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*Section 6*

*Dale L. Martin*

*Belle Isle City Manager  
Candidate Report*

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**TABLE OF CONTENTS**

	<b><u>PAGE</u></b>
COVER LETTER AND RESUME	<b>1</b>
CANDIDATE INTRODUCTION	<b>5</b>
BACKGROUND CHECKS	<b>11</b>
CB&A REFERENCE NOTES	<b>17</b>
INTERNET SEARCH	<b>35</b>

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*Cover Letter and Resume*

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**DALE L. MARTIN**  
2404 Los Robles  
Fernandina Beach, FL 32034  
(904) 557-5047  
dallmartin@yahoo.com

April 24, 2023

Mr. Colin Baenziger  
Colin Baenziger & Associates  
[VIA EMAIL: Recruit24@cb-asso.com]

Mr. Baenziger:

I wish to formally express my interest in the Belle Isle City Manager position. As requested, please find my current resume included with this letter.

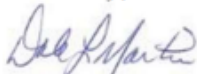
I served as the City Manager of Fernandina Beach, Florida for over seven years (recently recognized by the International City/County Management Association for twenty-five years of career service). It was an exceptionally successful tenure with the integration of new senior staff and efforts to initiate projects that have faltered for many years; nonetheless, the political climate markedly shifted during the City's December election, and I did not have the support of the newly-elected City Commission.

My experience in Fernandina Beach has been highlighted by my emergency management efforts (several tropical storms, interactions with the Federal Emergency Management Agency and the Florida Department of Emergency Management), waterfront resiliency projects (United States Army Corps of Engineers, Florida Department of Environmental Quality), capital infrastructure planning (facilities and streets), and extensive community engagement efforts.

In general, my twenty-five years of local government experience has demonstrated my ability to collaborate with City Councils/Commissions; manage and develop senior and junior staffs; and effectively engage community residents. I would look forward to serving the City of Belle Isle.

Thank you for the opportunity to be considered. If you have any questions, please contact me.

Sincerely,



Dale L. Martin

**DALE L. MARTIN**  
2404 Los Robles  
Fernandina Beach, FL 32034  
(904) 557-5047  
dallmartin@yahoo.com

***City Manager, Fernandina Beach, Florida (December, 2015- March, 2023)*** population 13,500; Atlantic Ocean barrier island community (Amelia Island) approximately twenty-five miles northeast of Jacksonville; balanced permanent resident and coastal resort community rich in history with several registered historic landmarks and strong environmental advocacy; city services include municipal water, wastewater, and stormwater utilities; police and fire protection; marina; airport; golf course; streets (approximately seventy miles of improved roads); numerous parks, including nearly ten miles of Atlantic Ocean beaches; fourteen direct subordinates among 230 full-time, 150 part-time/seasonal employees; City Taxable Value, \$3,500,000,000; annual budget approximately \$196,000,000 (General Fund approximately \$26,000,000).

- Managed community recovery efforts following Hurricanes Matthew and Irma (both impacted community as tropical storms), including a successful arbitration effort against the Federal Emergency Management Agency (FEMA) to restore over \$6,000,000 of obligated funding (FEMA original obligation was \$650,000).
- Prepared and championed the 2019 budget, unanimously adopted by City Commission, which included an additional 0.50 mill levy above the proposed operating levy for acquisition of environmentally sensitive and conservation land (generated \$1.2 million).
- Resuscitated 2005 collaborative effort between City, Florida Department of Transportation, and First Coast Railroad to re-open a critical downtown rail crossing (closed for nearly forty years; construction funded in 2022 budget).
- Led effort to design waterfront resiliency and park project (conceived for nearly thirty years; construction of first phase complete in April, 2022).
- Negotiated three collective bargaining contractors over four months (police, fire, and general laborers), as well as the de-certification/re-certification of one of those units.
- Reviewed and revised staff salaries/wages considering current economic conditions and labor market (unanimously adopted by City Commission).
- Assessed community infrastructure following decades of neglect (roads, City Hall, recreation centers, public safety), including 2019 pavement management analysis, 2020 City Hall assessment, and scheduled 2023 construction of new fire station.
- Served as Vice Chairman, Florida Resiliency and Energy District (FRED) Executive Board and Secretary/Treasurer, Northeast Florida League of Cities (NEFLC) Executive Board.
- Authored weekly article for area print and online media.

***Town Manager, Winchester, Connecticut (April, 2011- November, 2015)*** population 11,000; diverse and distressed community in northwest Connecticut, with urban, rural, and natural regions; services included town-owned and operated water and sanitary sewer treatment facilities and distribution systems; police and (volunteer) fire protection; public works (approximately eighty miles of roads); parks; senior citizen center; and general government; sixty full-time employees; annual budget, approximately \$33,000,000.

- Assisted with discovery, investigation, and prosecution of former Finance Director's embezzlement of approximately \$2.5 million.

## **Section 6**

Dale L. Martin

- Performed additional duties as Town Planner and Town Economic Development Director.
- Prepared and awarded state grants of \$600,000 for brownfield and economic development assistance; other grant applications have included Main Street Investment Fund, Smart Growth America, Connecticut Main Street Preservation of Place, and Vibrant Community Initiative.
- Negotiated five labor contracts (Police, Public Works, Supervisors, Assistants, Dispatch)
- Appointed to State's MORE (Municipal Opportunities & Regional Efficiencies) Commission; served on Board of Directors for Northwest Connecticut Chamber of Commerce and the Northwest Connecticut Economic Development Corporation.

***City Manager, Davison, Michigan*** (population 5,500; April, 2008- August, 2010)

***City Manager, Dowagiac, Michigan*** (population 6,500; March, 2007- September 2007)

***City Manager, Linden, Michigan*** (population 3,500; November, 1998- March, 2007)

***Village Manager, Lexington, Michigan*** (population 800; April, 1996- October, 1998)

### ***United States Military Service:***

- ***First Lieutenant, 1<sup>st</sup> Brigade, 3<sup>rd</sup> Infantry Division, United States Army, Schweinfurt, Bavaria, Federal Republic of Germany (1992-1994)*** served as Brigade intelligence officer (S2); principal responsibilities included intelligence support for senior commanders (specifically related to ethnic conflict in and dissolution of former Socialist Federal Republic of Yugoslavia).
  - Responsible for international treaty compliance; document security; garrison security; computer security.
  - Prepared for and supervised two "no-notice" international arms control inspections (Russian, Ukrainian).
- ***Second Lieutenant, C Company, 2/15 Infantry, United States Army, Ft. Benning, Georgia, and Schweinfurt, Bavaria, Federal Republic of Germany (1990-1992)*** served as M2 Bradley mechanized infantry platoon leader.
  - Awarded Expert Infantryman Badge, Army Commendation Medal; Army Achievement Medal (with oak leaf cluster), National Defense Service Medal, Overseas Service Ribbon, and Parachutist Badge.

### ***Honors and Service:***

- Full Member, International City/County Managers' Association (Twenty-Five Year Service Award) and Florida City/County Managers Association
- Professional Emergency Manager (Michigan State Police)
- Volunteer, Nassau County Council on Aging
- Michigan Political Leadership Program fellow (Michigan State University)
- American Legion Post #54, including National Leadership College (membership: twenty-four years; former Post Commander [Linden, Michigan])

***Education:*** Master of Public Administration, Oakland University (Rochester, MI), 1990; Bachelor of Arts (Political Science), Alma College (Alma, MI), 1985.

***Personal interests:*** Boardgames, singing, golf, reading.



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*Candidate Introduction*

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**DALE L. MARTIN**

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**EDUCATION**

Master of Public Administration, Oakland University (Rochester, MI; 1990)

Bachelor of Arts, Alma College (Alma, MI; 1985)

Professional Emergency Manager (Michigan State Police; 2005)

**EXPERIENCE**

City Manager; Fernandina Beach, FL	Nov 2015 – Mar 2023
Town Manager; Winchester, CT	Apr 2011 – Nov 2015
City Manager; Davison, MI	Apr 2008 – Aug 2010
City Manager; Dowagiac, MI	Mar 2007 – Sep 2007
City Manager; Linden, MI	Nov 1998 – Mar 2007
Village Manager; Lexington, MI	Apr 1996 – Oct 1998
Private sector management (retail operations)	Aug 1994 – Apr 1996
United States Army (infantry/intelligence officer)	Sep 1990 – Jul 1994

**BACKGROUND**

Fernandina Beach (population 13,500), located on Amelia Island approximately twenty-five miles from Jacksonville, Florida, is the County Seat of Nassau County. According to the regional Tourist Development Council, nearly 1.5 million visitors came to Amelia Island spending nearly \$750,000 (2021). The City supports local tourism with many restaurants, lodging facilities, recreational amenities, and special events in its historic Main Street downtown and throughout an extensive parks system (nearly fifty percent of the City's land is zoned for recreation or conservation uses). In addition to tourism, the City is home to two major mills (WestRock and RYAM), providing sustainable employment and revenue to the community. The City owns and operates a municipal airport, golf course, and marina.

The City has approximately 230 full-time and 150 part-time/seasonal employees. The City is organized into thirteen departments, the Directors of which report directly to the City Manager. An ongoing re-organization effort will reduce the number of directly reporting subordinates through consolidation of departmental efforts.

The City's total budget is \$196,111,895. Expenditures for the 2022/2023 General Fund budget total \$26,066,932. This number does not include a \$4,000,000 transfer from the General Fund to support the Capital Improvement budget of \$6,400,000. Major capital projects in the current fiscal year include the construction of a new fire station, other facility and recreational improvements, and street resurfacing.



The three most significant challenges facing Fernandina Beach are:

1. *Deteriorating facilities* – The City has classified several facilities as “Tier 1 Facilities”: critical to City operations. City Hall is nearly 125 years old, and the City’s two recreation centers are each 75 years old. All other facilities are at least 23 years old (and most are even older). The fire station currently under construction will be the first new municipal facility constructed since the Golf Course Clubhouse (2000). Short-term maintenance and repairs are becoming costly and, for some facilities, do not address capacity, compliance, and safety issues. The political will to develop and implement long-term solutions has not sufficiently coalesced.
2. *Riverfront resiliency* – The City’s historic downtown is a key economic engine for the community: residents and tourists come to the area for daily commerce, restaurants, and community events. A portion of downtown, including a prominent road, severely floods during simple high tides as well as, obviously, during storm events. The City has prepared an ambitious seawall project to protect downtown, but comprehensive funding has yet to be identified. A key privately-owned parcel remains has rebuffed the City’s collaborative overtures.
3. *Development* – As identified as an issue when I was appointed in 2015, the pressures of development have yet to be resolved. On one hand, some residents desire to preserve the remaining environmental character of the City (tree canopy and sensitive wetlands); others see additional development as an economic benefit (additional tax and consumer base). The stark difference in these opposing philosophies was highlighted, in part, in the most recent election.

### **GENERAL MANAGEMENT STYLE AND EXPERIENCE**

I am interested in serving the Belle Isle community because I have had experience in addressing the challenges as described in other communities (most recently in Florida): annexation, deteriorating facilities, Council/community relations, and regional collaboration. I have had the opportunity to recruit, hire, and develop the next generation of staff leadership and with my lengthy experience, I look forward to guiding and training the next generation of municipal leaders. My recent tenure in Florida also increased my knowledge in emergency management (four tropical storms) and airport operations (although the Fernandina Beach Airport is significantly less intense than Orlando International Airport). As for my career, I am in the twilight years of my career: I endeavor to settle into a community for the remainder of my career, likely another ten years or so.

My management style is best described as quiet oversight. I am, by nature, a generalist, relying significantly upon the professionalism and expertise of staff educated, trained, and experienced for specific roles and responsibilities. In some ways, I consider myself as an orchestra conductor-getting the parts to work together to accomplish the common and desired good. I typically meet

**DALE L. MARTIN**

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regularly with senior directors individually, but insist that I do more listening during those meetings than talking.

The staffs that I have led throughout my career would describe me as ethical, driven, confident, and optimistic. A current Director recently offered the following comments to the City Commission: “He is an effective leader and maintaining consistency and continuity is critical to the momentum of many projects and initiatives currently underway. From my perspective, the City Manager has always acted in the best interests of the City of Fernandina Beach. The best decision for the City is not always the popular one. His job is a thankless one. He is the first one blamed for any issue, and rarely gets credit for accomplishments. Above all, he is a professional, and I believe that he is ready to carry out the vision of this Commission.” More generally, they would say that I am respectful, supportive, and protective of all staff (not just senior members) and that I enjoy engaging junior staff during the course of their duties. The staffs have always been appreciative of my openness and accessibility to every city employee.

The elected officials that I have served would say that I am an outstanding representative of the community. They would say that I am well-prepared and that I am an effective communicator. The members of the governing boards would further say that I am professionally deferential to the elected officials, seeking to enhance their standing in the community through staff support and accomplishments. They have respected my efforts to be bold and innovative or cautiously conservative when appropriate.

I believe that my greatest strength is my ability to engage community leaders and residents. I have historically written a weekly column for local media and introduced a series of classes to inform residents how local government operates. Another strength is my ability to develop and manage the City’s annual budget including capital expenditures. Two years ago, I developed and endorsed a budget that included, above the necessary operational millage, an additional 0.5 mills for the purpose of acquiring lands for the purpose of conservation. The City Commission adopted that budget unanimously. The Fernandina Beach budgets during my tenure have regularly realized higher than anticipated revenues and lower than budgeted expenditures.

My weakness is that my confidence in staff can sometimes be misplaced. It is imperative that, until more familiar with individual capabilities, I need to entrust staff a little more cautiously. I can also be overly optimistic. I do believe that with appropriate consensus, local government can be an incredible force. Sometimes, though, that consensus takes a little longer to develop.

To measure success or failure in achieving organizational and individual goals, it is critical that those goals and the related metrics be formally codified. The most significant challenge, though, is developing the measurable metrics: success or failure should be clearly defined and irrespective of whom reviews success or failure. Common metrics include schedules, budgets, and plans, all established at the outset of the effort, tracked during the project, and shared throughout the process. The weight of the success or failure can then be adequately determined.

### **DALE L. MARTIN**

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The most significant success of my career was the culmination of my five-year battle with the Federal Emergency Management Agency (FEMA) to obtain reimbursement funding for Fernandina Beach following Hurricane Matthew (2016). I was savaged by many residents for my “mismanagement” of the FEMA process, but I was supremely confident that the City’s effort would eventually prevail- and it did: whereas FEMA’s final offer was \$650,000, the City eventually recovered over \$7,000,000.

My biggest career mistake was accepting a job solely based upon a higher salary. It did not take long for both community leaders and I to recognize that I was not a good fit for the community. We parted amicably but the episode was a disappointment for both the community and me.

Throughout my career I have terminated several people, for reasons as varied as criminal activity to policy violations. I view personnel actions, including termination as part of senior management responsibility. I strongly subscribe to progressive discipline and termination, as the ultimate discipline, should be very deliberately considered.

The initial challenges facing the next City Manager likely begin with familiarization of the community, especially given the relative “closeness” of the community: the City Council; the staff; business, education, religious, and non-profit leaders; regional governmental agencies; and other key stakeholders. Learning the status and progress of key efforts and projects must occur simultaneously to maintain momentum that has been developed. Finally, Belle Isle, like other Florida communities, will begin very shortly the budget preparation cycle for the next fiscal year.

In my first six months in Belle Isle, I would strive to accomplish the tasks associated with the challenges described above. Transitional city government does not provide for “spring training” and to be successful on those tasks will require immediate and intense focus and teamwork.

I have always had an exceptionally close relationship with local media. Throughout my career I have written regularly for local newspapers and online sites. I expect that, if offered a similar opportunity in Belle Isle, I will continue that practice. I also meet annually with local publishers and editors for an in-depth (off-the-record) conversation. I have nothing embarrassing that would cast dispersion upon Belle Isle or any person/agency associated with this search.

Social media is an inescapable challenge for modern local government: an immediate and widely accessible platform can propagate and proliferate genuine or disingenuous information. It is difficult to directly engage and be drawn into the social media morass. It is imperative that official social media sites be promoted frequently as the primary source for timely and accurate information about local government. In Fernandina Beach, I created a Digital Communications Manager position to focus primarily on social media activities (and it has helped to some extent, but the use of social media is a constant barrage that can, at best, be mitigated, not eliminated).

As for my interest in Belle Isle becoming known, I would not be surprised if some “local activists” made an effort to raise concerns: sadly, that is the new nature of public service.

**DALE L. MARTIN**

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Fernandina Beach, however, remains somewhat embroiled in new challenges since my departure and “activist attention” may have moved onward from my service to that community. If such efforts truly are made, I welcome the opportunity to respond. On the other hand, I can also provide substantial correspondence lauding my professionalism and leadership in Fernandina Beach.

In my leisure time I collect and play board games and recently returned to singing in a barbershop chorus. I also enjoy reading and playing golf.

**SIX ADJECTIVES TO DESCRIBE MYSELF**

- Ethical
- Optimistic
- Accessible
- Trustworthy
- Professional
- Passionate

**REASONS FOR LEAVING CURRENT POSITION**

The political environment in Fernandina Beach markedly shifted following the December 2022 municipal election. Despite broad community support and a record of successful management for over seven years, the City Commission desired different leadership. A Resolution to terminate my employment agreement was adopted at the February 21, 2023, City Commission meeting.

**CURRENT COMPENSATION**

My recent salary was \$157,110. Additional compensation included an annual 10% contribution to a deferred retirement plan, a monthly \$500 car allowance, and a monthly \$50 phone allowance.

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*CB&A Background Checks*

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**Background Check Summary for  
DALE LAWRENCE MARTIN**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Nassau County, FL	No Records Found
Litchfield County, CT	No Records Found
Genesee County, MI	No Records Found
State	
Florida	No Records Found
Connecticut	No Records Found
Michigan	No Records Found

**Civil Records Checks:**

County	
Nassau County, FL	No Records Found
Litchfield County, CT	<b>March 2016</b> – Civil Lawsuit filed Against Mr. Martin in his capacity as Town Manager <b>Disposition: January 2017,</b> Judgment After Completed Trial to the Court with No Jury  <b>September 2014</b> – Civil Lawsuit filed Against Mr. Martin in his capacity as Town Manager <b>Disposition: April 2015,</b> Judgment Without Trial- General  <i>*See Next Page for Candidate Explanation of Records Found</i>
Genesee County, MI	No Records Found
Federal	
Florida	No Records Found
Connecticut	No Records Found
Michigan	No Records Found

**Background Check Summary for  
DALE LAWRENCE MARTIN**

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<b>Motor Vehicle</b>	
Florida	No Records Found
<b>Credit</b>	Excellent
<b>Personal Bankruptcy</b>	No Records Found
<b>Sex Offender Registry</b>	Not Listed
<b>Education</b>	Confirmed
<b>Employment</b>	Confirmed
<b>Social Media</b>	Nothing of Concern Found

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**From:** dallmart@charter.net [mailto:dallmart@charter.net]

**To:** 'Lynelle Klein'

**Subject:** RE: Background Check Records Found that Require an Explanation

Good afternoon, Ms. Klein:

The Litchfield County records are related to me and my service/position as the Town Manager of Winchester (located in Litchfield County). The case related to Skinner is a complaint by Officer Skinner related to a previous agreement that he now wishes to rescind (or be ignored) and the Town wishes to enforce. The Town's defense and my defense as a named official are being handled by the Town's insurer. For additional information, please contact Mr. Jonathan Sterling, (860) 392-5042 (Attorney; Carleton, Fields, Jordan, Bert).

The case related to Davidson and O'Connor is the result of the Town's decision to cease providing medical benefits to retired police officers (as permitted by the collective bargaining agreement). These two retired officers are seeking to have their retiree medical benefits restored. For additional information, please contact William Ryan, (203) 752-9794 (Attorney; Ryan & Ryan).

Thank you for the opportunity to review those records. If you require additional information, please contact me.

Sincerely,  
Dale L. Martin



**Background Check Summary for  
DALE LAWRENCE MARTIN**

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Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
DALE LAWRENCE MARTIN  
Personal Disclosure**

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**Personal Disclosure Questionnaire**

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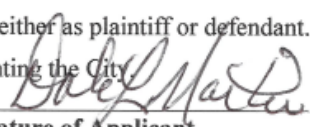
Name of Applicant: Dale L. Martin

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?  
Yes ☐ No ☒
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes ☐ No ☒
3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes ☐ No ☒
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes ☐ No ☒
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes ☐ No ☒
6. Have you ever been charged with driving while intoxicated?  
Yes ☐ No ☒
7. Have you ever sued a current or former employer?  
Yes ☐ No ☒
1. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.  
Facebook: [www.facebook.com/dale.martin.184007](https://www.facebook.com/dale.martin.184007)  
LinkedIn: [www.linkedin.com/in/dale-martin-b70b13b](https://www.linkedin.com/in/dale-martin-b70b13b)  
Instagram: [fbdalemartin](https://www.instagram.com/fbdalemartin)
2. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes ☐ No ☒
3. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.  
None as a named individual except for those named as a defendant representing the City

Attested to: \_\_\_\_\_

  
Signature of Applicant

Please email this form via PDF DOCUMENT to [Lynelle@cb-asso.com](mailto:Lynelle@cb-asso.com) or via fax to  
(561) 621-5965 **no later than 5:00 PM MST 02/21/2023.**



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*CB&A Reference Notes*

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**Reference Notes**  
**Dale L. Martin**

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**Johnny Miller – Former Mayor, City of Fernandina Beach, FL 904-556-3299**

Mr. Miller was on the Commission when Mr. Martin was hired in Fernandina Beach. Mr. Martin was head and shoulders above the other candidates. Mr. Miller became the Mayor shortly into Mr. Martin's tenure.

The Commission was diverse when Mr. Martin came on board, and everyone was going in their own direction. He sat with them individually to help them learn to work together, let go of initiatives that did not have support of the majority, and move in the same direction. He was a fantastic manager and whoever hires him will be very fortunate.

One area that Mr. Martin excels in is visioning. He facilitates an annual discussion where the elected officials decide the goals and then he makes them happen. He tracks the progress of each goal on the wall so that everyone can see the status. This practice also helps keep everyone focused on the Commission's goals.

The covid pandemic was handled very well by Mr. Martin. Another emergency was when Fernandina Beach was projected to receive a direct hit from a category five hurricane. Mr. Martin tried to convince everyone to evacuate because the bridge would have washed out, the only way off the island. Had the hurricane remained on its path, the island would have experienced catastrophic damage. Mr. Martin was out with the staff preparing as best they could, which included stacking sandbags. Everyone was very tense, but Mr. Martin remained calm and cool, which alleviated the tension. Mr. Miller would not have wanted anyone else to lead the process, Mr. Martin did so very well. Fortunately, the hurricane veered and while they still sustained damage, particularly to their Marina, it was not what it could have been.

The damage to their Marina from the hurricane was seven million dollars. FEMA first promised to cover the repairs but later denied the request because they prioritize funding by the most recent emergency. So, later natural disasters took precedence over the damage to their Marina. Residents were adamant that the Marina should be fixed and blamed Mr. Martin for FEMA's actions. Mr. Martin did everything he could for two years, which included working with Senators and establishing a liaison in Tallahassee to work state legislators. He took it all in stride and was successful in having FEMA pay for the repairs to the Marina.

After the shooting in Orlando, the Commission decided to put a rainbow flag in front of City Hall for a few weeks. As they are primarily a conservative community, Mr. Martin took the brunt from those who were unhappy with the display. He took the heat because his main focus was maintaining a good relationship between the Commission and the community.

Not only was Mr. Martin very accessible, but he was also very good about following the chain of command. He generally answered calls on the first or second ring and he has the right demeanor to lead a City. It was never about him, it was about what was best for the City. He never said a bad word about anyone, even under his breath. He was always kind and concerned about members of the community, no matter how they treated him.

## Reference Notes

### Dale L. Martin

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Mr. Martin hires good people and then stays out of their way. Good Directors do not ask for things they do not need, so he always tried to provide the resources that they asked for. He was supportive of his staff.

The community really appreciated Mr. Martin's monthly column where he talked about things happening in the City with the occasional personal story if there was not much to report. During the holidays he held a potluck event for people who did not have a place to go for the holidays. He cared, was responsive and did well at keeping everyone informed. He generally knew the answer to any question they asked him but when he did not, he was quick to find it.

Mr. Martin led the budget process very well, which was tough because they have a great deal of beach access and lifeguards are expensive. Everyone is frustrated with how much it costs, but the community does not want to charge for parking. Mr. Martin came up with a plan where residents could scan their license plate and not be charged the parking fee, but out of town visitors would pay for parking. The funds were to be used to help pay the lifeguards and for beach upkeep. Residents did not support this option even though it would have alleviated the financial burden, so Mr. Martin came up with an alternative revenue stream. Whatever they asked of him, or resources they gave him, he always made it work.

Mr. Martin did a community outreach survey every year and asked detailed questions rather than the typical yes or no questions. He wanted to ensure that the organization was spending taxpayer money the right way. One controversial item was a comment he made about making something not look good, but that died down. While controversy and criticism surrounded many other City officials, Mr. Martin was not one of them.

Mr. Martin's departure was shocking, and Mr. Miller has not been able to get a straight answer as to why Mr. Martin was let go. The only thing mentioned was vision, but a Manager's responsibility is to work towards the Commission's vision, they are not supposed to have and carry out their own agenda. Mr. Martin excelled in that regard. He would have done whatever the new Commission asked him to do, as long as it was ethical and legal.

Mr. Miller would hire Mr. Martin in a heartbeat. In fact, he considered running for office again so he could bring Mr. Martin back. He bought a house in City limits when he was hired, which was shocking to Mr. Miller because the city manager office in Fernandina Beach had a revolving door at the time. His response was "I am all in, my family likes it here", and he enjoyed a long tenure. When Mr. Miller hears about things happening in other communities his first thought is always "What would Mr. Martin have done"? Mr. Martin is a fantastic person and manager.

Mr. Martin is who you want to hire if you want a manager who will accomplish your goals. His personal life is above reproach. He was so accessible and treated all Commissioners the same. He gave out his personal cell phone number to residents, fielded the issues, and catered to the community. He is a great hire for any community.

## Reference Notes Dale L. Martin

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**Words or phrases used to describe Dale Martin:**

- Dependable,
- Accessible,
- Well educated,
- Networks with various organizations,
- Always took your call,
- Very nice person, and
- Took the heat without letting it affect him.

**Strengths:** Accomplished, good with visioning, calm, completed the Commission's goals, very accessible, does not seek credit, works for the good of the community.

**Weaknesses:** New Commissioners can feel as though their items are not as important because the established Commissioners already have projects under way. Every Commissioner is important to him, but newly seated ones may need a little more time and reassurance. Also, he worked with them all, kept them briefed, and brought them to consensus, but at times he believed that they knew more than they did and so he did not share information with them. He was not intentionally withholding information, he just thought they already knew.

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**Tim Poynter – Former Commissioner, City of Fernandina Beach, FL 904-415-6533**

Mr. Poynter was on the Commission that hired Mr. Martin and he highly recommends Mr. Martin to any community. He is fantastic and did a terrific job in Fernandina Beach. Prior to Mr. Poynter's election to the Commission, the City went through seven managers in eight years. Fernandina Beach is a small town that is very political. Mr. Martin was their manager for over seven years, a very long tenure in the field, though Mr. Poynter wishes Mr. Martin's tenure was at least double that. While they did not always agree, he executed the Commission's will, and the City has never been in better hands.

The community was hit by Hurricane Matthew and it destroyed their Marina. Mr. Poynter met with Mr. Martin and representatives from FEMA who agreed to pay for the repairs after surveying the damage. When it came time to fund the repairs, they reneged and offered a few hundred thousand dollars instead of the millions promised. Mr. Martin was a bird dog and kept working until they received the promised funding. He was meticulous with the paperwork during the two-year process. He is very capable.

In 2023 Mr. Martin led a visioning meeting with the Commission and department heads. Each Director made their presentation, and everyone was very pleased with the staff and how they worked. Mr. Martin hired and mentored these individuals, and they are doing such a great job.



## Reference Notes

### Dale L. Martin

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Mr. Poynter owns four businesses in the downtown area and has seen the difference with Mr. Martin at the helm. He moved so many initiatives forward, including the seawall that they had been trying to build for over 30 years. They are ready to open up another street over the railroad tracks, which is impressive considering how difficult it is to work with the railroad.

Mr. Martin was an active part of their community and in the region. He attended church on Sunday and started a holiday dinner tradition for those who did not have anywhere to go, because he felt so fortunate. He encouraged people to volunteer time and donate food to the cause. He worked very well with the public and wrote a weekly newsletter to keep everyone informed. He truly had an open-door policy. He is very responsive to the elected officials and residents, he always returned their calls to provide the requested information.

Mr. Martin's financial skills are the best. He hired their comptroller who has done an excellent job and they just received a national award for having the best books in the country, a first for their community. He oversaw the budget process and the finances of the City.

No one handled stress better than Mr. Martin. Even when he realized that he was going to be let go, he was very calm because he understands the nature of the profession. He lasted far longer than the average city manager tenure and put together a wonderful staff.

Mr. Martin's departure from Fernandina Beach was a political coup and many residents stood up at the meeting to support him. Even the Commissioners stated that they terminated his contract without cause. The community and the staff were shocked because the City has never run better. Mr. Poynter was recently talking to two employees from the water department who were looking at the pipes in his restaurant. They discussed Mr. Martin's departure and these long-term employees stated that the City has not run this well in a very long time. Nothing in Mr. Martin's personal life would concern an employer.

Whoever hires Mr. Martin will be lucky to have him. Mr. Poynter would hire Mr. Martin immediately.

#### **Words or phrases used to describe Dale Martin:**

- Sincere,
- Honest,
- Intelligent,
- Strong writer,
- Religious man, and
- Determined.

