



REGIONAL PLANNING COMMISSION

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William Weber, Chair
Kendall Mattina, Vice-chair
Scott Barnes
Todd R. Brabbin
Tom Lean
Christy Magers
Jim Newberg
Dennis Romeo
Dian VanderWell
Rosanna Coombes, Interim Director

MINUTES
REGIONAL PLANNING COMMISSION (RPC)
DIRECTOR OF REGIONAL PLANNING RECRUITING SUBCOMMITTEE
Tuesday, October 17, 2007, 10:00 a.m.

The RPC Director of Regional Planning Recruiting Subcommittee met at the City of Sparks-City Works, Conference Room 3, 1675 East Prater Way, Sparks, Nevada and conducted the following business:

The meeting was called to order by Chair Weber at 9:00 a.m.

1. ROLL CALL

Commissioners present: William Weber, Dennis Romeo and Tom Lean for Scott Barnes.

Also present: Norman Azevedo, Legal Counsel; Joy Randall, TMRPA; and Chris Syverson, City of Sparks.

2. APPROVAL OF THE AGENDA

COMMISSIONER LEAN MADE A MOTION TO APPROVE THE OCTOBER 17, 2007, AGENDA, SECONDED BY COMMISSIONER ROMEO. THE MOTION CARRIED UNANIMOUSLY WITH THREE (3) MEMBERS PRESENT.

3. PUBLIC COMMENT

None

4. APPROVAL OF MINUTES

A. October 10, 2007

COMMISSIONER ROMEO MADE A MOTION TO APPROVE THE OCTOBER 10, 2007, MINUTES, SECONDED BY COMMISSIONER WEBER. THE MOTION CARRIED WITH TWO (2) IN FAVOR AND ONE (1) ABSTENTION BY COMMISSIONER LEAN.

Chair Weber stated that he would skip to agenda item 6.

6. LEGAL COUNSEL'S REPORT

Chair Weber asked if there is a legal counsel report. Norm Azevedo, Legal Counsel, responded no.

Chair Weber stated that Mr. Azevedo is free to leave when necessary and that the commissioners would call him if they needed anything.

5. BUSINESS OF THE DAY

A. Consideration of and selection of candidates for the position of the Director of Regional Planning.

Chair Weber stated that the interviews will begin now. One-half hour for each of the three candidates has been scheduled for interviews with one half-hour between each interview to do an evaluation.

Chris Syverson, City of Sparks Human Resources, told the first candidate, Greg Evangelatos, that he would be asked a series of questions and that the interview would last a half hour.

Greg Evangelatos distributed copies of his professional resume.

Commissioner Lean asked Mr. Evangelatos to discuss his past experience in developing and managing projects that require inter-agency coordination and involve planning. Mr. Evangelatos stated that his planning career was 27-28 years and that he has been with builders the last four and a half years. Mr. Evangelatos detailed his involvement with projects in the City of Sparks and the City of Fernley.

Commissioner Weber asked Mr. Evangelatos to describe his past and current involvement in community organizations. Mr. Evangelatos responded that he is a member of the Western Industrial Nevada Group, Rotary, EDAWN, a Greek organization, and has been the chairman of a City of Reno ad hoc committee on zoning.

Commissioner Romeo asked Mr. Evangelatos to describe his past and current involvement with boards and commissions and/or elected officials. Mr. Evangelatos detailed his experience and involvement as a municipal and regional planner during the first 20 years of his career.

Commissioner Lean asked Mr. Evangelatos what his level of experience is in preparing and working with budgets. Mr. Evangelatos explained his experience as a private entrepreneur as well as a government perspective relative to the budgetary process.

Commissioner Weber asked Mr. Evangelatos what initial steps he would take to develop excellent working relationships with staff, city and state and county officials, and local organizations in the public and private sector. Mr. Evangelatos stated that on a staff level he would determine skill sets and identify gaps in terms of technical expertise or training needed. In the public and private sector Mr. Evangelatos stated that he is fairly well known and has maintained good relationships. He stated that he would have to assess where we are in 2007 relative to regional planning in its relationships with other agencies and to build bridges in terms of becoming more effective and understanding how we are going to move forward into the next 20 years.

