

# ***MEMORANDUM***

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***COLIN BAENZIGER & ASSOCIATES***

**TO:** Mayor and Town Council  
Juno Beach, FL

**FROM:** Colin Baenziger and Ron Williams                      **DATE:** November 14, 2024

**RE:** Town Manager Search Update: Recommended  
Candidates

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We are recommending the Town consider 10 candidates (from the approximately 55 who applied) to be its next Town Manager. We believe all the candidates are very strong and would do an excellent job for Juno Beach if hired. Brief summaries of their credentials follow as well as a summary of the next steps.

## ***The Recommended Candidates***

- **Sonia Alves-Viveiros:** Ms. Alves-Viveiros has been the Business Administrator of Edison Township, NJ (population 106,836) since 2022. There she oversees all the typical functions of a city as well as a health department, a department of senior citizen service, the municipal court and the Animal Shelter. Previously, she was the City Manager for Englewood, NJ (population 29,034) for two years, and the Business Administrator for the Maplewood Township, NJ (population 25,684) for four years. Her management style is to be communicative and collaborative. She creates a participatory environment where department heads and subordinates feel valued. Having regular meetings ensures a constant flow of communication and avoids misunderstandings. Her greatest achievement has been overcoming and rising through challenging moments as she worked her way from an internship to a City Manager position. It has been a labor of love, and she is truly appreciative of the challenges she has faced. Each has taught her something and made her a better municipal manager. As she has progressed through local government, she has learned the importance of communication, building strong relationships, and developing more effective teams. Each of her roles was an opportunity, and she constantly strived to grow and improve. She hopes that through her experience, she can inspire other public servants to be proud of the work they do, no matter what role they play. Ms. Alves-Viveiros has a bachelor's degree in political science and a master's degree in public administration from Seton Hall University.
- **Jay Boodheshwar:** Mr. Boodheshwar has been the City Manager for Naples, FL (population 19,894) since 2022. Previously, he worked for the Town of Palm Beach, FL (population 9,239) for sixteen years with the last seven as the Deputy Town Manager. Mr. Boodheshwar's management style encourages a sense of team, mutual respect, pride, and appreciation. It is collaborative and collegial with a focus on the importance of open

and timely communication, the development of staff, and motivation through inspiration. He believes that the greatest legacy a manager can leave is not of a physical nature, but one that impacts hearts and minds. While Mr. Boodheshwar has led numerous projects that have

befitted the communities he has worked in, he considers his impact on residents and employees to be his greatest legacy. His approach to public service, and his sense of obligation to positively impact everyone that he encounters, has inspired others to do the same thus creating a ripple effect that will last a generation. Mr. Boodheshwar has a bachelor's degree in education from Bowling Green State University and a master's degree in public administration from Florida Atlantic University.

- **Darren Coldwell:** Mr. Coldwell has been the City Manager for Page, AZ (population 7,287) since 2019. Prior to his current employment, he was the County Manager for Lincoln County, MT (population 19,677) for two years. Before that, he built and owned a successful small business that he sold after 25 years of operation. Among his other notable achievements, he served as (strong) Mayor of Troy, MT, (population then of about 938) for four years. In that position, he managed the day-to-day operations of the city. His management style is to mentor, empower, and respect. He listens to the staff and emphasizes customer service. He is an expert in conflict resolution and a consensus builder that knows how to help get everyone to a yes answer. His greatest achievement was remedying the problematic intersection of HWY 89 and North Lake Powell Boulevard in Page. It was poorly designed and characterized by numerous accidents and fatalities. They decided the solution was a roundabout, but then had difficulty finding funding for the project. Finally, he decided to pursue a state appropriation. It took three years of regular trips to the capital and innumerable phone calls to their senators and representatives, but in the end, he was successful. Page was the first city in the state to receive a city appropriation for an ADOT project. The \$8 million project is currently under construction and will prevent accidents and save lives. Mr. Coldwell has a bachelor's degree in interpersonal communication and organizational communication from the University of Montana. He has received the FEMA 101 certification.
- **Patrick Comiskey:** Mr. Comiskey was most recently the City Manager of Mount Dora, FL (population 17,915) for three years. Previously he was the City Manager for Cambridge, MD (population 12,375) for three years, and the City Manager for Thomaston, GA (population 8,962) for fourteen years. Mr. Comiskey enjoys bringing people together to work on a problem and then stepping back to allow the group to work out solutions. Management by objective is his preferred framework. Visiting job sites and workstations is commonplace for him. Mr. Comiskey's greatest achievement thus far is the development of the Lake Thomaston Reservoir in Georgia. It was a multi-million-dollar project that required the acquisition of land, setting up a public bond issue, working with engineers, biologists, state regulatory agencies, the Army Corps of Engineers, neighboring property owners, the state's electric utility, the railroad, and two different general contractors. This multi-year effort resulted in a half a billion-gallon reservoir that insulated the city from late summer droughts. Mr. Comiskey has a