**Reference Notes**  
**Dale L. Martin**

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**Strengths:** Great communicator, reached out to the community, honest as the day is long, does what he says he will do.

**Weaknesses:** Before going along with any idea, he did his own due diligence and research which sometimes led him to a different conclusion. So, at times they had to agree to disagree. That said, everything he did was in the best interest of the city.

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**Buddy Jacobs – Community Activist, Jacobs Scholz & Wyler, Fernandina Beach, FL**  
**904-753-5522**

Mr. Jacobs has been on the island since 1943 and he has worked with every City Manager in Fernandina Beach. His law firm has been located in the City for 50 years. Mr. Jacobs has known Mr. Martin since 2015.

Mr. Jacobs started the Historical Preservation in Fernandina Beach in 1972 and is active in preservation organizations across the nation. Mr. Jacobs raised money and worked with the City to restore areas of the community. Also, Mr. Jacobs has represented Fernandina Beach on issues such as beach renourishment. During Mr. Martin's tenure they were able to do important work in Tallahassee with the legislature and with Congress in Washington. Mr. Martin is one of the very best managers that Fernandina Beach has ever had.

An article once claimed that Fernandina Beach was the worst place to manage because the average tenure for their managers was 13 months. Mr. Martin lasted seven and a half years, and they were very blessed to have him. He was very active in the community. He volunteered to work with the Veteran's Court and held a holiday dinner for people who do not have a place to go. He was active on the National Council of Aging and helped establish the chapter in Fernandina Beach. He did a fantastic job for their community.

FEMA turned down their requests for reimbursement after a hurricane. Mr. Martin continued to move forward until they received the six million plus dollars promised from FEMA to repair the Marina. His tenacity was excellent and benefitted the community.

Employees hired by Mr. Martin are wonderful and they have been very successful. Ronald Reagan once said that the best thing he learned in politics is that everything is possible when no one takes the credit, which is how Mr. Martin operates. He gives credit to the elected officials and the organization, and it is never about him. What he was able to accomplish was amazing.

In key decisions Mr. Martin does not move forward until he has the Commission's approval. He met with Commissioners every week, they had a scheduled appointment time, and spent as much time with them as they wanted. He led a visioning process every year to outline their goals and then worked with staff to accomplish them.

**Reference Notes**  
**Dale L. Martin**

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Mr. Martin communicated with the public through a weekly column at the local newspaper and met with anyone who requested time. He was very communicative and kept everyone informed. He was able to secure one or two million dollars in state funding every year and received federal funding, though the process takes longer. He had excellent financial skills. He outlined every option and led the budget process well.

When it comes to communication, Mr. Martin responds almost instantaneously to texts or calls, and he works most weekends. In challenging situations, he keeps smiling and does not show any stress. During events like hurricanes, he is involved and works well with everyone.

After an election two new Commissioners immediately began to create problems for Mr. Martin. He was given a chance to resign and would not do so, so the Commission let him go without cause and it seems to be an entirely political decision. His background and conduct are free from any behavior that would concern a reasonable person.

Mr. Jacobs would hire Mr. Martin and is upset by his departure. Whoever hires him will be lucky to have him, but Fernandina Beach will suffer from his departure. Mr. Jacobs works with managers across the state, and he feels that Mr. Martin is the best manager in Florida. Cities with open positions are already reaching out to him to ask him to apply to their community.

**Words or phrases used to describe Dale Martin:**

- Best manager in eight decades,
- Responsive,
- Dedicated,
- Flexible, and
- Follows the Commission's directives.

**Strengths:** Did what he was asked to do, very successful, tenacious for the benefit of the community, non-political.

**Weaknesses:** Cares too much about the community and the staff and wants to be sure they are taken care of.

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**Wesley Poole – Former County Judge, Nassau County, and Former City Attorney,  
Fernandina Beach, FL 904-261-0742**

Mr. Poole became a Nassau County Judge in 2013. When Mr. Martin was hired in 2015, Mr. Poole walked from the courthouse to City Hall to introduce himself to Mr. Martin.

A short time later they established the Nassau County Veteran's Treatment Court and Mr. Martin volunteered his time to mentor veterans in the criminal justice system. Mentors help individuals

**Reference Notes**  
**Dale L. Martin**

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with PTSD and traumatic brain injuries that may have contributed to their criminal conduct. Mr. Poole and Mr. Martin got to know each other well as they met at least once a month and sometimes more. The program has been very successful.

Also, Mr. Poole was the City Attorney for Fernandina Beach from 1981 to 1991 and again from 1997 to 2001. He did not work with Mr. Martin in this capacity, but he has insight about their form of government and what the roles are. The environment can be difficult with five bosses and a community that scrutinizes every action the manager makes. Mr. Martin has a very long tenure which is a testament of his abilities. Mr. Martin is very personable, very caring, very genuine, very intelligent and receptive to ideas that are presented to him.

Mr. Martin communicated to the community through a weekly column in the local newspaper. While Mr. Poole and Mr. Martin did not agree on every decision, Mr. Martin had the best interest of the City in mind with every decision he made.

Very visible in the community, Mr. Martin attended social functions, chamber functions and was out and about quite often. His participation in the Veteran's Court was meaningful to those involved in the program. He always put a good face forward for the City.

Fernandina Beach is a quaint town and their speed limit through the downtown area is 15 miles per hour. State law states that a community cannot impose a limit less than 25 miles per hour which became an issue when it came to speeding tickets. Mr. Poole requested a meeting with Mr. Martin and the Police Chief to discuss options. Mr. Martin was very receptive and quick to answer concerns and address the issues.

The golf course and marina are supposed to be assets, but they are generally a drain on the city budget. They were also controversial at times because residents who did not use those facilities did not want their tax dollars to be spent on them. Mr. Martin inherited a management company for the golf course that mismanaged the facility. Mr. Martin dealt with every challenge in the way he felt was best. Overall, he did an admirable job and was always very professional. His conduct and background are clear of any incident that would concern an employer.

Mr. Poole would unequivocally hire Mr. Martin. Mr. Poole worked with five different managers as City Attorney and each had a distinct and different personality. Mr. Martin is one of the best managers Fernandina Beach has had in the last 45 years. Mr. Poole regrets the Commission's decision to let Mr. Martin go, but that is how government works at times. Mr. Poole recommends Mr. Martin to any community.

## Reference Notes Dale L. Martin

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**Words or phrases used to describe Dale Martin:**

- Good manager,
- Handles multiple issues at once and does well,
- Very bright,
- Very personable,
- Very communicative,
- Very receptive to others' ideas,
- Very responsive, and
- Tried to do the best job he could.

**Strengths:** Effective communicator, conducted himself well, diplomatic, congenial even with those who complained, very perceptive, aware, hard worker, receptive to constituents and citizens.

**Weaknesses:** Working for various personalities with different agendas can be difficult and it is hard to point out if one is heading in the wrong direction. Mr. Martin could have been a bit more assertive with the Council at times, but for the most part he was very perceptive. He knew when to speak and when to speak up.

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**Janice Acrum – CEO, Nassau County Council on Aging, FL 904-502-5160**

Ms. Acrum has known Mr. Martin since 2015. She has worked with nonprofit organizations and citizens all over the County. She knew upon meeting Mr. Martin that he was special. He says what he means and means what he says. He followed through, listened, and cared about seniors. He was a man of integrity who respected everyone. He was business minded and knew how to manage the dollars and people. He cared about the community and was an impressive manager.

Mr. Martin listens to others and then follows up. He puts the right people in the right position. He has expertise in working with the federal government to bring federal dollars to the community. He excelled in emergency management and led the community through several hurricanes. FEMA is very hard to get money from, but he prevailed. During covid he was very responsive to the community and the seniors, particularly in making sure that everyone had meals, housing or assistance that they needed.

Working for five people with different personalities, Mr. Martin made well thought out decisions. He was very responsive, accountable, and wrote a column in the newspaper to keep the community informed. His columns were well thought out and well written, residents loved them and looked for them. Most residents are very unhappy that he is no longer the manager and cannot pinpoint any action that warranted dismissal.

## Reference Notes

### Dale L. Martin

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Even when being insulted Mr. Martin does not flinch. He continues to make the best decision possible for the community. He hosted a dinner for those who did not have families to eat with at the holidays and volunteered his time and resources to make it happen.

More than any other manager in Fernandina Beach, Mr. Martin was visible in the community. He attended functions, chamber events, delegations, meetings, fundraisers, volunteer luncheons, and galas. He worked with diverse neighborhoods and always tried to help them. He supported children, families, and seniors in the community.

Mr. Martin kept Ms. Acrum appropriately informed. He told her when her items were on the agenda, and when she needed to attend the meeting. He was great at following up. He held meetings in the community and liked to pull people together to gather input before making major decisions. He was very transparent and kept everyone engaged.

Betty Burkman's husband passed away and she contacted Mr. Martin to donate \$500,000 for improvements to a park that she hoped would be dedicated to her husband. Ms. Acrum's building is halfway between City Hall and Ms. Burkman's home, so they met together to discuss options. He involved employees and they created a beautiful park.

Mr. Martin's budget presentations and budget hearings were always well done. He knew where every dollar was and answered every question. He was very responsive in general and got an answer the same day or within 24 hours. He is graceful under stress and even the night they terminated his contract, he thanked them for the opportunity to work in Fernandina Beach.

Mr. Martin has not been involved in any personal or professional controversy. He was a gracious and kind public servant. Many residents spoke in his favor at the meeting where the Commission terminated his contract. The Commissioners did not provide a reason, just stated it was time for a change.

Without a doubt, Ms. Acrum would hire Mr. Martin. He told her that he intends to volunteer at the senior center until he secures a new position and will mop the floor or whatever they need. She has a good reputation and does not give references often or lightly, but she will lay her reputation on Mr. Martin. He has integrity, purpose, cares about people, and his word is golden.

#### **Words or phrases used to describe Dale Martin:**

- Smart,
- Dependable,
- Engaged,
- Involved,
- Integrity,
- Well rounded,
- Listens,
- Problem solver who brings people together,
- True leader,
- Shows people they matter, and
- Cares about the community, he is not in it for the paycheck.

## Reference Notes

### Dale L. Martin

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**Strengths:** Follows through, listens, cares, integrity, respects everyone, good financial and people skills, listens, very responsive, emergency management.

**Weaknesses:** None identified.

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#### **Charles George – Deputy City Manager, Fernandina Beach, FL 912-665-1383**

Mr. Martin hired Mr. George in 2020 as an Engineer and they worked closely together on capital improvement projects, budgets, and other items. Mr. Martin moved Mr. George to the Community Services Director role and later promoted him to the Deputy City Manager position. They interacted often during the day both on administrative items and on projects. Mr. George cannot say enough good about Mr. Martin.

Mr. Martin had overall responsibility for 270 employees, and he managed them well. He gave clear direction to the staff and held them accountable along the way. He had a good rapport with state and local agencies like the railroad, port, county, state regulatory agencies, and federal agencies like FEMA and the EPA.

Decisions made by Mr. Martin are well thought out and he analyzes a situation from all perspectives to find the best course of action. Once he has Council buy in, he is off and running to complete the mission. He is innovative and he maintains an organization at a high-performance level. He suggests options that employees have not thought of and encourages staff to make them a reality while supporting them along the way. He is very motivating with staff.

Mr. Martin was involved in several charitable and community organizations like The Council on Aging, Keep Nassau Beautiful and other civic groups. He enjoyed being part of the community and helping them move forward. He was also involved in advisory boards related to parks and recreation, the marina, and the golf course.

With an open-door policy, Mr. Martin works very well with the public. Everyone knew his phone number and email. He always responded even when he could not give residents what they wanted. He was open to comments, criticisms and dialogues, and did what was best for the City.

The City has many parks and residents have an invested interest. Seniors have different needs from the youth. Mr. Martin listened to children and parents in the community to learn what they wanted in the parks and then blended their ideas into what the older generation wanted. He promoted various projects and events to bring people together.

Historically the City, the Port, and downtown business owners have had a contentious and adversarial relationship. When Mr. Martin was hired, he was able to heal the relationships and encourage better communication and cooperations between the agencies and the city.



## Reference Notes

### Dale L. Martin

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Being involved in budget preparation and financial management, Mr. Martin had great financial skills. He guided the staff through the process, showing pitfalls while also ensuring that each project fit with the elected body's goals for the community. He took a very calm approach in even the most stressful situations. He was a calming influence on the staff and worked the problem rather than worrying about the problem.

At times there are gaps between what citizens demand and what the Commissioners want to do, and Mr. Martin had to bridge that gap. He was often criticized for the decisions made by the Commission, but he was not involved in any extreme or personal controversy. Employees enjoyed working with Mr. Martin.

Mr. George would hire Mr. Martin, as he is the best Manager that Mr. George has worked for. Mr. George has been both a consultant and a government employee. Most managers do not take the community to heart like Mr. Martin does. He props up the staff and is just really good. Whatever community hires him will be better for having him. Fernandina Beach has improved through his leadership and the way he was able to accomplish the goals was impressive.

#### **Words or phrases used to describe Dale Martin:**

- Great leader,
- Great communicator,
- Diversified,
- Open minded, and
- Problem solver.

**Strengths:** Bold, focused, good personnel management, bridge between Commissioners and the staff – and handled it well, good task manager, good aptitude for multitasking and keeping everyone on the same page.

**Weaknesses:** Overall there is not much to fault him for. He gave staff a little too much freedom to improvise and then sometimes had to pull them back when they went outside their comfort zones. When Commissioners were taking a political route and he recognized that the path was not in the best interest of the community, he pushed back a little more than some would like.

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#### **Chip Ross – Commissioner, City of Fernandina Beach, FL 410-394-0220**

Mr. Ross met Mr. Martin when he was hired in 2015. Mr. Ross was elected to the Commission in 2018 and they worked together in this capacity until 2023. Their relationship was strictly professional, they did not socialize. They met together with the City Attorney for two hours every Tuesday to go through everything. Mr. Martin followed up, knew his stuff, and did what the Commissioners asked him to do.

**Reference Notes**  
**Dale L. Martin**

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Mr. Ross is often out in the community and talks to people in the community. He asks if they like how the city is being run and 99.9% have stated that they would not change a thing. The city ran well under Mr. Martin's leadership, and he put together a good management team.

A typical Dale Martin story is that he put together a holiday dinner at his church and paid for it himself where anyone could come and have dinner, particularly those who did not have families to celebrate with. He worked hard and was well liked in the community. He was a good manager and an excellent public servant.

Well known in the community, Mr. Martin went to all the events and was very active in civic organizations. He wrote a weekly article in the local newspaper about the City. At the 2023 visioning session not one Commissioner or employee mentioned a problem with Mr. Martin's management. All of the City departments are running well.

Mr. Ross has a network and knows more than most. Mr. Martin has never kept anything from him. When Mr. Ross asked about something confidential, Mr. Martin would just reply 'not yet, I am still working on it'.

Fernandina Beach is a barrier island and has a historic downtown. The community has talked about putting in a seawall and a river walk for more than two decades. Mr. Martin pulled the team together to install a river walk and partially funded it with state dollars. He was also able to move the seawall project forward.

Hurricane Matthew annihilated their Marina. Mr. Martin not only rebuilt it, but he ensured that FEMA paid for it. He moved heaven and earth to fix the Marina and then was blamed by residents when FEMA denied the initial claims. He was persistent and, in the end, FEMA paid 6.8 million dollars plus 300,000 in interest, which was a first in the history of FEMA.

While Mr. Martin prepared a good budget, a small minority in the community feel that the City should cut taxes. However, the City was not able to retain staff until they were more competitive in their pay. They are currently fully staffed. He completes tasks in a timely manner and was very pleasant in challenging scenarios. He was very professional and very calm, even at the end.

Fernandina Beach is very controversial, but nothing happened that implicates Mr. Martin. One of the Commissioners who was newly elected told Mr. Martin that he was doing a great job and he was looking forward to working with Mr. Martin. Commissioners also mentioned how well staff was doing, but then voted to terminate Mr. Martin's contract the next day.

Mr. Ross tried hard to keep Mr. Martin and was sad to see him go. His departure will set the community back a number of years. Residents who are pillars in the community, spoke in his defense. Mr. Ross never heard a complaint about Mr. Martin or his management. While no one is perfect, he did a good job. Their loss is another community's gain.

Reference Notes  
Dale L. Martin

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**Words or phrases used to describe Dale Martin:**

- Hard working,
- Good public servant,
- Intelligent,
- Motivated,
- Good manager, and
- Hired first class Directors.

**Strengths:** Always pleasant, tries to reach consensus, works with others, tries to please the Commissioners and community.

**Weaknesses:** He had a hard time firing people and could have coached employees better at times, but other than that he did a good job. He was not terrible at anything.

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**Suanne Thamm – Founder, Fernandina Observer, Fernandina Beach, FL 904-206-6362**

Ms. Thamm is the Founder of the Fernandina Observer. She spent years going to every Commission meeting. Mr. Martin is an outstanding manager.

Unlike previous managers who hid behind their desks, Mr. Martin was always out and about. Whether it was a civic or social activity, he made it a point to touch all the bases. He worked with the chamber and met with new businesses in town. He worked with the tourism industry and was very open and available to everyone, while keeping them all informed.

Mr. Martin made excellent hiring decisions. When Ms. Thamm first moved to Fernandina Beach the only qualification for City employment was to live in the City. Mr. Martin completely revamped the hiring process and hired a highly professional and diverse staff. The employees he brought in are well respected in the community.

When the Commission voted to terminate Mr. Martin's contract, everyone in the audience, except one, stood for Mr. Martin. Everyone was so confused and bothered by this action. The community made more progress through his leadership than it has in decades.

Being responsive, if Mr. Martin did not have the answers at hand, he listened carefully to what they had to say and quickly found the information for them.

All Mr. Martin did was solve problems. He put together a citizen's committee to deal with issues related to beach access. Fernandina Beach has 44 public beach access points and not all include parking. An engineering study showed that many of them should be closed because they have not been attended to in years. He put a committee together and then stayed out of it. They came

**Reference Notes**  
**Dale L. Martin**

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together and created a plan for repairing beach access points while prioritizing the projects. The Commissioners and the staff were happy with the plan, as was the entire community.

Mr. Martin always created a responsible budget and was very good at the capital improvement process. He encouraged Commissioners to stick to established priorities rather than becoming distracted by the next shiny thing.

Always responsive, Mr. Martin replied to texts and phone calls the same day. He enjoyed working with others and wrote a column in the newspaper to give people an opportunity to know him better and see what the City was working on.

Never looking stressed, Mr. Martin had a very calm demeanor and stayed out of the politics. He did not set his own priorities like previous managers had. He led a strategic planning process at the beginning of every year so the Commission could set priorities, and then he always completed their objectives.

Nothing Mr. Martin has been involved in has risen to the level of controversy. He was dedicated to resolving problems that have existed for years. Nothing in his conduct or background would concern a reasonable person. The only people who might complain about Mr. Martin are those who are not bothered by facts or real budget concerns.

If it were up to Ms. Thamm, Mr. Martin would still be the Manager in Fernandina Beach. He is the best manager that she has seen in three decades. While they have a small population, they are extremely complicated with a Marina, golf course and seven miles of beaches to maintain. Mr. Martin learned Florida regulations and hit the ground running in a short period of time. He became a strong part of the community and provided solutions to their issues.

**Words or phrases used to describe Dale Martin:**

- Organized,
- People friendly,
- Action oriented,
- Apolitical, and
- Fiscally prudent.

**Strengths:** Great communication skills, loves people, always out and about, very open and kept everyone informed.

**Weaknesses:** He puts a great deal of trust and loyalty in subordinates and does not micromanage. By and large, Directors rose to the occasion but every once in a while, it was a problem.

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**Reference Notes  
Dale L. Martin**

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**Nathan Coyle – Airport Director, City of Fernandina Beach, FL 904-430-1113**

Mr. Coyle reported directly to Mr. Martin from 2017 to 2023. Mr. Martin is a strong performer, and a strong leader to the community and the staff.

Mr. Martin's ability to build a circle of qualified individuals was very strong. He inherited some personnel issues and turned them around to create a professional organization. He was transparent in his decision-making process in general and was always willing to listen to feedback. He was good about keeping everyone informed.

Active in the community, Mr. Martin was very visible. When the Commission voted to terminate his contract, a strong group of citizens publicly supported him. He started a citizen's academy to teach residents about local city governance. He was well connected to the community.

They did not have a capital improvement process for large projects. Mr. Martin led a team to create one. He formalized a committee with Directors and other employees. As part of the budget process, this committee reviews capital improvement projects and prioritizes them, which helps to establish their capital plan. Mr. Martin leads the process every year.

Tasks within Mr. Martin's control were always accomplished in a timely manner, but he did not have full control over every aspect. He was very cognizant of timelines. He handled stress well without showing any signs of it. Employees said that he has big shoulders, and he saw through the challenge to get to the meat and potatoes of what needed to be done. Employees function better when their leader is not stressed, and he always remained calm and professional.

Finance was Mr. Martin's strength. He was an astute individual with good business acumen. He hired their comptroller and had a good sense for putting the right person in the right position. There was never any indication of issues or concerns with Mr. Martin.

Fernandina Beach is fairly political for a small town and a number of proposals are controversial. Mr. Martin was direct and transparent almost to a fault, which is beneficial in these situations. The best thing a manager can do is lay the issues out and discuss them. He addressed development and airport issues that were contentious, but he was transparent and handled them well. He does not participate in activities that would concern an employer.

Most Directors worked well with Mr. Martin and appreciated him. A few Directors did not feel that he was as supportive of their needs, but it seemed to be the departments with performance related issues. After an election and a change of the guard, the Commission decided they wanted a new face for the City. Their reasons were petty and minor and are not the true reason they terminated his contract.

Mr. Coyle would hire Mr. Martin and would work with him again in a heartbeat. He is a great manager. What you see is what you get with Mr. Martin. He values professionalism.

## Reference Notes Dale L. Martin

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**Words or phrases used to describe Dale Martin:**

- Strategic,
- Direct – does not hide anything,
- Painfully transparent, and
- Astute.

**Strengths:** He has a great knack for taking complex issues and simplifying them to individual tasks so they can move forward. He resolved several issues that had been stagnant for decades.

**Weaknesses:** None identified.

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**Denise Matson – Human Resource Director, City of Fernandina Beach, FL 239-564-6218**

Mr. Martin hired Ms. Matson in 2020 and they worked together until 2023. She has worked in government for almost 40 years, and he is one of the best managers she has ever worked for.

Decisions made by Mr. Martin are good. He maintains an organization at a high performance level but is also willing to initiate change when necessary if it will improve operations. He keeps everyone informed.

Fernandina Beach is a small knit community. Mr. Martin was at every event and encouraged the Directors to attend. He was very responsive to the public, and he handled the naysayers well. He was responsive to residents' concerns and was transparent. He was customer service oriented.

A visionary, Mr. Martin instituted an annual visioning process with Commissioners to ensure he was following their vision. He helped them implement capital projects and other programs.

Mr. Martin had an approved budget with very little input from residents, which meant they were comfortable with the way he managed the resources of the community. He completed tasks in a timely manner and managed stress through exercise.

No one expected the Commission to terminate Mr. Martin's contract. He has always been responsive to their goals and needs, but the newly elected Commissioners have their own agenda. Ms. Matson has not heard anything disparaging about Mr. Martin. Everyone says how great he is and how much he has done for the City. He will be a great manager for any community.

Reference Notes  
Dale L. Martin

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**Words or phrases used to describe Dale Martin:**

- Leader,
- Motivator,
- Compassionate but direct when needed,
- Responsive,
- Community oriented, and
- Team builder.

**Strengths:** Responsive, dedicated, compassionate but firm when needed, great leadership, strong management skills, has a sense of community, visible in the community, built a great team, team oriented, works with Directors to lead the City.

**Weaknesses:** None identified.

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**Prepared by:** Lynelle Klein  
Colin Baenziger & Associates

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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://www.fbnewsleader.com/local-news/city-commission-terminates-city-manager-dale-martin-appoints-former-fbpd-chief-mark>  
Tuesday, February 21, 2023

**City Commission terminates City Manager Dale Martin, appoints former FBPD Chief Mark Foxworth as interim**

By Julia Roberts on

While the overwhelming majority of people addressing the Fernandina Beach City Commission spoke in support of City Manager **Dale Martin**, after discussion the commission voted to terminate his employment effective immediately at the Feb. 22 City Commission meeting. Commissioners Chip Ross and James Antun voted to keep City Manager **Dale Martin** and Mayor Bradley Bean, Vice Mayor David Sturges and Commissioner Darron Ayscue voted to terminate.

Mayor Bradley Bean said he had been in discussions with former Fernandina Beach Police Department Chief Mark Foxworth to serve as interim manager. The City Commission approved Foxworth to be hired as interim city manager in a 5-0 vote.

City Commissioner David Sturges made a motion to terminate **Martin's** employment with the city at the Feb. 7 meeting. The commission voted to postpone the matter until the Feb. 22 meeting. Sturges had a laundry list of reasons he believes **Martin** should be fired, including what he called a lack of leadership in the matter of the Bretts Waterway Cafe lease, his termination of Road Department Manager Rex Lester and his alleged language when speaking to department heads about a presentation by Commissioner Ross to cut each department budget by 10%.

At that meeting **Martin** answered most of the charges brought by Sturges, and Commissioner Chip Ross also rebutted Sturges' accusations.

Under the conditions of his employment contract, **Martin's** employment can be terminated "for any reason or for no reason prior to the expiration of this Agreement. Cause for termination shall consist of dereliction of the duties of City Manager."

The contract goes on to define "dereliction of duties." "Dereliction of the duties of City Manager is defined herein as, acts of gross misfeasance or malfeasance, gross misconduct which constitutes conduct demonstrating willful or wanton disregard of the City's interests, a deliberate violation or disregard of the standards of behavior to which the City Commission has a right to expect of the City Manager, carelessness or negligence to a degree or recurrence that manifests culpability, wrongful intent, or shows an intentional and substantial disregard of the City's interests or of the City Manager's duties and obligations to the City, including but not limited to conduct resulting in material harm to the City, willful neglect or failure to perform his duties as described herein and in the City Charter, gross insubordination or acts of dishonesty." The contract requires the city commission to furnish the city manager with written notification of the grounds for discharge prior to his discharge, and, if requested by the city manager, a public

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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hearing prior to making a decision on the termination. That hearing must occur between 20 and 40 days of that notification. Termination requires a majority plus one (4-1) vote of the city commission. The commission can, however, terminate the city manager's employment without cause, if he is given a 30-day notice. "It shall not be necessary for the City Commission to have or state any specific cause, reason or ground to support a motion to terminate this contract," the language says.

After termination the city manager is entitled 12 weeks salary and compensation of accrued vacation and sick time, not to exceed 96 hours. Under **Martin's** current salary of \$157,110, that would amount to \$36,256, which would be paid in biweekly installments.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://fernandinaobserver.com/city-news/late-commission-news-a-move-to-fire-the-city-manager/>

Fernandina Observer  
February 8, 2023

**Late Commission News: a Move to Fire the City Manager**

Author: Mike Lednovich

Citing a litany of mismanagement and lack of communication, Vice Mayor David Sturges called for the termination of City Manager **Dale Martin** at Tuesday's City Commission meeting. This was very late in the evening, after the audience of citizens had left. "I'm making a motion to terminate **Dale Martin**'s contract without cause and give him a 30-day written notice immediately," Sturges said right after **Martin** had given his city manager's report to the commission. The commission would eventually vote 3-2 to postpone the decision until the next commission meeting.

"I know it's late in the hour and it's city business and if it wasn't important I wouldn't be bringing it up," Sturges said as he began listing his reasons to terminate **Martin**. Sturges said **Martin** has engaged in mismanaging the city and cited the following:

- Before becoming a commissioner, Sturges said he attended a City Commission budget meeting at which the city manager looked up city property owners on the Nassau County Tax Appraiser's website, identified the owners by name and read their tax bills, thus publicly embarrassing the property owners.
- He said the termination of 30-year plus City Streets Director Rex Lester without cause 18 months before his retirement was wrong.
- Sturges claimed the city manager delayed the decision to terminate the city commissioners' health benefits for six months until one commissioner was eligible for Medicare, which was selective management.
- In the Brett's Restaurant debate about closing the establishment, Sturges said **Martin** failed to persuade commissioner Chip Ross to delay asking about insurance issues thus "disgracing our city." He said **Martin** hijacked the ensuing City Commission meeting and showed favoritism to Commissioner Ross on the Brett's issue.
- On the Brett's lease, Sturges charged that **Martin** has manipulated the Request for Qualifications (RFQ) process to favor one potential company. He said it was unacceptable financial mismanagement.
- Sturges said he learned of Airport Manager Nathan Coyle's resignation from reading about it in the local newspaper instead of being told about it by **Martin**.
- The vice mayor said in the hiring of a new police chief, **Martin** had ignored his request to meet to discuss with him the hiring. "I would think he would listen to my input since I'm one of his bosses," Sturges said.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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- Sturges said on the hiring of a new police chief that interim Police Chief Jim Hurley had left the position and that the deputy police chief was not given any instructions on what his responsibilities would be until a new police chief is hired.
- Sturges said he learned that **Martin** had informed city staff that Commissioner Ross was preparing an upcoming (2023-2024) budget report about the impact of 10% department budget cuts. Sturges said **Martin** told city staff “to make it look ugly.” Sturges said he verified the statement with three city department heads.

“The city manager does not control my behavior regarding Brett’s,” said Ross in rebutting Sturges’ claims for terminating **Martin**. “This is baloney....and it has nothing to do with the city manager.” Ross also said it was “totally inappropriate” for any city commissioner to be involved in the hiring of a city department head, according to the city charter. “I think the city manager has done a good job. The airport works, the marina works. The whole thing with FEMA was hundreds of hours of time and we got an excellent result. (His termination) would put this whole city into chaos,” Ross said.

