POLK REGIONAL WATER COOPERATIVE
Resolution 2026-15

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE POLK REGIONAL WATER COOPERATIVE APPROVING THE EXECUTIVE DIRECTOR SELECTION PROCESS DATED SEPTEMBER 16, 2026; APPROVING THE POSITION DESCRIPTION, MINIMUM QUALIFICATIONS AND COMPENSATION RANGE; PROVIDING FOR ENGAGEMENT BY CONTRACT IN THE FIRST YEAR AND CONVERSION TO A COOPERATIVE EMPLOYEE POSITION IN THE SECOND YEAR; ESTABLISHING A SELECTION COMMITTEE OF MEMBER GOVERNMENT MANAGERS WITH THE RETIRING EXECUTIVE DIRECTOR SERVING AS A NON-VOTING TECHNICAL ADVISOR; APPROVING THE ADVERTISEMENT AND INTERVIEW QUESTIONS; AUTHORIZING THE GENERAL COUNSEL TO NEGOTIATE AN AGREEMENT WITH THE TOP-RANKED CANDIDATE AND A TRANSITION CONSULTING AGREEMENT WITH THE RETIRING EXECUTIVE DIRECTOR; AND PROVIDING AN EFFECTIVE DATE.

The Polk Regional Water Cooperative ("Cooperative"), created pursuant to Section 373.713, Florida Statutes, and an Interlocal Agreement pursuant to Section 163.01, Florida Statutes, in lawful session and in regular order of business properly presented, finds that:

WHEREAS, the Cooperative was created on June 1, 2016, by the Polk Regional Water Cooperative Interlocal Agreement (the "Interlocal Agreement") executed by Polk County and fifteen Polk County municipalities for the purpose of developing and operating regional alternative water-supply facilities for the benefit of the Cooperative's Member Governments; and

WHEREAS, Section 2.02(G) of the Interlocal Agreement authorizes the Board of Directors to appoint a person or entity to act as its Executive Director, having such official title, functions, duties, and powers as the Board of Directors may prescribe, and further provides that a sitting Director shall not be eligible to serve as Executive Director; and

WHEREAS, the Executive Director, Eric DeHaven, has advised the Board of Directors of his intention to retire, and his service as Executive Director is anticipated to end on January 31, 2027; and

WHEREAS, the Board of Directors directed the Executive Director and the General Counsel to develop a written process for the recruitment and selection of a successor Executive Director, and the Executive Director and the General Counsel have prepared an Executive

Director Selection Process dated September 16, 2026 (the "Selection Process"), a copy of which is attached to this Resolution as Exhibit "A" and is incorporated by reference; and

WHEREAS, the Selection Process is consistent with the Workforce Transition Plan approved by Resolution 2026-10, and accordingly provides that the position be advertised and filled as a contract position for the first year of service, converting to a full-time Cooperative employee position with salary and benefits at the beginning of the second year of service, with the conversion date and the second-year terms stated in the first-year agreement; and

WHEREAS, the Selection Process provides that the recruitment be conducted by the Cooperative without an executive-search firm, that the position be advertised through the Polk County Human Resources application portal, the Member Governments and the professional associations identified in the Selection Process, and that the General Counsel confirm which applicants meet the published minimum qualifications and furnish every qualified application to the Selection Committee and to the Board of Directors; and

WHEREAS, the Selection Process provides for a Selection Committee composed of three Member Government managers, with the retiring Executive Director serving as a non-voting technical advisor, to review all qualified applications, to interview candidates at noticed public meetings, and to recommend to the Board of Directors three finalists ranked in order of preference, without formal numeric scoring, and further provides that the Selection Committee does not appoint the Executive Director; and

WHEREAS, the Selection Process provides that, upon the ranked recommendation becoming public, the General Counsel negotiate a proposed agreement with the top-ranked candidate within the terms approved by this Resolution, so that the ranked recommendation, the negotiated agreement and the transition consulting agreement described below are presented to the Board of Directors as a single package at its regular meeting on January 20, 2027, permitting the successor Executive Director to commence service on or about February 1, 2027; and

