



Hillsborough TPO Transportation Planning Organization

Commissioner Gwen Myers
Hillsborough County
TPO Chair

Mayor Andrew Ross
City of Temple Terrace
TPO Vice Chair

Paul Anderson
Port Tampa Bay

Councilman Alan Clendenin
City of Tampa

Commissioner Harry Cohen
Hillsborough County

Councilmember Lynn Hurtak
City of Tampa

Commissioner Pat Kemp
Hillsborough County

Mayor Nate Kilton
City of Plant City

Scott Drainville
HART

Joe Lopano
Hillsborough County
Aviation Authority

Councilman Guido Maniscalco
City of Tampa

Commissioner
Michael Owen
Hillsborough County

Hemant Saria
Planning Commission

Greg Slater
Expressway Authority

Commissioner
Joshua Wostal
Hillsborough County

Jessica Vaughn
Hillsborough County
School Board

Beth Alden, AICP
Executive Director



Plan Hillsborough

planhillsborough.org
planner@plancom.org

813 - 272 - 5940
601 E Kennedy Blvd
18th Floor
Tampa, FL, 33602

Executive Director Interview Panel

Wednesday, August 9, 2023, 8:30 AM

Hillsborough County Center, 601 E. Kennedy Blvd, 26th Floor, Conference Rm. G

New location! Please turn left when exiting the elevator and proceed to the County Administrator's suite reception desk.

All voting members are asked to attend in person, in compliance with Florida's Government in the Sunshine Law. Please RSVP for this meeting. Presenters, audience, and members in exceptional circumstances may participate remotely.

Remote participation

Join virtually via Teams:

[Click here to join the meeting](#)

Meeting ID: 227 225 204 451

Passcode: DQezWB

Or call-in audio only: 813-498-2121 ID 151290585

- Please mute yourself after joining the conference to minimize background noise.
- Technical support during the meeting: Lionel Fuentes, 813-537-2326.

Presentations, full agenda packet, and supplemental materials are posted on the [TPO's online calendar](#). Please phone us at 813-756-0371 for a printed copy.

Public comment opportunities:

To speak during the meeting - No later than 30 minutes before the meeting, please sign up [here](#) or phone 813-756-0371 for assistance. Provide the phone number you will call in from, so that we can recognize your call in the queue and unmute you when the chair calls on you. You will receive an auto-reply confirming we received your request, along with instructions.

Comments may also be given up to 3pm the day before the meeting:

- by leaving a voice message at (813) 756-0371
- by e-mail to tpo@plancom.org
- by visiting the event posted on the [Facebook page](#).

Advance comments will be provided in full to the board members and verbally summarized during the meeting by TPO staff.

Rules of engagement: Professional courtesy and respect for others at this meeting are expected. Failure may result in dismissal from the meeting. For more information on expectations for participation, please see the TPO's [Social Networking & Media Policy](#).

Agenda

- I. **Call to Order & [Pledge of Allegiance](#)**
- II. **Roll Call, Declaration of Quorum, Welcome of Other TPO Board Members** (Gail Reese, TPO Staff)
 - A. Vote of Consent for Remote Member Participation – *if applicable*
- III. **Public Comment** – *3 minutes per speaker, for a maximum of 30 minutes.*
- IV. **Action Item**
 - A. [Executive Director Finalists Selection](#) (Meghan Betourney, TPO Staff)
- V. **Old & New Business**
- VI. **Adjournment**

The full agenda packet is available on the TPO's website, www.planhillsborough.org, or by calling (813) 272-5940.

The TPO does not discriminate in any of its programs or services. Public participation is solicited without regard to race, color, national origin, age, sex, religion, disability or family status. [Learn more about our commitment to non-discrimination.](#)

Persons needing interpreter services or accommodations for a disability in order to participate in this meeting, free of charge, are encouraged to contact Connor MacDonald (813) 582-7351 or macdonaldc@plancom.org, three business days in advance of the meeting. If you are only able to speak Spanish, please call the Spanish helpline at (813) 272-5940 or (813) 273-3774 and dial 1.

Se recomienda a las personas que necesiten servicios de interpretación o adaptaciones por una discapacidad para participar en esta reunión, o ayuda para leer o interpretar los temas de esta agenda, sin costo alguno, que se pongan en contacto con Connor MacDonald, (813) 582-7351 o macdonaldc@plancom.org, tres días hábiles antes de la reunión. Si sólo habla español, por favor llame a la línea de ayuda en español al (813) 272-5940 o (813) 273-3774 ext. 1.