**Martin** said he had made some mistakes, but pushed back on Sturges’ claims about Brett’s and the hiring of a new police chief. “Commissioner Ross and I do not discuss Brett’s. I completely disagree with his handling of Brett’s,” **Martin** told commissioners. “It is on the next City Commission agenda that the city will suspend any code actions against Brett’s.”

On hiring a new police chief, **Martin** read an email exchange with Sturges regarding potential candidates just before Christmas of last year. He said he intends to announce a new police chief at the next City Commission meeting. “I personally reviewed 61 police chief applications and interviewed six (finalist) candidates. It’s a difficult decision,” **Martin** said.

Commissioner Ayscue said “sometimes this is a very healthy discussion to be had because we can’t discuss these things among ourselves,” he said. “The 10% make-it-hurt comment, I did hear that from a few department heads as well.”

Mayor Bradley Bean spoke last before the vote to postpone the decision. “I have had frustration in the past with direction and policy,” Bean said.

**Martin** told commissioners they had laid out his shortcomings and asked for the opportunity “to prove to you I can work with this commission, which is a whole 180-degree different change (than the previous commission). This is a transition period and I will support this City Commission.”

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
June 20, 2022

**pic w/lead and 4th item**

Author: Kurt Moffett

Town managers get the band back together for mural opening  
Who knew that the opening of the American Mural Project in Winsted would blast open a portal into the past?

Former town managers Robert Geiger and **Dale L. Martin**, as well as former Town Planner Ray Carpentino, all made appearances at a pre-opening bash on Friday night for some 200 invited guests and supporters. The project, more than 20 years in the making, was opened to the public for the first time on Saturday.

Particularly impressive was the appearance of **Martin**, who moved to Florida where he took a similar job in late 2015. He told attendees that he rented a car and drove here after his flight in Atlanta was delayed.

Project founder Ellen Griesedieck, in lauding **Martin's** efforts to support her project, made reference to when Republicans in 2014 suspended **Martin** and tried to fire him. "They tried to kick this guy out," she said.

Carpentino has not worked for the town since 2006. Geiger, **Martin's** successor, retired in 2021.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://fernandinaobserver.com/city-news/fernandina-beach-city-manager-dale-martin-on-city-achievements-and-challenges/>

Fernandina Observer  
March 28, 2022

**Fernandina Beach City Manager Dale Martin on City Achievements and Challenges**

Author: Suanne Z. Thamm

Upon entering the office of Fernandina Beach City Manager **Dale Martin** you can't help but notice a couple of dented tin cans on his desk. These are two of the proverbial cans that have been kicked down the road only to land squarely on **Martin's** desk as action items. There is also a large white board on the wall listing projects in one state of completion or another. You get the message: **Martin's** office is mission control for the City of Fernandina Beach, Florida.

**Martin** has now completed six and a half years as City Manager and says he loves coming to work every day. His tenure as City Manager is the longest the City has experienced in at least 30 years. He is an action-oriented guy who understands that he works for five very different bosses on the City Commission as he directs staff to implement the policies and priorities established by the City Commissioners at their regular and special meetings.

On March 23, Fernandina Observer Editor Susan Steger and I sat down with **Martin** for an informal chat about ongoing and future plans for the City as seen through the eyes of the City Manager. **Martin** has a friendly, open communication style and is justifiably proud of City staff and recent accomplishments while looking forward to upcoming challenges presented by dramatic Nassau County population growth that impacts the city, aging infrastructure and City facilities, and increasing demand for city services.

One of **Martin's** goals is to provide the citizenry with a more complete understanding of the roles of both the elected governors (the City Commission) and the work of the City which he oversees. He has worked diligently to improve communication between the City and its constituents. He pens weekly columns that are published both in the Fernandina Observer and the News Leader in attempts to explain matters like the often-confusing City budgeting process, tax bills, progress on the Amelia Riverfront projects, the CRA, and a host of other topics. **Martin** writes these columns at home so that they do not take time from his day job as City Manager.

**Martin** has also initiated a program called "Citizens Academy." Although interrupted by Covid for a couple of years, it is now back and well received by those in the community who want to learn more about City government to better understand the how's and why's surrounding various City operations and the decision-making process. The current class was fully subscribed the day after it was announced. So many people have tried to enroll in this free course that **Martin** has scheduled another session for the fall. Again, he runs this program on his own time after normal City business hours.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Despite **Martin**'s efforts and other City efforts at improving communication (broadcasting meetings of the FBCC and the advisory boards, increased presence on social media, etc.) getting the word out continues to be a challenge. **Martin** said that the City is preparing to conduct its third Citizen Survey this spring, this time available to all city residents in an online format, to once again try to determine the major issues identified by the citizenry. **Martin** said, "A key challenge is that every City Commissioner wants to get as close as possible to universal support for every project. Whenever projects with generally strong City Commission and public support are prepared, relatively small numbers of detractors give the City Commission pause, and the whole process falters, leading to the accomplishment of little. Very few projects will be unanimously endorsed but the perspective of what is in the best interest of the City, as determined by the City Commission, is a critical policy decision."

Due to political decisions over the years to keep taxes low, proper maintenance and replacement of City assets has been routinely delayed — one of those cans being kicked down the road. Today many City facilities need major infusions of cash to bring them up to code and to continue their useful lives. To spread the cost out over time, thereby allowing future users of these facilities to share in the cost burden, a special financing mechanism — the General Obligation Bond (GOB) — will be presented to the voters for approval this year. The decision to take this matter to the voters is a policy decision, made by the FBCC, not the City Manager. **Martin**'s job, along with the job of City Attorney Tammi Bach, will be to execute the decision, when the FBCC finalizes its decision regarding which projects and how much money will be needed to complete those projects. **Martin** discussed the GOB in his Weekly Comments this past Friday.

The relationship between the FBCC and the City Manager often causes confusion for the public. **Martin** said, "General direction for the Manager and City staff comes from the Commissioners. The Manager's job is to provide Commissioners with a variety of options to achieve community goals."

**Martin** anticipates that several projects of long standing (those kicked cans again) will have been completed by mid-fall: upgraded rail crossings at Ash and Centre Streets; the first phase of the seawall along the river. Also, work to open the Alachua rail crossing, an unfunded priority for 40 years, will be well underway.

**Martin** was candid in discussing some challenges facing the City. He lamented a lack of long-term focus on City needs and improvements by both citizens and successive Commissions. He was also highly critical of the recent Visioning Project, which Commissioners authorized to the tune of \$100,000, but which has not produced the intended output. "In my 25 years as a City Manager, this is the most frustrating project I have ever had to deal with," he said.

The Parks and Recreation Department accounts for 17 percent of the General Fund budget and is responsible for many programs and facilities in addition to maintaining seven City parks. The City is in the process of recruiting a new Department Director to address the many challenges faced in balancing the recreation needs of young families with those of an aging overall population. Complicating the issue is the strain put on the services by non-city residents and

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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island visitors, who do not pay for the services they receive from the City. The City, Nassau County, and the Tourist Development Commission regularly wrestle with finding a fair way to allocate funds to pay for increasing service demands. But there are many successes, too. The newly invigorated Fernandina Harbor Marina is doing very well, both in the view of boaters and in financial terms for the City. Even the Golf Course appears to be turning around. Membership is up 50.4 percent over last year.

**Martin** remains positive about the City and making progress toward meeting Commission goals. “Things are moving forward. This has been a good year with finally receiving compensation from FEMA for damage to the south basin of the marina during Hurricane Matthew in 2016. City departments are working much more collaboratively to provide services. We are about to break ground on a new fire station at the airport. The Isle de Mai drainage issues are being addressed. We have a citizen-generated plan to address our beach accesses. We are finally starting to see improvements in the CRA,” he said. “This has been a good year, and the City will have a very busy summer,” **Martin** said.



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://chnassau.com/fernandina-commission-and-coalition-for-the-homeless-prepare-for-cold-nights-with-new-agreement/>

Coalition For The Homeless  
February 16, 2022

**Fernandina Commission and Coalition for the Homeless Prepare for Cold Nights With New Agreement**

Author: Unknown

The Fernandina Beach City Commission tonight approved by unanimous vote a facility use agreement with the Coalition for the Homeless of Nassau County to operate a cold night shelter in our community for the next three years.

“For too long, those most in need in our community have struggled to find a warm place to stay on cold nights. Tonight, that all changed. Thank you to the Fernandina Beach City Commission, City Manager **Dale Martin** and City Attorney Tammi Bach for recognizing this need that exists in our community and working with us to ensure we had a solution,” said Joe Zimmerman, Executive Director.

“I also want to recognize that none of this would be possible without the vision of Carlene McDuffie, our Board President. She is truly an asset to our Board, and a fearless advocate for the needy in our community. I am thankful for her and our Board of Directors who serve as ambassadors in our community.”

The Cold Night Shelter will be open on select nights when the temperature drops below 40 degrees. Those who wish to volunteer or learn more about the Coalition for the Homeless of Nassau County can visit our website at [www.chnassau.com](http://www.chnassau.com).

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://fernandinaobserver.com/city-news/a-conversation-with-fernandina-beach-city-manager-dale-martin/>

December 22, 2020

**A conversation with Fernandina Beach City Manager Dale Martin**

Author:

Recently Fernandina Observer Editor Susan Steger and I sat down with Fernandina Beach City Manager **Dale Martin** for an informal chat about the state of the City. **Martin**, who has recently completed five years as the City's chief executive, continues to express his enthusiasm for his job and his confidence that the City will continue to make progress in addressing long standing problems relating to deferred maintenance, the downtown waterfront, and returning the City Marina to full operation in 2021. When the City conducts its annual goal-setting session in January, two new commissioners will have replaced John Miller the longest serving commissioner who term limited out after 7 years in office and Phil Chapman who declined to run for a second term. Miller, who also served as Mayor for 3 of the past 4 years, has been replaced as Mayor by Commissioner Mike Lednovich during the FBCC's reorganization meeting on December 15, 2020.

Under **Martin's** leadership, the City has experienced a variety of changes, some more subtle than others. From a media perspective, the City has become much more transparent. The City has established a presence on social media, including Facebook, Instagram, and Twitter. Meetings of not only the City Commission, but also of advisory boards are live streamed and closed captioned. Full agenda packets are available online days in advance of FBCC meetings.

Early on in his tenure, **Martin** began his practice of providing a weekly column to local media. This column has helped the community get to know him better and helped him communicate facts about many important City projects and plans that are sometimes inaccurately presented on social media. In order to further educate the public on how municipal government works in Florida, **Martin** has regularly offered his Government Academy through the Nassau County Council on Aging. Many people, keen to better understand why government does or does not "work like private business," have taken these classes. But despite the best efforts of **Martin**, City officials and local media, many people still do not seem to understand how government works. When we asked **Martin** what his biggest frustration is as City Manager, he replied after some thought, "The unfamiliarity of some citizens as to how local government operates." He expressed regret that Facebook and other social media appear to dominate "the news," leaving the government and responsible local media in the position of trying to overcome erroneous rumors with facts. **Martin** disagreed with the comment that most citizens don't care, instead indicating that they are likely satisfied with most programs, services, and the direction of the community. "That doesn't mean," he added, "that opportunities to improve cannot be explored." **Martin** is extremely proud of the City workforce, pointing to the good work done by workers who have been with the city for many years and recent hires. Under his direction, new hires have assumed leadership of many departments: Airport, Building, Finance, Grants, Human Resources, and Stormwater. But **Martin** acknowledges that the City has also lost years of experienced

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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leadership and service with retirements over the last 5 years. Most recently, long time Utilities Department Director John Mandrick retired. His function has been taken over by Mr. Charles George, designated as the City Engineer, who also serves as project engineer for significant activities that cross department lines, such as the downtown waterfront.

In addition to citing City staff, **Martin** also praised the City Commissioners who have worked hard over the past 5 years to put aside any personal differences to move the City forward. “Despite differences in approaches to problem solving,” **Martin** said, “most of the decisions coming out of this recent Commission took the form of unanimous votes. These Commissioners were determined to address long standing problems, like opening the Alachua rail crossing, waterfront resiliency and improving the downtown waterfront. While progress has not necessarily been as fast as they or the public wanted, they have continued to “move the ball down the field.” **Martin** also cited progress in the areas of conservation, attributable to public demand expressed through their elected commissioners and a successful voter referendum, which strengthens the City’s commitment to preserving recreational and conservation lands via a charter amendment. Also, after many years of debate and controversy, the City has opened a new airport terminal, which has been well-received by the flying public. In looking to the future, **Martin** expressed hope that intergovernmental relations will continue to improve. He said that on the staff level, City and County staffs have been working well together. But frustrations in dealing with the Ocean Highway Port Authority continue. **Martin** noted that a successful Port operation can be a key economic asset to the City if the elected boards can work out their differences.

Other areas that will require attention in the near-term relate to City facilities. The City has invested significantly to improve the Peck Center Building. However, to prevent significant damage from water intrusion, the brickwork needs repointing. The City is pursuing a grant to help in that regard. The Atlantic Avenue Recreation Center, built in the 1950s, needs attention, as does City Hall, which has been remodeled significantly since its construction over a hundred years ago, to accommodate modern office needs and requirements of new technology. A new fire station is being planned to better serve developments and newly annexed areas in the southern part of the City as well as the Airport. Another area the City must address in the near future is accommodating growth in Bosque Bello, the only municipal cemetery. The City will jump start stalled plans to build a columbarium to reflect new burial practices and extend the physical life of Bosque Bello beyond its current space set to expire in 2025-27.

“For a ‘small’ city, Fernandina Beach has many things going on. It is sometimes difficult to keep the attention of Commissioners and the community focused on stated priorities before jumping into additional projects,” said **Martin**. “Nonetheless, it is certainly worth recognizing that while styles differ, everyone desires a strong and vibrant community.” City Manager **Dale Martin** can be seen regularly out and about in the community. He actively participates with the regional Florida Council of Cities and serves on Nassau County’s Veterans Court. He is an active member of the First Presbyterian Church. He and wife Lisa, who works for the Nassau County Council on Aging, continue to express their joy at living and working in Fernandina Beach. “This is a wonderful, special place,” **Martin** said, “and our happiness in living here grows with each year.”

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://fccma.org/2020/10/meet-dale-martin-city-manager-fernandina-beach/>

FCCMA  
October 2020

**Meet Dale Martin, City Manager, Fernandina Beach**

**How long have you been a FCCMA member and why did you join?**

I became a member of FCCMA following my appointment as the Fernandina Beach City Manager in December, 2015.

**Are you an ICMA member, why did you join, and how long have you been a member?**

I have been a full member of ICMA since 1996 when I began my city management career.

**Please describe your areas of formal/advanced education.**

I received a Bachelor's degree (1985; Political Science) from Alma College and a Master's degree (1990; Public Administration) from Oakland University. While completing my degree at Oakland University, I also received a U.S. Army commission as an infantry officer in 1989.

**Why did you select a career in public service?**

I enjoy the different daily challenges of local government- not very many days end the way they started or as planned. The people and the issues are both interesting and challenging (and something unexpected appears frequently).

**Have you always been in the public sector or have you had experience in the private sector?**

While working during my college years, I worked in retail management. Immediately after completing my Master's degree, however, I entered active military service and then transitioned into local government afterward.

**Please describe your typical day.**

I am an early riser, so I review my messages and schedule well before getting to City Hall. I typically have a formal meeting with at least one city commissioner and two or three department directors each day. My immediate staff keeps me focused on routine tasks: reviewing invoices, personnel actions, telephone and email exchanges. I expect my typical day is not much different than most other city managers. Fernandina Beach government offices are not centralized, so I take advantage of opportunities to get out to other locations.

**What is your favorite part of the job?**

Introducing people to local government, especially how it operates. With so many varying forms of local government, local government is rarely introduced to students, so most residents are unfamiliar with how everything fits together, especially at budget time.

**What is your least favorite part of the job?**

Contending with the proliferation of misinformation on popular social media platforms.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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**What is your most memorable experience on the job?**

Getting hired. This is a very challenging profession and the caliber and capabilities of fellow managers is incredible. To be selected and entrusted with the future of a community is a high calling and we should always remember that trust placed in us by the elected officials and residents.

**What are your hobbies/interests?**

I collect and play board games. I have nearly 700 games in my collection.

**If you could give one piece of advice to people interested in a career in public service, what would it be?**

It is a wonderfully challenging and rewarding career. Everything you do, though, plays out in the public arena, so grow a thick skin and an even stronger sense of integrity. Develop a keen sense of political acumen- you may not be a politician, but you most assuredly operate in a political environment.

**Who were your mentors and how have you passed this information down to other aspiring public administrators?**

Ironically, due to the relative isolation of most of my communities, I didn't have a manager mentor. My most significant mentors during my early career were the various mayors with whom I worked. They all provided me with insight into the community and the job, letting me grow, make mistakes, learn and lead.

**Do you have a story you can share about how being a member of FCCMA has helped you or impacted you in a positive way?**

The FCCMA has enabled me to integrate well into Florida. I know that many other managers like me have transitioned to Florida from other states and it has been interesting to renew acquaintances from previous career locations. It has been helpful to have experienced Florida peers to reach out to as part of the transition.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://fernandinaobserver.com/general/city-manager-asks-governor-state-and-federal-officials-for-help/>

Fernandina Observer  
October 3, 2017

**City Manager asks governor, state and federal officials for help**

Author: Suanne Z. Thamm

Fernandina Beach City Manager **Dale Martin** and city staff have been working with FEMA officials for many months attempting to get the go-ahead to begin costly repairs to the City Marina due to Hurricane Matthew's damage last year. Despite verbal agreements and cooperation from FEMA officials in developing plans to repair the damage, there has been no formal approval from FEMA not only for planned repairs but to reimburse the city for the cost of debris clean up in the aftermath of the hurricane.

Fernandina Beach is not alone among Northeast Florida communities trying to unblock the flow of approvals and reimbursements from FEMA. Daytona Beach, St. Augustine and Jacksonville have all expressed similar frustrations. Any community that begins repairs without express FEMA approval runs the risk of losing the 75 percent reimbursement. When a small community like Fernandina Beach is looking at several million dollars' worth of repairs, that becomes an unacceptable risk.

At the request of the Fernandina Observer, **Martin** provided the letter below, which he has sent to Florida Governor Rick Scott with copies to: Honorable B. Nelson, United States Senator; Honorable M. Rubio, United States Senator; Honorable J. Rutherford, United States Congressman; Honorable A. Bean, State Senator; Honorable C. Byrd, State Representative; and Mr. Bryan Koon, Director, Florida Division of Emergency Management. **Martin** wrote the letter on September 22, 2017, and to date he has received an acknowledgment from Congressman Rutherford's office.

The letter appears below:

Honorable Rick Scott  
Governor, State of Florida  
The Capitol  
400 S. Monroe Street  
Tallahassee, FL 32399-0001

Dear Governor Scott:

Thank you for your visible leadership during Hurricane Irma. Although the City of Fernandina Beach incurred minimal damage (especially in relation to other Florida communities), the City has several concerns which require immediate attention.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The City has yet to receive any reimbursement funding from the Federal Emergency Management Agency (FEMA) or the State of Florida as the result of Hurricane Matthew (October, 2016). Appropriate documents have been submitted to both agencies over six months ago, but no funding has been provided. Most importantly, the City's marina, a key economic facility for the community, remains significantly inoperable due to the lack of federal and state coordination: with repairs estimated at approximately \$6.5 million, the City will not commence replacement of that facility until formal notice is provided by FEMA that the expenditures will be reimbursed. Florida's first maritime facility for traffic from the north has been embarrassingly inoperable for a year: no food, no fuel, no dockage for transient boaters. City officials, businesses, and residents are frustrated with the lack of response following Hurricane Matthew.

The City is now clearing debris from Hurricane Irma. Because of the significant debris throughout several states resulting from both Hurricane Harvey and Hurricane Irma, the availability of personnel and equipment is extremely limited. In order to remain eligible for disaster response funding (albeit with substantial delays for reimbursement, if at all- see previous paragraph), the City will likely have to engage in a lengthy process to pursue and revise debris removal contracts before debris is cleared. The frustration with the federal and state agencies has reached the point that for the interest of community health, safety, and welfare, the City will likely utilize internal resources for debris removal and later pursue an appropriate claim for reimbursement. City officials simply have limited (or even lost) faith in those agencies to provide the support and financial resources following Hurricane Irma when such support and resources following Hurricane Matthew have yet to materialize.

Sincerely,

**Dale L. Martin**  
City Manager

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://fernandinaobserver.com/general/fbcc-votes-4-1-to-approve-3-percent-pay-raise-for-city-manager/>

Fernandina Observer  
December 7, 2016

**FBCC votes 4-1 to approve 3 percent pay raise for city manager**

Author: Suanne Z. Thamm

Fernandina Beach City Commissioners voted 4-1 to approve a 3 percent pay raise for City Manager **Dale L. Martin** following completion of his first year on the job. The FBCC authorized the same pay raise for their other two Charter Officers—City Attorney Tammi Bach and City Clerk Caroline Best—at a previous meeting this fall.

Vice Mayor Len Kreger was the only commissioner not to support the motion made by Commissioner Tim Poynter and seconded by Commissioner John Miller. Kreger acknowledged that during his earlier evaluation he found that **Martin** met all the requirements and exceeded in the area of ethics. However, he felt that he had not seen “sufficient things happening yet based on commission goals” to support an increase at this time. “Don’t mistake this for a lack of confidence,” he stressed. “And I’ve discussed this with the City Manager.”

Poynter said that he believed that during the past year there had been many opportunities to test the city manager’s ability. He credited the city manager’s leadership in the city’s rapid recovery from Hurricane Matthew. “I think it’s appropriate now to send the message that we appreciate what he’s done, that he reaches out to the community, something we’ve sorely lacked in the past, and his Weekly Column that gets sent to the media.”

Poynter originally moved a 4 percent raise, but following a question from Commissioner Roy Smith, City Manager **Martin** clarified that the other Charter Officers had received a 3 percent raise. Poynter and Miller amended their motion and second to reflect the lower amount.

Mayor Lentz told **Martin**, “I really appreciate the job you do, and I will be voting in support of this. We still have things to accomplish, but we are getting stuff done. I appreciate you keeping your word about communicating with the community with your Weekly Column. I get so many compliments on that; people really enjoy it.”

Before the vote, **Martin** was recognized to speak. “I truly appreciate the support,” he said. “Commissioner Kreger and I did have a discussion, and I did not take that as a lack of confidence. From a personal standpoint, this last year has been a wonderfully rewarding experience. You have no idea how effective the five of you can be—the way you treat each other, the way you carry on your dialog ... It’s a joy to work with you, with all of the staff, and I look forward to ‘getting the things done.’” The FBCC voted 4-1 to support the 3 percent pay raise.



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://fernandinaobserver.com/general/cancellation-of-beach/>

Fernandina Observer  
May 26, 2016

**Cancellation of Beach BBQ and Bluegrass Festival – “Due to the lack of financial controls . . .”**

Author: Susan Steger

City-seal2Due to the lack of financial controls associated with the Beach BBQ and Bluegrass Festival, City Manager **Dale L. Martin** has cancelled the June 10-11 event in Fernandina Beach.

According to the event pamphlet, participants and vendors were instructed to “Make checks payable to Jay Robertson.” Since the event was described as a City event, **Martin** believed that checks made to a specific individual, rather than to the City of Fernandina Beach, created the perception of inappropriate accounting. “Mr. Robertson was aware of special event funding issues related to previous events and exhibited exceptionally poor judgement in soliciting checks made to him personally rather than to the City,” said **Martin**. “Proper accounting for all City Parks and Recreation special events needs to become more structured and professional. Those activities are subject to review by the City’s auditors and our recordkeeping has been poor. I have higher expectations for City staff.”

As of Wednesday morning, the Parks and Recreation Department reported that approximately \$1,000 in fees had been received for the event: \$450 from vendors, \$120 for BBQ team entries, and a \$500 sponsorship donation.

The City Commission had scheduled a workshop dedicated to Special Events on June 14, but with the likely absence on that date of Vice Mayor Robin Lentz, **Martin** has indicated that the workshop will be re-scheduled to allow for Lentz’ participation.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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<https://fernandinaobserver.com/general/fernandina-beach-welcomes-new-city-manager-dale-l-martin/>

Fernandina Observer  
December 2, 2015

**Fernandina Beach welcomes new city manager Dale L. Martin**

Author: Suanne Z. Thamm

Before a packed house at the Fernandina Beach City Commission on December 1, 2015, City Clerk Caroline Best administered the ceremonial oath of office to **Dale L. Martin**, the new city manager. **Martin** had been unanimously selected in September to replace city manager Joe Gerrity, who departed the position at the end of FY2014/15.

**Martin**'s first official day on the job was Monday, November 30. On his second day on the job, he attended both the FBCC meeting and a joint FBCC/Ocean Highway and Port Authority (OHPA) meeting.

**Martin** came to his new position from that of town manager in Winchester, CT, where he oversaw an annual budget of \$33M and a staff of 75 that served a community of 11,000 people. He earned a Masters Degree in Public Administration (MPA) from Oakland University in Rochester, MI. He has nine years of experience as a city manager in addition to four years of military experience with the U.S. Army. He has achieved the status of credentialed manager from the International City and County Managers Association (ICMA). Additionally, **Martin** has served as a member of the 103-member Presbyterian Disaster Assistance National Response Team since 2010.

Although holiday poinsettia plants blocked the audience view of both commissioners and the new manager, Mayor Ed Boner remarked that City Manager **Martin** had been taking extensive notes during the meeting and jokingly warned him of Florida's public records laws. That did not deter **Martin**, who according to another commissioner, noted all the items that came up during the 3-hour meeting that required his action.

The Fernandina Beach City Hall audience extended a warm welcome to **Martin**, who hopes to settle on his new home in Fernandina Beach soon.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
November 19, 2015

**'A desperate-looking town' - The people sold town manager on Winsted**

Author: Kurt Moffett

Town Manager **Dale L. Martin's** recalled that first impression of this town was not a positive one. **Martin**, speaking at a farewell reception for him on Wednesday night, recounted how he ended up here in 2011. He said he decided to drive through town on his way to Vermont for a job interview in January of that year. "It was the most ugly, desperate-looking town," he said. **Martin** added that he told his girlfriend, Lisa, the town looked like it was "waiting for someone to throw it a life preserver."

But after he was not offered a job in Vermont, **Martin** received a call from Winsted that he was a semifinalist for the town manager's job here. When he was named a finalist, he said he told the selectmen that he really wanted to interview for similar jobs in Wisconsin and Iowa before he made a decision. He had applied to 113 towns nationwide. **Martin** said Mayor A. Candy Perez called him two days after his interview and said the selectmen were not going to let him make them wait. The selectmen wanted to hire him and he had two days to decide whether to take it.

He said he has never regretted not interviewing in Wisconsin or Iowa. A Michigan native, **Martin** said he loves New England and the people of Winsted convinced him that this was the place to go. "What sold me on the town was when I came back, and I got to talk to the people and got to know them," he said. **Martin**, whose last official day here is Friday, is moving to Fernandina Beach, Fla., where he will start his new job as city manager there on Monday. He said he applied to jobs nationwide, from Maine to Alaska, just as he did in 2010-11.

Charlene LaVoie, the community lawyer employed by the Shafeek Nader Trust for the Community Interest, hosted **Martin's** reception in place of Ralph Nader, who could not attend. She credited **Martin** with bringing stability to the town manager's office and a higher level of professionalism to town departments. She also praised him for putting an end to the thievery of former longtime Finance Director Henry L. Centrella Jr., who is serving an 11-year prison sentence for stealing more than \$2 million from the town. He did all this despite the selectmen nearly firing him in September 2014, LaVoie added.

The town needs to ignore the naysayers, **Martin** said, and make sure that more residents with a positive outlook speak at public meetings and get involved with town activities and organizations. Too many of them have decided not to get involved because of the intense negativity from a few people, he added. **Martin** said it is bittersweet to leave Winsted because of the friendships he has formed here, but the Florida job is "a wonderful, exciting opportunity." Fernandina Beach has a successful and historic downtown, the coffee and ice cream shops are full of customers at 9 p.m., and it has a working seaport, he noted. "It's definitely an interesting community and I think it'll be a lot of fun," he said.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
June 9, 2015

**Auditors - will pay - Winsted - \$300,000 - Settlement stems from - Centrella case**  
Author: Kurt Moffett

Blum Shapiro of West Hartford, the town's former auditing firm, has agreed to pay the town \$300,000 in a settlement reached in connection with the embezzlement case of the town's former longtime finance director, Henry L. Centrella. The selectmen authorized Town Manager **Dale L. Martin** in March to sign the settlement agreement with Blum Shapiro. The town released the details of that settlement Monday.

According to a joint statement from the town and the auditing firm, Blum Shapiro detected irregularities in the town's financial statements in 2011 and 2012 that led to the discovery that Centrella was embezzling town funds. Centrella was convicted in 2014 and subsequently sentenced to 11 years in prison for stealing more than \$2 million in municipal funds.

That same year, without commencing legal action, the town claimed that Blum Shapiro auditors failed to detect Centrella's embezzlement earlier, causing it to sustain monetary damages. Blum Shapiro denied the town's allegations and pointed out that it had been warning the town through management letters that the lack of segregation of duties in the finance office could lead to fraud. The firm also stated that any claim the town may have had was barred by the applicable statute of limitations, which sets time limits on claims. Blum Shapiro also asserted that the town had not fully paid the firm for the 2011 audit and certain forensic accounting services it provided at the town's request in the wake of Centrella's embezzlement.

