

# TOWN OF JUNO BEACH

## PUBLIC COMMENT CARD

ANY CITIZEN WISHING TO SPEAK SHOULD COMPLETE THIS CARD AND GIVE IT TO THE TOWN CLERK PRIOR TO THE START OF THE MEETING.

AGENDA ITEM #:

DATE:

Dec. 6. 2024

NAME:

Jim Ferguson

PHONE NO.:

561 762 7251

REPRESENTING (IF APPLICABLE):

ADDRESS:

CHECK WHAT MAY APPLY:

SUPPORT

OPPOSE

I WISH TO SPEAK

I WOULD LIKE MY COMMENT READ INTO THE RECORD:



# TOWN OF JUNO BEACH

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AGENDA ITEM #:

1

DATE:

12/6/2024

NAME:

ALDO ROVERE

PHONE NO.:

631-335-4147

REPRESENTING (IF APPLICABLE):

UNO LAGO - OCEAN TRACE

ADDRESS:

400 UNO LAGO DRIVE

CHECK WHAT MAY APPLY:

SUPPORT

OPPOSE

I WISH TO SPEAK

I WOULD LIKE MY COMMENT READ INTO THE RECORD:

## **Good day, Counselors, Town Staff, and Residents,**

I appreciate the opportunity to share my thoughts regarding the selection of our next Town Manager. After thoughtful consideration, I firmly believe that **Jay Boodheshwar** stands out as the ideal candidate for this role.

What truly sets him apart is his extensive prior and recent experience as Deputy Town Manager in Palm Beach County. His familiarity with the County, and his established connections, enables him to hit the ground running, making him uniquely positioned to understand and address the specific needs of Juno Beach. His deep roots in our region, combined with his professional expertise, provide a strong foundation for success.

The admiration and respect from his colleagues and friends—including those within our Juno Beach community—speak volumes about his character, leadership, and the positive impact he has had where ever he has served throughout his career. His references reflect these qualities with high praise.

During the open interviews before the Town Council and the Meet and Greet with the community, Jay demonstrated a keen understanding of the unique issues that coastal towns like Juno Beach face. He addressed these topics with confidence, insight, and a clear vision for how to navigate challenges such as coastal resilience, sustainable development, and preserving a community's identity.

Additionally, his experience in managing recovery from significant hurricane damage, including his successful use of FEMA resources while adhering to critical protocols, underscores his competence in disaster response and risk management. His actions in these situations ensured compliance with reimbursement requirements, minimizing financial risk to his municipality. Furthermore, he implemented measures to secure sufficient reserves during budget shortfalls, showcasing his fiscal responsibility and forward-thinking approach.

In my personal discussions with Jay, I found a kinship in his attitudes and principles—qualities that are essential for those committed to public service. Ethical principles are critical in dealing with difficult decisions, challenging circumstances, and individuals navigating their own personal issues. He demonstrated the ability to step back, consider other points of view, and place himself in another person's shoes. This quality of empathy and thoughtful reflection stood out in how he handled tough situations over his many years. The right to do something, does not always make it the right thing to do.

Jay's combination of local knowledge, practical experience, ethical integrity, and proven leadership makes him the ideal choice to serve as the next Town Manager of Juno Beach. I have full confidence that he will uphold our values, address our challenges, and help guide our town toward a bright future.

Thank you for considering my perspective.

Sincerely,

**Aldo Rovere**

400 Uno Lago Drive

Ocean Trace Condo Board Member



Caitlin Copeland &lt;ccopeland@juno-beach.fl.us&gt;

## Feedback on Town Manager Candidates

1 message

**Jennifer Pierce** <jenniferpierce1020@gmail.com>

Thu, Dec 5, 2024 at 5:51 PM

To: pwheeler@juno-beach.fl.us, dhalpern@juno-beach.fl.us, mhosta@juno-beach.fl.us, ddavis@juno-beach.fl.us

Cc: town\_council@juno-beach.fl.us, ccopeland@juno-beach.fl.us

Dear Members of the Town Council,

Unfortunately, I have to work tomorrow morning and won't be able to attend the meeting, but I appreciate the opportunity to share my perspective on the Town Manager candidates.

