

Search Committee Board Report and Recommendation  
November 2, 2010

Members of the committee are John Falk, Phil Parsons, and Frank Thayer (Ch). Non-voting liaisons from the board are Peggy Richardson and Ginger Scobie. The committee is ad hoc serving only until the board appoints a permanent manager. We serve at your pleasure and by your direction.

We have not had a face-to-face meeting since we departed the park last spring. We have, however, been communicating via e-mail and telephone. Two voting members of the committee will not be returning to the park until around the first of December.

Due to unforeseen circumstances the board approved a committee request to delay a formal search until after the new year. That problem has been resolved, and we could advertise yet this month and conduct interviews in December even though we would be running into the Christmas season. Commencing activity after the first of the year will run into February elections.

There is an alternative which the board may wish to consider.

Members of the committee have read the positive remarks many park residents have made about our interim manager, Larry Martin. Most people who have articulated their opinions have liked the way Mr. Martin has been managing the park since he was appointed. Of those expressing opinions via e-mail which I have read, 88 percent support Larry Martin's candidacy for park manager.

Mr. Martin has been aggressive in moving projects forward, he has shown excellent communication skills, he has taken the initiative to make improvements such as garbage collection and security, and he has obtained a CMCA certificate (Community Manager Central Arizona) from the Central Arizona Chapter of Community Associations Institute.

Search committee members have had experience in personnel management, and we agree that no matter how well candidates prepare their portfolios, and no matter how well they come across in interviews, one can never predict with any certainty how well they will perform as employees. We believe Larry Martin has demonstrated, through his performance as interim manager, that he is fully capable of managing the park in a professional manner.

Therefore, we recommend that the board of directors either extend Mr. Martin's contract for further evaluation or grant him permanent status.

Before the board votes to take action, however, we suggest you take our recommendation under advisement, discuss it in executive session, then seek additional comments from residents. As would be expected, not everyone will agree with search committee recommendations.

We are at your disposal if you decide that the search committee should proceed with a search for a permanent manager.

Respectfully submitted,

Frank Thayer, Search Committee Chairman