Commissioner Romeo asked Mr. Evangelatos what are the most critical issues facing the City of Spark, the City of Reno and Washoe County in terms of planning and development; and what his ideas are for dealing with these challenges. Mr. Evangelatos stated that we should be looking broader than just Reno, Sparks and Washoe County and begin to redefine the Regional Plan. We have challenges in common with other areas such as water supply and

transportation that have to be addressed. Other issues include concurrency and the need to retain a regional perspective rather than political infighting.

Commissioner Lean asked Mr. Evangelatos how he would handle disagreements between his staff and elected officials, and other boards and commissions. Mr. Evangelatos stated that he would be a broker relative to the issues that are of interest to the commissioners and the Governing Board and how his staff perform those functions. Mr. Evangelatos stated that he would determine the technical merits of the disagreement and that he and his staff answer to the RPC and the Regional Planning Governing Board (RPGGB) and would go with what the RPGGB and the appointed officials believe is in the best interest of the community.

Commissioner Weber stated that from time to time actions occur which damage the public's confidence in and perception of a government-based agency and asked Mr. Evangelatos how he would avoid this and how he has handled such a matter in the past. Mr. Evangelatos stated the you first have open lines of communication and also have a consistent policy relative to what you are trying to achieve. Mr. Evangelatos gave an example of his past experience with handling this type of matter. Mr. Evangelatos stated that government has to carry out policies that are voted on by the majority and you have to articulate the purpose of the decision, alternatives that were explored and why a certain course of action is chosen.

Commissioner Romeo asked Mr. Evangelatos to tell the interview panel why he feels he is the best candidate for this position. Mr. Evangelatos spoke of his experience in the private sector and his desire to get back into planning. Mr. Evangelatos stated that his skill set, background and education have prepared him for this position. Mr. Evangelatos also mentioned his working relationships and associations with people outside of this area. As a member of the Builders Association of Nevada (BAN) Mr. Evangelatos stated that he has been privy to input from the private sector as to what we can be doing better governmentally to facilitate the developmental process, the challenges that developers had, the price of concurrency. Mr. Evangelatos stated that he would be able to marry the private and governmental perspectives better than anyone.

Commissioner Lean asked Mr. Evangelatos if he had any questions for the interview panel. Mr. Evangelatos asked how long it would take to make a decision. Ms. Syverson responded that the interviews will be completed today. Next Wednesday the subcommittee will present candidates to the RPC and on November 8 the candidate slate will go to the RPGGB. Contract negotiations will begin after November 8.

The interview panel totalled their rating scores.

Chair Weber stated that Mr. Evangelatos interviewed very well. He has a lot of ties to the community and has the education, experience and local knowledge to do the job. Chair Weber stated that his only concern is that how many people he has managed in his career did not come up in any of the questions. Chair Weber gave a rating score of 35.5.

Commissioner Romeo gave a rating score of 34.

Chair Weber expressed concern that when the housing slump is over this might be a position for Mr. Evangelatos to add to his resume and go back to the private sector.

Commissioner Romeo stated that Mr. Evangelatos is perfectly qualified and would probably do a good job but also shared Chair Weber's concern regarding the possibility of leaving the position when the housing market recovers.

Commissioner Lean gave a rating score of 34. Commissioner Lean expressed concern that he did not see the amount of people Mr. Evangelatos has supervised and how he put work performance standards together in a government agency. Commissioner Lean also stated that he did not see where Mr. Evangelatos was a private sector business owner as mentioned in his response to the supplemental question number four.

Chair Weber stated that it would be a real benefit for the person in this position to have been a success in the private sector which would make him more sympathetic to the public.

Commissioner Romeo expressed concern with Mr. Evangelatos' response regarding being a member of BAN and the cost of concurrency. Commissioner Romeo stated that current homeowners and residents of the Cities and County should not be subsidizing developers for what is going on. Commissioner Romeo felt that the mindset he heard from Mr. Evangelatos' response was that the burden of concurrency is put on developers. But, the reverse of that is if it is not put on the developers who profit from that, it gets put on every existing property owner of Reno, Sparks and Washoe County.

