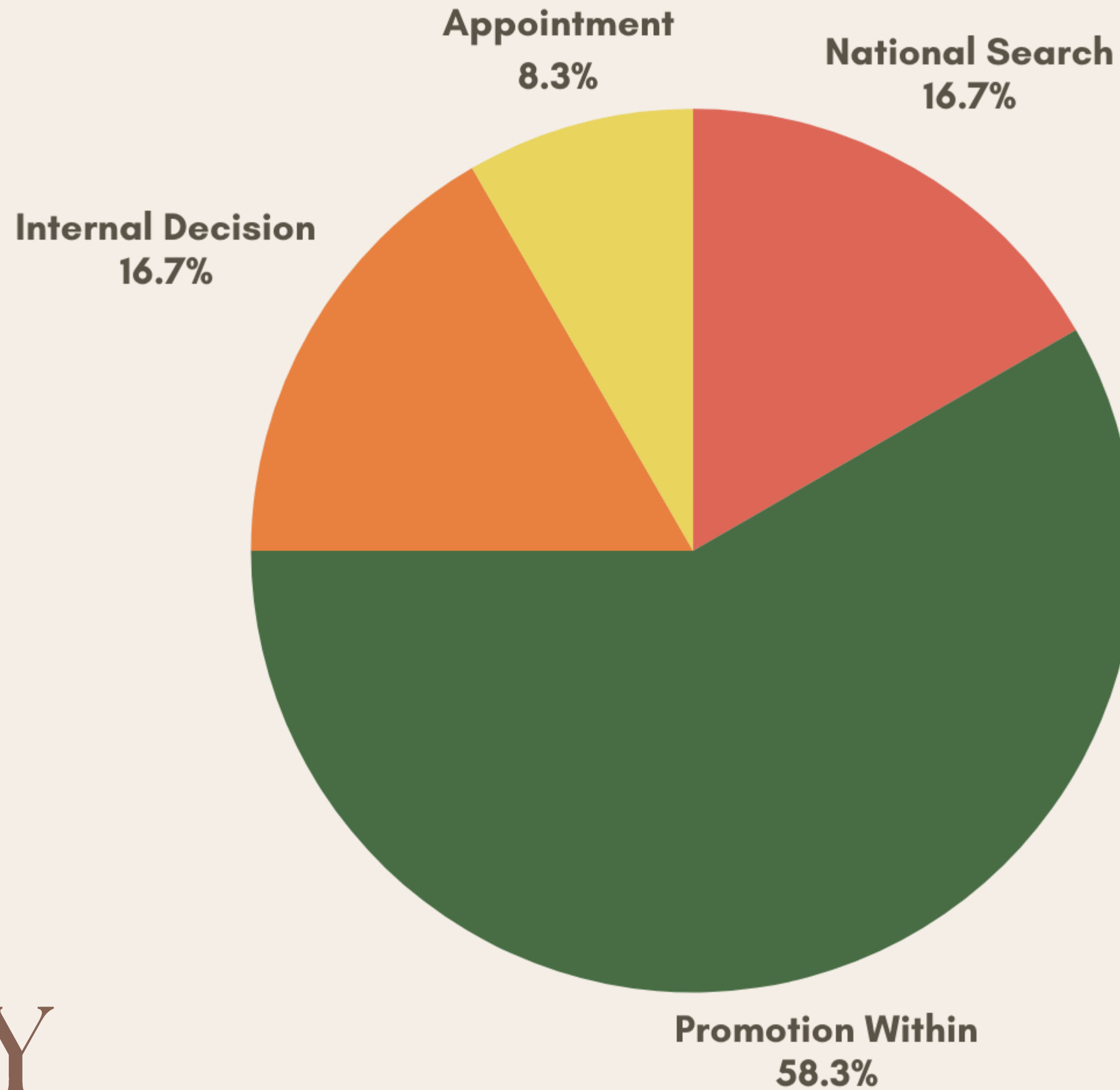
- Multi-year theft of funds
- Purchase and possession of two machine guns.
- Obstruction of federal tax laws.

Methods:

- Used altered documents
- Created a fake business to facilitate the scheme.

Source: United States Attorney's Office, District of Georgia

DATA: HIRING HISTORY



COMMISSION HIRING METHOD HISTORY

	National Search	Promotion Within	Internal Decision	Appointment
David L. Brown (2002-2008)		✓		
Pat Salerno (2009-2014)	✓			
Jim A. Beard (2014-2014)	✓			
Cathy Swanson (2014-2018)			✓	
Peter Iglesias (2018-2024)		✓		
Amos J. Rojas, Jr. (2024-Present)				✓

COMMISSION HIRING METHOD HISTORY

	National Search	Promotion Within	Internal Decision	Appointment
Miriam Ramos (City Attorney, 2017-2023)		✓		
Cristina Suarez (City Attorney, 2023-Present)		✓		
Elizabeth Hernandez (City Attorney, 1995-2012)		✓		
Walter Foeman (City Clerk, 2003-2018)			✓	
Billy Y. Urquia (City Clerk, 2019-Present)		✓		
Donald E. Lebrun (City Manager 1982-1987)		✓		