The settlement was thus made "to avoid a potentially protracted and extremely costly litigation," the settlement release states. The agreement called for Blum Shapiro to pay the town \$300,000, with \$100,000 of that going to an outside firm that represented the town. **Martin** could not recall the name of the firm. Blum Shapiro also agreed to waive a \$100,000 bill the town owed the firm, **Martin** said. The \$200,000 goes into the town's reserves, **Martin** said.

The town is still attempting to sell Centrella's former house at 198 Gilbert Ave. It has been on the market for \$149,000, but **Martin** said the town will likely have to agree to drop the price.

The town had a civil suit pending against Centrella in Litchfield Superior Court that had sought further reimbursement via his assets. That is now withdrawn. Centrella, however, gave up his former home, his last known significant asset, as well as the \$92,000 he invested in his pension and any sick and compensatory time accumulated in three decades on the Town Hall payroll, as part of his plea deal. The town was looking to recover up to \$7.5 million it believes Centrella stole.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
May 11, 2015

**New chief eager to take on challenges**  
Author: Kurt Moffett

For the town's new police chief, the challenge of transforming a police department is more important than staying in his hometown. William T. Fitzgerald, a lifelong resident of Newport, R.I. who has worked for his city's police department for 31 years, is to be sworn in at 1 p.m. on Thursday at Town Hall. The Winsted Police Department has not had a permanent chief since Robert M. Scannell resigned in October to become Watertown's town manager.

Fitzgerald said Winsted Town Manager **Dale L. Martin**'s positive attitude, despite the numerous obstacles he's faced, was a major factor in his decision to take the job here. **Martin** was nearly fired last summer. "I looked at that and went, 'Wow, that's the kind of guy I want to work for,'" he said.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
March 29, 2015

**Owen Canfield: Martin, Carbone dance for charity**

Author: Owen Canfield

Last night, in a local version of “Dancing with the (Northwest CT) Stars” at Crystal Peak in Winsted, the most prominent “stars” were Torrington Mayor Elinor Carbone and Winchester Town Manager **Dale Martin**. “I hope to keep from completely embarrassing myself,” **Martin** said Friday, from his Main Street office in Winsted. “It should be fun,” said Carbone from her Main Street office in Torrington.

Because of Saturday night’s newspaper deadlines, this column had to be submitted earlier, and I cannot report on the results. But I’ll bet it was fun, and I’ll bet **Martin** did not embarrass himself. Jay Cohen of the Winsted YMCA, who was also a contestant, is the guy who proposed the show. It was a fundraiser to benefit YMCA charities. I’m thinking there should be more friendly little jousts like this between neighboring towns. The more interaction, the better.

Two others were scheduled to compete as well: Cathy Coyle, executive director of Brooker Memorial and Sandy Conforti, AVP/Branch Manager of Northwest Community Bank. I don’t know if the mayor had the opportunity to practice with her dance partner, Nathan Evans of Hartford Ballrooms, but **Martin** said he has been brushing up on his rug-cutting with his partner, Amy Wylie of Steps in Time in Canton.

A Michigander, 52, who graduated from Alma College in that state, **Martin** got his masters degree in public administration from Oakland College in suburban Flint. He started in municipal management in 1996. He’s been on the job in Winsted for what will be four years on April 11. The town manager says he was not impressed by Winsted when he first saw it. It was winter, and the sand and splashed snow banks along the sides of the street made it appear dingy, rough and ragged. It was Super Bowl weekend. But, having been invited back, his next visit changed his mind. He said he was on his way to Vermont to explore another job opportunity. It was mild and summery and, passing through Winsted, he was charmed by the pleasing ambience. “More than anything, it was the people here that attracted me,” he said. “Warm and friendly, and it made me excited to work here.”

Winsted people are like that. When there were no funds to erect Christmas decorations on Main Street last year, a group of citizens got together and did the job themselves. “That was indicative of the volunteer spirit of the people in this town,” **Martin** said. Winsted is a little community that can use every victory it achieves. When a former long-time city employee, now in prison, swindled the city out of practically every penny in the treasury, hard work and innovative methods were used to keep the community afloat. The town came through it. **Martin**’s tenure was almost interrupted when five members of the Board of Selectmen voted to oust him because, they said, they wanted “to go in a different direction,” according to **Martin**. Five others voted

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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with them and he appeared to be finished. “But then there was an election and those five were replaced and our political differences disappeared,” he said.

**Martin**’s favorite form of relaxation is – take a guess. Who said, “collecting and playing board games.” It’s true. **Martin** said, “I’ve been doing it for quite a while. I have over six hundred of them. None of these are electronic games, all dice and cardboard. One night a week I get together with some other men and we have soda and snacks and play board games. There are between three and six of us at these meetings. They’re from Torrington, Waterbury, Kent and Winsted. They are also collectors but none have as many games as I do.” **Martin** has three daughters and the woman he calls his partner, Lisa Fisher, has two daughters. They live — where else? — in their favorite little town, Winsted.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
March 9, 2015

**Local News**

Author: Unknown

**WINSTED**

Town manager named to serve on regionalization committee

Town Manager **Dale L. Martin** has been appointed to serve on a committee to aid the General Assembly. The committee has been tasked with finding opportunities and regionalizing services that will save municipalities money.

The committee, dubbed the MORE Commission (Municipal Opportunities and Regional Efficiencies), consists of legislators, first selectmen, town managers and other government leaders. **Martin** said he intends to attend the weekly Tuesday morning meetings in Hartford until the end of the legislative session in early June.



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
March 6, 2015

**Bertnagel mug, Martin mug**  
Author: Unknown

Winsted  
Town rates highly in survey of top places for young families

An online source for information, insight and consumer-driven advice about personal finance has ranked this town as one of the top 10 communities to live in the state for young families.

The website, NerdWallet, ranked Winsted the eighth best place for young families to live. NerdWallet based its rankings on home affordability; prosperity and growth; quality of education; family friendliness; the percentage of families with school-age children and the poverty rate for young children.

Town Manager **Dale L. Martin** said he wasn't very familiar with NerdWallet's methodology, but he feels the town should try to take advantage of that piece of "good news" to better market the town. "It's interesting to see and pleasing to see that an objective, distant agency or entity ranks us so highly," he said.

NerdWallet's top 10 communities in Connecticut for young people are Simsbury, Trumbull, Kensington, Glastonbury, Orange, Wethersfield, Newington, Winsted, Portland and North Haven.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Citizen Register  
February 10, 2015

**Winsted's town manager to partake in all six Penguin Plunges in Connecticut**

Author: Ryan Flynn

Six Connecticut towns, Winsted included, host an annual Penguin Plunge. The rules elsewhere are the same as they are in the Laurel City: participants raise \$100 and then dive into ice-cold water during the winter months, all for a good cause. Last year, Town Manager **Dale Martin** wore a cheap tuxedo, which he said he bought for \$5 at a Good Will store and a shirt donated from Men's Wearhouse. He took the plunge at Highland Lake, as he will again this year. But this year, he isn't settling for just one dive. **Martin** will be taking the cold, wet plunge six different times. "I don't think anybody's done it before," **Martin** said this week.

**Martin** made the first splash two weeks ago, joining in on Farmington's plunge at Winding Trails. In Farmington, participants run from the beach into the water, rather than diving into a carved hole in the ice as is the case in Winsted. This time around, **Martin** said he'll go with a T-shirt instead of a suit, provided by his unofficial sponsor, Morsel Munk. "They gave me a T-shirt," **Martin** said. "They wanted to give me a sweatshirt, but I said hell no, I'm going to sink to the bottom with a wet sweatshirt." **Martin** said it's a fun way to get publicity for the Winsted mainstay, which plans to move in March or early April. Morsel Munk pledged some money to support the cause.

All Penguin Plunge donations benefit the Special Olympics Connecticut, helping fund the group's competitions and year-round training. **Martin**'s next cold-water vault will be on Feb. 21 at Crystal Lake in Middletown. Following that, he'll have to dive three times in one weekend—twice in one morning alone—when he plunges in Winsted, Madison and New London. Due to the recent snowstorms, these three Penguin Plunges were all rescheduled and happen to fall on one weekend. On March 7, **Martin** will be participating in both Winsted's annual plunge at Highland Lake and Madison's plunge at Hammonasset State Park. Both begin at noon. **Martin** said he'll have to jump early in Winsted in order to make both events. "I'm going to have to register at 10, jump in at 10:30, change, get in my car, drive to Madison and then jump in down there," **Martin** said. The next day, he'll dive again in New London. The sixth and final Connecticut plunge is March 14 at Compo Beach in Westport.

According to Sharon Pelkey, the director of special events for Special Olympics Connecticut, rescheduling three of the six plunges came down to safety. With road cleanup occurring and a possibility of frigid, minus-degree temperatures, the Special Olympics Connecticut staff decided that holding the event could be a risk to divers and bystanders. "We just really thought it was in the best interest to push it off," she said. Pelkey said she had not heard of anyone ever doing all six plunges before. "It's kind of a challenging thing to do because there are three in one weekend," she said. "I would probably say try to plan ahead accordingly and bring lots of dry and warm clothes."

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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On March 7 in Winsted, registration starts at 10 a.m. and the plunge is at noon. Participants need to raise a minimum of \$100 to take part. In addition to the awards for top fundraisers and best costumes, participants can receive incentive prizes for their fundraising efforts. “It’s just a great organization,” **Martin** said. “I’ve got the time and the ability to help support them so I’m going to do it.”

Participants can register for the plunge at [www.soct.org](http://www.soct.org). For more information, call 203-230-1201 or email [specialolympicsct@soct.org](mailto:specialolympicsct@soct.org).

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
January 30, 2015

**Workshop held on plan for Winsted's future**

Author: Kurt Moffett

The Board of Selectmen on Thursday night held its first workshop for developing a strategic vision for the short-term and long-term plans of the town. With Town Manager **Dale L. Martin** guiding the discussion, selectmen for two-and-a-half hours talked about the town's strengths and weaknesses, and what they think its priorities should be.

Selectmen said economic development is key to growing the tax base and thus increasing the revenue needed to fund badly needed infrastructure improvements. The question is: how to get there? There was general consensus that the town likely would benefit from hiring a planner, a consultant from a regional agency or a private contractor. "If you bring someone in and they have some success, then that's when the community begins to see the leadership, the vision and professionalism," Selectman Glenn S. Albanesius said. Albanesius said the town's struggles primarily are due to a lack of leadership and vision. He cited the Gilbert School as a place where there has been good leadership and how the move to bring the seventh- and eighth-grades there in 2011 has proved to be successful. Selectman Steven A. Sedlack, who chairs the Gilbert School Corp., largely agreed with Albanesius but added that town boards need to let the "leaders lead." Albanesius expressed concern that if the town does bring in an economic development consultant who wants to make changes, there will be resistance from those who don't want change.

**Martin** said he does not think there will be much resistance. He said the key is unity from the selectmen. "If you have consensus, they will follow your lead," **Martin** said, adding the same is true for town employees. If they see rancor and division, they will "hunker down" and continue operating as they always have. But he said he thinks town employees are beginning to see some stability with the current board and are "very open and receptive" to change.

**Martin** noted, however, that some veteran employees still are adjusting to life without former longtime Finance Director Henry L. Centrella, who is serving 11 years in prison for stealing more than \$2 million from the town. His successors over the past two years have changed policies and procedures to make sure there are checks and balances on financial transactions.

**Martin** said another key factor is staff turnover. The town has had several personnel changes in key positions, from the finance director to public works chief to the head of recreation. It takes time for them to get situated before they can pick up where their predecessors left off and implement changes that will benefit the town.

Mayor Candace Bouchard said the town needs policies that will direct how town leaders invest taxpayer dollars. Selectman A. Candy Perez said the town not only needs goals, but also an understanding of the steps required to meet those objectives.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
December 22, 2014

**Local News**

Author: Kurt Moffett

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Even putting up decorations can generate acrimony aplenty

Winsted Town Manager **Dale L. Martin** was feeling some heat again last week. **Martin** was criticized for saying that the town was not decorating downtown Main Street for Christmas because the decorations the town had were in poor condition and did not set aside money in the budget to replace them and/or put them up. Volunteers, however, did find the decorations that were used last year and put them up themselves on Dec. 13. Some of the decorations were not the town's so-to-speak - the lights were purchased by the Economic Development Commission and were intended to be up year-round on the trees along the Main Street median and the red bows were purchased by the Friends of Main Street.

Stephen Kosinski, who rarely attends a selectmen meeting without commenting, said the volunteers "showed who has true colors and heart for the town and who doesn't." He called **Martin** a procrastinator and said he has no faith in his ability to help the town spark badly needed economic growth. Later in the meeting, he asked the selectmen to draft a proclamation of no confidence in **Martin**. He said he would start a petition if necessary. Kosinski, who calls himself captain for his military service, yelled at **Martin** at one point because he was looking down while he was writing. "**Dale**, look at me!" he said. "Put your eyes on me and look me in the eye!" Mayor Candace Bouchard interjected and told Kosinski to stop.

Earlier in the meeting, **Martin** thanked the volunteers and David G. LaPointe, specifically, for organizing them to put up the decorations. He also thanked the 40 people who participated and donated toward the YMCA's "Freezin' for a Reason" at East End Park on Dec. 12. **Martin** was one of those who stayed in the park overnight to raise awareness about homelessness. **Martin** also thanked those who donated toward the police department's "Stuff a Cruiser" toy drive. He said Sgt. Kevin Kinahan, who is serving as interim chief, told him that the equivalent of three cruisers were filled with toys and gifts for needy children. "I think the weekend brought the best out of the town of Winchester, especially the people," he said. "We get a bad rap a lot of times but the town's really about the people and I think people stepped up over the weekend. It should be a good Christmas."

**Martin**, who was hired in March 2011, was suspended for 30 days with pay over the summer by the Republican majority on the selectmen, primarily because of his dealings with a felon who was involved in a failed purchase of the former Lambert Kay pet supply factory, which the town owns. He survived possible termination when a Democratic candidate took one of the Republicans' seats in a special election on Sept. 13. At least five selectmen need to support termination. After the special election, the Republicans had only four members on the board. The Democrats support **Martin**.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
October 10, 2014

**Police officer sues town to get former rank back**

Author/Byline: Kurt Moffett

WINSTED - A 20-year veteran police officer wants to be reinstated as a sergeant, according to a lawsuit he has filed against the town, the town manager and the former police chief. Patrolman Christopher Skinner claims that former Police Chief Robert M. Scannell, who starts his new job as Watertown's town manager on Tuesday, has effectively reduced his chances of a promotion by failing to evaluate him in the process of assigning shift supervisors.

In the lawsuit, filed in Litchfield Superior Court, Skinner said that when a shift lacks an available sergeant and is comprised only of patrol officers, the chief selects one of the officers as the supervisor, known as the officer-in-charge, or OIC. An agreement reached between the police union and the town in 2008 calls for the chief to consider the officer's performance and skills based on the feedback and comments of the officer's previous supervisor or sergeant, and the deputy chief; the chief's own observations and any disciplinary actions the officer received during the previous 12 months. The OIC "earns a higher rate of pay than the other patrol officers, gains experience in a supervisory role and creates a record of his or her supervisory capabilities," Skinner states in his suit.

Currently, the department has only one officer with a rank, Sgt. Kevin Kinahan, who is now the acting chief. There are 15 patrolmen. The department should have three patrol sergeants, one per eight-hour shift. Kinahan is not a patrol sergeant. Town Manager **Dale L. Martin** told selectmen this week that the Civil Service Commission intends to hire a firm to give a sergeant's exam to those who apply for the promotions.

Skinner was a sergeant for five years before former Chief Nicholas A. Guerriero demoted him in September 2010. The demotion stemmed from an internal investigation into the misappropriation of police union funds. The investigation focused largely on the late Philip "P.J." Bialoglowy, the former police union president who committed suicide seven months before that. Skinner, who was the union treasurer, was one of three officers who knew Bialoglowy had withdrawn funds from the union account for personal use.

Skinner states in his suit that as treasurer he authorized a check for \$500 that Bialoglowy had made payable to himself. Bialoglowy explained to Skinner, Sgt. Thomas Kenney, now retired, and Officer Michael Roy, now union president, that he was behind on his mortgage and intended to replace the funds. The \$500 was replaced a few days later. Skinner states that he, Kenney and Roy did not report the incident because they considered what had transpired a union matter and they were satisfied that the funds had been replenished. Roy has said they were unaware that Bialoglowy had actually written himself four checks totaling \$2,950 and had repaid just \$450, leaving the account with only \$200 at the time Bialoglowy died.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Guerriero agreed with Skinner that the check incident was a union matter, Skinner's suit states. But after a resident complained to then-Town Manager Wayne W. Dove that no action had been taken, Guerriero contacted state police and the state's attorney's office. He did this "without asking union membership whether it wished to file a complaint and publicly discredit (Bialoglowy) when the matter already had been resolved....," Skinner states.

Guerriero, who officially retired two days after he demoted Skinner, has said the findings from the internal investigation cleared him of knowing about the withdrawal from the union account until he received the complaint from Dove. He said Bialoglowy would have been subject to arrest if the union had reported the missing money to state police, but it was a breach of department policy not to report it. Bialoglowy died the day state police had planned to interview him about the missing funds. He was 39 and a 13-year veteran of the force.

Guerriero assigned Scannell, who was then deputy chief, to conduct the internal investigation. According to Skinner's suit, Scannell found that Skinner, Roy and Kenney had violated department rules and recommended one-day suspensions for each. He also recommended demoting Skinner. The police union filed a grievance against Skinner's demotion that was denied by Scannell and Dove. The union subsequently filed for arbitration with the state Board of Mediation and Arbitration.

The union, Skinner and the town agreed to a settlement on July 31, 2012, whereby Skinner remains a patrolman but at a sergeant's salary. Skinner's annual base salary under the recently approved police contract was not available, but under the previous contract it was \$61,617. Skinner in his suit states that the settlement agreement did not preclude him from taking any promotional exams and purged his disciplinary record for his actions related to Bialoglowy from his personnel file. He stated he has sought the OIC assignment numerous times, but Scannell never chose him for the position. Skinner stated that he feels Scannell was still penalizing him for his actions regarding Bialoglowy. Scannell could not be reached for comment Thursday.

Skinner subsequently complained to **Martin**, the town manager, in April. **Martin** wrote back that the chief has sole discretion over who is assigned as an OIC. Skinner states that **Martin** abdicated his responsibility by not enforcing the OIC assignment selection criteria. **Martin** declined to comment Thursday.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

The Register Citizen  
September 15, 2014

**Suspended Winsted town manager reinstated**  
**Selectmen vote to end Martin's suspension following special election**  
Author: Ryan Flynn

Suspended Town Manager **Dale Martin** has been reinstated, effective Friday. No longer controlling enough votes to fire **Martin** later this week, the Republicans on the board have conceded the fact that **Martin** will remain the chief official in town. His public hearing, originally scheduled for Thursday night, has been cancelled. Selectman Candace Bouchard made the motion to reinstate **Martin**. When asked after the meeting if she still thinks **Martin** deserves to be fired, Bouchard didn't mince words. "Of course," she said. It requires five affirmative votes to oust a town manager, which the Republicans no longer have after the split ticket results of Saturday's special election for two selectmen seats. The Democrats have supported **Martin** throughout the process. "We would still vote five if there were five," Bouchard said.



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Republican-American  
September 11, 2014

**As Winsted's town manager, Dale Martin has performed admirably**

I would like to offer another view of Town Manager **Dale L. Martin** in response to recent letters from people who wish to see him fired. As a selectman, it has been my privilege to witness **Mr. Martin** at a variety of events and venues throughout his tenure. While some town managers simply attend the required board meetings, **Dale** has gone above and beyond. Let me outline just a few examples to provide a sense of how much he cares about our community. He has supported community events multiple times: freezing multiple times in the Special Olympics' Penguin Plunge; sleeping overnight in East End Park to raise money for the YMCA shelter; and spending sleepless nights providing shelter at the senior center after a horrific ice storm. **Dale** has been a positive ambassador at local and regional functions, such as United Way fundraisers. He often can be seen at Whiting Mills events, American Mural project events and town parades.

I have watched him remain patient with every selectman, no matter the person or party. When others would have gone behind closed doors, **Dale** wanted the doors open. When additional work was added to his plate, such as becoming the town planner, he took on these tasks willingly and never asked for a raise. **Mr. Martin** believes in this town in more ways than most people who have lived here for their entire lives.

True to form, the campaign of Republican Mayor Marsha M. Sterling and Selectman Glenn S. Albanesius, also a Republican, has been providing part of the information while omitting the rest of what he has done well. Yes, **Dale Martin** was fired from his last job in Davison, Mich. However, "Just two days after the City Council voted to put City Manager **Dale Martin** on paid leave with intent to fire him, petition signatures were filed in the Genesee County Clerk's office to recall five councilmen, including the four who voted for **Martin's** dismissal," The Flint Journal reported July 28, 2010. The result: "The City of Davison votes to recall four of five city council members" (Nov. 3, 2010, minbcnews.com).

Everyone deserves a fair shake. For **Dale Martin** to have one, I ask that you vote for Democrats Virginia Shultz-Charette and Steve Sedlack in the special election for selectmen Saturday.

A. Candy Perez  
Winsted

The writer is a Democratic member of the Board of Selectmen.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
September 5, 2014

**Suspended Winsted town manager defends himself in letter**

Author: Ryan Flynn

Line by line, point by point, suspended Town Manager **Dale Martin** attempted to debunk the resolution that could cost him his job. **Martin** submitted an eight-page rebuttal to Town Attorney Kevin Nelligan Thursday in response to the resolution selectmen drafted Aug. 14, the night he was suspended with intent to fire. Many of these points will likely be expressed during **Martin's** public hearing on Sept. 18. Just five days after his suspension, **Martin** requested the hearing at 7 p.m. at Town Hall.

In his letter, **Martin** responded to each of the allegations brought against him. **Martin** started by rejecting the notion that he hasn't been transparent with the board, dating back to when Lisa Smith was mayor. "The opportunity for collaborative and transparent dialogue has long been available, but not utilized by many of the current Board of Selectmen," **Martin** wrote. In the resolution, drafted by Republicans on the Board of Selectmen, it is mentioned that the board lost confidence in **Martin's** ability "to lead the recovery from a period of failed oversight."

**Martin** responded stating that the town's recovery from the actions of former finance director Henry Centrella, who pleaded guilty earlier this year to stealing more than \$2 million from the town, has been "substantial in the nearly two years since his suspension, termination, arrest, and conviction." "The Town staff remained focused and dedicated to continue the investigative effort in spite of the open attacks and whispered doubts," wrote **Martin**.

**Martin** went on to list several economic development projects including the new Dunkin Donuts on Main Street, the restaurant which will take over the former Blimpie site and two abandoned downtown mills that are approved for redevelopment. Much of the resolution was centered around **Martin's** failed dealings with XS4D, the Arizona-based gaming chair company **Martin** had negotiated a deal with to sell the blighted, abandoned Lambert Kay property to. The deal eventually fell through, with the middleman brokering the deal revealed to be David Viens, a scam artist from Arizona who had previously spent two years in prison. **Martin** broke down his own timeline of the events. He wrote that he began speaking to Viens on behalf of XS4D in 2013. Viens had previously served the same middleman role in the purchase of Laurel Hills, an elderly care site. Their discussions were confidential, "as with most significant economic development projects." At the same time, **Martin** and the selectmen had begun to pursue grant funding for the site.

In March, **Martin** and various town officials met with representatives for XS4D: David Cusick, a local attorney, and Robert Simmons of HRP Associates. A nondisclosure statement was signed that night by all parties, **Martin** wrote. Shortly thereafter, the town applied for the Small Town Economic Assistance Program (STEAP) grant that it would later receive. In April, the rash of resignations began with selectmen Smith and Robert Vogt. "After Mayor Smith's unexpected

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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resignation, both Mayor Sterling and Selectman [Glenn] Albanesius were provided a summary of the XS4D plan in early April.” **Martin** wrote that in late April or early May he found out about Viens’ background. “Nonetheless, [Viens] had successfully led the effort of another entity to acquire other property in Town, as well as in other areas throughout the northeastern United States, and given the lackluster redevelopment efforts of Lambert Kay over the past 20 years, I believed that the XS4D proposal represented a significant opportunity for the Town,” he wrote.

From here, two proposals for the site were received. **Martin** wrote that “no STEAP funds were going to be provided to the developer,” and that control of those funds would remain with the town. He also wrote that he scheduled the town meeting for citizens to hear the proposal on July 21 — while he’d be on vacation — because having it during a regularly scheduled meeting would “encourage greater attendance.” “The sale had to be presented to a special Town Meeting between 30 and 45 days forward. The only regularly scheduled Board of Selectmen meeting in that window fell upon July 21, during a vacation scheduled months ago,” he wrote.

**Martin** wrote that he doesn’t know how or why Viens and Sterling got in touch the day of the meeting, but blames this conversation for the “confusion” and subsequent meeting postponement. “No Town funds were to be directly dispersed to either Mr. Viens or any XS4D officials: the STEAP funds were to be spent by the Town at its direction,” **Martin** wrote. “The Town Attorney was confident that the Town was adequately protected from financial harm.” **Martin** ended the letter by again extending his offer to meet with any selectmen or citizens at their convenience. “I look forward to continuing to serve the Town and residents of Winchester,” **Martin** wrote, later stating that he will “continue to provide professional guidance to Winchester, irrespective of partisanship and personalities.”

The Board of Selectmen is currently a 5-2 Republican supermajority. Via the charter, it takes five votes to remove a town manager, which means the Sept. 13 special election to determine who will hold Sterling and Albanesius’ seats will likely determine whether **Martin** keeps his job. **Martin**’s response can be seen in its entirety at [RegisterCitizen.com](http://RegisterCitizen.com).

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
August 16, 2014

**Winsted sued over pension**  
**Suspended manager ended police plan**  
Author: Kurt Moffett

Two retired Winsted police officers are suing the town and embattled Town Manager **Dale L. Martin** for ending a police retirement benefit plan at the end of last year. Timothy J. O'Connor, who retired in 2012 after 26 years on the job, and Robert W. Davidson, who retired in 2006 after 26 years, filed their lawsuit in Litchfield Superior Court on Wednesday. **Martin**, who was suspended from his job by the selectmen on Thursday, ended the retirement plan because the costs to cover the retired officers exceeded the amount of money current officers were paying into it and the town could no longer afford to cover the difference.

The selectmen voted 5-2 along party lines to suspend **Martin** with pay with the intention of firing him next month. A hearing where **Martin** can defend his case is set for Sept. 18. While the retirement plan was not listed as a reason for firing **Martin**, Republican selectmen have said they have lost confidence in him, particularly after the failed deal to sell the former Lambert Kay pet supply factory to an Arizona-based entertainment company. In a letter **Martin** sent to retired officers in late October, he cited language in the contract between the police union and the town which states, "In the event no funds are available, no benefits shall be paid."

FORMER FINANCE DIRECTOR Robin L. Manuele, who resigned in April to return to her former job as assistant comptroller for the city of Bristol, said at the time that the deficit for the retirement fund in 2012-13 was \$131,237 and in 2011-12 was \$99,195. The benefit plan was established in 1989. The latest collective bargaining agreement between the town and the police union, effective Dec. 29, 2008, called for the town to contribute \$5 per officer per week and each officer matched that with another \$5. In addition, another \$10 per hour surcharge was added to all outside details, except for town-funded jobs. Officers who retired in good standing were eligible for health benefits.

Manuele said in November that there were nine officers receiving benefits. In 2012-13, the cost of medical premiums were \$159,032, yet the income generated from officers and the town netted just \$7,795, a difference of \$131,237. The town had been covering the difference, but with the town's financial difficulties, it could not do that any longer, Manuele and **Martin** said. The town has had very little money in reserve and has no credit rating, restricting it from borrowing. Town officials largely have blamed the town's financial problems on its former longtime finance director, Henry L. Centrella, who is serving an 11-year prison sentence for stealing more than \$2 million from the town.

**Martin** has said Centrella's thefts had nothing to do with the inadequate funding of the retirement plan. But as finance director, he said Centrella was the trustee of the plan and "he did not do his job" of keeping the town informed of the fund's insolvency.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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ACCORDING TO THE LAWSUIT, O'Connor made "semiannual \$520 payments" to the fund and Davidson, "semiannual \$500 payments." The suit says both men have received benefits from the fund but not how much. O'Connor and Davidson claim in the suit that Police Union President Michael Roy received a bank statement from Centrella in November 2012 that showed the fund had a balance of \$103,000. Roy, Centrella and union Vice President Scott Trombly subsequently met with the town's insurance agency, Litchfield Insurance, to discuss ways of keeping the fund solvent.

Centrella, however, was first placed on administrative leave that month and then fired two months later. Roy then approached **Martin**, who said the town owed the fund \$96,000 because the day after Centrella showed Roy the bank statement, Centrella transferred \$96,000 from the fund to the town's reserves, according to the suit. O'Connor and Davidson state in the suit that the retirement fund had a balance of \$18,717 as of February. They claim **Martin** and the town have breached the collective bargaining agreement between the town and the police union, as well as their fiduciary duty by not paying the officers' benefits. They are asking the court for a temporary injunction to compel the town to immediately compensate their health care providers for their expenses and costs incurred since Dec. 31, 2013, and a permanent injunction to resume their benefits.