Chair Weber asked Commissioner Romeo if he felt that Mr. Evangelatos might be a little too sympathetic to the private sector. Commissioner Romeo responded that he felt he might be to the builders association. Commissioner Romeo acknowledged that he could be wrong but that is what he picked up from Mr. Evangelatos' answer. Commissioner Romeo stated that concurrency is a hot issue right now.

Chair Weber stated that Mr. Evangelatos really shined on his understanding of local issues. Commissioner Romeo agreed.

Commissioner Lean stated that he did like Mr. Evangelatos' response regarding concentrating on a broader area and involving more outlying areas in regional planning for Truckee Meadows.

Mr. Azevedo addressed the option of ranking the candidates and stated that the law does not require nor preclude ranking them. This hiring process has a lot of steps along the way and in the event that this subcommittee does decide to rank the candidates, it will have some impact on the process going forward. Mr. Azevedo recommended giving that some consideration if the subcommittee decides to go that route.

Commissioner Romeo asked if it would positively or negatively impact the process. Mr. Azevedo responded that he does not know. Law 278.0266 contemplates the creation of a list of three names which starts in this process here and goes to the RPC and the RPGB then makes a determination off that list. Not knowing what the RPGB is going to do, it could go either way. If this subcommittee ranks the order of this first candidate number one and then the RPGB selects in a different manner, that could have some impacts as far as a disgruntled applicant. Mr. Azevedo suggested that the subcommittee could just say what the candidates

scored numerically averaged among the three members of the subcommittee and go down the list numerically. That way the subjective element is minimized.

Chair Weber stated that initially he was against ranking the candidates but knowing now that the RPGB is not going to conduct interviews he thinks that they should be ranked. Chair Weber asked Ms. Syverson for her opinion. Ms. Syverson responded that she has mixed opinions on ranking and that she likes the idea of the numeric ranking. Another consideration to the numeric ranking will be the background results, which may not be ready next week. Ms. Syverson suggested putting a caveat that these are the rankings pending the background results. Ms. Syverson stated that she shares Mr. Azevedo's concern that when the interviews are done today the candidates will know because this is public information. When this is addressed by the RPC next week the candidates may come and make their own case to the RPC. Ms. Syverson restated that she likes the idea of the numeric ranking with a caveat.

Commissioner Lean asked Ms. Syverson if the candidates could come before the RPC and ask why they got a certain score. Ms. Syverson responded that she thinks everything is open.

Commissioner Romeo suggested just saying if they are qualified or not qualified and then a list of three qualified candidates goes to the RPC. Mr. Azevedo stated that the other commissioners that are not involved in this process would not be precluded from asking to talk to other applicants from the original list of nine. As far as ranking or saying qualified or not qualified, that is within the subcommittee's discretion.

Chair Weber suggested waiting until the interviews are done. There may be one of the three that really shines and that may convince the subcommittee that person has earned a number one ranking.

Commissioner Romeo stated that if the candidates can come back and ask why they were given a 3 instead of a 4 in two weeks, he would say he doesn't know. If the ranking forms are public and they can come back and pick them apart, Commissioner Romeo stated that he would rather pass them on as qualified candidates as opposed to ranking them one, two and three and use the ranking forms strictly for the interview and then destroy them.

Chair Weber asked if their written notes will be part of the public record. Ms. Syverson responded that they as a city normally keep them as backup for the justification so that if anything is challenged they have a record. Mr. Azevedo stated that they would be agenda support materials from the context of this meeting.

Chair Weber stated that the subcommittee would decide how they are going to do it after they have heard from all three candidates because the interview may impact their decision.

Mr. Azevedo stated that he is returning the potential assessor forms to the City of Sparks' representative before leaving.

[Mr. Azevedo left at 9:45 a.m.]

[Chair Weber called a recess at 9:45 a.m. The meeting was called back to order at 10:00 a.m.]

Ms. Syverson told the second candidate, Rosanna Coombes, that she would be asked a series of ten questions and that she will have thirty minutes.

Commissioner Lean asked Ms. Coombes to discuss her past experience in developing and managing projects that require inter-agency coordination and involve planning. Ms. Coombes detailed her extensive planning experience with the Truckee Meadows Regional Planning Agency (TMRPA) for the past seven years.