With over 25 years of corporate leadership experience across the financial services and energy sectors, I have successfully led globally diverse teams in both the US and Europe. This background has given me a deep understanding of what makes a leader effective across different contexts and communities.

And now, as an ICF-certified leadership coach, I specialize in empowering leaders to create meaningful change in their environments, elevating culture and performance. I hold multiple accreditations in advanced psychometric tools, including DISC, 12 Driving Forces, and EQi-2.0, which uniquely equip me to evaluate leadership qualities from a holistic standpoint. I blend data-driven insights with neuroscience-backed techniques to assess leadership potential, understand stress resilience, and help leaders make informed decisions for the betterment of their teams and communities.

Residing in Juno Beach, I am committed to our local community's well-being, which further inspires my passion for identifying leaders who will best serve and uplift our town. It is in that context that I took the liberty of writing a summary of the three finalist candidates based on their dossiers, a 5-10 minute one-on-one chat with each of them at the meet-and-greet Tuesday night, and observing the public group interviews on Tuesday and Wednesday.

### Town Manager Finalist Candidates - Thoughts to Consider:

#### 1. Jay Boodheshwar

*Size of General Fund Budget:* \$208M

*Employees:* 548

*Population:* 19,500

*Salary:* \$297,000

#### Summary:

Jay presents as a capable and affable choice, someone who can maintain the town's current culture with minimal disruption. His friendly demeanor and ability to get along with a wide range of people are clear strengths. However, there is a concern that his tendency to please others may hinder his ability to stand firm or make difficult decisions when faced with opposition. Given his background in Palm Beach, one might question whether his familiarity with the region and its dynamics could inadvertently influence his impartiality or fairness, especially in a politically sensitive environment like Juno Beach. His smooth delivery during the meet-and-greet and group interview, while polished, occasionally bordered on feeling overly rehearsed, which some may interpret as a lack of authenticity. While Jay would likely be a stable choice, his selection may not signal significant progress or innovation. His application for a role with a salary range well below the posted guidelines also raises questions about the fiscal prudence of hiring him when equally or more qualified candidates are within budget. If chosen, Jay would not be a poor choice; however, his appointment may represent continuity rather than a forward step in addressing the evolving needs of the town.

#### 2. Darren Coldwell

*Size of General Fund Budget:* \$29M

*Employees:* 200

*Population:* 7,500

*Salary:* \$178,000

#### Summary:

Darren emerges as the preferred candidate for Juno Beach, bringing an outsider's fresh perspective and no preconceived notions about the town or its dynamics. His experience navigating fiscal, personnel, and cultural challenges is evident, and his communication style strikes a commendable balance between collaboration and authority. Darren's ability to command respect while remaining approachable suggests he can effectively lead without creating unnecessary friction.

Darren does not appear to have a hidden agenda or political motivations, which aligns well with the town's need for an impartial and fair leader. His willingness to address sensitive issues, such as council decorum during the interview process, demonstrates a direct and respectful approach to complex matters. Furthermore, his dossier highlights his capacity to handle tough personnel decisions, such as dismissing a Chief of Police, with professionalism and respect. Darren's experience managing larger budgets and teams, alongside his FEMA certification and wildfire management experience, speaks to his ability to navigate crises and lead under pressure. Despite his extensive qualifications, he has been compensated less than the other candidates in his current role, suggesting that a competitive yet fiscally prudent offer could secure his services while saving taxpayers money. Darren's proven ability to act decisively while maintaining morale among employees positions him as a strong and capable CEO-style Town Manager. His track record of addressing challenges head-on while fostering a positive workplace culture makes him an excellent choice to lead Juno Beach forward.