WHEREAS, the Selection Process provides that Eric DeHaven serve as a non-voting technical advisor to the Selection Committee and, following his retirement, provide transition assistance under a separate hourly consulting agreement of up to eight months, which the General Counsel shall negotiate in consultation with the incoming Executive Director and present to the Board of Directors for approval at its regular meeting on January 20, 2027, so that the transition arrangement is determined by the Board of Directors and is not left to the discretion of the successor Executive Director; and

WHEREAS, all meetings of the Board of Directors and of the Selection Committee at which applicants are discussed, compared, interviewed, ranked, advanced or eliminated are public meetings subject to Section 286.011, Florida Statutes, and all applications and related records are public records subject to Chapter 119, Florida Statutes, and the Cooperative can provide no assurance of confidentiality to any applicant; and

WHEREAS, the Board of Directors, having been fully advised of all material facts and circumstances relating to the Selection Process, finds that the Selection Process is reasonable, necessary, and in the best interest of the public and the Cooperative, is within the scope and authority granted to the Cooperative under Sections 2.02 and 2.06 of the Interlocal Agreement, and will produce a competitive, merit-based selection of the Cooperative's chief executive officer;

NOW, THEREFORE, BE IT RESOLVED:

Section 1. The foregoing findings are incorporated herein by reference and made a part hereof.

Section 2. That the Executive Director Selection Process dated September 16, 2026, attached hereto as Exhibit "A" and incorporated herein by reference, is hereby approved and adopted, and the recruitment and selection of a successor Executive Director shall be conducted in accordance with it.

Section 3. That the Executive Director Position Description and the minimum qualifications stated in the Selection Process are hereby approved. The Executive Director shall be selected solely on the basis of executive, administrative and technical qualifications, without regard to political affiliation or to the Member Government in which the candidate resides, and the qualifications shall not be amended after applications are first received.

Section 4. That the advertised base-compensation range is $170,000 to $210,000. The successor Executive Director shall be engaged by written agreement for an initial term of one year, and that agreement shall provide for conversion of the position to a full-time Cooperative employee position, designated Senior Management Service Class under Section 121.055, Florida Statutes, with salary and benefits, effective at the beginning of the second year of service. The first-year agreement shall state separately the base compensation, the monthly allowance in lieu of insurance, the vehicle allowance, reimbursable expenses and paid time off, and shall not calculate any of those items as an unspecified percentage of compensation. Severance shall not exceed twenty weeks of compensation and shall not be paid if the Executive Director is terminated for misconduct, in accordance with Section 215.425(4)(a), Florida Statutes.

Section 5. That the advertisement attached to the Selection Process as Attachment A is approved, and the Executive Director, the General Counsel and Polk County Human Resources are directed to publish it through the channels identified in the Selection Process beginning October 1, 2026, with the Polk County Human Resources application portal serving as the primary submission point and applications closing November 13, 2026. The Member Governments shall be asked to post the position or to link to that listing, and participation by every Member Government is encouraged but is not a condition of the recruitment. No official of the Cooperative shall be asked to target or solicit the employees of another public agency.

Section 6. That a Selection Committee is hereby established, composed of three Member Government managers appointed by the Board of Directors. Membership is limited to City Managers of the Member Governments and the County Manager; consultants, contractors

and vendors to the Cooperative shall not serve on the Selection Committee. Polk County Human Resources and the General Counsel shall provide administrative and legal support to the Selection Committee but shall not be members and shall not vote. The retiring Executive Director shall serve as a non-voting technical advisor to the Selection Committee and may attend its meetings and interviews and advise it on the operational and technical requirements of the position, but shall not be a member, shall not vote, and shall not rank or recommend any candidate. The Selection Committee shall review all qualified applications, shall interview candidates and make its recommendation only at meetings noticed and conducted in accordance with Section 286.011, Florida Statutes, and shall use the interview questions attached to the Selection Process as Attachment B, which are hereby approved and which shall be asked of every candidate. Formal numeric scoring shall not be used. On or before January 8, 2027, the Selection Committee shall recommend to the Board of Directors three finalists ranked in order of preference. The Selection Committee shall not appoint the Executive Director; the Board of Directors retains the sole authority to select and appoint the Executive Director at a public meeting.