bachelor's degree in sociology from the University of Florida, a bachelor's degree in business administration with a concentration in accounting from Middle Georgia State University, and a master's degree in public administration from West Virginia University. He is a Certified Purchasing Manager.

- **Tandra Davis:** Ms. Davis has been with the Town of Dundee, FL (population 6,725) since 2019 and has been serving as the Town Manager since 2020. Previously, she was the Assistant Finance Director for the City of Fort Meade, FL (population 6,252) for two years, along with holding positions in the private sector. Ms. Davis' management approach is a blend of transactional, coaching, and charismatic styles. One of her most significant accomplishments in Dundee has been replacing a third-party vendor which provided sanitation services to the town. When she began in Dundee, the vendor was not performing well, and garbage was visible throughout the community. They placed this vendor on an action plan and gave them 45 days to improve their service. When the company failed to comply, the town gave them 60 days' notice to terminate. Within that timeframe, the management team put together an inhouse replacement including personnel and trucks. They were told they did not have enough time, and they would fail. They did not. By taking over the function, and providing a high service level, Dundee has become a beautiful town that is now admired. Further, the staff takes great pride in the improved level of service. Ms. Davis has a bachelor's degree in business administration from Strayer University, and a master's degree in business administration from Warner University.
- **Glenn Irby:** Mr. Irby was most recently the City Manager for Edgewater, FL (population 23,754) for five years. Previously he was the City Administrator for Apopka, FL (population 49,458) for three years, and the City Manager for Umatilla, FL (population 3,699) for nine years. Among his other notable achievements, he served as Mayor of Minneola, FL, (population then of about 6,000) for a short period. Mr. Irby has found that participatory management is his niche. Even as an elected official, he was known to roll up his sleeves and assist with utility line breaks and clearing of streets after major storm events. He wants to be fully informed on the progress of ongoing projects so he can provide up-to-date information to citizens and the City Council. This management style assists in "growing" employees. When appointed in Apopka, a new Florida Hospital was just breaking ground near a major collection of new state highways. The hospital was greatly needed but no access to any of the highways had been considered. Mr. Irby met with a developer who owned land in the same area and successfully forged a public-private partnership. The developer negotiated with the Central Florida Expressway Authority to develop and construct an interchange. These ramps will provide access to the hospital as well as open this relatively desolate area to a great deal of both residential and sorely needed commercial development. Mr. Irby has a bachelor's degree in business administration and accounting from the University of Central Florida and a master's degree in public administration from Troy State University.
- **Patrick Jordan:** Mr. Jordan has been the County Administrator for Ionia County, MI

(population 67,674) since 2022. Previously he was the City Manager for Escanaba, MI (population 12,347) for five years, the County Administrator for Wexford County, MI (population 33,234) for two years, the Assistant City Manager for Unalaska, AK (population 4,619) for two years, and the Borough Manager for Bristol Bay Borough, AK (population 933) for two years. Mr. Jordan is an inclusive manager. He recognizes that department heads are experts in their respective fields, and he involves them in decisions whenever possible. During his term as Muskegon Township Supervisor, their Township and two other communities fought what the media called the “Water Wars” with Muskegon County. During the 80s, groundwater contamination was detected in a neighborhood on the Township’s north side (an area shared with the Laketon and Dalton Townships). The Townships worked with the County Board of Public Works (BPW), a subset of the County Board of Commissioners, and bonded under Public Act 185. The Act gives the County “ownership” of the system, but only as long as there is debt on the system. When the debt is gone, ownership reverts to the Townships. In 2003, new County Commissioners were elected. These Commissioners thought they owned the system and could do what they wanted with it. That was the first shot in the “Water War.” Mr. Jordan was appointed Muskegon Township Supervisor in early 2004 and this issue became his. In the end the County Board realized the Townships were correct. The three Townships mended their relationship with the County, and bonded again under PA185 to complete the water extension to the north to serve new pockets of the community that badly needed good water. Mr. Jordan has found that a little humility, and a healthy sense of self, can go a long way toward resolving even the most heated disagreements. Mr. Jordan has a bachelor’s degree in political science and history from Grand Valley State University and a master’s degree in public administration from Western Michigan University.

