

From: [Bill Muir](#)
To: [Chip Block](#)
Cc: [Ivelisse Chico-Randazzo](#); sresnick@workinggearshr.com; [William P. Doney](#); bustor@jupiterinletcolony.org; GMedina@tequesta.org; Pamela.m.rauch@fpl.com; anthonyprosser@me.com
Subject: Re: Selection Process for New Chief of Police
Date: Monday, May 8, 2023 8:42:35 AM

Good Morning Chip,

I see that the Chief's selection process will be a topic for today's Commissioners meeting. That is good. The organizational meeting for the selection committee occurred almost three weeks ago and nothing (of which I'm aware) has been heard about it since. The only action I've seen was the taking down of the Chief's job description and requirements previously posted on the town's website. It will be interesting to see what replaces it. Forming this selection committee was an inspirational idea and I know it will take time. I just believe a more timely updating of its progress is essential as we move forward.

In your email below you mention the Sunshine Laws. I'm not concerned about their impact here as I address each member of the committee and, since you've stated, everything concerning this process will be posted on the town's website. I expect my emails, as well as all the others, will be posted for anyone to see. Thus, I know this will all be in the sunshine, so no worries.

You ask that questions be asked at meetings and to stop the direct communication with the committee members. I had not planned for another email but have a couple of suggestions for this meeting today hoping that you already have my suggestions covered by your remarks which will thus minimize the questions to be asked by the attendees. It would also be good that all actions of the committee be posted, as well as a potential timeline of those actions, which would help keep the town informed and reduce the rumor mill that is running within the town.

Speaking of posting, will the minutes of the organizational meeting be posted soon? That answer could be included in your comments today. Recent hirings have stirred up a descending hornets nest within the town. As I mentioned in my previous email, people are responding to rumors so it is good that this topic is addressed today in an open meeting to help dispel those rumors. I'm sure you are already going to address what I'm about to suggest, but, in case not, then additional topics that should be addressed today might include, when will the application process be started? Where will the job be advertised? What will be the deadline for that application process? Has it already started and, if so, what kind of a response has there been? When will the committee have their next meeting? Where will all the correspondence on this topic get posted on the town's website? When might we see that info start to be uploaded? When will the new job description and requirements be finished and posted for viewing? And, I'm sure you have received other questions so, hopefully, you will be able to have the time today to address all those questions and concerns before the floor is opened to questions. If these questions are covered in your remarks it will go a long way to forestalling the questions the people of the town will want to be asking and show that you all are progressing in the process. After all, without an up front

push of info to the town that rumor mill I've alluded to will just keep churning and I know you'd all agree, we don't need that happening to our town.

I'm a good friend of the Jupiter Chief of Police and asked him if he had anyone to suggest for sending in their application. (As you can see, I am not espousing any specific candidate at this time, just that the best candidates be considered). His response was, "Unfortunately, I do not have any command officers interested in the position. If it were to be advertised with the Florida Police Chiefs Association, it would get a lot of exposure to potential candidates." I assume that this association is one that is being reached out to, at the suggestion of Chief Medina but, without minutes from the organizational meeting, I don't recall the couple of organizations besides the app, Indeed, that he mentioned. So, I just wanted to pass that along.

Looking forward to the meeting this afternoon.

Thanks,

Bill

On 5/1/2023 11:25 AM, Chip Block wrote:

Bill,

It is understood that we all care deeply about our police force and its leadership. This passion has inspired residents to offer valuable suggestions and ask important questions about the process and selection of candidates for the position of Chief. However, the time has come for a few words about the hiring process as well as a request from the Selection Committee.

To begin with, since the Selection Committee is mandated to operate under the Sunshine Laws of the state of Florida, we must have an open process which provides transparency to you, the residents. The law is very strict about this and as officials, we have a profound responsibility, including among other things, to be very circumspect in receiving and providing information.

Further, under federal and state labor and employment laws as well as the regulations set by the Equal Employment Opportunity Commission, employers are mandated to conduct lawful, fair, and equitable hiring processes.

Lastly, as a result of these combined variables, this has become a time-consuming and complicated process. Since we are diligently working on making it effective and efficient under these strictures, the Selection Committee must ask for the following. It would be helpful and wise to minimize communication directly with committee members while we work through this process. Therefore, if you have questions or suggestions regarding the process, it is best that you save them for the committee's public meetings and resist the urge to

email them to the committee.

It is a wonderful thing that we all care so deeply about our community. Please respect and trust that the Selection Committee has nothing but the best interests of our town at heart. The only objective is to help the Town Commission select the best person for the job.