Section 7. That the General Counsel is authorized and directed, upon the Selection Committee's ranked recommendation becoming public, to negotiate a proposed agreement with the top-ranked candidate within the terms approved by Section 4 of this Resolution, to approve that agreement as to form and legality, and to present it to the Board of Directors together with the Selection Committee's ranked recommendation and the transition consulting agreement described in Section 9 as a single package at the Board's regular meeting on January 20, 2027. If the Board of Directors selects the second- or third-ranked candidate, the General Counsel is authorized and directed to negotiate an agreement with that candidate on the same terms and to present it to the Board of Directors for approval at a special meeting or at the next regular meeting.

Section 8. That the General Counsel is authorized to procure, through a commercial vendor or Polk County Human Resources, verification of education and employment history and driving and criminal history checks on the candidates under consideration as finalists, and to conduct reference checks, so that the results are available when the ranked recommendation is adopted. Credit checks, drug screening and any medical examination shall not be conducted before a conditional offer of engagement is made.

Section 9. That the General Counsel is authorized and directed to negotiate a separate hourly consulting agreement with Eric DeHaven for a term of up to eight months following his retirement, to provide transition assistance directed principally at land acquisition and the legal, permitting and construction matters then in progress; to consult with the incoming Executive Director concerning the scope of that agreement; and to present it to the Board of

Directors for approval at the Board's regular meeting on January 20, 2027, together with the package described in Section 7. The transition consulting agreement shall be approved by the Board of Directors and shall not be subject to the approval or sole discretion of the successor Executive Director; upon commencing service, the successor Executive Director shall direct the performance of services under it.

Section 10. That the personnel policies, employee handbook, compensation and classification plan, Florida Retirement System election under Section 121.051(2)(b), Florida Statutes, and related arrangements necessary to the second-year conversion required by Section 4 shall be brought forward for adoption in Fiscal Year 2027, consistent with the Workforce Transition Plan approved by Resolution 2026-10.

Section 11. That the Executive Director and the General Counsel are each authorized to take all actions reasonably necessary to implement the Selection Process, and the Executive Director is authorized to adjust the dates stated in the Selection Process by not more than fourteen days where necessary to accommodate meeting notice, applicant availability or the availability of the Selection Committee. Any material deviation from the Selection Process shall be brought to the Board of Directors for approval.

Section 12. That if any phrase, portion or part of this Resolution is found to be invalid or unconstitutional by a court of competent jurisdiction, such phrase, portion or part shall be deemed a separate, distinct and independent provision and such holding shall not affect the validity of the remainder of the Resolution.

Section 13. That this Resolution shall take effect immediately upon its adoption.

DONE at Auburndale, Florida this 16th day of September 2026.

Polk Regional Water Cooperative Board of Directors:

Chair

Secretary/Treasurer

Approved as to Form:

Edward P. de la Parte, Jr.
General Counsel

EXHIBIT “A”

Executive Director Selection Process dated September 16, 2026

[The Executive Director Selection Process dated September 16, 2026 is attached separately and incorporated herein by reference. A copy of the Selection Process is on file with the Cooperative’s General Counsel and Executive Director.]

Executive Director Selection Process

Polk Regional Water Cooperative

September 16, 2026

1. Purpose

Eric DeHaven has advised the Board of Directors of his intention to retire. This document sets out the process the Board will use to select his successor.