### 3. Patrick Comiskey

*Size of General Fund Budget: \$25M*

*Employees: 250*

*Population: 18,000*

*Salary: \$196,000*

#### Summary:

Patrick appears to be the weakest of the three candidates, with significant concerns regarding both his past experience and leadership style. His departure from Mt. Dora, whether justified or the result of political dynamics, casts a shadow that would be difficult to overcome, particularly given the current dissatisfaction among town citizens with elected officials and council decorum. Bringing in a candidate with this kind of baggage could be a disservice at this time. From a skills perspective, Patrick has comparable experience to Jay, with more years in a leadership role. However, his performance during the interview process revealed key weaknesses. His responses were often rambling and unfocused, making it difficult to discern clear answers to questions that the other candidates addressed succinctly. Moreover, feedback from his references consistently noted his hesitancy to act and slow decision-making, especially on personnel matters, which could allow issues to fester over time. Patrick's demeanor suggests he may take considerable time to familiarize himself with the town, develop a strategy, and implement meaningful change. In a town looking for decisive leadership, his tendency to overanalyze and defer decisions raises concerns about his ability to drive progress effectively. Additionally, Patrick's current unemployment status gives the impression of desperation rather than genuine interest in the role, which could impact perceptions of his suitability. While this observation may not be entirely fair, it adds another layer of complexity to his candidacy. In conclusion, Patrick may not have the decisiveness, focus, or momentum needed to meet the town's expectations and challenges at this time.

#### UNOFFICIAL Assessment View

From a broad perspective, based on limited data points and without the benefit of a formal psychometric assessment, the candidates present distinct leadership and emotional intelligence profiles:

- **Jay** appears to have the highest emotional intelligence (EQ) of the group, showcasing a personable and approachable demeanor. However, his leadership style leans more toward that of a skilled salesperson rather than a decisive CEO. While adept at building relationships, he may lack the assertiveness required to lead firmly in challenging situations.
- **Darren** demonstrates a well-rounded leadership style with strong CEO traits. He is direct, unafraid to confront difficult issues head-on, and exhibits a level of impatience that suggests a bias toward action. While his EQ seems solid, his filter may not always be optimal, leading to moments of bluntness. That said, his influential and collaborative tendencies help balance his direct approach, making him a dynamic and capable leader.
- **Patrick** comes across as detail-oriented and methodical, reflecting a strong compliance-driven approach. He seems more collaborative than commanding but may struggle with confrontation, which could lead to frustrations among staff if issues are left unresolved. While his EQ appears slightly lower than that of Jay and Darren, it remains within an acceptable range, though his slower decision-making process may hinder effective leadership in fast-moving scenarios.

Each candidate brings unique strengths and challenges, with Darren emerging as the most CEO-like in terms of decisiveness and strategic vision, Jay excelling in interpersonal relationships, and Patrick leaning heavily on structured, data-driven decision-making.

#### Final Thoughts (not related to the candidates but more as an interested resident and taxpayer):

- We posted the job with a salary of \$175-235k, yet the recruiter presented Jay at \$297k (20-40% above our range). I realize Jay has said he is willing to take a cut, but as a taxpayer, I was concerned when the recruiter mentioned salary negotiations. I do not think many residents - and certainly I am of that group - would endorse increasing the salary outside the posted range, since we have two alternatives already in the range. If Jay were offered the job, I would expect the salary to be \$235k (I would not insult him by offering less than the top of the range either).