**Martin** said Friday he did not know whether the fund had a balance of \$18,717. Brenda Fox-Howard, the town's new finance director, was not in on Friday. Roy has said there are officers on the plan who retired in the early 1990s and did not contribute that much, yet are on a family plan that costs \$20,000 per year. He said the plan was intended for the officer, not the entire family, and was supposed to be a bridge to Medicare, a federal program that provides health care coverage to seniors 65 and up. Many officers retire before age 65. Roy and **Martin** have said they were working on a solution to the underfunded retirement plan during negotiations on a new police contract. The selectmen last week approved a new contract. The union has not yet voted on it. So details of what it contains have not yet been made public.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
August 14, 2014

**Winsted Town Manager suspended, selectmen intend to fire him in 30 days**  
**Special election likely to decide whether selectmen will fire Dale Martin in 30 days**  
Author: Ryan Flynn

**Dale Martin** has been here before. He was suspended and later fired in 2010 in Davison, Michigan, where he served as city manager. Four years later, in Winsted, another town board is coming for his job. In a 5-2 vote Thursday night, the Board of Selectmen moved to suspend **Martin** for one month with the intent to fire him in September. However, in a way, it will be the people of Winsted who decide whether or not **Martin** is fired. All signs point to the vote to fire **Martin** occurring after the Sept. 13 special election, where two Board of Selectmen seats are up for grabs. It takes five affirmative votes to fire a town manager, so if either Mayor Marsha Sterling or Glenn Albanesius were to lose their seats, the Republicans would no longer have enough votes to oust **Martin** without help from the Democrats — help which isn't coming. Democrats Candy Perez and George Closson have both said that they support **Martin** and that more turnover of the town manager's would hurt the town. Steve Sedlack and Virginia Charette, the Democratic challengers for those two seats, also support **Martin**.

A resolution giving notice of the board's intention to fire **Martin** was presented Thursday night. Perez said she and Closson had not been given the resolution prior to the meeting. "The Board of Selectmen has lost confidence in the ability of the Town Manager to perform his duties as Town Manager," the resolution reads, "to lead recovery from a period of failed oversight, to credibly foster economic development or maintain a collaborative and transparent dialogue with the Board of Selectmen." Selectman Daniel Langer, a Republican, called **Martin** "an anchor" impeding the town from moving forward. Selectman Jorge Pimentel echoed the sentiment. "My feeling is that we need a new leader in this town," Pimentel said.

Throughout the evening, a raucous crowd interrupted and spoke over Sterling. Many brought signs into the Pearson School Gym that read "Abuse of power" "Marsha must go" and "unseat the bullies." **Martin**, like the Democrats, also said he had not seen the resolution prior to the meeting. He said he requested the resolution by email on Thursday afternoon so that he could "prepare an appropriate response." "I never got a response from anyone," **Martin** said. **Martin** is suspended from "all town functions and duties," he said, and has been instructed by counsel not to answer his phone or emails as they relate to town business. Ross Herzog, the assistant tax collector at town hall, will serve as acting town manager in **Martin**'s absence. "Ross will have a steep learning curve, but I wish him well," **Martin** said.

If **Martin** requests a public hearing, which he said Thursday night he has every intention of doing, it will be held on Sept. 18, just five days after the special election. **Martin** has come under fire because of the town's recent dealings with David Viens, who served as the middleman in the bid to sell the blighted Lambert Kay property to high-end gaming chair company XS4D Entertainment LLC, based in Arizona. It was revealed in July that Viens is a convicted scam

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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artist who was sentenced to two years in federal prison in the 1980s for conspiracy to commit wire fraud.

In their resolution to suspend **Martin**, selectmen referred to the Lambert Kay negotiations several times, including that he “failed to present key terms of the sale of Lambert Kay as negotiated by him including buyers [sic] requirement for \$500,000 in grant funding...” “[**Martin** has] failed to exercise proper judgment and recognition of the town’s best interests on the suitability of the parties he negotiated with over nine months and recommended for acceptance in the potential sale of Lambert Kay (parties whose financial resources, manufacturing experience and ability to complete the project were unknown and un-diligenced by him),” the resolution reads.

Selectmen also wrote that **Martin** failed to disclose “the existence of up to \$2.4 million in unpaid bills,” structured a funding plan that failed to “provide adequate funding for the Board of Education culminating in an adverse 10 4-b finding against the Town of Winchester,” failed to complete an annual report for the town over two consecutive years and that he failed to both attend “critical town meetings” and appoint an “appropriate replacement” when out of town for extended periods of time.

This is **Martin**’s fourth stop in his career managing a municipality. According to various Michigan reports and **Martin**’s LinkedIn page, he worked as the city manager in Linden, Michigan for eight years, starting in 1998. In March 2007 he took the job as city manager of Dowagiac, Michigan. He remained there a mere seven months, quitting because of “a difference in philosophy about openness in government,” according to the Flint Journal. In April 2008, **Martin** became the city manager for Davison, Michigan. There, he clashed with the city council and was fired after two years and five months with the city.

In July 2010, the Flint Journal reported the following: “Some council members had accused **Martin**, who was hired from the city of Linden in 2008, of lying to them, providing coy answers, being disrespectful and being more interested in promoting his personal professional resume than serving the city of Davison.” **Martin** reflected on his time in Davison in Sept. 2010, mentioning that during his tenure he tried “to bring some sanity and stability to city government.” This via the Davison Index. It is expected that **Martin** will request a public hearing in the next few days. The full resolution, as presented Thursday night, is available on RegisterCitizen.com

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
August 1, 2014

**Winsted to ‘move on’ from failed Lambert Kay deal**

Author: Register Citizen Staff

Town Manager **Dale Martin** said Friday that the town will move on from a failed deal to sell the Lambert Kay property and restart the process of looking for a potential buyer. A day after it was revealed that the potential deal to sell the property to video game chair manufacturer XS4D was brokered by David Come Viens, an Arizona scam artist and convicted felon, **Martin** said he fully supported a decision to halt all town business with the company.

Viens served two years in federal prison in the 1980s for conspiracy to commit wire fraud. In 2011, he was ordered to pay back more than \$2 million to investors for defrauding them in deals involving nursing home developments in Arizona. “The bottom line is, the deal was appropriately terminated and we’re moving on,” said **Martin**. “We don’t need to look back.” The Board of Selectmen voted unanimously during a special meeting Thursday to recommend that **Martin** and Town Attorney Kevin Nelligan acknowledge the withdrawal and cease all discussions with XS4D and any of its affiliates. **Martin**, who was absent from Thursday’s meeting, had been in negotiations with XS4D Entertainment Holding Company, an Arizona-based LLC that planned to manufacture high-end gaming chairs at the 32 Lake St. site, since fall 2013. The company, managed by Yvonne **Martin** and Brook Douglas, made a bid of \$15,000 to buy 1.65 acres of the blighted, contaminated brownfield.

The offer from XS4D was pulled off the table last week by Viens, who **Martin** dealt with throughout the negotiating process. Mayor Marsha Sterling said **Martin** had been aware of Viens’ past misdeeds but did not alert her or Nelligan. **Martin** said Friday that he had learned about Viens’ past “a few months ago,” and that the information hadn’t swayed him from negotiations since Viens was “only the go-between” and his name wasn’t on any of the paperwork submitted expressing interest in the site. As of Wednesday, **Martin** had said he was still working to get the deal with XS4D back on the table. “Based upon discussions with the mayor and the town attorney, the decision was to move on,” **Martin** said Friday. “I fully support that decision.”

When asked why he would not be apprehensive dealing with a convicted felon **Martin** said that safeguards would have been in place if the deal had proceeded so that there would have been no negative financial impact to the town. **Martin** said he couldn’t provide details on what the exact safeguards would have been since the deal “never got that far.” “It’s moot at this point. We’re not going forward with it, so we move on,” said **Martin**. He said the town is always cautious in its business dealings and the same applied to the Lambert Kay negotiations. “If I thought that the town was at risk, then I would take appropriate steps,” said **Martin**.

Just days after Gov. Dannel P. Malloy visited the Lambert Kay site to announce a \$500,000 state Small Town Economic Assistance Program grant for Winsted, a town meeting was held July 21,



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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while **Martin** was on vacation, at which townspeople were expected to vote to approve or deny the property's sale. Sterling was contacted that day by a man who went solely by the name "David" and described himself as a "hedge fund manager, serving as a consultant for XS4D." Viens gave Sterling several terms the town would have to meet for representatives of XS4D to attend the town meeting: First, "that no questions be asked or disclosure sought as to the purchaser, their business plan, their product, their financial resources or their experience and ability to undertake the project." Second, David wanted a receipt from Sterling assuring the deal would be approved at the town meeting; and third, that the town contribute the entire STEAP grant — \$500,000 — to the transaction without disclosing this at the town meeting. This had been "explicitly agreed" upon with the town manager already, according to Viens.

When Sterling did not agree to the terms, Viens requested the town meeting be postponed and later sent a message saying XS4D had abandoned their interest in Lambert Kay and moved on to another site, while at the same time criticizing the mayor for her "disrespect" in asking questions about the deal and plans for the property. The Register Citizen contacted Viens, using a number listed in his email conversations with the town, late last week. He responded to the name David Viens initially, but when asked directly, he refused to divulge his identity or where he was from, other than that he currently lives in New York. "I'm not representing [XS4D]," he said. "I'm just a friend of theirs. I'm not a paid employee; I'm just doing some diligence for him."

Viens said that he had "no role" in the XS4D deal and would not clarify in what way he acted as a third party. He mentioned that the company and all those involved had "confidentiality agreements" and that large deals like this occasionally operate in what he called "stealth mode." Sterling said after the meeting Thursday that she had no comment as to whether she thought Viens had planned to scam the town of Winsted.

As for the next plan for the Lambert Kay property, **Martin** said the town would work to utilize the STEAP grant money to clean up the site and revisit its sale at a later time. **Martin** was asked if a person's criminal history would impact potential deals with the town. "I don't think it would be appropriate for me to request a criminal background check on anybody who submits a site plan application," said **Martin**.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
December 23, 2013

**Pot outlet not wholly dead**

**Winsted town manager asks state to keep proposal active**

Author: Kurt Moffett

A proposed medical marijuana dispensary that was rejected by the Planning and Zoning Commission may have a second chance at coming to town. Town Manager **Dale M. Martin** sent a letter to the state Department of Consumer Protection last week that asks the state to not take the proposal out of consideration so that the PZC can have the time to revise its regulations and reconsider the proposal.

The PZC voted unanimously on Dec. 9 to reject the proposal because its zoning regulations do not specifically address medical marijuana, particularly under the definitions of "retail sales" and "drugs." The commission subsequently asked **Martin**, who also serves as the town planner, to begin crafting regulations that will address medical marijuana dispensaries. Local approval is a prerequisite of state approval. James Dietz, the applicant, has expressed concern that the state is only going to issue one license for each county, possibly as early as January. The state passed a law last year that authorized the medical use of marijuana.

**Martin** notes in his letter that most of the public comments heard by the PZC supported the proposal. Even commission members themselves expressed support for the proposal in concept. "I believe that, under the stringent and innovative controls and conditions established by the state of Connecticut to regulate medical marijuana dispensaries (and cultivation), the site proposed by Mr. James Dietz and the Nutmeg State Health and Wellness Center is a reasonable and viable use of the property (which has been abandoned and in disrepair for nearly seven years)," **Martin** wrote. Dietz, president of Nutmeg State Health, had proposed opening the dispensary at the former Kentucky Fried Chicken on Route 44. Dietz, of Barkhamsted, and his business partner, Daniel Vaughan of Torrington, have said they like the location of the former KFC because it is off of a main road near Ledgebrook Plaza and easily accessible, yet isolated and private.

PZC members disagreed with Nutmeg's interpretation that the dispensary would fit regulations that govern pharmacies. They ruled the dispensary, though an operation to sell a specific type of drug to customers, is not a pharmacy because it does not fit the model of existing pharmacies. They also declined to develop regulations that fit Nutmeg's business model because to do that for one specific property would be setting a poor precedent. **Martin** asked that if state officials deem Nutmeg's application "worthy," then could they grant a conditional approval not to exceed 90 days. In the meantime, **Martin** said he will present revised regulations to the commission members and once they are approved, the commission can formally reconsider the proposal. **Martin** sent his letter to Peter Krzykowski, a health program assistant with the Department of Consumer Protection. He said he had not heard from any state official as of Friday. Neither Krzykowski nor department spokesman Claudette Car-veth returned messages from a reporter late last week.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
January 27, 2014

**Local News**

Author: Kurt Moffett

winsted

'The person you knew never existed and he left a mess ...'

There was an array of reactions to former Winsted Finance Director Henry J. Centrella Jr. pleading guilty on Friday to charges that he stole more than \$2 million from his hometown.

Selectman A. Candy Perez said she credits Nelligan and Town Manager **Dale L. Martin** for "staying the course" and sticking to a strategy that, as the investigation unfolded, revealed just enough information to keep the public informed but not damage the investigation, even when people were clamoring for more. "There's a lot of stuff I'm sure I still don't know," she said.

A year ago, **Martin** was on the hot seat as the town's financial troubles began to emerge. One former selectman, Kenneth J. Fracasso, wanted **Martin** fired.

Purchasing Director Mark A. Douglass, who was a close friend of Centrella's, said he believes the shock of what Centrella did has largely worn off. Friday's conviction, he said, just "puts a final stamp on everything."

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
December 4, 2013

**Briefly**

Author: Unknown

Mural Project gets Newman grant

**WINSTED**

Newman's Own Foundation has awarded the American Mural Project with a \$225,000 grant. Town Manager **Dale L. Martin** announced the award at Monday night's selectmen meeting. He said Paul Newman, the famous actor who died in 2008, was a big supporter of the project.

The project, a massive three-dimensional tribute to American workers, will receive \$75,000 per year over three years. Project founder Ellen Griesedieck of Sharon has said she still needs to raise between \$3 million and \$4 million to complete the project on Whiting Street.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
November 23, 2013

**Winchester Board of Education examines causes of its financial woes**  
**Past the threat of closing school, Winchester Board of Education looks back on what caused its financial problems**

Author: Mercy A. Quaye

Though it took selectmen quite some time to settle on a financial solution to avoid a December school shutdown, a grant anticipation note was eventually passed by voters on Nov. 16. Realizing the situation was time sensitive, town officials worked with Bank of America to have \$2 million from the GAN deposited into the Winchester Board of Education's account by Nov. 22. Relieved and unburdened by the looming deadline, members of the Board of Education are beginning to reflect on the year's events. Moving forward, officials are trying to pinpoint what went wrong, if it could have been avoided and if the threat of shutdown was just a scare tactic.

Nadine Savage, the Board of Education's business manager said the issues have been building up for a long time. For her, the financial meltdown began before the former finance director Henry Centrella's termination and, without proactive efforts, closures were inevitable. Centrella was fired early this year. He was arrested on Aug. 29 and charged with five counts of first degree larceny ranging back to 2005 because of the alleged embezzlement of roughly \$2.5 million from the town. He is currently being held on a \$100,000 cash bond in New Haven Correctional Center.

Savage and Superintendent Dr. Thomas Danhey maintain that going to the state was the most appropriate measure that could have been taken. According to them, the cash projection outlined by Town Manager **Dale Martin** in the spring of this year was never enough to stabilize employee payroll. They said they knew that then and did not agree to it. While **Martin** holds his position that the Board of Education spent money it would receive from the town faster than it came in, Savage said holding off was not an option. **Martin** advised the board to cut discretionary spending in order to spare the expenses. The board said its budget was as tight as it could be and that, besides cutting a \$500 paint job at an elementary school, Danhey said the bills were monthly expenses that could not have been put on pause. "These are really regularly recurring bills to us," he said. "There aren't a lot of bills that come in that's out of the blue."

According to Savage, the board is currently working off of a budget of \$21,363,749. The town's appropriation for the school district has remained at \$19,958,149, but the board receives additional funding from grants and federal revenues. Savage said this additional income of about \$1,405,600 comes from grants for special education and reimbursements. About \$6,457,691 of the board's budget is appropriated for salaries. That amount is split between the superintendent, pupil personnel, principals, business services, instructional staff, student support services, substitutes, and custodial and secretarial personnel.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Savage said the board recently switched health insurance companies to release some funds. In the 2012-13 school year, the board made the move from Anthem Blue Cross Blue Shield to Connecticare because of the savings in premium costs. About \$308,150 is budgeted for purchased professional services like curriculum development and audit fees. The board appropriated \$240,673 for repairs and maintenance – snow removal, water and sewer etc. Nearly \$11 million is appropriated for transportation and tuition to other schools and \$473,577 goes to student and staffing supplies. Other expenses include instructional equipment, and technology. Savage said the budget appropriations vary a bit because of uncalculated and unexpected expenses. Savage said the budget, as it stands, does not have any discretionary spending. Every month when a bill comes due, the board does not have the option of asking debtors to hold off.

The start to the financial downfall became apparent in December 2011 when the board was unable to make a full payment to The Gilbert School – a quasi-private school that more than 500 Winchester students attend. Savage said by the end of the 2011-12 fiscal year the board owed \$1.2 million in past due bills. The following year, the board said it was instructed to “hold back” on paying. In December 2012, the board began receiving termination notices from CL&P and other debtors. By the end of the fiscal year, the board owed \$1.7 million in past due bills. “But you could see the progression” she said. “It wasn’t getting better. The situation was getting worse and we knew it was like last December. We did the cash flow to see how bad it was really, and it was bad.” Savage said that year the board was not sure it had enough money to keep teachers paid and programs running. “Last year we weren’t sure we’d be able to pay a lot of bills,” she said. “We weren’t even sure, for a couple of the payrolls, that there would be enough money in the bank.”

**Martin** said the board’s expenditures and contractual obligations are out of line with cash receipts. He said that is an issue it’ll need to correct in order to avoid financial issues in the future. “I hope that the Board of Education is more cognizant of that issue during future contract negotiations, budget preparations, and school operations,” he said. “The town, despite demands from school officials, simply cannot provide \$20 million on the first day of the fiscal year.”

Danhey said he met with **Martin** on Sept. 13 and discussed funding. By the end of the meeting Danhey said he was assured that he would not only have funding but also have the intent to fund in writing. “There was never written confirmation that we would have enough money to cover all of our expenses by December,” he said. “While they verbally said ‘don’t worry everything would be fine,’ we said ‘give it to us in writing.’ That was never given.” Watching the snowball grow before their eyes, the board decided to vote on whether to contact the state Board of Education for assistance. In September the board voted on the matter, but the vote failed 5-4.

Shortly after the vote, Judith Palmer, superintendent of Region No. 7, and Shared Services contacted the state Department of Education to “go on record” about the town’s financial debacle and the Board of Education’s inability to pay its bills. “We’re all working towards the same goal,” Palmer said. “We know there’s just not enough money and that’s the problem.” Palmer’s two-page letter addressed her concerns about the town and said she hopes the Office of Policy and Management can help. “I am writing to inform you of a serious situation regarding services

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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provided by Regional School District No. 7 and Shared Services, Cooperative Education Service Center that provides specialized services and special education, to the Winchester Board of Education and [its] failure to pay them for these services,” Palmer wrote to Gian-Carl Casa, undersecretary for Legislative Affairs for OPM. “It is my hope that you will pass these concerns along to the Municipal Finance Advisory Commission so they can consider this information in their decision making process.”

With more information on the table, and additional evidence that pointed to impending closures, Danhey decided to contact the state, though the Board of Education voted against it. “I wrote the letter to [Stephan] Pryor to inform him that I wanted to file a 10-4b complaint,” Danhey said. “When the vote happened, the board members didn’t have all the information that I received several days after the board’s meeting. That’s why I did it on my own accord. The ship was sinking.” Savage said at that point it was apparent that the board’s condition would not repair itself in time to meet December obligations. Per the cash projections, Savage expected to be \$1.3 million short by December and \$1.9 million short by January.

“What we could have done is said that we will just play it by ear and see what happens,” Danhey said. “But we can’t run a school district playing it by ear. Was I crying wolf? No. Was this a scare tactic? No. This was imminent and I wasn’t comfortable. How do you tell families that we’re going to have to close the schools?” Danhey said moving forward he thinks the supplemental tax should help the town restore its general fund and in turn help adequately fund the minimum budget requirement. Savage said the town should establish a higher mill rate in next year’s budget to have an available “cash balance” to handle cash flow. When crafting a budget next year, Danhey said he has no intention of asking for more than a 1 percent increase to the MBR. He said he thinks that amount is modest and that anything above that wouldn’t be passed.

On their end, Savage intends to keep the board of education’s budget at a minimum. She said the 0 percent increase that teachers agreed to while crafting their union contracts will help balance the budget. One thing that she cannot plan on is whether The Gilbert School will decide to increase its budget during contract negotiations. Currently the parties are in a stalemate with Gilbert refusing to codify a zero increase in the contract.

**Martin** said the town is already beginning to see growth and he is pleased that the issue was rectified. He said he is happy that Bank of America and town officials were able to help the board of education. “Plenty of good things are happening in Town” he said. “...But they tend to be overshadowed or ignored. The town staff has risen to meet the challenges left by the former finance director.” Danhey said he thinks the town officials were dragging their feet to rectify the issue but is relieved that the situation was ultimately handled. “I’m not glad with how this has worked out, I’m just glad it’s gotten on firmer footing,” he said. “Because I think finally the town did what need to be done.”

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
November 6, 2013

**Winsted's Dale Martin to stay on as town manager**

Author: Mercy A. Quaye

It's no secret that shortly after a change in leadership on the Board of Selectmen, the presiding town manager has either quit or been fired. During this campaign season, each party has touted their willingness to work with the current manager for as long as he is able. Now that the ballots are in, the Republican supermajority said it will stand by its word and work with the current Town Manager **Dale Martin**. **Martin** said he was not nervous going into this campaign season. He said he had faith that each party would stick by their word to create steady leadership. "I'm confident that what we're doing is good for the town," he said. "I expect that the board of selectmen will see that, irrespective of party affiliation. I'm not here to work for the Republicans. I'm not here to work for the Democrats. I'm here to work for the town."

Several town officials have said the repeated change in town managers added to the town's inability to catch the former finance director Henry Centrella's alleged theft. Centrella is facing five counts of first degree larceny for allegedly stealing approximately \$2.5 million since 2005. "It may have played a small role," **Martin** said about the lack of managerial stability. "But it had to be considered a factor."

According to the town's charter, in order to replace town manager, the Board of Selectmen needs five votes in favor of it. With the Republicans now dominating the board, the party has enough votes to pass any motion it sees fit. Selectman Candy Perez, a Democrat, said though she thinks Centrella's actions had little to do with the pace of incoming town managers, she doesn't think it helped. "The five votes will carry most anything that they want to carry," Perez said, "whether it's positive or whether it's negative. It's our hope that the majority that has the votes will want to keep him."

Perez said she and her fellow Democrat on the board, George Closson, have no intention to remove **Martin** from his seat. "Our intention, as it's been known from the beginning, is that we would keep him," she said. "We don't think the high turnover has been good for the town." **Martin** has often been credited for spotting the financial discrepancies in Centrella's accounting. Within his first 18 months of office, **Martin** suspended Centrella due to suspicion of theft, and then ultimately fired him in February this year. **Martin** detected the embezzlement while having served far less times than his managerial predecessors. After spotting the theft, he proceeded to hire a couple professionals to fill positions that were once filled by individuals who were grandfathered in.

Earlier this year, Robin Manuele was hired to fill the vacant finance director's position. She is a licensed CPA and has worked for BlumShapiro and other municipalities. Since beginning her tenure with the town, she has implemented several new accounting procedures that will ensure



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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the future financial safety of the town. Her work with the town manager and board of selectmen has led to new checks and balances that will prevent the possibility of theft.

**Martin** also hired Neal Amwake as the director of Winchester Public Works. Since hired, Amwake has regularly attended Board of Selectmen meetings to engage and inform the public. Amwake has 19 years of experience and a specialty in water resources. With the town manager's help, Amwake started a Capital Improvement Projects Committee that will assess the department's budget and try to maneuver through it. Amwake intended to create a committee that will be able to balance funds while finding anticipated expenditures. **Martin** said he thinks his work in hiring the new professionals will be apparent to the board. Newly elected Mayor Lisa Smith said she recognizes the hard work the board faces, and because of that she intends to work closely with **Martin**. "We want to work with **Dale**," she said. "I think we need all of the support from the community. I think we have a good board to work together."

Smith said though creating stability is important, she doesn't think it should take any town manager very long to get acclimated with the town. "I think any time you go into any position, it would take maybe three months to get caught up," she said. "I think what happened with the finances is that in past years we haven't followed the recommendations of the audit management letter." Smith said she thinks hiring professionals and holding each person responsible for their job will move Winsted in a "better direction". She plans to work with **Martin** while also avoiding micromanagement.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
September 30, 2013

**Winsted explores short-term loan to solve cash flow issues**

Author: Mercy A. Quaye

Town officials decided to take their chances with a short-term loan with the hopes of satisfying an anticipated gap in financial coverage come December. During a special meeting of the board of selectmen Thursday Sept. 26, the board discussed options to remedy the town's current cash flow issue. The selectmen and Town Manager **Dale Martin** decided that a short-term loan would be the one of the quickest options to explore. **Martin** has reached out to Northwest Community Bank and Simsbury Bank to inquire about short term lending. He said he is trying to determine if it is possible to take out a loan with the Water and Sewer Commission as the borrowing entity. "Either the town can go straight to bank," he said, "Or it's possible to go through water and sewer because they already owe a lot of money. They basically front the money and use the money that they were going to pay the town back with to pay for the loan." The volunteer water and sewer commission has run a deficit since 2004 and currently owes the town \$3.2 million. It was solely advised by former finance director Henry Centrella. Centrella resigned from his position with the town in January after more than 30 years on the job and was arrested in August on five counts of first-degree larceny. He is accused of embezzling more than \$2 million from the town since 2008.

**Martin** said the banks are currently reviewing information and have been cooperating with the town to come to a decision. "They're all just gathering information at this point," he said. "I think they're both doing what they can and we'll wait and see how long before they can offer up something or walk away." **Martin** said neither bank has guaranteed that they'd be able to make it work. However the board is looking for an answer from the banks by this week. If they are denied, they will begin looking into options. "If we do need to pursue other options, we still have time to work on it," he said.

Selectman Mike Renzullo said he thinks the boards and the bank should be time conscience considering each option will yield returns differently. "There's no reason to believe they wouldn't be able to do it," Renzullo said. "I think everyone wants to go the road it seems to be the most painless." The other option the town has discussed is requesting a change in the Education Cost Sharing state grant disbursement. "Those are the two that will likely generate cash in the quickest amount of time," he said. "Either of the options with the bank or with ECS might be a little more expedited because we're going to need the cash in December." By December, the town expects a cash shortfall that will dramatically affect the flow of business for the town and its vendors. Because of this, town officials have warned the board of education that it will likely not receive its December payment until January, or possibly February. "[The banks] are willing to consider it," he said. "Neither of them has shut us out." As reported by the town's finance director, Robin Manuele, the town has collected \$11.3 million in taxes to date. During the meeting she said the revenues are "generally" meeting budget expectations. However the town currently owes \$640,000 in past due bills.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
September 3, 2013

**Winsted's Dale Martin: Centrella case leads to 'loss of public trust' in town**  
**Winsted town manager addresses arrest of former finance director**

Author: Mercy A. Quaye

During the Torrington-Winsted Rotary Club Luncheon Tuesday afternoon, Winsted Town Manager, **Dale Martin**, spoke about the town financial issues and tried to address residents' confidence in the town. On Friday, Winsted's former finance director, Henry Centrella, was arrested on five counts of larceny. Through an extensive investigation, detectives discovered Centrella allegedly used his illegally-acquired money to fund his second life with his Floridian mistress. "Truly the most significant impact of this weekend's events is the loss of public trust in Winsted," **Martin** said.

Before discussing the torrid details of Centrella's arrest this weekend and the town's current financial state, **Martin** discussed his own former position as city manager in Davison, Mich. According to **Martin**, political banter led to his termination. After he refused to arbitrarily fire the city's public works director, the elected officials let him go. "I had the support of the community," **Martin** said. "My pledge to the people of Winchester and of northwest Connecticut is that I will continue to strive to do the right thing, no matter how difficult that choice is." Before an audience of about 50 Rotarians, **Martin** said the wrong-doings of the former finance director started to come to light early 2012. "[That's when] we started to have some inkling of what was going on," he said. "It pretty much came to a head last November."

He said he and the town's attorney, Kevin Nelligan, were called into a meeting with a forensic auditor who had noticed a few discrepancies. These inconsistencies in the town's financial records led to **Martin** suspending Centrella Nov. 9 of last year. "I think he knew what was going on for a while," **Martin** said. "I think he was aware that the hounds were on his tail." **Martin** said one irregularity that was a red flag for him and the finance department was a \$100,000 transfer from the Soldiers Monument Fund to pay for water and sewer bills. "That was the loose thread on the sweater that I saw," **Martin** said.

He told the Rotarians that Centrella was well respected and that after his suspension many people still had their doubts. "I don't think it was until they uncovered the component that he was falsifying the W-2s...that opened up their eyes," he said. The W-2 scheme was discovered by internal town staff earlier this year. "This is something that a few of us in town hall have been carrying around for almost a year now," he said. "But I'm confident we'll turn the corner." The long-term ramifications of Centrella's actions include a shortfall of cash in the town's general fund. **Martin** points out that Winchester's financial downfall is not a matter of an under funded budget.

The town's budget is expected to be fully funded by taxpayers. According to Robin Manuele, the mill rate increase has not negatively affected the steady flow of tax payments. However the town

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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is quickly running through its summer cash flow from tax collections and will have to wait until January for another boost of income. “This December will be a challenge,” he said. “But I think we’ll make it.” **Martin** said that town’s saving account has been affected the most from Centrella’s alleged embezzlement. According to him, a town with a \$10 million dollar budget should have 15-20 percent of its budget in a fund balance. **Martin** said the last audit measured the town’s fund balance at \$150,000 – 0.3 percent of the budget. “The town had plenty of money [at one point]. The town was reasonably well off,” he said. “But that’s gone.”