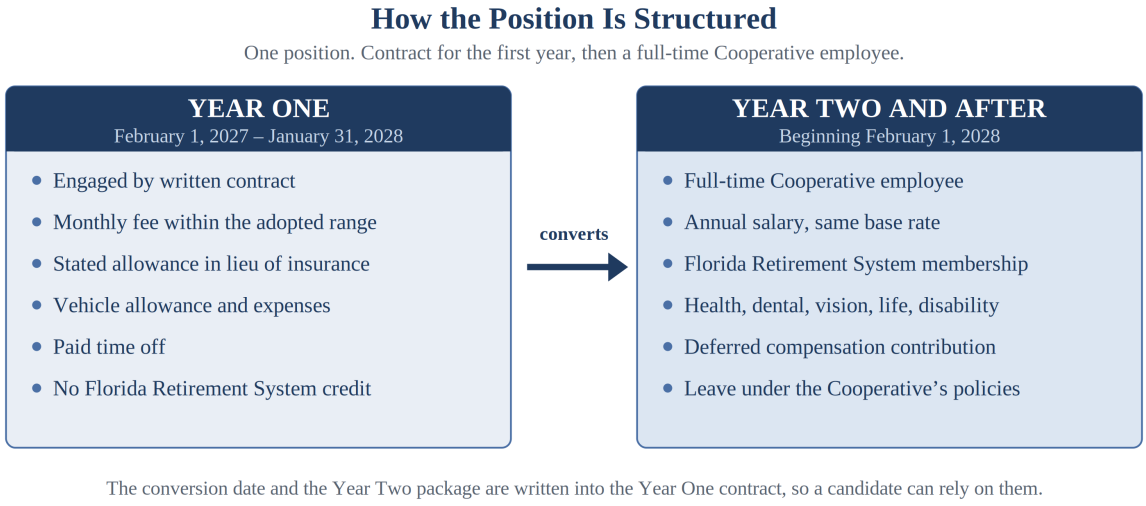
The process is run by the Cooperative itself. **No search firm is used.** The work is performed by the Board, a Selection Committee of three Member Government managers (with the retiring Executive Director serving as a non-voting technical advisor), General Counsel, Polk County Human Resources and the Cooperative's existing administrative support. The Cooperative's only significant expenses are advertising and background checks on the finalists.

Three things are worth keeping in mind while reading what follows. **Advertising is broad**, coordinated through Polk County Human Resources, the Member Governments and the professional associations. **Screening is simple** — there is no formal numeric scoring; General Counsel performs an objective qualifications check, and the Selection Committee reviews the qualified candidates, interviews them at public meetings and recommends three finalists in ranked order. And **the Board makes the appointment**, at a public meeting, on a single package that contains both the Committee's ranked recommendation and a fully negotiated agreement with the top-ranked candidate.

2. How the position is structured

The Executive Director is the chief executive officer of the Cooperative, appointed by and serving at the pleasure of the Board of Directors under Section 2.02(G) of the Interlocal Agreement.

Consistent with the Workforce Transition Plan, the position is advertised and filled as a **contract position for the first year, converting to a full-time Cooperative employee position with salary and benefits at the beginning of the second year.** The Cooperative does not yet have personnel policies, payroll, group insurance or a Florida Retirement System election in place; the Workforce Transition Plan puts those in place during the first year, and the conversion follows.



The conversion is a commitment, not an expectation. The conversion date, the Year Two salary and the Year Two benefits are written into the Year One agreement, so that a candidate leaving a Florida Retirement System position knows exactly what is being offered and when.

Compensation. The Board adopts and advertises a numeric base-compensation range. The proposed range is **$170,000 to $210,000**. The principal comparable is the Executive Director of the Peace River Manasota Regional Water Supply Authority, whose base salary is approximately $188,760 — the $181,500 stated in his August 7, 2024 employment agreement, as increased four percent effective October 1, 2025. Before the September 16 meeting, General Counsel and Polk County Human Resources will present that comparable and the estimated dollar value of the Year One allowances and the Year Two benefits, so that the Board adopts the range knowing what the whole package costs. **The Year One agreement states the base compensation, the monthly allowance in lieu of insurance, the vehicle allowance, reimbursable expenses and paid time off as separate line items**; none of them is calculated as an unspecified percentage of salary.

Qualifications. As stated in the Executive Director Position Description the Board adopts with this process: a bachelor's degree in public administration, engineering, environmental science, business or finance, **or** licensure as a Professional Engineer in Florida; ten years of management experience in water resource management or public water supply, including five years administering a utility system, department or agency; and a valid driver's license. **Once adopted, the qualifications are not changed during the recruitment.**

3. The process at a glance



4. The process, step by step

Step 1 — The Board adopts the process (September 16, 2026)

By one resolution, the Board adopts this process, the position description and qualifications, the compensation range and the Year One and Year Two terms, the advertisement (Attachment A) and the interview questions (Attachment B); appoints the members of the Selection Committee and designates the retiring Executive Director as its non-voting technical advisor; and authorizes

General Counsel to negotiate the agreement described in Step 6 and the transition consulting agreement described in Step 8.

