

From: Shirley Freeman[mailto:svfkw@bellsouth.net]
Sent: Thursday, February 23, 2012 8:49 PM
To: 'csmith@keywestcity.com'
Subject: Clay County Telephone Calls regarding Colin Baenziger.doc

Please forward to search committee

Telephone Calls regarding Colin Baenziger & Associates, Executive Search Firm

By Shirley Freeman 2/23/2012 (Pronounced BEN zee ger)

Clay County, FL (Inland, southwest of Jacksonville) Population 160,000

I spoke with Travis Cummings, Chairman of the Clay County County Commission.

Chairman Cummings said Clay County has used Colin Baenziger to help select the present county manager and the one immediately before. He is very pleased with both managers and would use CB again when needed. The preceding manager did a great job but after 5 or so years left for another opportunity in Arizona.

Mr. Cummings said CB is thorough, even-keeled, and knows his business. Cummings really enjoyed the process. The commission had the opportunity to see the finalists in several different situations, (social, one-on-one, and in the formal interviews). He said the finalists were all good candidates, however it was pretty clear who were the top three. Kopelousos was selected by a 5-0 vote.

CB was very responsive to phone calls and emails, met the time table and caused no stress. Having CB help select the finalists took the pressure off the commissioners when several locals did not make the finalist.

I spoke with Stephanie Kopelousos, present County Manager who was placed in a search by CB&A about 8 months ago.

Ms. Kopelousos thinks Colin B is the best. He recruited her. She was happy in a top executive position in Tallahassee as Secretary of Florida Department of Transportation, before that in Washington DC. However, she is from Clay County originally and is delighted to be back. Colin contacted her and invited her to apply for the Clay County position. Over two long telephone conversations (each more than an hour long) he told her enough about being a County Manager – he knew first hand from having been a city manager - to make her comfortable to apply.

Ms. Kopelousos got to know the other 5 or 6 finalists when they all came to Clay County for interviews. She said each of the finalists were solid candidates. Ms. Kopelousos highly recommends Colin Baenziger's firm and would definitely use it when needed.

Telephone Call regarding Colin Baenzeger & Associates,
Executive Search Firm

By Shirley Freeman 2/23/2012

Orange Park, FL (City in Clay County near Jacksonville) Population 9,100

I spoke with Orange Park Mayor Bob Standifer who described Colin Baenzeger as “excellent resource, very helpful to us, very well organized, good team of people, a whole lot more proficient than if we had tried to do it ourselves”. He said they did consider trying to do the job themselves, but with over 100 applicants it was overwhelming.

Colin knew exactly what to do, what to look for. He is so experienced, both as a local government manager himself and the experience for all the searches he has done. Colin pared it down to five excellent finalists.

The Mayor agreed with the Clay County Commission Chairman that the process was enjoyable and stress-free.

The portfolio that CB developed on each finalist was exhaustive – more information than you needed.

CB kept to his schedule and was always available.

Their city manager has been with them well over a year now and they are very happy with her.

The Mayor recommends CB for the Key West search with no reservations.



Cheri Smith <csmith@keywestcity.com>

Agenda for March 7

Sam Holland <sam@conchhouse.com>
To: Cheri Smith <csmith@keywestcity.com>

Wed, Feb 29, 2012 at 3:24 PM

Cheri,

I spoke with Mr. Nathan Davis, city attorney for Albany, GA., regarding their experience with Baenziger and Associates. Mr. Davis indicated they were very pleased with the firm and the results. He indicated that the 2010 search they conducted was timely and again he was very complimentary. He welcomed any further inquiries we may have.

I also attempted to reach Cheryl Leeman, City Council member, Portland, ME for a referral, but the telephone number listed is constantly busy.

Best,

Sam

W. Sam Holland, Jr.

(305) 797-6475

www.conchhouse.com

www.keysminiselfstorage.com