Chip

Chip Block
Vice Mayor, Jupiter Inlet Colony
917-923-0056

From: Bill Muir <bill_muir@bellsouth.net>
Sent: Thursday, April 27, 2023 12:09:06 PM
To: Chip Block
Cc: Ivelisse Chico-Randazzo; sresnick@workinggearshr.com; William P. Doney; bustor@jupiterinletcolony.org; GMedina@tequesta.org; Pamela.m.rauch@fpl.com; anthonyprosser@me.com
Subject: Re: Selection Process for New Chief of Police

Hi Chip,

Thank you for your quick response to my previous email. I appreciate your desire to include your recap on the process you included in your response. Unfortunately, while it describes the organizational process of the committee (which I fully support and do understand the process) it didn't address my main concern, namely, how does your committee and your HR advisor, Sheri Resnick, capture the true essence of all the candidates you will be reviewing via this process. I see the application process as being two dimensional when an applicant submits their paper/digital application. My attempt here is to provide a means to flesh out the candidates, in essence, I'm asking how this process could be made three dimensional so you get the whole person's character and demeanor made available for evaluation beyond the basic items on the application. It seems to me the only way allowed to do that is by the questions that will be asked of all the prospective candidates. I was looking to see what questions Sheri would be able to design, from which the answer would provide that three dimensional portrait of the candidates so that the committees' decision will be the best informed and provide us with a new Chief that fits into the entity that is Jupiter Inlet Colony, and doesn't disrupt that which we have come to expect and enjoy from those selected to protect and serve, we the residents.

I know there was a vague statement made that the candidates would be vetted. I

assume that was done on all previous town hires, but I don't know how thorough that has been, based on the result of recent hires. In this day I would believe part of that vetting process would be a review of the individual's internet and social media presence, to the extent allowed by applicable hiring laws. From what I've observed in recent years that seems to be an available avenue of evaluation of prospective new hires that is within the purview of HR departments as they look to hire personnel into their companies. Does the hiring process also included the capability of reaching back to previous job agencies referenced in the application to inquire as to how well the candidate's job was performed and if there were any incidents, good or bad, that would shed light onto the character of the applicant? I don't see how such actions would not be allowed and expected to be taken as part of all applicants' background checks.

This brings me to what I was trying to accomplish by my previous email which it would seem I was unsuccessful. I was looking for questions that could be asked by Sheri and the committee but I guess I was too circumspect in what I was trying to say. So, I'll be clear then. If a question is the only way to try to determine that the character of a new hire to the JIC will seamlessly fit into what the JIC is then maybe a question could be asked of all, such as - have you ever been suspended from any previous job for perjury or have you ever been asked to resign from previous employment based on your personal actions while performing that job? Maybe such a question will allow the committee the opportunity to capture a fuller, three dimensional aspect of our candidates, more then what can be provided just by their two dimensional paper applications. This question concept is what I was trying to find out while reaching out to Sheri, in my previous email, to see if she has something akin to that in her tool box for use while performing her stated position of going through the applicants to provide her best viewed applicants to the committee for their final decision of who will exit the interviews and be recommended to the Commission for their final selection process. That's what I was trying to ask and will now leave it to the committee and, ultimately, the Commission, to arrive at the best person for us in the JIC.

In my previous email I also asked if the police department structure was going to be reviewed, as stated in the earlier messages concerning the topics that were going to be addressed by this committee. That was not definitively addressed at the committee organizational meeting nor answered in this email I just received. Also, I'd asked, since it was stated that all the correspondence on this topic will be posted to the town's website, if we could be told where and when that would occur, fully understanding it will take time to do so. That also was not addressed. Is there an answer available for these two questions?

Thank you to all for giving your time in taking on this very important role so as to insure that our new Chief is a benefit to our community and not a detractor.

Bill Muir
38 Ocean Drive

On 4/26/2023 2:24 PM, Chip Block wrote:

Bill,

Thank you for your comments and suggestions. I cannot copy the other members of the committee because of Florida's strict Sunshine Laws.

As to your concern about the process of selection, I refer you to the meeting in which I outlined the process. The committee will review ALL applications, including those that Sheri recommends. This will be done in a public meeting. At that point, the committee will select those applicants to interview. All interviews will be done in public. The applicants will all get the same questions.

The background checks will be done according to the laws of the US and Florida.

In all my correspondence, I'm recapping the process to underscore the Town's commitment to transparency as we search for a new Chief of Police.

- As explained in the April 20 meeting at the Tequesta Council Chambers, the JIC Charter gives the mayor the title of Police Commissioner along with authority to hire and fire the Chief of Police. In this instance, the Mayor appointed a five-person Committee (see below) to nominate and secure the best possible person for the position of Chief of Police, and to do so openly and fairly.
- The Committee will narrow the search to a handful of qualified candidates. Those candidates will be referred to the Commission and the Commission will vote to choose the next Chief of Police.
- As explained in the April 20 meeting, everything the Selection Committee does is and will be in the open. All documents related to the process will be posted on the web, including all resident correspondence, on the new JIC site as soon as we can make it operative.
- The Committee values residents' comments and encourages residents to send to each member. See names and emails below.

