

Candidates Selected for interview by Naples City Council

- **David L. Andrews:** Mr. Andrews has been the Town Manager for Carrboro, NC (population 21,156) since 2012. Previously, he was the Assistant Town Manager for the Town of Paradise Valley, AZ (population 12,280) for two years, and for Oro Valley, AZ (population 43,894) for eighteen years, with the last three as Town Manager. His management style is to be effective, confident, positive, and proactive. He prides himself on being an excellent listener and communicator. Some of his achievements include utilizing responsible fiscal policies in the cities he managed to provide the highest quality services at the most reasonable costs. He ensured they optimized the use of resources, allocating them wisely, rather than seeking increases in taxes. He has delivered 28 consecutive balanced budgets without a tax rate increase. His greatest achievement came in January, 2017, when the Carrboro citizens gave the Town government an overall approval rating of 92% in the Town's first community survey. Mr. Andrews has a Bachelor of Business Administration from the Stephen F. Austin State University and a Master of Public Administration from the University of Arizona. He is an ICMA Credentialed Manager.
- **Charles Chapman:** Mr. Chapman has been the County Administrator for Hendry County, FL (population 39,290) since 2013. Prior to this he worked for Gadsden County, FL (population 46,071) for eight years. Mr. Chapman's management style is coaching, and he brings a teamwork approach to the agency's mission. As a coach, he needs to know his players and their strengths and weaknesses. Some require little to no input and others require a significant time investment to hone their skills and achieve the desired results. One of his greatest achievements occurred when Hendry County found itself without a mental health provider, something the community and County Commission desperately desired. Mr. Chapman and his team offered county facilities to a service provider so it could assist Labelle residents at no cost. The effort then leveraged both public and not-for-profit sector resources to the re-establish mental health services at multiple locations in Hendry County. Mr. Chapman has a Bachelor and a Masters in Recreation and Leisure Services Administration from the Florida State University. He is an ICMA Credentialed Manager.
- **Jim Dinneen:** Mr. Dinneen was most recently served as the County Manager for Volusia County, FL (population 538,692) for twelve years. Prior to that, he was the City Manager for Dayton, OH (population 140,489) for four years. Mr. Dinneen's overall management style is inclusion and team building. It is also based on a belief that the process used to achieve results is often as important as the results themselves. He believes the only agenda the administration should follow is that of the elected body. A recent achievement he is extremely proud of is the attainment of the "Go to Zero" effort which eliminated Volusia County's general fund debt. By doing so, the County was able to reduce taxes, strengthen its bond rating, and enhance their ability to fund capital projects and new major economic incentive initiatives. Mr. Dinneen has a Bachelor in Anthropology and Sociology and a Master in Public Administration from the University of Dayton, and he has a Masters in Urban and Regional Planning from the Virginia Polytechnic Institute and State University.
- **Erdal Donmez:** Mr. Donmez most recently worked for Coral Springs, FL (population 130,059). He was the City Manager for the last seven years of his seventeen-year tenure with the city. Mr. Donmez believes employees achieve their full potential when they are

treated fairly and are provided with clear direction in a constructive environment. Though he is always accessible to them, he tries not to interfere and gives latitude so they can function independently. He considers the implementation of the Municipal Complex project as the most notable achievement of his career. It was a \$38 million joint undertaking between the City of Coral Springs and the Community Redevelopment Agency. The project was intended to accomplish, and did accomplish, two goals: consolidation of all City administrative functions in one convenient location for the public, and to jump start new redevelopment activity in the privately-owned properties adjacent to the property. Mr. Donmez has a Bachelor in Economics from the Florida State University and he has completed all coursework for a Master in Economics from Auburn University.

- **Mike McNees:** Mr. McNees has been the City Manager for Melbourne, FL (population 81,185) since 2013. Prior to this employment, he was the Chief Operating Officer for USA Track and Field for three years, the County Administrator for Blaine County, ID (population 21,301) for two years, and the City Manager for Sarasota, FL (population 52,122) for eight years. While Mr. McNees is a collaborative manager. He believes his role is to build a system that provides the staff with the training, tools, and support they need to be effective and then set them free to do their jobs. He has been most successful is when he has been needed least. That said, managing in this context means managing up as well, and there is no substitute for solid, direct communication between the City Manager and the elected officials. Among the professional achievements that Mr. McNees is proud, he puts the initial successes of Sarasota’s downtown redevelopment in the mid-2000s at the top of the list. Few imagined the success that would follow, but they did, and took the steps necessary that led to the success. Mr. McNees has a Bachelor in Chemistry from Indiana University and a Master of Business Administration from Louisiana Tech University.
- **Joyce Shanahan:** Ms. Shanahan has been the City Manager for Ormond Beach, FL (population 42,162) since 2009. Prior to this she worked for Fort Walton Beach, FL (population 18,715) for eleven years, spending the last five years as the City Manager. Early in her career she developed a “City Manager Field Day Program” which gave her the opportunity to work alongside her employees, one day a month, to learn what they do. It helps her understand every aspect of what the city does and how it impacts their residents, businesses, and employees. Her biggest success has been the revitalization of Ormond Beach’s downtown core. After arduous work with FDOT, the city earned the necessary approvals and secured grant funding to install landscaped medians, underground utilities, decorative lighting, and traffic calming; all while maintaining on-street parking, which was the single biggest concern for their downtown merchants. A very close second is that she has successfully managed and effectively led the city through the process of clean-up, recovery, restoration and reimbursement of two major hurricanes in 11 months (Hurricane Matthew in October 2016 and Hurricane Irma in September 2017). She is proud to say that they had 100% recall of their essential personnel and got the job done. Ms. Shanahan has a Bachelor in Political Science from the University of North Carolina and a Master of Public Administration from the University of Pittsburgh. She is an ICMA Credentialed Manager.