The Rotarians questioned the town manager about Winsted’s strategies for regaining public trust, checks and balances, job creation, recovery and dealing with the town’s current issues. **Martin** said he thinks the town is heading in a good direction with hiring new public works and finance directors. He also said there are fidelity bonds and other insurance claims against Centrella which will grant the town a return of some of what was lost. “Again, we’re just working on public trust,” he said.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
August 5, 2013

**Winsted meeting discusses budget problems, ends contentiously**

Author: Mercy Quaye

Winchester Board of Selectmen voted to transfer a total of \$207,767 from accounts that have under spent in last year's budget to accounts that can use the funds. The majority of the transfers came out of several different Police and Highway Funds. Town Manager, **Dale Martin**, says the transfers are in an effort to make the budget predictions as accurate as possible, which is why some transfers are in the amount on \$8 or less. "These are fund transfers are in efforts to address the ongoing and repetitive auditor comments about line items not being reconciled by the end of the year and reflecting over spending," **Martin** said.

**Martin** says he approached the police department on the matter early Monday afternoon. The department made it clear to him that it hadn't used its entire budgeted fund upon the completion of the fiscal year. More than \$100,000 is coming out of various police department accounts and more than \$24,000 out of highway accounts. The accounts that will receive the transfers include several commissions and boards as well as town hall departments.. The 2011-12 audit, which still isn't complete, and other audits have cost the town \$61,452, which will be paid by transfers of funds. Employee benefits will also be catered to by the transfers.

"I just think that it's absolutely ridiculous," said Selectmen Kenneth Fracasso. "The town manager is supposed to oversee everything and if he doesn't have a handle on what's going on before the end of the fiscal year we're in big trouble. Fracasso says the funds should have been accounted for properly in the initial budget. "The roads in the towns are horrible," he said, "and we constantly take money out of the highway funds. They keep saying they want to do road repair but they never do. These things need to be addressed." Fracasso says he doesn't think the town is following a plan that will lead to road repair. He says the resident on Carey Avenue who spoke about the condition of her roads has a cause for concern.

Fay Christiansen has lived in Winsted for 24 years and said she feels as though the selectmen are neglecting her and her street. "I've had zero town maintenance on that road," she said. "I've asked repeatedly for it to be repaired and I've been told repeatedly that it was finally going to be done in 2013." While addressing her issue with **Martin**, Christiansen demanded to know when her street would be tended to. **Martin** informed her that Carey Avenue was on the list of streets to be repaired as drafted by Public Works. **Martin** read the finance director's report to the public and the board of selectmen in her absence. In her report she noted that the former finance director, Henry Centrella, would pay bills, but fail to allocate which account money would be deducted from.

"We're not making budget transfers down to \$1." **Martin** said. "That's how exact we want to be - that we can track things to the dollar." Selectmen Mike Renzullo said there was no point of voting against it. "Even though I don't like the fact that these fund transfers need to happen, at

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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this point it's just bookkeeping," he said. "The important thing is to record this information for use when formatting future budgets. What's done is done." Selectmen Fracassco and Glenn Albanesi, both Republicans, voted against the motion but it passed 4-2. Monday night's meeting was the first after Winchester amended its public comment policy to change it from a previously adopted policy put in place earlier this year after selectmen determined several comment periods had been out-of-control. The town was approached by the American Civil Liberties Union of CT and informed it that the previous public comment policy that restricted view-point based comments was unconstitutional.

After tweaking the wording of the policy, and unintentionally violating the town charter, the board fixed the policy to be open all and any type of public comment, as advised by Town Attorney Kevin Nelligan. The policy change lead to a meeting that became uncivil and out of the control of the board and Mayor Maryann Welcome, who criticized members of the audience on their conduct during the meeting. After telling him to take his seat when the allotted time passed, Welcome engaged in a brief conflict with Jay Budahazy, the Winsted resident who brought the policy issue to the ACLU. When the meeting was abruptly adjourned, Welcome made a swift exit in order to avoid further confrontation with residents and board members. Residents pulled the town manager aside to after adjournment to further express their issue with agenda items and infractions.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
March 11, 2013

**Local News**

Author: Kurt Moffett

Winsted

If recriminations were dollars, they'd be richer than Greenwich. It doesn't take much to stir the pot in Winsted, and the town's financial problems have certainly done that. Nearly half of Monday's selectmen meeting was taken up by public comment. The second round of public comment lasted nearly 40 minutes.

Stephen Kosinski was critical of Mayor Maryann D. Welcome for not showing leadership and the entire board for not running the town like a business. Jay R. Budahazy and David G. LaPointe said property owners cannot afford higher taxes. Virginia Shultz-Charette said she does not mind paying more in taxes as long as the money is spent efficiently.

Board of Education member Mari-Ellen Pratt Valyo questioned Republican selectmen Kenneth J. Fracasso and Glenn S. Albanesi about their "fleshed-out plan" for privatizing the public works department and combining the town's finance director and school business manager into one position to save money. Albanesi indicated the school board has not been in favor of merging the two offices.

James N. Roberts, also a school board member, said spending and taxes have gone up significantly in recent years. His wife, Marsha Sterling, said the town needs to address its debts and deficits now. Shultz-Charette got into a bit of a tit-for-tat with several of the other speakers about raises, taxes and who is living in reality and who is living in a fantasy world.

After that ended, Town Manager **Dale L. Martin** defended the selectmen for how they have handled the financial crisis thus far considering the whole situation has just unraveled over the past three months. He also encouraged residents to ask questions because "there's a lot of misinformation being put out there." He said it is going to take a lot of time to correct the "ugly" financial problems. "There's enough blame to go around. You could have a circular firing squad," **Martin** said. "No one person is to blame. This is a community failure. We spent the last 45 minutes going back and forth between people and it was probably the most unproductive 45 minutes I've spent in my life in Winsted."

Selectman Michael J. Renzullo then mock-clapped LaPointe, who had applauded earlier comments by Roberts and Sterling.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
January 29, 2013

**Winsted slowly paying its outstanding bills**

Author/Byline: Kurt Moffett

The town is slowly whittling away at the \$4 million it and the school board had owed to more than 200 vendors, but questions remain about whether there will be enough money to pay off all municipal expenses through the end of the fiscal year on June 30. With tax payments coming in, the town has the cash to start paying its creditors. As of Monday, the town owed 118 vendors \$631,565, down from \$706,000 to 130 vendors on Dec. 28. "That number changes every day," Town Manager **Dale L. Martin** said.

The school district, which operates schools for kindergartners through sixth-graders, owed more than \$3.2 million to 87 vendors as of Jan. 8. Superintendent Thomas M. Danehy could not be reached for comment Monday, but town finance officials said a \$313,000 payment was made Friday to Shared Services, a cooperative education service center that provides specialized services and special education staff and programs to school districts in northwestern Connecticut. The Gilbert School, the town's quasi-public junior-senior high school, was expected to be paid in full today.

The town, via the school board, is supposed to pay Gilbert \$564,365 each month. The town was unable to pay in December and paid only half of its January bill, or \$282,182. The school, founded in 1895, has relied on the town for money because the endowment it was founded on has not had the cash to pay its operating expenses since the 1950s.

Shared Services, which serves Barkhamsted, Colebrook, Hartland, Norfolk and Region 7 school district, was owed \$868,054 as of Dec. 15. The \$313,000 payment was what Shared Services requested, Colleen Garrity, an assistant in the finance office, said.

On the town side, Winsted owes \$51,707 to Connecticut Light and Power but town officials said they have worked out payment arrangements with the utility company and there is no risk of CL&P shutting off the town's power. "They've been really great," Garrity said of CL&P.

The town's cash-flow problems stem from having no money in reserve. Typically, the town would dip into its reserves to pay off bills from November to January, when tax collections taper off, then replenish the reserves when tax payments start coming in after Jan. 1. Tax Collector Arlene M. Boutin said tax payments continue to come in "on par" with other years. As of Monday, \$15.9 million of \$20.9 million, or 76 percent, of taxes owed had been paid. Friday is the last day taxes can be paid without the town charging an interest penalty.

Meanwhile, other financial issues remain unresolved. For one, there is the issue of whether tax revenue from the current fiscal year was used to pay off school bills in the last fiscal year. School Business Manager Nadine V. Savage has said former Finance Director Henry L. Centrella



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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instructed her office to not pay \$1.2 million in bills that were due by June 30 because there was no money to pay them. The school business office had to wait until July 1 tax bills started getting paid. **Martin** said his administration is still investigating the matter. If 2012-13 tax revenues were used to pay 2011-12 expenses, that will create a deficit that the town will have to address, he said.

**Martin** fired Centrella, the town's only finance director for 32 years, on Jan. 17 in part for storing money in his desk, failing to account for missing money and making unauthorized transfers. State police are investigating whether a crime was committed in connection with the town's financial problems.

The town is current on all bond payments and all town employees have been paid on time, **Martin** said. There is one \$492,000 sewer bond payment that needs to be paid but the Water and Sewer Commission has until June 1 to pay it.

The Water and Sewer Commission, a five-member independent body that funds its operations by charging its users, is also under a financial strain. **Martin** told members two weeks ago the commission had \$27,000 in the bank rather than the \$1.8 million they thought they had. **Martin** said he did not know whether the commission will have enough to pay its operating costs and the outstanding bond payment. The commission, however, just sent out its third-quarter user bills, which are due March 1 without penalty. Commission member Stephen Vaill has said \$402,000 is expected in water revenue and \$683,000 in sewer revenue. Fourth-quarter bills are due June 1 without penalty.

The town's newly hired auditing firm, King, King and Associates, is expected to deliver a financial analysis of the water and sewer accounts to the selectmen on Feb. 19.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Republican-American  
January 17, 2013

**Winsted town manager hears board's evaluation in open session**

Author: Kurt Moffett

The Board of Selectmen told Town Manager **Dale L. Martin** he needs to communicate better with the board, especially about the town's financial troubles, in his first job evaluation in more than a year. During a 45-minute session Wednesday at Town Hall that **Martin** chose to have open to the public, each selectman had a chance to comment on how he or she felt **Martin** had performed on the job since he was hired in April 2011. Some, like Democrat George N. Closson, spoke at length, while others, like Republican Glenn S. Albanesius, were quick and to the point.

The five Democrats on the board largely praised **Martin** for his work while the Republicans were critical. **Martin** has come under increased scrutiny as the town's financial problems mount. The town owes more than 200 town and school board vendors roughly \$4 million. **Martin** has said the town has not had the money to pay its bills but is confident it will once the Jan. 1 tax bills are paid by the end of the month.

Republican Selectman Kenneth J. Fracasso and Albanesius called for a meeting on Saturday to discuss **Martin's** job performance. Fracasso wants **Martin** fired. But Town Attorney Kevin F. Nelligan advised the board to cancel the meeting until he was able to meet with the town's auditing firm, West Hartford-based BlumShapiro, on Monday to review its findings from the 2010-11 audit. On Wednesday, Nelligan revealed that the state police major crimes unit is about to begin a criminal investigation that is connected to the town's financial troubles.

For **Martin's** evaluation, each selectman was given a four-page form to fill out. The selectmen were to rate **Martin** on his job knowledge, accomplishment of objectives, quality of work, productivity, initiative and creativity, interpersonal relations, supervisory skills, dependability and professional contributions. **Martin's** annual salary is \$84,589. The selectmen did not bring up whether he would receive a raise and **Martin** has said he is not expecting one.

Closson was the only one who spoke about how he rated him in all the different categories. He gave "needs improvement" in several categories and "meets job requirements" in several others. He said **Martin** has always exhibited professionalism, despite the increasing pressures of the job, which include taking over the duties of the town planner after the position was eliminated because of budget cuts. He said **Martin** appears at almost every scheduled event in town, despite his busy schedule. Closson said he thinks **Martin** has been hurt by the turnover in the town manager's office over the years. The town needs stability and continuity in that office in order to overcome the problems it now faces.

"I think that the opportunity we have in front of us right now to look across the board globally at how our community operates from a financial standpoint with handling money is critical," he

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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said. "I think this is a tremendous opportunity to work with the Board of Ed and the sewer commission and so forth to bring this all together in one comprehensive plan."  
Fracasso criticized **Martin** for not having a "full understanding of financial responsibilities," not giving the board financial reports and not communicating to the board the extent of the town's financial problems. "If it wasn't for the fact that we got a letter from the Board of Education/superintendent (last week) we wouldn't have any idea we were \$4 million in arrears in vendor bills," he said. "This is something that should've been brought to our attention months ago." Mayor Maryann D. Welcome said the board wants weekly financial reports and improved communication on any ongoing or new issues.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
November 22, 2012

**Local News**

Author: Unknown

**WINSTED**

Town wins grant designed to spark local economy

The town manager announced Wednesday that the town has won a technical assistance grant from a national organization that could help spark a badly needed economic revival here. Town Manager **Dale L. Martin** said the grant is from Smart Growth America, headquartered in Washington D.C.

The town applied for the planning for economic and fiscal health workshop. The workshop draws on successful private and public sector lessons to help local leaders foster communities that cost their taxpayers less to build, run and maintain. It will show how local governments can save money, how businesses can make money and how the community's long-term fiscal and economic health will improve.

The workshop is offered at no cost to the town, thanks to a grant from the federal Environmental Protection Agency. **Martin** said he will not know when and where the workshop will be held until he talks to Smart Growth representatives.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
November 12, 2012

**No town planner for Winsted - Part-time position falls victim to budget cuts**

Author/Byline: Kurt Moffett

The town's efforts to jump start economic development will have to be done without a town planner. The \$30.9 million budget voters approved Oct. 27 eliminated the part-time position. Town Manager **Dale L. Martin** said he will take on the planner's duties at no additional pay. **Martin's** annual salary is \$84,589. **Martin** said the town planner position will be eliminated Nov. 21.

Scott Eisenlohr is currently the town planner and wetlands enforcement officer. Both positions are considered part time, but because he holds both positions he is considered full time with a \$45,000 annual salary and benefits. When he is laid off as the planner, he will become the part-time wetlands officer at a salary of \$30,000 with no benefits.

The planner position was eliminated because of budget cuts. Voters went to the polls four times before agreeing to a budget that does not increase taxes. The first budget proposal, which was defeated on June 2, included a full-time planner and economic development coordinator who would have been paid \$70,000 annually. It was cut after that budget was soundly defeated.

Town officials question whether **Martin** can successfully pull off being the town manager and planner. They say he will have to delegate some of the duties of both positions to other town staff. "We have to be creative and work with what we have," Mayor Maryann D. Welcome said. "We'll see how he does but **Dale's** pretty good at this kind of stuff."

Selectman Glenn S. Albanesi, who along with fellow Republican Selectman Kenneth J. Fracasso, objected to every budget proposal, has been making economic development a top priority. He has said the town desperately needs to attract new businesses so it can build its tax base and generate the revenue it needs to fund badly needed infrastructure improvements. Albanesi said he wants the selectmen to work closely with the Economic Development Commission and give the commission a specific mission. He would like the town to put together a sales team that would meet with developers to convince them to come to town. The commission met with selectmen Monday to propose a strategic plan that outlined some long-term objectives, including attracting a minimum of four new, multi-employee taxable businesses to town.

Commission Chairman Richard Labich said he does not know whether **Martin** can pull off working both jobs. "I think we're going to find out," he said. "I haven't talked to him about it yet but it's something he'll have to work out. I'm going to work with him as much as I can and hope for the best."

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Eisenlohr said **Martin** is going to find it very difficult. He said he has trouble getting his two jobs done in a 35-hour workweek, focusing his efforts on paying customers only. "He's going to have his hands full," Eisenlohr said of **Martin**. "I already told him it's going to be a nail in his coffin. I told **Dale**, 'You're going to burn yourself out in less than a year. Then when you can't keep up with things they'll dump you. This is why town managers don't last here.'" Eisenlohr said the planning office used to have three full-timers who worked a combined 105 hours per week. Now the office consists of one full-timer who's about to go part time and a part-time secretary who work 47 hours per week combined. The wetlands officer was cut to part time three years ago.

The planner is responsible for putting the packets and agendas together for each meeting of three boards - the Planning and Zoning Commission, the Economic Development Commission and the Redevelopment Agency. The planner meets with applicants and reviews their plans to make sure they know exactly what they need in order to get their project approved.

The planner also attends each board's meeting and makes recommendations. The Planning and Zoning Commission meets twice per month and the Economic Development Commission and Redevelopment Agency once per month. **Martin** also attends at least two selectmen meetings per month as the town manager, as well as numerous other regional and statewide meetings.

**Martin** said he's confident he can do both jobs. "We'll find a way to make it happen," he said. "We have to."

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
October 25, 2012

**Winsted sees contract savings**

Author/Byline: Kurt Moffett

The Board of Selectmen unanimously approved Wednesday a new three-year contract for department heads that is expected to save the town significant money and lay the groundwork for negotiations with the three other town employee unions. The contract for the supervisors union calls for no raise the first year, retroactive to July 1, 1 percent the second year and 2 percent the third year. The union includes the assessor, the chief operator of the sewage treatment plant, the chief operator of the water company, the recreation director, the senior center director, the tax collector, the full-time firefighter, the purchasing director, the building official, the housing inspector and the fire marshal. The recreation director, the housing inspector and the fire marshal are all-part-time positions, though Steve Williams is both the housing inspector and fire marshal. The recreation director is not eligible for health benefits; Williams is because he holds two part-time positions but has opted out. The salaries and benefits of the chief operators of the sewage treatment plant and the water company are funded through water and sewer fees and not taxes.

Town Manager **Dale L. Martin** said the savings in the supervisors contract is primarily in health insurance. Employees are moving from a point of service plan, with an option for a health savings account, to a health reimbursement arrangement, or HRA. Under an HRA, there is a \$2,000 deductible for individual coverage and \$4,000 for a single plus one or family coverage. The town will reimburse the first 75 percent of the applicable deductible and the employee will be responsible for the remaining 25 percent. "It's the exact same coverage just funded differently," **Martin** said. The town hopes the police, public works and secretary unions, totaling some 40 employees, will also agree to the HRA plan. **Martin** estimates that if all four unions have HRAs, the town will save at least \$160,000 per year and probably more because that estimate is based on all employees hitting the 75 percent mark on the deductible. The police and secretary union contracts expired June 30, while the public works one ended June 30, 2011. **Martin** said negotiations with all three unions will be done simultaneously and begin next month.

The supervisors contract also increases the employees' premium share from 15 percent to 16 percent, effective July 1, 2013. For employees hired after July 1, 2012, their premium share will be 25 percent. New employees will also not be allowed to participate in the town's pension plan and instead enter a deferred-compensation plan, like a 401(k).

**Martin** said the supervisors union voted Tuesday to accept the contract. "Given the (financial) circumstances of the town," **Martin** said, "this is a fair deal."

William Ryan, the town's labor lawyer, said the agreement is very positive for the town. "This employee group should be applauded," he said. "They recognize the economic difficulty facing this community."

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Republican American  
October 18, 2012

**Emails cause angry words, then no action**

Author: Kurt Moffett

WINSTED - The Board of Selectmen took no action after a tense 10-minute meeting Wednesday with the town manager over his personal use of a town email account. Kenneth J. Fracasso and Glenn S. Albanesius, the two Republican selectmen on the board, called for the special meeting after discovering on Friday that Town Manager **Dale L. Martin** and his girlfriend, Lisa Fisher, had exchanged eight personal emails that were either sent to or sent from the town manager email account. One from Fisher was sexually suggestive.

The meeting agenda called for an executive session because this was a personnel matter but in a highly unusual move **Martin** decided to have the meeting in open session. Mayor Maryann D. Welcome then gave Fracasso and Albanesius the chance to address the issue first. Sparks flew right from the start. Fracasso began by saying, "I shouldn't have to explain to a high school civics teacher, a middle school principal and a Eucharistic minister of a Catholic church ..." when he was interrupted by Selectman A. Candy Perez, a Democrat and principal of the Region 7 middle school. "We don't need to have a lecture on this," she said.

Welcome let Fracasso continue, provided he addressed the personnel issue. Fracasso said he wanted to handle this "sorry affair" as discretely as possible and "without politics" after finding out about the emails Friday night. But after **Martin** forwarded the emails in question to each selectman and talked to a reporter about the matter, "it's turned into a three-ring circus." "It's humiliating to the town and also very embarrassing," he said. "And I think he's effectively forfeited all his moral ability to administer reasonably as the town manager. I think if he has any respect for himself whatsoever he should resign right here and now." Albanesius declined to comment.

Selectman James V. DiVita, a Democrat who said he has been a Eucharistic minister in town for 25 years, said he was very disappointed with Fracasso and thought his comments were inappropriate. "We didn't have to go to this point," he said. "We could've done this in a professional manner." Welcome, a Democrat and a social studies teacher at the Gilbert School, said this issue could have been settled at Monday's selectmen meeting. **Martin** gave each selectman a letter of apology on Monday.

"This was an inadvertent act," she said. "We're talking about five out of hundreds of emails. It almost seems like a witch hunt." **Martin** said the number of emails is irrelevant. The emails were inappropriate but the occurrences do not indicate a pattern or abuse of the town email system. The emails were sent and/or received on three days in September 2011, on Nov. 23, 2011, and Feb. 18, 2012. "With deep apologies from both myself and Miss Fisher, I assure you it will not happen again and she is as remorseful about it as I am," he said. **Martin** declined to resign.



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Fracasso said he did not care whether DiVita was disappointed with him and in fact he was disappointed with DiVita because he had told him that he originally thought **Martin** should at least get a letter of reprimand. He also said that Welcome's "witch hunt" comment "further perpetrates the fact that the Ds and the Rs are never going to get along until this administration is over. So we're going to go another year of the same old crap that we've been going through for the first year. This is another black eye for the supermajority over there on that side of the table."

Perez said **Martin** did not attempt to hide the emails and was honest and forthright about what happened and apologized for it. "I think it's all a setup," she said, saying that Fracasso is "very good at twisting and turning" words and "attacking" verbally. Welcome asked board members, and specifically Fracasso, if anyone had a motion to make and no one did.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
May 1, 2012

**Town off the hook for grant - Audit relieves pressure on officials in Winsted**

Author/Byline: Kurt Moffett

The Office of Internal Audit at the state Department of Education has determined the town does not have to return \$636,000 in federal grants the school board received in 2009-10. The report, dated Friday and signed by Richard LeMay, the office's supervising accounts examiner, relieves pressure on this cash-strapped town to find the money. Returning that money would have made meeting the state Department of Education's minimum budget requirement this fiscal year that much more difficult.

The town has to come up with an additional \$1.3 million for education because the town-approved school budget of \$18.6 million falls short of the town's MBR of \$19.9 million. Town Manager **Dale L. Martin** said Monday the school board is authorized to spend up to \$19.9 million. The town is not sending the school board \$1.3 million in cash; rather, it has frozen various expenditures on the town side of the budget to ensure there is enough revenue at the end of the fiscal year June 30 to pay expenses. "Henry and I are making sure we have all the money that we need to comply with the state law as they spell it out," **Martin** said, referring to Finance Director Henry Centrella.

The issue over the grants arose in November when the town's auditing firm, West Hartford-based Blum Shapiro, revealed there was a lack of documentation to determine how the Board of Education spent \$636,000 in federal grants in 2009-10. The state Department of Education subsequently warned the town that it could have to pay that money back if the appropriate documentation was not found.

In early January, Superintendent of Schools Thomas M. Danehy submitted that documentation, as well as a corrective action plan the state also required to ensure such a problem would not reoccur. LeMay on Monday said the school district provided documentation for all but \$1,826 of the federal money spent. That money will have to be returned to the state.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
May 10, 2012

**Winsted BOE and BOS resolve their minimum budget requirement dilemma and drops lawsuit against town**

Author: Jason Siedzik

Months of legal wrangling over school funding wrapped up in less than five minutes Thursday night. The Board of Selectmen and Board of Education struck a deal during a special meeting at Winchester Town Hall, resolving the questions over the minimum budget requirement. The Board of Selectmen voted to fund the school system at the minimum budget requirement of \$19,958,149, while the Board of Education voted to drop its lawsuit against the town and Selectmen. "I hope this closes the door on a difficult chapter for the town and the schools," said town manager **Dale Martin**.

The decision makes Winsted the last town in the state to fully comply with the minimum budget requirement, but the vote also closes the book on a drawn-out battle that spans multiple administrations. "I think it's a great thing for the community as a whole," said superintendent of schools Thomas Danehy, who had been hired in the middle of the dispute. "It shows cooperation with the two boards." Two of the four Selectmen to vote in favor of cutting the school appropriation below the minimum budget requirement are no longer on the board, while the superintendent of schools and Board of Education chair that supported the lawsuit have since retired and resigned, respectively. The vote to cut the appropriation occurred just three days into **Dale Martin's** tenure as town manager, while **Martin** was still learning the lay of the land. "Now we can put it to rest," said Winchester mayor Maryann Welcome.

No one at the meeting voted against either motion, although (WHO) were not in attendance. As part of the deal, Winchester's municipal budget -- which was already frozen in anticipation of the settlement -- will be adjusted accordingly, with multiple line items taking haircuts. The town had already made \$735,000 available from its general fund to help remedy the deficit against the MBR, but with word from the state that Winchester Public Schools will only have to repay just under \$2,000 due to improperly-documented spending, the Board of Selectmen voted to repay the rest of the \$1,358,149 gap. In order to make the rest of the funds available to the town, **Martin** released a proposed set of budget adjustments which will free up the rest of the money.

These adjustments, which will be made in an upcoming meeting, include several open positions that will not be filled during the fiscal year. Specifically, the budget set aside \$24,000 for a part-time economic development coordinator, as well as a deputy police chief. Between not hiring a deputy chief and transferring \$20,000 from police salaries to the department's gas account, the police department will contribute \$49,245 under this draft plan. Public safety dispatch line items will also take a cut in the name of funding. The current budget earmarked \$19,000 for Powerphone software, \$13,230 for a tower rental from Charter Communications and \$12,540 for an NECS service agreement. None of those monies were spent as budgeted, and all of those funds will be made available to the school district.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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In all, \$1,115,145 will be made available from various line items. The bulk of that money, though, comes from the town's general fund, which was already allotted to the school district. An extra \$243,004 from the town's MME grants -- the renamed manufacturing pilot grant -- will complete the town's compliance.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
March 21, 2012

**Winsted town manager: Tax hikes necessary to shore up sagging infrastructure**

Author: Jason Siedzik

Town manager **Dale Martin** acknowledged that his budget proposal for the 2012-13 fiscal year could be difficult to swallow, but **Martin** said the included tax hike is necessary to help restore the town's flagging infrastructure. "I present this proposed 2012-13 budget to you as my effort to change," **Martin** said. **Martin's** budget proposal, released March 15, calls for a 7.18 percent increase in expenditures, totaling \$2,206,460. These expenditure increases will be offset with a 2.87 mill tax increase, which **Martin** said is the first significant increase since 2005. "This increase is proposed to address some of the critical needs of the town that have been neglected," **Martin** said, "most notably the town's infrastructure."

In all, the tax increase should result in \$2,428,198 in new revenues, which is nearly a 12 percent increase. A chart included in the cover letter states that the mill rate's increase will cost the owner of a house assessed at \$200,000 approximately \$5,660 per year in taxes. But **Martin** said the tax increases are necessary to break the town out of its inertia. "I have heard first-hand from you and other residents about the problems of Winchester," **Martin** wrote, "the historic animosities, the partisan bickering, and the decaying town."

**Martin** said the tax hike is the first of its ilk in 11 years, with the latest mill rate increase in that range coming in 2001. But including the budget proposal, the town will average only a 0.9 mill increase over the past four years, which **Martin** said has led to the deteriorating state of the town's roads, drainage and other facilities. "This increase is proposed to address some of the critical needs of the town that have been neglected," **Martin** wrote, "most notably the town's infrastructure." Spending the money, **Martin** said, would go a long way towards improving the town's standing statewide. **Martin** shared an anecdote from his hiring in his letter about the budget. When he started serving as town manager in April, **Martin** said, he picked up the November 2009 issue of Connecticut Magazine. Winchester ranked dead last in the category of towns with populations from 10,000 to 15,000.

"I am not satisfied with Number 23," **Martin** wrote, "nor will I be satisfied with 20. I see wonderful people in a town wracked with a lack of confidence; beautiful natural resources that are underappreciated; and a downtown just waiting for something good to happen. We have to change." The majority of the new spending will go towards fulfilling a promise made in November. The town will provide the Winchester school system with \$1,358,149 to make the district whole with the minimum budget requirement. The funds are necessary due to the current budget, which appropriated only \$18.6 million for the school system.

That line item was below the minimum budget requirement, and after municipal elections signaled a shift in the Board of Selectmen -- two of the Selectmen to vote for the budget were defeated, replaced by former Board of Education member Jim DiVita and former mayor

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Maryann Welcome -- the new slate voted to comply with the minimum budget requirement and allot the necessary funds. Winsted's Selectmen agreed to comply with the minimum budget requirement, but held back nearly half of the funds, with the rest coming out of the town's general fund. Under Danehy's proposal for the upcoming fiscal year, the town's request of \$400,000 for the general fund will be cut in half. The \$5,000 for the Selectmen's contingency fund remained untouched.

The budget proposal also states that the Board of Education's requested allotment of \$20,592,740 will not stand, with **Martin** cutting their request to the minimum budget requirement. That cut was expected by the Board of Education, which did not vote to eliminate the curriculum coordinator at their March 1 finance meeting in anticipation that further cuts would be needed. The Board of Education will have to cut \$634,591 from their budget if the proposed town budget carries. One of the other major expenses in the budget is nearly \$1 million in spending for highway repair. Specifically, the budget allots money to reconstruct Newfield Road and Munro Place, complete design work on Holabird Avenue and its bridge, and purchase two new snow plows and a roadside mower. These expenses will, in part, qualify the town for greater funds elsewhere.