I appreciate your questions and hope you can help others in the community understand the process.

Chip

The Selection Committee members and their emails are:

Dick Busto bustor@jupiterinletcolony.org

Chief Gus Medina GMedina@tequesta.org

Pam Rauch Pamela.M.Rauch@fpl.com

Tony Prosser anthonyprosser@me.com

Chip Block blockc@jupiterinletcolony.org

Chip Block
Vice Mayor, Jupiter Inlet Colony
917-923-0056

From: Bill Muir [<bill_muir@bellsouth.net>](mailto:bill_muir@bellsouth.net)

Sent: Tuesday, April 25, 2023 1:44 PM

To: Chip Block; Richard D. Busto

Cc: anthonyprosser@me.com; Pamela.m.rauch@fpl.com

Subject: Selection Process for New Chief of Police

Hi Chip,

I'm sending this to you so you can forward it on to our HR Chief applicant review consultant, Sheri Resnick. You stated at the committee organizational meeting would forward any correspondence to her that was applicable. I have a question about her selection process for the winnowing down of the applications that are received here at JIC. So, I'd appreciate that this get forwarded to her.

Sheri said she would review all applications and forward on to the committee those that she felt were qualified and pertinent. We have reached this unprecedented process for the first time in our almost 65 year history as a result of the up swelling of sentiment generated by the recent hiring of an officer that many perceive as not fitting into the ethos **that is the JIC.** Possibly, the job description requirements that are being used for this Chief of Police application process were not followed for that hiring? Possibly, that which is easily found on the internet, that would have helped define the applicant's character, were not looked at? Part of the negative reaction of the community is due to the available commentary on the individual on the internet and from the media. My question is,

how will this process take into account one of the primary requirements in the job description for our Chief of Police, namely that "serving this close-knit community requires finesse as well as vigilance with good interpersonal skills and problem solving a crucial requirement." That character requirement, or similar descriptions, is listed at least six times in the job description put online for the applicants to see. Another reference under responsibilities is to "foster a positive work culture" and to "build trust and promote mutual respect between the police department and the town residents." They must be able to "respond to media inquiries and manage public relations efforts to maintain a positive image of the police department in the community." It further states, under qualifications, that they have "excellent leadership, management, and interpersonal skills," as well as the "ability to work collaboratively with residents." The final portion of the job description summarizes that the "job requires a high level of professionalism and interpersonal skills to maintain the respect of the officers in his or her command and town residents." I believe that the character traits listed in this job description should apply to all officers hired onto our force. I don't know what requirements were levied in the previous hiring of our new officers but it doesn't appear to be these that I have highlighted.

My question is: how will these desired qualifications and requirements be quantified for those who will be reviewing the applicants resumes. While a person's history may look good on paper, how will these character traits be captured? Anyone can say what they want in a resume. One of our more recent hires has in the past demonstrated the opposite of these qualities and requirements as captured on video and in press reports. And when an individual has been suspended for having perjured himself how can that individual's resume be taken at its face value? Thus, an applicant can look good on paper but there is more to than that which is required for this job as described above. Somehow, during this process, the character of all the individuals being considered must be quantified. I understand that at the time of the interviews that all candidates will be asked the same questions. Please evaluate the requirements that cover the demeanor of the prospective new Chief, as listed above, so that a suitable method of finding out the actual character of the candidates can be ascertained and not to rely on just what is said but not necessarily substantiated. Our retiring Chief was on the job as a part time officer who worked up the line to eventually becoming our Captain prior to his selection as Chief, over a six year period. His character traits were able to be found out first hand without

having to rely on the word of someone who might not be accurate in how they present themselves. So, finally, how will you be able to capture the actual actions and traits of an individual that are required so as to meet the desired qualifications and requirements for the Chief's position as opposed to just taking them at what they say? That is my question for Sheri.

Chip,

During the build up to the organizational meeting for the establishment of the selection committee it was stated that the committee also had the responsibility to recommend on the police department structure and operations. I hope that is still one of the items that will be reported out of this committee upon the conclusion of its work. I believe we have a need to do so as it appears we are heading into a top heavy organization at this time.

Also, by the conclusion of the organizational meeting, it was stated that all the correspondence concerning the hiring of the new Chief would be posted on the town's website. We are now five days removed from that meeting and I haven't seen anything posted so far. Do you have an idea when the new drop down tag (I'm assuming we'll have a stand alone drop down just for this process) will begin to get populated with all that correspondence? I'd assume it will be a work in progress and thus items will be posted over a period of time, until it is caught up, rather than waiting to drop it all onto the site at once, before making any of it available.

Thank you,

Bill Muir
38 Ocean Drive