- **Scott Moyer:** Mr. Moyer was most recently the County Manager for Ware County, GA (population 36,889) for eight years. Prior to this employment he was the City Administrator for Blackshear, GA (population 3,513) for nine years and the Deputy City Manager for Fernandina Beach, FL (population 11,402) for almost four years. Mr. Moyer’s philosophy is to build a strong and competent staff. He works with employees as a team member and supporter. Mr. Moyer’s biggest achievement thus far is a transportation project that was constructed to protect the health and safety of a large residential area of Ware County. This area of approximately 1,800 households was barricaded when trains went through town and blocked four railroad crossings. The city received numerous complaints over many years. In fact, the blockage resulted in two citizens being unable to receive emergency care and dying. The County hired a private consulting firm in Atlanta to study the options. Out of four alternatives, the consensus from the community was to extend an existing street in CSX right of way, build a 200-foot bridge across a creek, and connect to a street on the south side of the creek, all within CSX right of way. Mr. Moyer recommended building the new street and bridge further east out of CSX right of way which removed this additional cost and time for CSX authorization. The County also saved money by not having to purchase wetlands. The new design lowered the preliminary engineering estimate from \$6.5 million to roughly \$4 million. The lowered cost more transportation projects to be funded in other areas the SPLOST (special purpose local option sales tax) fund. This project took approximately three and a half years, and is the one he is most proud of. Mr. Moyer has a bachelor’s

degree in business administration from Georgia College & State University and a master's degree in public administration from Georgia Southern University.

- **Christopher Russo:** Mr. Russo was most recently the City Manager for Sunny Isles Beach, FL (population 22,064) for a total of fourteen years (from 2000 to 2005 and 2012 to 2021). He also served as the Village Manager of Port Chester, NY (population 30,000) from 2008 to 2012 and the Village Administrator for Rye Brook, NY (population 8,616) from 1987 to 2000. Mr. Russo's management style is management by objective. It is a straightforward process of setting goals and objectives, and then working together to achieve them. His most significant accomplishment was assisting in instituting the city manager/council form of government in two new municipal incorporations. He was the first village manager in Rye Brook, NY, after it changed its form of government in 1987. Then in 1996/1997, he worked as a consultant to Sunny Isles Beach FL, in establishing the government, becoming its city Manager in 2000. As Sunny Isles' manager, he worked with the City Commission to turn a small seaside town composed of a nice residential area but also containing a series of dilapidated motels along its north south arterial into an attractive and fully functional city that provides excellent services for its residents. Creating the new city's foundation, hiring the staff, improving aging infrastructure, planning and leading the construction of government centers, community centers and parks in both communities has been the highlight of his career. Mr. Russo has a bachelor's and master's degree in public administration from Pace University.
- **David Strohl:** Mr. Strohl has been the City Administrator for Palos Heights, IL (population 11,819) since 2021. Previously he was the Village Administrator for Forsyth, IL (population 3,683) for seven years, the Business Manager for Morton, IL (population 15,353) for eleven years, and the City Administrator for West Peoria, IL (population 5,551) for six years. Mr. Strohl manages the organization, not each individual department or employee. He lays out the projects and tasks, sets parameters and deadlines, and checks in periodically. His greatest success came when he was the Chair of the Downtown Development Action Team of the Morton Economic Development Council. He led the effort to create a Business District to facilitate and provide funding for community and economic development/redevelopment activities within the Business District. A 0.25% sales tax was imposed on businesses within the District to provide funding for community development and redevelopment activities. This funding has improved, and will continue to improve, commerce within the Village for years to come. Mr. Strohl has a bachelor's degree in political science from Illinois State University and a master's degree in public administration from Valdosta State University. He is an ICMA Credentialed Manager.

### Next Steps

I plan to reach out to you tomorrow to discuss the candidates. We will select finalists on November 20<sup>th</sup>, and they will come to Juno Beach for a tour, public reception, and formal interviews on December 3<sup>rd</sup> and 4<sup>th</sup>. The Council is scheduled to make a selection at 10 a.m. on

***Memo to Juno Beach, November 13, 2024***

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December 6<sup>th</sup>. If you have any questions, please do not hesitate to contact me.