- All three candidates were asked the question by Council, "What is the most pressing issue you think Juno Beach is facing right now?" Darren was the only candidate to address the 'elephant in the room' and say it is the discord on Council. Jay and Patrick answered with the politically safe answer of developer encroachment, which is very important, but *'right now'*, it'd be hard-pressed to find an issue more pressing than the negative press and resignations we saw in the last couple of weeks. Juno Beach needs a change agent, not a business-as-usual Town Manager right now.
- At the meet-and-greet, I asked all candidates if they were optimistically- or actively-looking for a new job. This is a standard recruiting tactic to understand what else someone has and their motivations for looking. Patrick said, understandably, that he is actively looking, as he does not have a job right now. Jay said he was opportunistically looking as he is happy in Naples but couldn't pass up the chance to get back to Palm Beach County. Darren, however, said he is actively looking, which took me by surprise at first. He said he's spent five years in Page and feels he's done what he set out to do, and with a new mayor coming in, feels it's a good time to make a move. I asked where else he is interviewing, and he alluded to it being a few places (can't recall his exact wording) but mentioned he's a finalist here in Juno this week and a finalist in a small coastal town in the State of Washington next week. I did not get a 'desperation' feeling from Darren at all, so I feel he is transparent in looking for a town with the best fit. (For what it's worth, his wife shared that Juno Beach is her top choice.)

I realize this is a lot of information! I appreciate your taking the time to hear my views, and I look forward to hearing the result from the meeting.

Caitlin - please include this in the record as part of the meeting minutes since it's too long to read out loud. Thank you.

Jennifer Pierce

# Juno Beach

## Straw Preference Poll RE: Town Manager

December 6, 2024

Please place a check mark next to your top choice to become Juno Beach's next Town Manager.

Note: If you cannot decide between two candidates, please feel free to check both their names.

	Candidate	Ballot
		<input checked="" type="checkbox"/>
1	Boodheshwar, Jay	<input checked="" type="checkbox"/>
2	Coldwell, Darren N.	<input type="checkbox"/>
3	Comiskey, Patrick C.	<input type="checkbox"/>

Submitted by (please place a mark next to your name):

Davis     Halpern     Hosta     Wheeler

Signature: \_\_\_\_\_

*Peggy Wheeler*

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	Candidate Name	Vote
1	Boodheshwar, Jay	
2	Coldwell, Darren N.	✓
3	Comiskey, Patrick C.	

Submitted by (please place a mark next to your name):

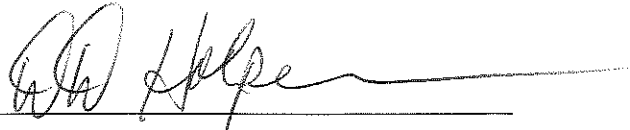
Davis

Halpern

Hosta

Wheeler

Signature: \_\_\_\_\_





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Submitted by (please place a mark next to your name):

Davis       Halpern       Hosta       Wheeler

Signature: Marianne Hosta

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Submitted by (please place a mark next to your name):

Davis       Halpern       Hosta       Wheeler

Signature: \_\_\_\_\_

*D Davis*

Provided by Councilmember  
Davis

	Desirable Qualities	Jay Boodheshwar	Darren Coldwell	Patrick Comisky
1	Focus on Slow Growth with any Development to Enhance Quality of Life for those who already live in Town	3	3	2
2	Highest Personal Ethics	7	7	7
3	Ability to Preserve what is unique about Town	5	3	4
4	Environmental Preservation	6	6	5
5	Management Skills for Continuous Quality Improvement	7	6	5
6	Financial Acumen / Fiscally Conservative	6	6	7
7	Community Engagement	7	7	5
8	Long Term Strategic Planning Experience	7	7	5
9	Experienced in project management skills & ability to prioritize action items to meet strategic initiatives within budget	7	7	7
10	Ability to Manage Public Safety - Traffic Concerns	7	7	7
11	Experienced with Master Plan	7	0	0
12	Experience in Municipal Govt.	7	7	7
13	Florida Experience in Govt.	7	0	7
14	Florida Experience in govt in a coastal community	7	0	0
15	writing abilities	7	6	4
16	IT - tech experience	7	6	5
	Score Totals	104	78	77

Rank each candidate at 0-7 with 0 worst and 7 highest for each quality based on

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