



OFFICE OF INSPECTOR GENERAL

Inspector General Selection and Retention Committee Meeting September 19, 2016 8 a.m. Minutes

Note: Below is a summary of the meeting as required by Florida's Sunshine Law; see AGO-82-47. Please refer to the audio file on the City of Jacksonville's website, <http://www.coj.net>, for more detail.

Location: City Hall, St. James Building, 117 West Duval Street, Don Davis Room

Called to Order: Committee Chair, Judge Libby Senterfitt called the meeting to order September 19, 2016, at 8:28 a.m.

Pledge of Allegiance: Judge Senterfitt opened with the Pledge of Allegiance.

Roll Call - Committee members present:

Sam Shiver, designee for Public Defender Matt Shirk

Marc Hassan, Chair of the TRUE Commission

Ywana Allen, Ethics Commission, designee for Joe Jacquot

Honorable Angela Corey, State Attorney

Honorable John Crescimbeni, City Council Vice President and Vice Chair of the Inspector General Selection and Retention Committee

Kerri Stewart, Office of the Mayor, designee for Mayor Lenny Curry

Honorable Judge Elizabeth Senterfitt, Chair of the Inspector General Selection and Retention Committee, and designee for Chief Judge Mark Mahon

Staff Present

Kelli O'Leary, Director of Employee Services

Sheryl Steckler, Inspector General Advisor

Steven Rohan, Interim Inspector General

Diane Moser, Chief, Talent Management

Audience

John Nooney

Conrad Markle

Kirby Oberdorfer

David Chapman

I. Approval of the September 8, 2016 Minutes

The Chair asked for questions or corrections regarding the September 08, 2016 meeting minutes. With none, Vice Chair Crescimbeni moved to approve the minutes, the motion was seconded and the minutes were approved unanimously.

II. Review of Questions.

The Committee reviewed the Inspector General candidate interview questions and agreed they were fine. Ms. Steckler commented about a worksheet on IG standards, and the Committee discussed follow-up questioning, opening and closing statements, timekeeping, professional certifications, and which documents were public records.

III. IG candidate interviews.

Candidate interviews commenced at 8:58 a.m. The candidates were asked questions relating to:

Key challenges, courses of action if appointed, style of investigating, location of offices, funding issues, experience in types of investigations, experience in the vulnerabilities of contracting, working with multiple entities, strategic plans, understanding of IG standards, issues of independence and processes, most important parts of the job, prioritization of risk and workload and return on investment, administrative vs. law enforcement investigation differences, experience in contract oversight, leadership style, accountability, job history and availability.

The interviews of each candidate commenced as follows:

Maxine Person	8:58 a.m.
Neftali Carrasquillo	10:05
James Hoffman	11:19
Scott Ando	1:11 p.m.
Lisa Green	2:25

The meeting was recessed at 12:22 p.m. for lunch. The meeting was brought to order again at 1:10 p.m. and the interviews continued. The interviews concluded at 3:08 p.m. and a recess was called.

IV. IG Selection

At 3:21 p.m., the meeting was called back to order. Disclosures were made as to those who knew candidates. Vice Chair Crescimbeni read the IG qualifications, and it was made clear all candidates were qualified.

The Committee proceeded to discuss the strengths and weaknesses of the candidates in order of Appearance:

Maxine Person

Strengths: Strong, experienced, local experience and integrity
Weaknesses: Not the strongest candidate comparatively

Neftali Carrasquillo

Strengths: Immensely qualified, high academic qualifications, nice personality, nice presentation
Weaknesses: Propensity to move

James Hoffman

Strengths: Exceeded expectationsimpressive, communication skills, leadership, demeanor, personality,
Strong but not overbearing, local but not connected to the City
Weaknesses: Not enough audit experience, no IG experience

Scot Ando

Strengths: Impressive, only candidate to ask a question, good research, personable, experience with under performing employees, well rounded, leadership

Weaknesses: Rigid law enforcement positioning, lack of procurement experience, lack of legal experience, to used to big budget environment, may leave city if not properly budgeted

Lisa Green

Strengths: Eminently qualified, background, needs to stay in office

Weaknesses: Not as charismatic, too defensive, suffered from being a #2 in the office, difficult to get through Council on confirmation

The Committee proceeded to discuss the methodology of selection, the issue of writing samples, relative qualifications, the needs of and concerns for existing staff, the selection and approval of alternatives. The Committee then completed a written ballot where committee members could give 3 points for first choice, two points for a second choice, and one point for a third choice. The results were:

Hoffman 17 points
 Ando 15 points
 Person 7 points
 Carrasquillo 3 points

The Committee went on to discuss Mr. Hoffman and Mr. Ando, their salary demands, certification issues.

A motion was made by Vice Chair Crescimbeni and amended thereafter to offer the Inspector General position to James Hoffman at \$120,000 plus \$10,000 additional upon IG certification, conditioned upon Mr. Hoffman commencing his appointment by the first week in January 2017 and his acceptance of the offer by Monday September 26th; and that alternatively should Mr. Hoffman not timely accept the conditional offer, than an offer be extended to Mr. Ando at a salary of \$150,000 plus \$10,000 additional upon IG certification, conditioned upon him commencing work by the first week in November 2016. The motion was discussed and adopted unanimously.

V. Relocation of IG Office

The Chair raised the issue of the pending efforts to relocate the IG office back to City Hall. Vice Chair Crescimbeni suggested that the issue was moot. Having heard the majority opinions of the candidates that the IG offices should not move to City Hall, and recognizing that the fiscal issues regarding the Yates Building proposed build-out had been resolved (no build-out) , Vice Chair Crescimbeni intended to withdraw his legislation. Given Vice Chair Crescimbeni's representation, no further action was taken by the Committee.

VI. Comments from the Public

Mr. Conrad Markle spoke about the candidates who were interviewed.

VII. Adjournment

With no further comments, Judge Senterfitt adjourned the meeting at 5:15 pm.