Commissioner Weber asked Ms. Coombes to describe her past and current involvement with community organizations. Ms. Coombes responded that she is involved with a think tank for Big Brothers Big Sisters, has been on the Board of Directors for a local basketball academy, and has been a member of a Rotary club.

Commissioner Romeo asked Ms. Coombes to describe her past and current involvement with boards and commissions and/or elected officials. Ms. Coombes detailed her experience as a participant on and staff to boards and commissions.

Commissioner Lean asked Ms. Coombes what her level of experience is in preparing and working with budgets. Ms. Coombes detailed her extensive experience in both developing and managing budgets here and in the past as a Director of Industry Development for a state agency in Australia where she was the Director of a division with 175 staff, five operating divisions and five research facilities with a budget of over 17 million dollars. Ms. Coombes also talked about her experience acquiring funds.

Commissioner Weber asked Ms. Coombes what initial steps she would take to develop excellent working relationships with staff, city and state and county officials, and local organizations in the public and private sector. Ms. Coombes stated that in terms of staff she would describe her management style as participatory and further explained her strategy in terms of staff management. Ms. Coombes explained her strategy in terms of involving local government or affected entity staff and stated that regional needs to be conscience of the fact that the work we do is only a small piece of what the other staffs are dealing with. Ms. Coombes stated that in terms of people outside the organization, they try and do broad community involvement activities.

Commissioner Romeo asked Ms. Coombes what are the most critical issues facing the City of Sparks, the City of Reno and Washoe County in terms of planning and development; and what her ideas are for dealing with these challenges. Ms. Coombes described three critical issues: the ability to balance the need for economic development and resource management; the challenge of getting everyone on the same page and fostering communication and respect; and the challenge of making the right things easy and the wrong things hard. Ms. Coombes stated that implementing the Regional Plan and doing sound conformance reviews will help address the first issue. Dialogue and a forum and trying to get ahead of issues is what is needed to address the second issue. Fundamentally there is a different approach or mindset with the jurisdictions by their very nature and design. The Regional Plan encourages the jurisdictions to address the third issue. Ms. Coombes stated that coming up with a strategy to address the third issue in small pieces would help.

Commissioner Lean asked Ms. Coombes how she would handle disagreements between her staff and elected officials, and other boards and commissions. Ms. Coombes stated that you should try and minimize disagreements to begin with. Ms. Coombes also stated that there should be enough of a dialogue within our agency where if a staff member disagrees with something and it will be in conflict with an elected official or another entity, that would allow me as the Director to broker that communication. Ms. Coombes stated that our role is to inform the decision and implement the outcome. As staff we are not the decision makers.

Commissioner Weber stated that from time to time actions occur which damage the public's confidence in and perception of a government-based agency and asked Ms. Coombes how she would avoid this and how she has handled such a matter in the past. Ms. Coombes stated that you need to be as professional and accurate as possible. You also need to be available to members of the public for questions to try and provide confidence that the information is correct and that we are doing the right thing.

Commissioner Romeo asked Ms. Coombes to tell the interview panel why she feels she is the best candidate for this position. Ms. Coombes stated that she has the right mix of leadership and management skills. Ms. Coombes stated that she knows more about the Regional Plan than anyone else in the region. Ms. Coombes stated that she has the background required for continuity within the organization and that she has the communication skills required. Ms. Coombes stated that she has over 15 years experience in the public sector working in highly political environments.

Commissioner Lean asked Ms. Coombes if she has any questions for the interview panel. Ms. Coombes asked what they are looking for in a Director.

Chair Weber stated that he wants someone that communicates well with the commissioners and brings forth a product that they can understand and apply. Chair Weber stated that he also looks for honesty, loyalty to the RPC and the RPGB, and efficiency.

Commissioner Lean agreed with Chair Weber and stated that the main thing is communication and that leadership skills are also very important.

Commissioner Romeo agreed with both Chair Weber and Commissioner Lean and added that he does not think a Director should have an agenda.

Chair Weber added that he looks for someone who is well respected and liked by their staff. That creates an environment where we get good applicants.

The interview panel totalled their rating scores.

Commissioner Lean gave Ms. Coombes a rating score of 38. Commissioner Lean stated that there were some key points that really caught his eye. One was Ms. Coombes' response to the question regarding critical issues facing the region. She hit every one directly. Another was her answer to the question regarding handling disagreements.