The design work on Holabird Avenue and the street's bridge will qualify the road for state and federal reconstruction funds. Additionally, the mower will be partially funded from the state's Local Capital Improvement Program. The budget also sets aside \$125,000 to build permanent restroom facilities at Walker and Ryan Fields, funded using STEAP grants. Some of the proposed changes from the previous budget never took effect, and these changes will be revamped in the 2012-13 proposal. Winsted's Economic Development Commission was to gain a full-time economic development coordinator, but the commission never hired one due to financial pressure. That position will be reclassified as part-time, and will share a full-time secretary with a part-time inland wetlands officer. Additionally, the town will contract out planning services. The reorganized community development department should cost \$135,000.

**Martin** scheduled a public meeting on the budget on March 26 from 7 to 9 p.m. The meeting will largely be a presentation, according to **Martin**, who set the meeting at the Monday night Board of Selectmen meeting.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
February 24, 2012

**Feedback positive for budget - Winsted schools - hear taxpayers - on proposal**

Author/Byline: Kurt Moffett

Gary Pontelandolfo of Hillside Avenue also said he was impressed with the budget presentation. He said he liked the idea of reimplementing an alternative high school to help struggling students and felt overall that there was a greater sense of cooperation "instead of finger pointing and excuses."

Mayor Maryann D. Welcome echoed that sentiment by thanking Danehy, Gilbert Interim Headmaster Daniel R. Hatch and Town Manager **Dale L. Martin** for working together and being transparent with information. "It's a breath of fresh air," she said.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
January 31, 2012

**Winsted town manager hopes to change finance process, holds budget workshop**

Author: Jason Siedzik

Coming on board near the end of the previous budget cycle, town manager **Dale Martin** has some ideas about how to change the process for the next budget. **Martin** held a budget workshop at Town Hall Monday night, explaining what could go into the 2012-13 budget. What **Martin** said he hopes to inject to the budget process, though, is a hefty dose of explanation. "We need to regain the trust of town residents by spending money on what we say we're spending it on," **Martin** said.

Having served as a town manager for several cities in Michigan, **Martin** detailed some of the differences in budgets between Michigan and Winsted. One example **Martin** said was that in his last Michigan job, town charters limit their budgets by mill rate. No such caps exist in Winsted. "For you guys, the sky is the limit," **Martin** said. Another change **Martin** is bringing over from his Michigan tenure is breaking down the cost of town services by mill rate. Currently, the school budget consumes \$10,655,540 of the 2011-12 budget, or 13.30 mills, or 52.28 percent. Town government functions use \$9,725,799, which is 12.13 mills or 47.72 percent. Complying with the minimum budget requirement, though, will shift those proportions to 59 percent for school functions and 41 percent for town.

Contractual requirements will also call for more of the town's budget as well. **Martin** noted that with a flat budget, much like Winsted's current budget, "even if we keep everything the same, we're falling behind." "We need to look at our personnel costs in town, because some of the first budgets I'm getting," **Martin** continued, "you're looking at 10 to 15 to 20 percent personnel increases across the board." To that end, **Martin** has already asked department heads for their lists of priorities. These lists will be useful in trying to make **Martin's** best case for the budget before the Board of Selectmen. "They need to hear it from the staff before we get to March 15 and we have departments going in on bended knee, pleading their case," **Martin** said. "It's my job to present and defend that budget in front of the Board of Selectmen."

Pam Banks of the Economic Development commission was one audience member concerned that the town does not keep its promises to residents. For various reasons, including turnover in the Board of Selectmen, **Martin** acknowledged that there has been a breach of public trust. One method to remedy that gap, **Martin** said, would be to "dedicate one mill of our mill rate to public safety" or other projects, such as infrastructure. However, the key would be to hold to that promise. "To me, that's my challenge as the town manager to offer some continuity from board to board," **Martin** said. "I think that's part of the trust issue."



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
December 7, 2011

**Local News**

Author: Unknown

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Police union wins grievance on personal paid time off

The police union has won a grievance against the town regarding personal paid time off. Town Manager **Dale L. Martin** said after a hearing Tuesday with the union he was not going to take the case to state arbitration. The union had grieved that **Martin** had decided not to grant an additional four days of paid personal time to Sgt. Kevin Kinahan, who had perfect attendance over a 365-day period.

According to an Oct. 28 memo from Kinahan to Police Chief Robert M. Scannell, the contract between the union and the town states: "If an employee has perfect attendance for any 365-day period they shall receive ... one (4) additional day off."

The union interpreted the numeral "4" as the intended language, while **Martin** interpreted it to mean "one" day. **Martin** said despite the ambiguous language, he sided with the union because it showed that five other officers had received four additional days in the last two years.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
November 15, 2011

**Review: Winsted's Town Manager doing exemplary job**

Author: Jason Siedzik

Six months into his tenure as town manager, **Dale Martin** dealt with a hurricane, winter storm and educational spending crisis. According to the then-Board of Selectmen, **Martin's** performance despite these tests has been exemplary. **Martin** had his six-month performance evaluation on Nov. 7, one night before municipal elections brought in a new Board of Selectmen. While such evaluations are typically held in private or executive session, **Martin** not only asked for his evaluation to be held in public, but solicited public comment.

**Martin** provided an extensive list of goals and challenges to the selectmen and was critical of himself in a number of regards. "There's a lot of red on there for not being able to meet those goals and challenges," **Martin** said, "because I completely underestimated the challenges this community faces." **Martin's** background in emergency management was tested recently, as Winsted was one of the hardest-hit towns after the late October winter storm. The town's emergency shelter was busy during the early days of the outage, but the decision to close the shelter Thursday -- five days after the storm -- drew criticism during the public comment portion of the meeting. Power was not restored to much of the town until after the shelter had closed. "I think these were lofty goals," said then-Selectman Karen Beadle, "considering the earthquake and hurricane."

Additionally, **Martin** came on board during a heated battle between the Board of Education and the Board of Selectmen. While the two factions sparred in policy and in public, **Martin** was tasked with responding to the state's inquiry into funding. Connecticut's Department of Education handed down an order to come up with a plan to remedy the \$1.3 million deficit between the approved budget and the minimum budget requirement, and when **Martin** responded that Winsted would need more time, the state initiated an investigation into the funding issue. "It's been a lot to grasp," said Beadle. By and large, though, **Martin** was praised for his work in ushering Winsted's progress. A revamped town website should be published in the coming days, while the town did not apply for a Safe Schools grant due to unexpected requirements. Other grants, some of which focus on Main Street, are on pace to be completed.

Most of the goals **Martin** discussed were extremely short-term, though, due to the limited time frame. Some of the longer-term goals **Martin** placed on his list included finding buyers or occupants for numerous Brownfields properties, a process which ties together initiatives such as federal Brownfield loan funds and Laurel City Revamp. While the town manager said he had failed to complete it in the given time frame, progress is continuing. Additionally, a meeting to discuss the Winchester Industrial Park's growth is scheduled for December, while lines of communication remain open.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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**Martin** pledged to work more intensely with town departments going forward, vowing to spend one day per month with each department in town. This pledge fell under the heading of professional development, as did completing six hours of instruction in labor law and negotiations. While that fell apart due to other commitments, **Martin** said he is continuing to work on obtaining a leadership position with a regional entity. **Martin** drafted the list of goals to provide direction, and acknowledged that more of them would have likely been completed if not for the need to "put out daily fires." Then-mayor Candy Perez praised **Martin** for his direction, accessibility and outreach with town employees. But while Perez remarked that "I think we all recognize you have made a lot of inroads while you are here," it was his work in times of crisis that made the biggest impression.

"When the times get difficult, as they did this past week, you rolled up your sleeves," Perez said. "When you were at the shelter, I saw first-hand you were not only a town manager in terms of making decisions of who was deployed where, but you were very honest about what worked and what didn't work."

Then-Selectman Lisa Smith praised **Martin's** work, having watched him in action at the shelter firsthand. Smith was not alone in her assessment. "More importantly," Perez added, "as I watched you with the shelter residents, helping one get a cup of coffee, that was a dimension we haven't seen." Perez remarked that her evaluation was a positive one, and **Martin** said he wanted to have a hand in guiding Winsted's future as well. "This community needs to take a long, hard look at itself and figure out which direction it wants to go," **Martin** said. "I look forward to being a part of that."

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
August 23, 2011

**Winsted Town Manager approached by producers for 'Today in America' spotlight**  
Author: Jason Siedzik

A spotlight on economic development in town sounded like an interesting opportunity at first. But when town manager **Dale Martin** heard the price tag, his opinion quickly changed. **Martin** and Winchester Mayor Candy Perez were approached by producers for Today In America Television, a television show hosted by Terry Bradshaw. The show's website pitches Today In America as a look at "unique businesses and individuals." But once the producers told **Martin** it would cost \$19,800 to produce the segment, the answer was an easy "Thanks, but no thanks."

The pitch, according to **Martin**, centered around Winsted's economic development. The producer referred to the town as a "hidden gem," but **Martin** said he suspected the pitch was merely a cold call, adding that he figured the \$20,000 could be spent more wisely. "It was a disappointment," **Martin** said, "but it didn't cost us anything."

The Fayetteville, Arkansas City Council heard the same pitch, but agreed to pony up the \$19,800 to produce the five-minute infomercial. According to a report in the Fayetteville Flyer, the fee came from the city's economic development fund and approved the expense, believing the segment would be more credible than a promotional video produced by the town. Fayetteville's segment was scheduled to air on the Fox Business Channel beginning February 26 at 3 p.m., according to a blog post on mid-riffs.com. That time slot, though, falls squarely in the middle of a seven-hour block of infomercials, airing on a Saturday on a weekday-oriented network.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
August 15, 2011

**Worker's suspension upheld - Road crewman refused to wear safety vest**

Author/Byline: Kurt Moffett

WINSTED - The town manager is upholding a three-day unpaid suspension issued to a public works employee last month because he refused to wear his protective vest while on a road job. In a letter sent last week to the employee, Ken Schibi, and the United Public Service Employees Union that represents him, Town Manager **Dale L. Martin** stated the punishment was justified.

The union filed a grievance on Schibi's behalf July 21 after Public Works Director James A. Rotondo suspended him from July 12-14. Schibi is paid \$24.31 per hour, meaning he lost roughly \$583 in pay. The grievance seeks reimbursement of the lost pay, plus costs and fees associated with the grievance filing. The union claims the suspension was issued without just cause, violating the public works contract with the town.

**Martin** said he conducted a hearing Aug. 8 that was attended by Schibi, foreman Joe Lemelin, union steward Dennis Millard, union lawyer Barbara J. Resnick and Rotondo. In his letter, **Martin** wrote that Schibi confirmed he did not wear his reflective vest three times on July 11, violating town policy. Schibi also confirmed he was instructed on three different occasions to put on his vest, **Martin** wrote. "To my knowledge, no provisions in the town policy or state or federal regulations provide for an exemption for personal protective equipment due to the reasons you offered: You were hot, you were uncomfortable, and you were on a break," **Martin** stated. "Your failure to wear the required equipment jeopardized your safety and potentially exposed the town (not you) to significant financial penalties (which are in place to protect employees)."

**Martin** then noted that Schibi had been told on other occasions to wear his vest and had been reprimanded for not doing so. "Your disregard for safety cannot be tolerated, and I find that the punishment imposed is, in fact, with just cause," **Martin** stated.

Resnick did not return messages seeking comment. **Martin** said the union has the option of appealing his ruling to a state arbitrator.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
August 5, 2011

**Dispute over raises settled - Police union had - figured contract - clause differently**

Author/Byline: Kurt Moffett

WINSTED - The town manager has settled a dispute with the police union over scheduled raises. The police union had filed a grievance claiming that officers were not receiving the raises they were supposed to get as is spelled out in its four-year contract with the town. The union claimed that Town Manager **Dale L. Martin's** had misinterpreted the contract language.

The union entered the fourth year of the contract July 1. The contract includes five steps that establish pay rates based on years of service. But there is a clause in the contract that caused confusion. That clause states: "Add a sixth step of an additional 1 percent for members with seven years or more of service to be added in the second year of this agreement and the fourth year."

**Martin** said based on his interpretation, he calculated the raise as follows: he took the step five hourly rate for patrolmen of \$28.19 that was effective July 1, 2010, and multiplied that by 3 percent. He then added the resulting 85-cent raise to \$28.19 and got \$29.04, which he multiplied by 1 percent, bringing the total rate to \$29.33.

The union, however, calculated the raise differently, based on a higher hourly rate, **Martin** said. Rather than start at \$28.19, the union added 1 percent to that, then added the 29-cent raise and got \$28.48 for a step six, effective July 1, 2010. The union then multiplied \$28.48 by 3 percent, bringing the rate to \$29.33. The union then multiplied that by 1 percent, adding an additional 29 cents for a new rate of \$29.62.

In a letter to union President Michael Roy on Thursday, **Martin** stated that the "contract language is grossly ambiguous: I expect better efforts from attorneys representing both parties to the contract. I believe that you conceded that point as well. Such unprofessional efforts make our efforts to operate within the bounds of the contract more difficult."

Despite the ambiguousness, **Martin**, who was hired in April, said he sided with the union. He said he was convinced that the union and the town had intended to give officers with seven years or more of service a raise in the fourth year that was 2 percent higher than officers employed by the department for five or six years. "How we got to step six is how we differed," **Martin** said.

The new rate for sergeants is \$32.96 per hour, up from \$31.68 on July 1, 2010, roughly a 4 percent increase. Police Chief Robert M. Scannell said there are 11 patrolmen and one sergeant who have worked for the department for at least seven years. Two more patrolmen will be eligible for the new rate in October and two more sergeants will qualify in April. He said he budgeted enough money for salaries to handle the rate changes.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
July 27, 2011

**Local News**

Author: Unknown

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School board declines to meet with selectmen

The Board of Education has declined an offer from the Board of Selectmen to meet Thursday regarding the town's late 2009-10 audit. School board Chairman Kathleen M. O'Brien said the board's attorney, Mark J. Sommaruga, advised against the meeting. She said Sommaruga said it would not be a productive meeting and his advice had nothing to do with the board's pending lawsuit against the selectmen.

O'Brien also said that the board is being told that the town's auditors are receiving information from the school business office, but the auditors keep asking for information. She said school officials are cooperating with the auditor's requests.

The town's audit was due to the state Office of Policy and Management Dec. 31, but the town has had to ask for seven extensions because it is waiting for information from the Board of Education.

Mayor A. Candy Perez said the joint meeting was Town Manager **Dale L. Martin's** effort to bring the two boards together and possibly reach some solutions. She said she will talk to **Martin** today about whether to still hold the meeting scheduled for 7 p.m. at Town Hall.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Republican-American (Waterbury, CT)  
June 22, 2011

**Winsted to settle - discrimination suit - Firefighter said epithet used**

Author/Byline: Kurt Moffett

The Board of Selectmen has agreed to settle a discrimination complaint from a former fire captain. The board voted unanimously Monday to consent to the town insurance carrier's requested settlement of a lawsuit filed by Phillip J. Roche. The lawsuit is pending in U.S District Court in New Haven. The suit is against the town and former Deputy Fire Chief Porter "Skip" Griffin. The suit claims that Griffin made discriminatory remarks about him and the town failed to take disciplinary action against Griffin.

The board met in a closed session at Town Hall with Town Manager **Dale L. Martin** and David S. Monastersky, the lawyer for the Connecticut Interlocal Risk Management Association, the town's insurance carrier. Mayor A. Candy Perez said details of the settlement cannot be released until Roche agrees to it. Roche, of Canton, said Tuesday he could not comment on the settlement because he had not reviewed it with his lawyer yet.

Roche's complaint was first filed with the state Commission of Human Rights and Opportunities in April 2009, two months after he resigned from the fire department because of a "hostile" work environment. Roche claimed Griffin called him a "dirty Puerto Rican" in 2008. Griffin has denied making any racial epithets about Roche.

On April 12, a human rights commission investigator found there was reasonable cause that a discriminatory practice had been committed. But three days later, the commission dismissed the case after approving a request for "a release of jurisdiction," which authorized Roche to commence a civil action.

Roche said he withdrew his complaint because the commission was taking too long to make a decision. He had two years from the filing of his original complaint to sue. Roche first filed his lawsuit in Litchfield Superior Court on April 29, but on May 26, withdrew it from there and filed it in federal court.



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Dale L. Martin** is listed below.]

Republican-American (Waterbury, CT)  
June 20, 2011

**Local News**

Author: Kurt Moffett

A weekly look at insider political news and views from around the region.

Winsted

No deadline on recriminations over when audit information due

It's been a game of "he said, she said, he said" when it comes to Winsted's audit for 2009-10. Representatives of the school board, town officials and the town's auditing firm, BlumShapiro of West Hartford, met with state officials from the Department of Education and Office of Policy and Management (OPM) on June 8. The town is the only municipality in the state to not submit its audit for 2009-10; it was due Dec. 31. The town has sought six extensions of the deadline.

Town Manager **Dale L. Martin** sent a scathing letter to the state after hearing School Business Manager Paul R. Petit and his assistant, Diane Giesecking, tell the Board of Education on June 14 that they were to get their work done "as soon as possible" so that BlumShapiro could finish the audit by July 15.

**Martin** was under the impression that Petit and Giesecking needed to complete their data entry by June 10 and provide that information to the town by June 13. It was under those conditions that BlumShapiro could get its work done by July 15.

On June 17, W. David LeVasseur, undersecretary for OPM's Intergovernmental Policy Division, sent a letter to **Martin** and Superintendent of Schools Blaise A. Salerno that stated the school district has until June 24 to enter data into its accounting system and provide certain reconciliations and schedules to the auditor. The town has until June 30 to submit its audit to BlumShapiro and until July 15 to file with the state.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Register Citizen  
March 11, 2011

**Winchester Selectmen announce town manager hiring**

Author: Jason Siedzik

The Board of Selectmen announced the hiring of Linden, Michigan native **Dale Martin** as the new town manager Friday morning. **Martin**, a 15-year veteran of city management work, is expected to start work on April 11. According to Winchester mayor Candy Perez, **Martin** has "extensive experience" as a city manager, having served in the post for eight years in Linden and two years in Davison, Michigan. "His references stated he is good at getting people involved and have been impressed by how much he gets out into the community," Perez said in a press release. "They also spoke highly of his leadership skills and abilities with budgets."

**Martin** said he interviewed with the Winchester Board of Selectmen on the way to another opportunity in Vermont. The board called **Martin** back for a second interview, and, as **Martin** said, "I was really sold by the enthusiasm of the town council." **Martin** expressed his willingness to involve himself in the community as well. "I like working with the public," **Martin** said, "so I think there's going to be some exciting opportunities there." **Martin's** strength with budgetary matters will be well-suited to Winsted in its own battles. The Board of Education were expected to approve a budget proposal Thursday night, but postponed the decision until Friday night due to technical difficulties. Winchester's municipal budget will soon follow.

"I can bring some enthusiasm," said **Martin**, commenting on his economic development background. However, **Martin** faced difficulties of his own in his last post. The Davison city council placed **Martin** on paid leave, with plans to fire the city manager, on July 27, 2010. The council voted 4-3 to sack **Martin** under accusations that the city manager lied to council members, provided "coy answers" and was "more interested in promoting his personal professional resume than serving the city of Davison," according to a report written by George Jaksa of the Flint Journal. **Martin** came directly to Davison after an eight-year stint in Linden.

The meeting's minutes were unavailable on the city's Web site, as the most recent available minutes are from the June 28, 2010 meeting. However, the summary of public comment during the meeting included "many pleas by residents to keep City Manager **Dale Martin**. Forgiveness may be the best and most Christian thing to do." However, the June 28 meeting featured the vote to refer **Martin** to the city's Personnel Committee for further review. Council member Roger Lutze moved to fire **Martin** during the meeting, placing him on 30 days paid leave - which would serve as his advance notice - as well as providing contractually-obligated severance pay. David **Martin** - who is unrelated to **Dale Martin** - moved to amend the motion, removing references to dismissal and not count the 30-day review period as his advance notice. This amendment carried, with Lutze, Jim Hershberger and Davison mayor Fred "Mac" Fortner dissenting. The amended motion passed with one dissenting vote from Lutze.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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A petition drive called for the ouster of four city council members, as well as Fortner, just two days after the city council voted to place **Martin** on paid leave. The petitions targeted Fortner, Lutze, Hershberger, David **Martin** and Matthew Judd. The recall effort began in May 2010, but gained steam after the vote to remove **Dale Martin** from power. David **Martin** was the only one of the five to not be recalled; **Martin** reportedly opposed firing **Dale Martin**, but was targeted due to other issues surrounding the city. Winchester, though, could offer a fresh start.

"I was definitely warmed over by the Board of Selectmen," **Martin** said, "and I look forward to working with them and immersing myself in the community." Perez was aware of the events in Davison, noting that **Martin** was up-front about what had happened. Conversations with colleagues such as current Davison mayor Tim Bishop and Auburn Hills, Michigan mayor James McDonald confirmed that **Martin** was the best fit for the community. "The recall, to me, says a whole lot about the elected officials and perhaps their behavior at the time," Perez said. "During the interviews, we were impressed by his confidence. He had ideas in terms of economic development, and we were impressed by his willingness and past history in terms of being involved in the community."

A United States Army veteran from 1990 to 1994, **Martin** is a credentialed city manager as a member of the International City/County Management Association as well as the Presbyterian Disaster Assistance National Response team. **Martin** also served as the village manager for Lexington, Michigan for two years. Perez praised **Martin's** professionalism, as well as his enthusiasm for the community, as what could be a turning point for Winchester. "He seems like somebody that's going to have a lot of energy, work with all the commissions, and has well-rounded experience in the communities he's worked for," Perez said. "This is an opportunity for Winsted to have someone come in that the entire Board of Selectmen wants to be successful and wants to stop our two-year revolving door."

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Flint Journal  
September 2, 2010

**Ex-Davison city manager pushes programs to consolidate city and township services**

Author: George Jaksa

He is no longer city manager, but **Dale Martin** still is working to consolidate services between Davison and Davison Township. **Martin** was a prime mover in the groundbreaking proposed collaboration between Davison and Davison Township on municipal programs before the Davison City Council took steps to oust him as city manager in July.

Despite being stripped of his title, **Martin** said he is talking with state legislators about adopting laws that will help the city and township consolidate services. "I am still working on it with the hope of implementing some changes," he said in a wide-ranging interview this week, as he began a three-month severance after being let go by the Davison City Council on July 26. "We have to keep working on it. It's not just a Davison issue," said **Martin**, pointing to financial strains facing many municipalities in the state.

More than 80 people from the city and township met in a two-day June symposium to brainstorm ideas for improving local services to save costs. They came up with guidelines and left it up to a grass-roots initiative to pursue a number of ideas. Finances led to **Martin's** downfall after more than two years on the job. On a 5-2 vote, the council put **Martin**, 46, on a month's leave with pay with the intent to fire him. Some council members accused **Martin** of lying to them, being evasive and not following instructions. **Martin** didn't answer the charges directly but said Monday he knew his job was in jeopardy when Matthew Judd; David Martin, no relation to him; and Roger Lutze were elected last November as Mayor Pro-Tem Keith Flewelling and veteran Councilman Ron Emery, both **Martin** supporters, were defeated. Another supporter, Joy Murray, did not seek re-election.

Except for David Martin, the newcomers joined Mayor Fred (Mac) Fortner and Councilman Jim Hershberger, who had not seen eye to eye with **Martin**, in firing **Martin** on a 4-3 vote. The council and city manager tangled over raising water and sanitary sewer rates. The council voting 5-2 on a less stringent rate increase that led to tapping the general fund for about \$400,000 to make up the difference between costs and charges to users. The move led to layoffs, job eliminations and other service cutbacks. "It's just part of the business," **Martin** said of his departure. "Don't feel sorry for me. You really need to feel sorry for the city. "I am a mercenary city manager. I move from community to community," he added. "I feel sorry for the residents. "The city government is a mess right now."

He accused the City Council majority of putting politics ahead of good governance. "They are more interested in controlling instead of governing," **Martin** said. "There is no bridge between the two sides," he said of differences between the majority and minority members, Mayor Pro Tem Tim Bishop and Don Csutoras. "There's a chasm between them."

**Internet – Newspaper Archives Searches****Dale L. Martin*****(Articles are in reverse chronological order)***

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Fortner said the council's main objective is to get a realistic city budget for Davison. "We're not interested in controlling," Fortner said. "We are interested in getting a budget and everything in place that looks to the public's best interest. "Being a visionary is nice, but we have to take care of the budget first," he added. "Citizens deserve the services but that we get back to a livable type budget."

Davison police Chief William Brandon is serving as temporary city manager until a replacement for **Martin** is named. **Martin** said he is sending out resumes from Maine to Alaska and has had recruiters approach him about his interests. He said the Davison situation has been widely reported. Davison was **Martin's** fourth stop as a city manager. He started in Lexington, a community of 800 residents, where he stayed for two and a half years before moving to the 3,500-member city of Linden for eight and a half years.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Flint Journal  
March 27, 2010

**Davison City Council gives mediocre marks to manager**

Author: George Jaksa

City Manager **Dale Martin** admits he has work to do after getting a lukewarm response on his performance from the City Council. “There are no surprises to me. I have some issues to work on to make city government more effective,” he said on Monday after it became known that his overall approval rating was 52.5 percent, down from 59 percent last year. The council’s Personnel Committee crunched the numbers on **Martin**’s performance at a meeting earlier in the day.

“Probably one of the things as a council we need to do is come up with a formal letter to **Dale** on issues that need to be addressed,” said Jim Hershberger, personnel committee chairman, at the afternoon committee session. He set a meeting for 10 a.m. April 8 to analyze the results and draft a letter for the council’s April 12 meeting.

**Martin**, manager since 2008, was graded on a scale of one to five in 10 categories, with one meaning his performance was unsatisfactory and a 5 meaning he “greatly exceeds standards.” He could get as many as 35 points in each category for a total of 340.

The categories and results:

- External collaboration: 22
- Collaboration with council: 14
- Overall collaboration: 15
- Planning and organizing: 17 (with no grade from one councilman)
- Completes assignments of council: 16
- Personal communication: 24
- Communication with public: 22.5
- Policy facilitation: 15
- Resource and financial management: 17
- Staff and employee development: 16 (with no grade from one councilman)

Councilman Dave Martin, who was among three councilmen elected for the first time in November, said part of the reason for lower scores for the manager could be perceptions councilmen come away with after brief encounters with **Dale Martin** and staff. “The weakness sometimes in on the part of council members,” he said. “It’s a two-way street,” the manager answered.

In response to one councilman’s comment about secret meetings leading up to the public disclosure of merger talks between the city and Davison Township, Hershberger said **Martin** could have been “more upfront with everyone.” “That’s one thing that stuck in my craw,” he said. **Dale Martin** acknowledged that the process could have evolved differently and said he and

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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the council need to work together. “We are going to have a lot of challenges here,” he said, “We need to continue to work together because there are a lot of challenges facing all of us.”

Two former city councilmen praised **Martin** in remarks before the entire council. Ron Emery, who said he served under three city managers, said he was impressed by **Martin**’s enthusiasm and availability to the public. He said **Martin** has gone to restaurants to set up a table to answer questions “but nobody shows. It’s not that he is not available.” “He’s doing a good job. He is dedicated to this council,” he said. “Mr. **Martin** has done a wonderful job to improve the city. He’s doing a great job, added Kevin McKeague, another former councilman.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Davison Flagstaff, The (MI)  
August 30, 2009

**Cooperation is the key**  
Author/Byline: **Dale Martin**

Davison's economic development depends on partnerships.

The cooperative efforts of the City and Davison Township continue to gather momentum. I still believe that the level of cooperation between the two governments is unmatched, not only in Genesee County, but anywhere in the state. Several projects illustrate these efforts.

While the combined application of the township and the city for federal funding of the M15 Heritage Trail (first phase: Lippencott Road to Lapeer Road to Alger Road to Clark Street to Main Street) has yet to be awarded, another trail has formally linked the communities. Davison Township acquired a tract of land formerly owned by Consumers Energy. A new trail has been added to this land, stretching from Gale Road east to the western limit of the Abernathy Regional Park. The city will be extending the trail to link with an existing trail within the park.

Additionally, once the township completes a final link along Gale Road later this year, a complete trail network will extend from Davison Township Hall into the Abernathy Regional Park. With the existing sidewalks outside of the park, it will be possible to travel by foot or bicycle from city offices to township offices, adding a physical tie between the governments, reflective of the bond of the entire Davison community. I hope that you take the opportunity to explore the trails and improve your health and appreciation of your community.

In an effort to spur economic development, the township and the city jointly contracted with Buxton, a retail consultant based in Fort Worth, Texas. The township and the city selected two sites on which to focus potential retail (re)development: State Street and Flint Street within the city and Lapeer Road and Irish Road within the township.

After determining some area characteristics, representatives of each government selected 10 retailers who, in other areas with similar characteristics to Davison, had demonstrated profitable success. The retailers include restaurants, department stores, clothing stores, furniture stores and pet shops.

We will begin to court these 20 retailers to set up shop in our town. It will be a lengthy process, and we hope the community will support the recruiting efforts and then the new businesses. Please do not forget to support the current existing businesses, either. The local businesses play a key role in our exceptional quality of life.

The city and the township, in conjunction with the Davison Community Schools, have also embarked upon renewing the area's five-year recreation plan. As a former participant, representatives of Richfield Township have been invited to rejoin the Davison Community



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Enrichment and Recreation. The updated plan is necessary to apply for state and federal grants to improve and add to our existing recreational facilities. The plan, with the assistance of The Spicer Group, will take about six months to complete.