Adopting the complete package at one meeting is what makes the schedule work. Before the first application arrives, the qualifications, the compensation terms, the Committee's role and every date are fixed and public.

Step 2 — Advertise and close applications (October 1 – November 13, 2026)

Six weeks. The Cooperative places the advertisement in coordination with Polk County Human Resources, at least in the following places:

- **The Polk County Human Resources application portal**, which is the primary place to submit applications. The Cooperative and the Member Governments are asked to post the position or link to that listing; participation by every Member Government is encouraged but is not a condition of the recruitment.
- The Cooperative's website.
- Polk County Human Resources coordinates posting with the Florida City and County Management Association, the Florida League of Cities and the Florida Association of Counties.
- International City/County Management Association Job Center.
- American Water Works Association and its Florida Section; Florida Water Environment Association; WateReuse; the Florida Section of the American Society of Civil Engineers.
- Florida Public Human Resources Association; LinkedIn; Indeed.
- Polk County Human Resources or the Cooperative's administrative support sends a neutral copy of the public announcement to the human-resources or chief-administrative offices of Florida regional water supply authorities, water management districts, the Member Governments and the Cooperative's consulting engineers, asking them to circulate it. **No official is asked to target or solicit another public agency's employees.**

Any Director, the Executive Director or General Counsel may encourage a qualified person to apply. No one may tell a prospective candidate anything about the position, the process or the compensation that is not in the advertisement.

What candidates submit. A cover letter of not more than three pages; a résumé; the names and contact information for five work-related references; brief written answers to the three questions printed in the advertisement; and a signed acknowledgment that Florida law makes the submission a public record. Nothing else. There is no application form.

Step 3 — Qualifications check and distribution (November 16–20, 2026)

General Counsel (i) confirms whether each applicant meets the published minimum qualifications — a yes-or-no check against objective criteria, not a judgment about who is better; (ii) confirms that no applicant is a sitting Director or a relative of a Director; and (iii) prepares a one-page summary listing each applicant, current position and whether the minimum qualifications are met. General Counsel promptly furnishes the applications and the summary to the Selection Committee, and furnishes every qualified application to the full Board.

No applicant is eliminated by staff or by General Counsel. The Committee receives every qualified application, and so does the Board.

Step 4 — The Selection Committee interviews and ranks (November 20, 2026 – January 8, 2027)

The Committee. The Board appoints a Selection Committee of **three Member Government managers** — City Managers or the County Manager. The Committee is composed only of Member Government managers; consultants, contractors and vendors to the Cooperative do not serve on it. Polk County Human Resources and General Counsel provide administrative and legal support but are not members and do not vote. The retiring Executive Director serves as a non-voting technical advisor to the Committee: he attends its meetings and interviews and advises the Committee on the operational and technical requirements of the position, but he is not a member, does not vote, and does not rank or recommend any candidate.

What the Committee does. The Committee reviews all qualified applications and **interviews the candidates in public**, at meetings noticed and conducted in accordance with Section 286.011, Florida Statutes. It uses the published qualifications and the questions at Attachment B, asked of every candidate. There is no formal numeric scoring system.

What the Committee produces. By January 8, 2027, at a noticed public meeting, the Committee **short-lists three finalists and ranks them in order of preference**. That ranked list is the Committee's recommendation to the Board, and it becomes public when it is adopted. **The Committee does not appoint the Executive Director**; the Board does.

Step 5 — Background checks (during the Committee's work, completed by January 8, 2027)

General Counsel arranges verification of education and employment history and driving and criminal history checks on the candidates the Committee is considering as finalists, through a commercial vendor or Polk County Human Resources, and personally makes the reference calls using the same questions for each. Credit checks, drug screening and any medical examination wait until after an offer is made. Checks run in parallel with the Committee's work so the results are in hand when the ranked list is adopted.

Step 6 — General Counsel negotiates the agreement (January 8–16, 2027)

Once the ranked list is public, **General Counsel negotiates a proposed agreement with the top-ranked candidate**, within the compensation range and the Year One and Year Two terms the Board adopted on September 16. The agreement must state that the Executive Director serves at the pleasure of the Board, carry the Year Two conversion terms, and provide no severance greater than twenty weeks of compensation and no severance at all if the Executive Director is terminated for misconduct. General Counsel approves it as to form and legality. During the same period, General Counsel finalizes the transition consulting agreement described in Step 8 with Mr. DeHaven, in consultation with the top-ranked candidate, so that both agreements are ready for the January 20 meeting.