In accordance with Title 17 U.S.C. Section 107, materials attached are for research and educational purposes, and are distributed without profit to TPO Board members, TPO staff, or related committees or subcommittees the TPO supports. The TPO has no affiliation whatsoever with the originator of attached articles nor is the TPO endorsed or sponsored by the originator. Persons wishing to use copyrighted material for purposes of their own that go beyond 'fair use' must first obtain permission from the copyright owner. The TPO cannot ensure 508 accessibility for items produced by other agencies or organizations.

If a person decides to appeal any decision made by the board, he or she will need a record of the proceedings, and for such purpose may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.



Hillsborough TPO Transportation Planning Organization

Board & Committee Agenda Item

Agenda Item:

Executive Director Finalists Selection

Presenter:

Meghan D. Betourney, TPO Staff

Summary:

On July 28, 2023, TPO Board members Myers, Ross, Hurtak and Wostal and Hillsborough County-City County Executive Director, Melissa Zornitta, virtually interviewed the following four semi-finalists: Johnny Wong, Caroline Wells, Vinod Sandanasamy and Stephen Benson.

Each candidate was asked the same ten questions followed by questions from the panel and the candidate asking questions to the panel.

The interview panel members evaluated each candidate and will provide insights as to who should be interviewed by the full Board in September.

Recommended Action:

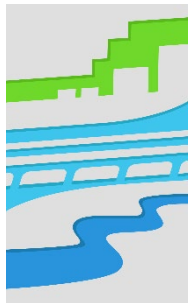
Make a recommendation to the Board regarding the candidates who should continue to the next phase in the selection process which is an in-person interview by the full Board at September's meeting.

Prepared By:

Meghan D. Betourney, TPO Staff

Attachments:

1. Semi-finalist interview sheet
2. YouTube Videos [Wells](#) – [Benson](#) – [Wong](#) - [Sandanasamy](#)



Plan Hillsborough
planhillsborough.org
planner@plancom.org
813 - 272 - 5940
601 E Kennedy Blvd
18th floor
Tampa, FL, 33602

Interviewer:

Candidate:

Date:

TPO EXECUTIVE DIRECTOR SEARCH INTERVIEW QUESTIONS

Use the following scale to rate each question. Circle the rating that you feel best describes the candidate's ability to address the question. You may write any additional comments under each rating scale. Add each question score to get a total score for the candidate.

Rating	Rating standard
1 Low	<i>Candidate's response contained very few of the desired behaviors. Either the behaviors they discussed were not at, or even close to, the level indicated in desired behaviors, or the person did not give you enough information for you to have confidence that they have that competency at the level needed for success.</i>
2 Low-Moderate	
3 Moderate	<i>Candidate's response covered some of the desired behaviors, but not quite at the level that would be ideal for that competency. Still, the quality of the person's answers leads you to believe that they would be successful with some additional exposure and/or training.</i>
4 High-Moderate	
5 High	<i>Candidate's response contained many, if not all, of the desired behaviors. Their responses indicate well-developed skills and aptitude for that competency, which would most likely lead to job success. The person's responses are of superior quality for this job.</i>

Interviewer:

Candidate:

Date:

1. In your own words, please describe the various roles filled by the Hillsborough County TPO Executive Director and how your skills and experience match up with each role.

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

2. How can the TPO be most effective in working with our Local, State, and Federal governments regarding the TPO Long Range Planning process and moving transportation projects forward for our area?

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

3. How will you collaborate with other regional and local planning agencies on common missions like economic development and transportation?

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

Interviewer:

Candidate:

Date:

4. Describe your approach to discussions about an impending MPO merger with Hillsborough, Pasco and Pinellas.

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

5. Elaborate on the communications style and manner in which you work with your staff and at what levels you directly communicate.

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

6. Hillsborough County consists of both “urbanized” and “rural” areas and there are citizens in each that are interested in preserving their existing lifestyles. What experience do you have in planning for both urban and rural areas?

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

Interviewer:

Candidate:

Date:

7. Considering the rapid growth and congestion in parts of our county, how do you see the balance between roadway capacity improvements and public transportation options?

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

8. Please elaborate on how you have engaged the citizens in the planning process, e.g., community plans, land use studies, transportation studies, etc. Use the example that best represents the most successful approach you used.

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

9. Describe your experience working in an organization that was led or guided by a board of individuals (directors, citizens, elected or appointed officials). What was your approach to topics that were controversial among the board/committee members?

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

Interviewer:

Candidate:

Date:

10. Six months from now, how will we know that having you as the TPO Executive Director was the right decision?

1	2	3	4	5
Low	Low-Moderate	Moderate	High-Moderate	High

Total: _____