Other opportunities for more joint efforts are on the horizon. I have initiated discussions with Oakland University (after the University of Michigan-Flint declined) to conduct a communitywide survey. This survey will seek the input of all residents regarding a variety of issues, such as government services, recreational desires and budget priorities. While first contemplated for only the city, I have asked township leaders to consider participating in the survey and include township-related issues for their residents. I expect the survey to be developed over the next few months, with the distribution and compilation to be completed by late spring. For a sample of the type of questions I expect to ask, please visit the City of Flushing's Web site; the results of its community survey have been recently posted.

Several residents and leaders have inquired about combining various governmental functions. The governments already operate an area Fire Department and a Senior Citizen Center and jointly fund the library and recreational programming. It has been suggested that the city and township Planning Commissions meet on a semiregular basis in order to coordinate future development in the area. Perhaps more services or programs can be examined in an effort to reduce costs as tax revenues and property values decline. I understand that some consolidated efforts were examined and rejected years ago, but perhaps it is time for a second look. With the economy faltering, we should take this opportunity to be a "petri dish" of ideas to enhance our quality of life and redefine government.

The efforts of the current legislative boards (the City Council and the Township Board of Trustees) should not be overlooked. It is the members of those boards who have been willing to develop and fund a vision for the future of the Davison community. The entire community should be aware of and get to know those leaders. I am honored to work directly with the members of the City Council to implement their goals and to work indirectly with the leaders of Davison Township in an effort to develop the Davison community.

**Dale L. Martin** is Davison's city manager. Reach him at (810) 653-2191 or [www.cityofdavison.org](http://www.cityofdavison.org).

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Davison Flagstaff, The (MI)  
November 16, 2008

**Manager meets council's expectations**

Author: Amy Mayhew

At its meeting Monday, the City Council presented **City Manager Dale Martin** with a six-month review. Council members agreed that **Martin** is meeting their expectations and is doing a good job for the city.

**Martin**, 45, began his duties as manager on April 18. In the past six months, he has accomplished some short-term goals, including the upgrade of the city's Web site. In the next six months, **Martin** said he will begin working on some long-term goals. **Martin's** annual review will be conducted next April.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Davison Journal  
April 3, 2008

**Davison Council selects new city manager**

Author: Monica Dufour

The city council unanimously selected **Dale Martin**, former city manager of Dowagiac, Mich., as the new city manager last Saturday. Of the six candidates who had been gathered through a search performed by Bill Richards of the Michigan Municipal League, the council narrowed the candidates down to **Martin** and Eric Weiderhold, city administrator of Geneseo, Ill. Several council members were impressed with both of the candidates. After about an hour of discussion, the council united with their decision on **Martin**. “This pool of candidates was quite different from our first pool,” Councilman Ron Emery said of the six candidates. “This second go-around produced these candidates met our requirements. In my opinion, our best fit would be candidate number one (**Martin**).”

Emery said **Martin** hit many points he was looking for in a city manager. “Some of the comments he stated that really worked for me was the first office inside city hall. No clerk, no counter.” **Martin** is strong on downtowns, Emery said. “He likes Genesee County.” Emery said **Martin** gave clear concise answers. Davison City Councilmember Keith Flewelling agreed with Emery that **Martin** was the candidate for the job. He also recommended Eric Weiderhold as his second choice. Councilmember Jim Hershberger said he thought Weiderhold was the best candidate. “Number six kind of wowed me.”

Mayor “Mac” Fortner said he was happy with the decision for a second manager search. “I really felt all candidates seemed to be good. You could just feel the atmosphere.” The city council heard from six candidates: **Martin**; Weiderhold; Gary Rawlings, village manager of Dexter Mich.; Reid Charles, city manager of Mt. Morris; Darcy Long, town manager of Markle, Ind., and Timothy Smith, former town manager of Wellfleet, Mass.

**Martin**’s job offer will be complete after a comprehensive background evaluation, term of employment negotiation with council’s legal staff, and passing a pre-employment physical. Richards said **Martin** informed him that if he were to be selected, he was leaving for a vacation in Mexico and would not be able to be reached for about a week.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Southbend Tribune  
September 12, 2007

**Dowagiac council ousts city manager**  
**Official says Dale Martin's management style wasn't a good fit.**  
Author: Lou Mumford

**Dale Martin** lost his job as Dowagiac city manager because his management style wasn't a good fit, a city official said. Mayor Pro Tem Wayne Comstock commented on **Martin's** departure after the City Council voted Monday night to exercise a buyout clause in **Martin's** contract. "Mr. **Martin** was a good and successful city manager in his prior positions. However, the Dowagiac City Council does not feel that Mr. **Martin's** management style is a good fit for the city of Dowagiac," Comstock said. "We feel that it's best for Mr. **Martin** and the city that the council exercise the buyout option in Mr. **Martin's** contract."

The option allowed the city to cancel **Martin's** contract at the end of six months by paying him a sum equal to six months of his salary and benefits. When he was hired in March, city officials set his annual salary at \$90,000. Mayor Don Lyons said in a prepared statement the fact **Martin** didn't work out in Dowagiac doesn't mean he won't find success elsewhere. "We wish Mr. **Martin** all the best and are confident that in a setting more similar to what he was familiar with, that he will make an excellent city manager," Lyons said.

Assistant City Manager Rozanne Scherr will serve as interim city manager until a successor to **Martin** is located. The search for a replacement is expected to take three to six months. **Martin**, 43, previously served eight years as city manager in Linden, Mich. He was among more than 30 candidates for the Dowagiac job. **Martin** took the place of Bill Nelson Jr., who had served 10 years as Dowagiac's city manager. Nelson resigned to become city manager of Miamisburg, Ohio.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Southbend Tribune  
April 15, 2007

**New city manager cheers on Dowagiac**

Author: Carol Draeger

**Dale Martin** is a former Army officer, a father of four (including twins), an avid game board collector (he owns 300) and big-time believer in historic downtowns. Recently **Martin** added two downtown addresses to his biographical record: city hall, where he serves as Dowagiac's newest city manager. And a refurbished apartment that **Martin** calls home until his family arrives from Linden, Mich., later this summer. "It's half a block away," **Martin** said of his apartment. "I can't blame being late for work on traffic," the 43-year-old said with a laugh. On Monday, **Martin** will begin his fourth week as Dowagiac's leader.

Since taking over the city's reins March 26 from former City Manager Bill Nelson Jr., **Martin** has been meeting with business, government and school leaders. **Martin** predicts that during the next few months he will continue to assess the city as he learns its geography and meets with residents. The goal, he said, is to determine how to best use his community development strengths. **Martin** was Linden's city manager for eight years. The city of 3,600 residents, 15 miles south of Flint, is nearly twice as small as Dowagiac. Residential properties make up the bulk of Linden's tax rolls along with a smattering of small businesses. **Martin** believes Dowagiac's triple attractions, from its bustling businesses along historic Front Street to its airport and train station make it a magnet for growth. "This could be a diamond in the rough," **Martin** said of Dowagiac's potential. "We have a 4,700-foot runway capable of handling jet aircraft," **Martin** said, adding that the train station could also be tapped for future growth. "Is there a way to use those two transportation assets to draw more people and businesses to the city?" **Martin** wondered aloud during a recent interview with the Tribune.

The airport, he noted, is relatively inexpensive to operate. **Martin** said he would like to attract new businesses to the city's half-full industrial park and plans to meet most of the city's business owners. Last week he toured National Copper Products, met with Dowagiac's superintendent and helped judge a traffic safety poster contest. Dowagiac's growth potential and its well-kept downtown, alive with new shops and restaurants, made Dowagiac a strong lure for **Martin**. "I'd like to think that I couldn't work in a city that didn't have a great downtown," **Martin** said. "I'm a traditional believer in the allure of historic downtowns," he said. That passion is what propelled **Martin** to the top of the hiring stack. "What we liked about **Dale** was what I call his gut-level enthusiasm for small-town America," said Mayor Don Lyons. **Martin's** skills mark a departure from Nelson, whom Lyons applauded for his "perfect" professionalism and accomplishments. "Mr. **Martin** is going to be more of a cheerleader," Lyons said.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Tri-County Times  
April 26, 2006

**Linden approves manager's goals**

Author: Anna Troppens

Linden City Manager **Dale Martin** has his goals for the coming fiscal year. City Council approved the goals on Monday, which will provide them with a way of evaluating **Martin** for his annual personnel review. "This is good stuff," Councilor Ray Culbert said. **Martin** will give the council periodic updates on how he is achieving the goals. City officials can develop it as the year progresses, Mayor David Lossing said.

**Martin's** professional development goals include:

- \* Maintaining certification as a professional emergency manager, through the Michigan State Police.
- \* Completing three (one per quarter) online Citizen Planner courses, through the Michigan State University Extension.
- \* Submitting an application for credentialing by the International City/County Management Association (ICMA).
- \* Obtaining a formal leadership position within the Michigan Local Government Management Association/Michigan Municipal League (MLGMA/MML).

Staff development goals include:

- \* Revising the city's emergency management plan.
- \* Conducting weekly staff meetings.
- \* Redeveloping the city's Web site.
- \* Having administrative staff meet 100 percent of their goals.

Economic development goals include:

- \* Reviewing/revising the Blueprints for Michigan Downtowns implementation schedule.
- \* Implementing the revised Blueprints schedule.
- \* Meeting with nondowntown business owners to establish vision/goals.
- \* Regularly meeting with business owners.
- \* Recruiting three needed businesses/services.
- \* Creating a significant downtown retail event.
- \* Preparing/receiving three successful grant/loan applications.

Community development goals include:

- \* Executing the annual Memorial Day picnic.
- \* Executing the Music and Movies by the Mill.
- \* Executing the Summer Games.
- \* Executing the Farmers' Market.
- \* Revising the Parks and Recreation Plan.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Tri-County Times  
March 7, 2005

**Linden city manager receives annual evaluation**

Author: Anna Troppens

The Linden City Council gave Manager **Dale Martin** a positive annual evaluation at Monday's meeting. Each of the six councilors and Mayor David Lossing completed an evaluation form, rating **Martin's** personal and professional qualities in several areas. They awarded him ratings of 1-3, with one being low and three being best, Lossing said. **Martin** received a 2.63 for personal qualities and a 2.61 for professional qualities when Lossing compiled the results.

Although he had the choice of receiving his evaluation in closed session, **Martin** elected to have the council discuss it in public. His evaluation is a factor in his annual salary, which currently is \$62,436, he said. In addition, he receives 7 percent of the amount of his salary deposited into a retirement plan and reports \$5,000 per year additional income on his income taxes from the \$25,000 the council awarded him for a new vehicle after last year's evaluation.

**Martin** has worked for the city of Linden for 61/2 years. Councilors Ray Culbert and Edward Ciesielski were on the council when he was hired. Ciesielski described **Martin** as very innovative, a visionary and a very good fit for the city. He also said **Martin** needs to make a better effort in coordinating the work functions of different departments. Culbert agrees **Martin** is a good fit for Linden. "I believe **Dale** thinks it's a good fit, too. **Dale** has had other opportunities, and he has decided to stay here," he said. "I'm happy you're our city manager, **Dale**. I'm very pleased with you."

He said **Martin** does a fantastic job for Linden. This doesn't mean he and the city manager always agree, but they've always been able to find a point of view or a consensus they can agree on. "It's been a great 61/2 years," Culbert said. "I also think in his tenure he has matured into the job." In addition, he said **Martin** has grown in developing plans and following through with them. He believes this is one of his greatest improvements. **Martin** has always been good at securing grants and funding, including the federal grant for improvements on Ripley Road the council discussed earlier in the meeting, he said. Culbert also said **Martin** has grown in the area of obtaining input from city employees and councilors. As a goal, he wants the city manager to help develop downtown business growth plans.

Councilor Diane Eldred said she is at the low end of the council's evaluation of **Martin** again. She believes there is always room for improvement for everyone. She wants **Martin** to be stronger with some of the departments he manages, making them responsible and follow through. Eldred praised his communication skills, especially with councilors. She can call him with questions and have an answer or solution in a short time, she said.

Councilor Graham Morgan said he also rated **Martin** on the low end compared to the other councilors. He has had many conversations with **Martin** and likes his imagination the most.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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**Martin** just doesn't say no, but tries to think about issues from all sides. **Martin** could delegate more and use the talents that are available in the community from citizens who serve on committees, Morgan said. Councilor Patti O'Dwyer said she's enjoyed working with **Martin**, and that he always has time to talk with the public and councilors. He also is always polite and courteous, she said. But she is very disappointed in the enforcement of ordinances in the city, O'Dwyer said. If it requires getting someone else to enforce them, she believes it is something the council should look at.

Lossing said, as mayor of the city, he deals with **Martin** almost on a daily basis. He said he knows how hard **Martin** works on behalf of Linden. Lossing listed one of his goals for **Martin** as hiring a zoning administrator for the upcoming budget year. In addition, based on the work for the Blueprints for Michigan Downtowns program, Lossing believes the city should consider either an assistant city manager position or economic development position. This person could assist in business recruitment and retention, in conjunction with the Principal Shopping District and Linden-Argentine Chamber of Commerce.

**Martin** said the council's evaluation is very fair. He would grade himself a little more harshly than the council did. The past year didn't seem to have the flow to it that his first five years in Linden did, he said. He wants to get himself and city staff more focused, and provide some direction on long term goals for Linden. "We lost our focus a little bit in the office," **Martin** said. "At least I didn't have as great a focus in the last year." He said he enjoys working in Linden and has no intentions of leaving. "I enjoy working with all of you, and I enjoy going to work every day," **Martin** said.

Culbert said **Martin**'s evaluations have been pretty consistent through the years, and the numbers don't wobble much. In addition, he hears lots of very positive comments about **Martin** and the city staff and the job **Martin** does. The council unanimously accepted its evaluation of him.



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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tctimes.com  
March 12, 2004

**Linden city manager receives raise, loan**

Author: Anna Troppens

Along with a 6 percent increase to his \$58,902 salary, Linden City Manager **Dale Martin** will receive a loan of up to \$25,000 for purchasing a new vehicle. City Councilors Tom Brady, Ray Culbert and Diane Eldred served on the committee that made the recommendation. Their recommendation was approved by a 6-0 vote, following **Martin's** personnel evaluation by the entire Council in February. The loan will be for **Martin** to buy a vehicle in his own name for his personal use, City Attorney Charles McKone said at Monday's Council meeting.

**Martin** is to pay back the loan from the city's general fund over a five-year period. The interest rate on the loan is 3.5 percent. If he leaves the city of Linden, voluntarily or involuntarily, he will still be responsible for paying back the loan. **Martin** will be reimbursed for travel expenses for city business as he currently is. The city manager said he plans to buy a new type of Ford vehicle that will go on sale in August or early September for an estimated \$25,000 to \$30,000. He has a family member employed by Ford Motor Company, so he is eligible for a discount on the vehicle's price. He said his current vehicle, a 1991 Chevy Blazer, is "an old rust bucket." The automobile he plans to purchase has a station wagon style. "It gives me additional incentive to stay here, which I already had," **Martin** said Tuesday. "This adds to my desire to stay in this community." He has been city manager of Linden for 5½ years.

Culbert said the committee made its recommendation based upon **Martin's** high level of consistent performance. The annual principle due on the loan, and accrued interest on it, will be waived if **Martin** continues to be city manager in Linden for the five years of the loan. The loan will not set a precedent for **Martin** or any other city manager, Culbert said. McKone will bring the loan agreement back for Council approval and Mayor Jim McIntyre's and **Martin's** signatures. Councilors praised the salary committee for their innovative way of compensating **Martin**. "I hope someday we'll have to pay him a retirement because he stays that long," Councilor Edward Ciesielski said. "I don't know if we could find someone to replace **Dale** with the money we pay him."

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Tri-County Times  
April 24, 2003

**Linden remains in good financial condition**

Author: Heather Clement

According to City Manager **Dale Martin**, the primary cause for the reduction is due to the timing of the financing for the city's road projects. And, as is the case in many other Michigan communities Linden is feeling the pinch because of Proposal A (Headlee Amendment), which will cause the city's tax rate to go down by 1.66 percent, while operating expenses continue to climb. Although Linden's charter calls for a maximum levy of 13.5 mills, the estimated maximum levy in the next fiscal year will be 1.4592 mills. Last year, the levy was 11.6526 mills. But in general, **Martin** says the city remains in good financial condition, despite the significant expenditures.

Some of the projects to be budgeted for the next fiscal year include, a boardwalk at the end of Walmar Street which will be paid with a low interest loan of \$100,000. The remaining \$250,000 to come from a state of Michigan Natural Resources Trust Fund Grant. Other projects will include a downtown parking lot on the east end of downtown, improvements of city hall, paved roads within the cemetery and painting of the new wrought iron fence surrounding the cemetery. The mill building that houses both the library and council chambers will receive a heating and air conditioning system.

There will be a new lighted brick sign which will be posted at the entry of Linden and will include electronic capabilities to highlight up and coming events in the Linden area. The sign will also include space for local organization signs. New equipment for Linden will include the purchasing of a new backhoe, which is a "good buy for the money," said Department of Public Works Director Jim Letts. The police department will receive a new police cruiser. **Martin** said the city budget allows for three new police cruisers every four years.

Other issues on the budget included the mosquito control levy, which will be going on the ballot this year. "We saved up enough money that we didn't have to levy it this year, **Martin** said. "It has to go on the ballot because we want to adjust the amount."

Members of the City Council praised the effort **Martin** and Treasurer Gloria Kirshman put into the proposed budget. "You guys do a bang up job," said Councilor Ray Culbert. A public hearing on the 2003-2004 fiscal year budget will be held on Monday, April 28 at 7 p.m. in the City Council chambers. Residents will be allowed to voice their concerns over the budget at that time. The Linden City Council is expected to vote on the budget on Monday, May 5.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Flint Journal, The (MI)  
February 25, 2003

**Linden: City manager receives favorable review**

Author: Robert Snell

City Manager **Dale Martin** received a favorable review during his annual evaluation, which was discussed Monday during the City Council meeting. A City Council wage committee will meet and decide a possible raise for **Martin**. A decision could come at the city council's March 10 meeting.

**Martin** is adept at obtaining grants and keeps the council informed, council members said. He is prepared, communicates well and is aggressive. But he over-emphasizes downtown businesses at the expense of other merchants and needs to listen more to community members, according to the evaluation. **Martin**, hired in 1998, is evaluated every year. Council members also listed long-term goals for **Martin**. They include developing the downtown, building sidewalks and improving roads.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Flint Journal  
January 17, 2003

**Linden: City manager picked for leadership program**

Author: Robert Snell

City Manager **Dale Martin** received a political leadership fellowship from Michigan State University's Michigan Political Leadership Program. **Martin**, who was picked from a pool of more than 100 candidates, will attend the program from February through November. **Martin** and 23 others will participate in a 10-month curriculum on practical politics, public-policy analysis and process, personal leadership development and effective governance. The fellowship is valued at \$12,000.

**Martin**, Linden's city manager since 1998, will participate one weekend per month for 10 months. Events include an insiders look at the White House with presidential adviser Karen Hughes and Dee Dee Myers, former press secretary to President Bill Clinton. Prior to coming to Linden, **Martin** served as Lexington's village manager and served in the U.S. Army. He is the father of three.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Flint Journal, The (MI)  
February 27, 2002

**Panel gives manager high marks**  
**City Council grades aide above average**  
Author: Chad Swiatecki

City Manager **Dale Martin** got a pat on the back from the City Council during his annual performance evaluation Monday. In slightly more than three years running the city, **Martin** has grown into a valuable leader who works well with employees and residents and balances major capital projects with day-to-day operations, council members said. "**Dale's** evaluation (rating) has grown each year, and I felt **Dale** has matured a lot in that time," Councilman Ray Culbert said. "He's well-respected, even if we don't always agree with everything he thinks, but he seeks creative solutions to complex problems."

Using a scale of one to three, with one meaning improvement is needed and three meaning above average, the council rated **Martin** on eight personal qualities including achievement and drive, appearance and self-control. They also assessed 15 professional qualities, such as communication, competence, attitude, leadership and innovativeness.

**Martin's** average score for both sections was a 2.5 - halfway between acceptable and above average - with his highest marks coming from supportiveness, achievement and drive, attitude and preparedness. His low marks were in community relations, managerial skills, appearance and ability to delegate tasks. Councilwoman Diane Eldred, who gave **Martin** the lowest marks, said **Martin** has done a respectable job but has to focus on improving the city. "I'm probably the hardest of anybody up here, but a three (rating) suggests that they're perfect, and there's no one that's perfect," she said. "Some areas he did well in and some need improvement, but there's room for improvement in all of us."

**Martin** credited the city staff with helping him manage such projects as the reconstruction of E. and W. Broad streets and the success of such attractions as the Music by the Mill program. "There are areas where I think I can improve also, and a lot of what we accomplish in the city is due to our staff as a whole," he said. "I look forward to working with everyone on more projects this year to enhance the city." After the evaluation, Mayor William Rose and council members David Lossing and Ed Ciesielski were appointed to review **Martin's** contract for next year.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Tri-County Times (Fenton, MI)  
February 28, 2001

**Martin earns high marks from Linden City Council**

Author: Staff Writer

Linden - City Manager **Dale Martin** scored high marks in his performance evaluation. With 3 being the highest, **Martin** received an overall score of 2.5. Various personal and professional qualities were considered for the evaluation. **Martin** scored "acceptable" and "above average" in the final average in all categories.

High marks were given by the councilors in areas such as verbal fluency, attitude, supportiveness, decision-making ability and managerial skills. "No one is perfect," said City Councilor Diane Eldred who said she was perhaps the hardest on **Martin** when evaluating his performance. Overall though, she said she thought **Martin** does a good job, but added that some improvement is needed. "**Dale** is diligent in the direction we want to go with the city," said Councilor Edward Ciesielski.

Councilor Ray Culbert said **Martin** has matured a lot and is very well respected by the council and the city employees. "He seeks creative solutions to complex problems," said Culbert.

Mayor William Rose said some of the lower marks will only help **Martin** continue to grow. He added that **Martin** is one of the best city managers the city has had. Some of the strengths noted in the evaluation for **Martin** are his flexibility, innovative ideas, organizational skills, initiative and creativity in securing funding.

Maintaining good relations with staff and city employees and his willingness to work long hours are also noted as strengths. Some weaknesses noted are in the area of communication such as listening to hometown residents and slow response time to citizens' complaints. **Martin** said he is aware that there are areas he could improve. "I'm looking forward to more projects," said **Martin**. He attributes much of his success to his staff. "We have an exceptional staff," he said. "It is not possible without them."

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Flint Journal, The (MI)  
May 7, 2000

**SIGNS OF BROAD STREET RECONSTRUCTION POP UP IN AND AROUND LINDEN**

Author/Byline: Elizabeth Shaw

The first sign of spring is up just before the city limits - and it's proclaiming "Construction Work Ahead" in brilliant orange. The sign sits where Silver Lake Road becomes E. Broad Street at Linden's eastern boundary. All along the 1 1/2-mile stretch from Ripley Road west to downtown, yellow-flagged stakes indicate where workers will begin digging trenches this week for underground utilities.

It's the first step in the \$2.5-million E. Broad Street reconstruction that City Manager **Dale L. Martin** described as "the largest project in the city's history." Residents in a special assessment district along E. Broad Street will pay \$371,000, or about \$5,000 a lot, over 15 years to fund the project. The city will pay \$428,300, and more than \$1.2 million in federal funds will pay the remainder. In addition to road resurfacing from Ripley to Bridge Street, the improvements will include new curbs and sidewalks from Main Street east to High Street, then south around the cemetery and east to Ripley Road.

The route will remain open during this initial phase of storm sewer and water main installation from May 15 through July 29, according to the project timeline supplied by Genoak Construction of Holly, contractors for the project. After that, through-traffic will be detoured north on Ripley Road to either Tickner Street or Rolston Road, then south on Bridge Street to the downtown area. Genoak plans to keep the route open to local traffic throughout construction if possible. The work should be completed by November. The project has been in the works for nearly three years and is part of a planned effort to enhance Linden's historic downtown, City Council member Ray Culbert said. In addition to the road improvements, the city is working to expand its downtown historic district to allow many of its older homes to qualify for state tax credits for historic renovation. "Improving the roadways combined with the ability to make our homes more attractive will be the best way to keep downtown Linden from becoming just another commercial strip like you see in so many other communities," Culbert said.

The sidewalks and curbs will completely change the look of the city's eastern entry, Culbert said. "I've been very pleased with residents' comments. They know it's really going to help their conditions out that way, make it more attractive and help their home appreciation," he said. "Also, the amount of federal and city money we've been able to bring to this project has really lessened the burden on our people. It's a great project for a little city like Linden." In addition to the road project, the city has allocated \$10,200 of its 2000 federal Block Grant funds for the ongoing Downtown Revitalization Plan. The project includes street lighting, benches, trash receptacles and landscaping throughout the downtown district. The first half of the work will be completed by July, with the entire project finished by December 2001.

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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Flint Journal, The (MI)  
September 20, 1999

**RESIDENTS HOPE TO ARM THEMSELVES WITH INFORMATION**

Author/Byline: Elizabeth Shaw

As it was for many of the dozen or so people who gathered in the city council chambers beneath Linden Mill last week, Peggy Wharton's reason for joining the first Linden Citizens Academy was a simple one. "I've lived here for 55 years. I raised my kids here and my grandkids will be raised here. And I've never had a clue who's running the show," Wharton said Thursday as the academy opened.

For the next two months, that is exactly what City Manager **Dale L. Martin** hopes to teach in a series of classes on local government inspired by the widespread popularity of citizens police academies. Anyone who completes the series of six classes will receive a certificate of recognition at Linden's annual Government Day dinner in May.

**Martin's** rationale is that an informed public will be an involved public. "When we adopted this year's budget, we held three public meetings and not a single resident came. Only 35 people responded to the survey we mailed to every address in town. If a council is dependent on public input to make decisions, what do you do if there's absolutely no input?"

Mayor William G. Rose agreed, adding that residents also need to understand why change, like road improvements, is necessary to a growing community. "We're in a time of transition right now. We've got to get ready for the growth we're going to experience because of the quaintness and rural nature of our community. It will be a struggle, but if we can work together hopefully we'll end up with the kind of community we're all still proud to live in," Rose said.

Both are hoping the Citizen's Academy and similar projects will foster a community vision and inspire ideas such as themed signs for downtown businesses and citywide sidewalks. "The trend nowadays is for urban planners to try to re-create small clusters of community in places like Troy and Southfield," **Martin** said. "We already have it. Let's promote and protect the community aspect of Linden."

The next class of the Linden Citizens Academy is scheduled for 7 p.m. Sept. 30. Newcomers are welcome to attend.



**Internet – Newspaper Archives Searches**  
**Dale L. Martin**  
*(Articles are in reverse chronological order)*

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The Flint Journal  
November 28, 1998

**New City Manager Takes To Street To Meet and Greet**

Author: Jennifer Hrynik

If a man with a closely cropped, military-style haircut comes to your door one evening, don't mistake him for a recruiter. New City Manager **Dale Martin** just wants to introduce himself. "One of the things I stressed when I interviewed for this position is that I really put a lot of effort into my contacts with the citizens," he said. "I want to go and knock on people's doors and introduce myself."

**Martin**, 34, served as a U.S. Army officer before getting into municipal management and previously was village manager for the village of Lexington, Mich. The Warren native started in Linden on Nov. 2. Previous manager Joseph M. Murray left for a city manager position in Greendale, Wis., on May 1. **Martin** said so far the city strikes him as being similar to many small-town Michigan communities: very family-oriented and very friendly. He hopes to bring his perspective and experience as someone with a young, growing family. He and his wife Beth have three daughters, a 5-year-old and 5-month-old twins.

"(The residents) are concerned about the way their community is going to grow because they either stayed here or they moved here because they liked the community environment," **Martin** said. "And we need to make sure that we keep it that way." **Martin** said Linden's size - it has about 2,600 residents - is what initially attracted him to the position. After serving two years in rural Lexington, north of Port Huron - population 800 - he was ready to go to a larger community. "(Linden's) a small enough city that I can learn how cities and counties operate in a more urban and interactive environment," he said. "In Lexington, we were on our own because the county was so rural, we had very limited interaction with the county."

After graduating from Alma College with a political science degree, **Martin** did what he calls "the usual political science grad jobs" of retail and waiting tables. Later he headed to Oakland University and received his master's degree in public administration in 1990. Before becoming Lexington's village manager in April 1996, **Martin** served in the U.S. Army as an infantry officer and an intelligence officer. He was stationed in Germany for four years and was open to making it a life-long career. But **Martin** said military life, which kept him away from his family for six to eight months of the year, is in the past. "I had some concerns about the general direction of the Army," he said. "I just felt it was time to get out with the draw-downs and a lot of the political considerations that were going on."

**Martin** said his philosophy as a manager is simply to let the experienced city staff do their jobs. "I am not going to be better at their jobs than they are," he said. "I give them an envelope in which to operate and it's my job to keep them in that envelope or redefine that envelope as issues arise." **Martin's** first major project as city manager is coordinating reconstruction of Broad

**Internet – Newspaper Archives Searches**  
**Dale L. Martin**

*(Articles are in reverse chronological order)*

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Street, the largest construction project in Linden history. **Martin** is busy planning informational meetings for residents, which should start in late January.

**Martin** said he plans to visit with as many E. Broad Street business owners and residents as possible within the next month. "If I can get a chance to meet them personally so that I'm a familiar face to them then maybe that can help this project move a little more smoothly," he said.

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Research Compiled by:      Shannon Farr & Tammie Gardner  
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