Negotiating before the Board meets is what allows the appointment and the agreement to be decided together, rather than selecting a candidate and then waiting weeks for terms.

Step 7 — The Board selects and approves (January 20, 2027)

The Committee's ranked recommendation, the negotiated agreement with the top-ranked candidate and the transition consulting agreement described in Step 8 are presented to the Board **as one package**. The Committee chair reports the Committee's work and its ranking. The top-ranked candidate is introduced to the Board, may make a brief statement about his or her background and qualifications, and answers questions from Directors. **This is an introduction, not a comparative interview; the Board does not interview the candidates against one another.**

The Board then acts. If it selects the top-ranked candidate, it approves the agreement and the transition consulting agreement at the same meeting and the appointment is complete. If it selects the second- or third-ranked candidate, it directs General Counsel to negotiate with that candidate on the same Board-approved terms and the agreement is presented for approval at a special meeting or at the next regular meeting.

The Board should work hard for a unanimous vote. The other finalists are notified personally once the agreement is settled, before any public announcement.

Step 8 — Start and transition (February 1, 2027)

The target start date is **February 1, 2027**, or as soon thereafter as the agreement is approved and the selected candidate is available.

Mr. DeHaven's service as Executive Director ends January 31, 2027. He then provides transition assistance under a **separate hourly consulting agreement of up to eight months**, directed principally at land acquisition and the other legal and construction matters in progress. General Counsel negotiates that agreement with Mr. DeHaven, in consultation with the incoming Executive Director, and presents it to the Board for approval at the January 20, 2027 meeting as part of the package described in Step 7. **The transition arrangement is decided by the Board; it is not left to the discretion of the new Executive Director.** The new Executive Director directs the work performed under the agreement once service begins.

5. Rules that apply throughout

- Every meeting at which the Board or the Selection Committee discusses, compares, interviews, ranks, advances or eliminates applicants is noticed, open to the public and minuted. **There is no closed session at any stage.**
- Applications are public records the moment they arrive. **The Cooperative cannot promise any applicant confidentiality**, and the advertisement says so plainly.
- Directors do not discuss applicants with one another outside a public meeting, and Committee members do not discuss applicants with one another outside a Committee meeting. A member may speak with a candidate; two members may not speak with each other about a candidate.
- No secret ballots. Any notes, written evaluations, rankings or recommendations made in connection with the process are public records.
- The Selection Committee may narrow the field and rank finalists only at a noticed public meeting. **The Board retains the sole authority to select and appoint the Executive Director**, and does so at a public meeting.
- A sitting Director is not eligible to serve as Executive Director, and the Board may not appoint a relative of a sitting Director.

- The same questions are asked of every candidate. No questions about age, health, disability, marital or family status, religion, national origin, or current or prior salary.
- Mr. DeHaven helps prepare the advertisement and the transition plan, serves as a non-voting technical advisor to the Selection Committee, and will brief candidates on the Cooperative's operations on request. **He does not vote, rank, score or recommend any candidate, and takes no part in the Board's selection.** If he wished to be considered in any capacity, he would withdraw from the process entirely and the Board would be told at its next meeting.

6. What the Board is asked to do

On September 16, 2026, adopt Resolution 2026-15, which approves this process, the position description and qualifications, the compensation range and the Year One and Year Two terms, the advertisement and the interview questions; appoints the Selection Committee and designates the retiring Executive Director as its non-voting technical advisor; and authorizes General Counsel to negotiate the agreement described in Step 6 and the transition consulting agreement described in Step 8.

ATTACHMENT A

Advertisement

To be adopted by the Board and posted without change.

POLK REGIONAL WATER COOPERATIVE
EXECUTIVE DIRECTOR

The Cooperative. An independent special district created by Polk County and fifteen Polk County municipalities to develop and deliver a regional public water supply. It is building a capital program of approximately $800 million: the Southeast Wellfield Project is in construction and begins delivering water in 2029, and the West Polk Wellfield Project is in design for the early 2030s. It is governed by a Board of Directors made up of an elected official from each of its sixteen Member Governments, and is now moving from a small contracted organization into a fully operating regional water utility. The Executive Director will lead that transition.