Chair Weber stated that she has a very good understanding of her role and has a distinct advantage over the other applicants in that she has already had an opportunity to demonstrate her skills for the past year and a half. Ms. Coombes has a lot of strong points as a manager

and as a supervisor. Chair Weber stated that he has never heard a bad word about her. Chair Weber gave a rating score of 37.5. Chair Weber stated that she interacts well with the other agencies and is willing to step up and help out. The only negative is that she had very little private industry experience.

Ms. Syverson stated that the numeric score is not always everything that you should consider. The number one from testing may not always be the best candidate. While we are looking at the numeric scores you are giving them you have to consider everything you know about the position to make your determination on the best candidate for the job overall.

Commissioner Romeo gave Ms. Coombes a rating score of 32.5. Commissioner Romeo expressed confusion regarding the score he came up with because he felt Ms. Coombes was a better applicant than the first candidate but his score for her came out lower. Ms. Syverson stated that score is not everything. Chair Weber stated that he can still rate Ms. Coombes as the number one applicant even if the score does not reflect that.

[Chair Weber called a recess at 10:38 a.m. The meeting was called back to order at 10:55 a.m.]

Ms. Syverson told the third candidate, Phil Caterino, that he will be asked a series of ten questions and that he will have thirty minutes.

Commissioner Lean asked Mr. Caterino to discuss his past experience in developing and managing projects that require inter-agency coordination and involve planning. Mr. Caterino stated that most of his experience has been in regional planning and commented briefly on his experience with planning issues.

Commissioner Weber asked Mr. Caterino to describe his past and current involvement with community organizations. Mr. Caterino stated that he has been involved with many community organizations and commented on his work with the Nevada Conservation League.

Commissioner Romeo asked Mr. Caterino to describe his past and current involvement with boards and commissions and/or elected officials. Mr. Caterino commented on his involvement with elected officials through his work with the Nevada Conservation League. Mr. Caterino also commented on his work related to other regional issues that had to do with land transfers. With regard to involvement with boards and commissions, Mr. Caterino stated that he sat on the Advisory Planning Commission for three years, which is equivalent to the TMRPA RPC.

Commissioner Lean asked Mr. Caterino what his level of experience is in preparing and working with budgets. Mr. Caterino stated that the largest budget he has worked with was a 50 million dollar land transfer that he put together. Most of the budgets he has worked with were in the two to three million dollar range. Mr. Caterino stated that those involved preparing, finding and distributing the funds.

Commissioner Weber asked Mr. Caterino what initial steps he would take to develop excellent working relationships with staff, city and state and county officials, and local organizations in the public and private sector. Mr. Caterino stated that his method to building

relationships is to get planners out from their desks and spend time showing up places in the community instead of cranking out staff reports.

Commissioner Romeo asked Mr. Caterino what are the most critical issues facing the City of Sparks, the City of Reno and Washoe County in terms of planning and development; and what his ideas are for dealing with these challenges. Mr. Caterino stated that the main problem is that planning seems to be heading toward being a regulatory agency. Mr. Caterino stated that one of the issues is water and commented that 32,000 acre feet of our water supply is being taken out upstate and we don't have a dialogue with any of those entities right now. Mr. Caterino suggested building a regional coalition on that to better to engage them.

Commissioner Lean asked Mr. Caterino how he would handle disagreements between his staff and elected officials, and other boards and commissions. Mr. Caterino stated that the first thing you need to do is be proactive and ahead of that before it reaches that situation. Mr. Caterino stated that it goes back to being out there talking to people eye to eye.

Commissioner Weber stated that from time to time actions occur which damage the public's confidence in and perception of a government-based agency and asked Mr. Caterino how he would avoid this and how he has handled such a matter in the past. Mr. Caterino stated that goes back to trying to be proactive so that those things don't happen. One of the advantages you have if you are out in the community is that you have a broad base of support already.

