

Proceedings of a special called meeting of the City Commission of the City of Palatka, Florida, held on the 8<sup>th</sup> day of October, 2002.

PRESENT:	Mayor	Karl N. Flagg
	Commissioner	Mary Lawson Brown
	Commissioner	James Norwood, Jr.
	Commissioner	George E. Sanders

ABSENT:	Commissioner	Hernan Azula
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Also Present: City Manager Allen R. Bush, City Clerk Betsy Jordan Driggers, Fire Chief Ken Venables, Outgoing Golf Pro Greg Bacon, and various members of the Golf Course Advisory Committee.

Mayor Flagg called the meeting to order per the following call:

October 4, 2002

TO MESSRS: MARY LAWSON BROWN, HERNAN AZULA,  
JAMES NORWOOD, AND GEORGE SANDERS:

You are hereby notified that a special called meeting of the City Commission is called to be held at the regular meeting place of the City Commission at City Hall, 201 N. 2<sup>nd</sup> Street, in the City of Palatka at 5:00 p.m., Tuesday, October 8, 2002.

The purpose of the meeting is to participate in the interview process with the final candidates for the position of Palatka Golf Pro.

/s/ Karl N. Flagg, Mayor

We acknowledge receipt of a copy of the foregoing notice of a special meeting this 4<sup>th</sup> day of October, 2002.

/s/ Mary Lawson Brown  
COMMISSIONER

/s/ Hernan Azula  
COMMISSIONER

/s/ James Norwood, Jr.  
COMMISSIONER

/s/ George Sanders  
COMMISSIONER

Golf Pro Selection Committee/Interview Panel Members: City Manager Allen R. Bush, Wayne McClaine, Putnam County BOCC Human Resources Director; Lyle Buck, Golf Club Member; Gen Alvers, Women's PGA President & member of the Golf Course Advisory Board; and Dan Lipko, Men's PGA President & member of the golf Course Advisory Board.

Background: Applications for the position of Palatka Golf Pro were accepted by the City until September 13, 2002. The Golf Pro Selection Committee was directed to short-list the applicants and conduct public interviews. They met and ranked each candidate based upon the application/resume's that were submitted. Five candidates were chosen to interview. Three candidates had been interviewed on October 3. One of the remaining candidates withdrew his application today. On this date, Thomas J. Kukitz, the final remaining candidate for the position of Golf Professional, was interviewed.

The interview panel asked the following questions:

1. How long have you been associated with the golfing business? Give a brief summary.
2. Summarize your experience with food service and merchandise sales.
3. Give a summary of your experience managing a golf cart fleet.
4. Have you had previous experience dealing with the public and user groups such as golf associations?

5. What would you do to increase the play at a golf course?  
What would you do to increase food and merchandise sales?
6. Have you participated in teaching programs?
7. Summarize your management style. How would you deal with customers and members who do not follow the rules?
8. What kind of hours do you envision for the golf course manager?

Mr. Kukitz's answers were scored by each member of the interview panel on a scale of 1 to 5, based upon his answer to each question. After the interview panel asked their questions, members of the City Commission were given the opportunity to pose their own questions of Mr. Kukitz. The public was not given the opportunity to ask questions.

When interviews were concluded, the Golf Pro Selection Committee adjourned to the Mayor's Office, along with Greg Bacon, in order to compare scores and rank the candidates based upon the results of the interviews. Upon ranking, the Committee returned to the Commission Meeting Room and announced that they had completed their rankings, in order of preference, as follows:

No. 1 Candidate:	Thomas J. Kukitz
No. 2 Candidate:	Mike White
No. 3 Candidate:	Mark DePamphilis
No. 4 Candidate:	Gary J. Murfitt

Mr. Bush said he will now enter into salary and employment terms negotiations with Mr. Kukitz, as he is the number one choice, and if successful, Mr. Kukitz will be offered the job. If a satisfactory agreement with Mr. Kukitz cannot be reached, he will then begin negotiations with the number two choice, and so on, until a candidate is hired.

There being no further business to discuss, the meeting was adjourned at 6:30 p.m.

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CITY CLERK

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MAYOR