The position. Chief executive officer, appointed by and serving at the pleasure of the Board. Responsible for delivery of the capital program on schedule and within budget; for financing, budgets, rates and cost allocation among Member Governments; for permitting and regulatory affairs; for building the Cooperative's staff; and for its relationships with the Member Governments, the Southwest Florida Water Management District, and state and federal agencies. Office in Polk County; regular regional travel and evening meetings.

Compensation and structure. $170,000 to $210,000. **The position is engaged by contract for the first year and converts to a full-time Cooperative employee position at the beginning of the second year.** In Year One the Cooperative pays the contract amount, a monthly allowance in lieu of insurance, a vehicle allowance and expenses, and paid time off, each stated separately in the agreement; there is no Florida Retirement System participation. Beginning in Year Two the Executive Director is a Cooperative employee with an annual salary at the same base rate, Florida Retirement System membership in the Senior Management Service Class, health, dental, vision, life and disability coverage, an employer deferred-compensation contribution, and leave under the Cooperative's personnel policies. **The conversion date and the Year Two terms are written into the Year One agreement.**

Minimum qualifications. Bachelor's degree in public administration, engineering, environmental science, business or finance, **or** licensure as a Professional Engineer in the State of Florida. Ten years of management experience in water resource management or public water supply, including five years in the administration of a utility system, department or agency. Valid driver's license.

Preferred. Master's degree; experience reporting to a governing board; experience delivering a capital program of comparable scale; experience with state and federal infrastructure loans and grants; familiarity with Florida water supply planning and Southwest Florida Water Management District programs.

Selection process. A Selection Committee of three Member Government managers will review applications and interview candidates at public meetings, and will recommend three finalists in ranked order to the Board. The Board makes the appointment on January 20, 2027; the anticipated start date is February 1, 2027.

To apply, submit through the Polk County Human Resources application portal at [address] by **November 13, 2026**: (1) a cover letter of not more than three pages; (2) a résumé; (3) five work-related references, who will not be contacted without your consent; (4) written answers of not more than 400 words each to the three questions below; and (5) the signed acknowledgment below.

(a) Describe the largest capital program you have been personally accountable for. What were the budget and schedule at the outset, what were they at completion, and why?

(b) Describe how you have built agreement among governing-body members or partner jurisdictions whose interests did not align.

(c) The Cooperative is moving from three contract positions to a staffed utility. Describe your experience building or restructuring an organization.

NOTICE — FLORIDA PUBLIC RECORDS AND OPEN MEETINGS. Everything you submit is a public record when the Cooperative receives it and must be released to anyone who asks. **The Cooperative cannot provide any assurance of confidentiality.** The application file is public and all meetings and interviews are open to the public.

Signature: _____ Date: _____

ATTACHMENT B

Interview Questions

The Selection Committee asks the same ten questions of every candidate it interviews, in the same order, at a noticed public meeting. Follow-up questions may be asked to clarify an answer.

1. Why do you want this position, and what do you expect to accomplish in your first hundred days?
2. Walk us through the largest capital program you have been accountable for. What went wrong, and what did you do about it?
3. Two of the Cooperative's Member Governments take directly opposing positions on a cost-allocation question, and both of their representatives sit on the Board. What do you do?
4. Explain, as you would to a city commission, why a wholesale water rate has to go up.
5. What is your experience with state and federal infrastructure loans and grants, and what would you watch for on a program of this size?
6. The Cooperative has three contract staff today and will have roughly sixteen employees. Which position would you fill first, and why?
7. Describe a decision you made that your governing board did not initially support. How did you handle it?
8. A reporter calls about an incident at a construction site before you have the facts. Take us through the next four hours.
9. What would the board or governing body you report to now say is your principal weakness?
10. Is there anything about this position, or about serving sixteen member governments, that concerns you?

Do not ask about age, health, disability, marital or family status, children, religion, national origin, military discharge, arrests (convictions may be asked about), or current or prior salary. If a candidate raises one of these subjects, the presiding officer should note that it is not considered and move to the next question.