Commissioner Romeo asked Mr. Caterino to tell the interview panel why he feels he is the best candidate for this position. Mr. Caterino stated that he would turn that question around and ask why they would want him because he has a much different skill set than the agency wants to go. Going back to the concept of doing the regulatory part of planning, you are going down a path that is headed to actually ending up as punitive planning instead of going out into the community and doing planning. Mr. Caterino stated that one of the problems that he sees at the lake is that you have become so overregulated that you have chased out the developers you wanted to have there in the first place. Mr. Caterino stated that if you don't get back to the premise of actually doing planning instead of doing administrative regulatory work, you will see that same thing happen here.

Commissioner Lean asked Mr. Caterino if he has any questions for the interview panel. Mr. Caterino responded no.

The interview panel totalled their rating scores.

Commissioner Romeo stated that his impression is very favorable and commented that Mr. Caterino's answers were short and got to the point. Commissioner Romeo stated that he liked Mr. Caterino's comments about proactive planning and that we should not be regulatory police.

Commissioner Lean stated that he thought Mr. Caterino's answers were too short and that he did not elaborate. Commissioner Lean referred to several of his answers that did not provide enough information.

Chair Weber stated that his observation was that this is an example of someone who does not interview as well as his resume shows. Mr. Caterino did not take advantage of the questions.

There is a lot of stuff in his resume that he should have brought forward in his answers. Chair Weber stated that when you combine the resume with the interview he is still one of the top candidates.

Commissioner Romeo stated that Mr. Caterino's has the best resume of the three candidates.

Commissioner Romeo gave Mr. Caterino a rating score of 31.5. Commissioner Lean gave a rating score of 29. Chair Weber gave a score of 32.

Chair Weber stated that he has a tie between Ms. Coombes and Mr. Caterino and that Mr. Evangelatos is third. If it was based on resume alone, Mr. Caterino would be number one and if was based on interview alone, Ms. Coombes would be number one.

Commissioner Lean stated that he has Ms. Coombes rated as number one, Mr. Caterino as number two, and Mr. Evangelatos as number three. Mr. Evangelatos' interview score is higher but based on the information in the application and the supplemental questionnaires, Commission Lean ranked Mr. Caterino as number two.

Commissioner Romeo stated that based on interview alone he rated Ms. Coombes first, Mr. Caterino second, and Mr. Evangelatos third. Rating them on the interview and resume he would rate Mr. Caterino first, Ms. Coombes second, and Mr. Evangelatos third.

Chair Weber suggested rather than assigning a 1, 2, 3 rating, assign a 1, 2, 3 rating on the resume and a 1, 2, 3 rating on the interview scores and give that to the RPGB. That would be Ms. Coombes first, Mr. Caterino second, and Mr. Evangelatos third based on the interview and Mr. Caterino first, Ms. Coombes second, and Mr. Evangelatos third based on the resume.

Ms. Syverson stated that another option is to say that it is too close to call on number one and two. Another option is to go to the RPC and tell them what was said here.

Commissioner Lean stated that the purpose of going through the process of the interview is to come up with a 1, 2, and 3. Chair Weber commented on how close the scoring was.

Ms. Syverson added the scores for each of the candidates and stated that there is a big difference. The totals are: Ms. Coombes = 108; Mr. Evangelatos = 103.5; and Mr. Caterino = 92.5.

Commissioner Lean and Commissioner Romeo agreed with Chair Weber's suggestion to submit separate ratings based on the interviews and the resumes.

Ms. Syverson asked if the subcommittee would like her to write up a short summary and email it to them for review. Chair Weber responded yes.

There was some discussion regarding the deadline for the RPC meeting packet. Joy Randall stated that she will add to the cover memo that Ms. Syverson will submit materials at the meeting.

All of the materials were returned to Ms. Syverson before leaving the meeting.

There was some discussion regarding forwarding the resumes to the RPC members. It was decided that the RPC will not be given the resumes. The purpose of the subcommittee was to handle the reviews.

Ms. Syverson stated that the background checks are on-going and that she would contact the subcommittee members if she gets any information.

7. REQUESTS FOR AND POSSIBLE ACTION ON FUTURE AGENDA ITEMS

None

8. ADJOURNMENT

The meeting adjourned at 11:25 a.m.

Respectfully submitted by Christine Birmingham.

Reviewed by:

Approved by:

Norman Azevedo, Legal Counsel
Truckee Meadows Regional Planning Agency

William Weber, Chair
Regional Planning Commission

FILED ON 2/8, 2008.