

City of Punta Gorda Online Application

Murray, Gregory - AppNo: 4172

Date Submitted: 4/9/2020

Personal Data

Name: Mr. Gregory B Murray
(Title) (First) (Middle Initial) (Last)
Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: Gregory B Murray
(Title) (First) (Middle Initial) (Last)

Email Address: gmurray7.gm@gmail.com

Postal Address

Permanent Address	Present Address
Number & Street: 74 Byron Drive	Number & Street:
Apt. Number:	Apt. Number:
City: Smithsburg	City:
State/Province: MD	State/Province:
Zip/Postal Code: 21783	Zip/Postal Code:
Country: United States of America	Country:
Daytime Phone: (301) 9922627	Phone Number:
Home/Cell Phone: ()	

Employment Desired

Closed Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 480 Council Appointed: City Manager at City of Punta Gorda, Florida	4/9/2020	10 years

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Veterans Preference

* Are you claiming Veterans Preference?

NO

The state and its political subdivisions shall give preference in appointment and retention in positions of employment to:

**Disabled veterans who have served on active duty in any branch of the United States Armed Forces, have received an honorable discharge, and have established the present existence of a service-connected disability that is compensable under public laws administered by the United States Department of Veterans Affairs; OR

-

**Disabled veterans who are receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the United States Department of Veterans Affairs and the United States Department of Defense.

-

**The spouse of a person who has a total disability, permanent in nature, resulting from a service-connected disability and who, because of this disability, cannot qualify for employment; OR,

-

**The spouse of a person missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.

-

**A veteran who has served on active duty at least one day during a war-time period, and separated with an honorable discharge.

-

**The un-remarried widow or widower of a veteran who died of a service-connected disability.

-

**A veteran in receipt of any Armed Forces Expeditionary Medal.

-

Branch of Service

Date of Entry

Date of Discharge

Please upload a copy of the DD214 and any other documentation you received when you separated from service that substantiates your claim for Veterans Preference.

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Basic Information - All applicants

* Have you ever been employed with the City of Punta Gorda before?

NO

If Yes, give date(s) and position(s)

* Do you have any friends or relatives that work for the City of Punta Gorda?

NO

If Yes, state name(s), relationship(s), and department(s)

* Are you currently employed?

NO

* Are you currently on lay-off from employment and subject to re-call?

NO

* Are you eligible to work in this country? Proof of citizenship or immigration status will be required upon employment

YES

* Date available to begin work

04/01/2020

* Desired Salary Range?

130,000 - 165,000

* Shift?

1 (Morning)
 2 (Afternoon/Evening)
 3 (Nights)

* Type of Employment?

Full Time

* If required, can you travel?

YES

* Are you currently under contract with another employer?

NO

If you answered "Yes" to the question above, please name the employer.

If you answered "Yes" to the question above, when does the contract expire?

When may we contact your present employer?

Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or been involuntarily terminated (dismissed, not laid off) from employment?

NO

If you answered "Yes" to the question above, please explain.

* Do you have a valid Florida driver's license?

No

* Do you have a Commercial Driver's License (CDL)?

No

If you have a CDL, what class is it?

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Education

Please tell us about your educational background beginning with the most recent.

Highest Degree Attained: BA/BS/etc.

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study	Degree	Date Conferred or Expected	Graduated
American Intercontinental University	06/2002 06/2006	Business Administration	Bachelors	07/2006	Yes

List honors, awards or distinctions you have earned:

Summa cum laude

Experience

Starting with your present or last job, please give your employment history for the last ten (10) years. Include any job-related military service assignments and volunteer activities. You may exclude organizations that indicate race, color, religion, gender, national origin, disabilities, or other protected status.

Current or Most Recent Position		Employer Contact Information			
Washington County Government County Administrator		100 W. Washington Street Hagerstown, MD 21740 United States of America 2403132237			
Date From - Date To:	02/2007 - 07/2017	Full or Part Time:	Full	Last Annual Salary:	139,400
Reason(s) for Leaving:	Retirement				
May we contact this employer?	Yes				
Responsibilities and Accomplishments at this Position	Complete resume included				

Language and Translation Skills

* Do you know any language other than English?

Yes

IF YOU INDICATED "YES" ABOVE, PLEASE INDICATE YOUR OVERALL PROFICIENCY BELOW FOR THE LANGUAGE SPECIFIED.

Definitions of proficiency:

- * Beginner Level: You are basically a student of the language and enjoy working with it. You cannot be depended on to apply this language reliably in a real world situation.
- * Business Level: You are experienced enough with the language to conduct business in it. You are able to engage a native speaker of this language without offending them. You are able to take instructions in this language and carry them out without error.
- * Fluent Level: You are fully versed in this language, speaking, reading and writing it as well as a native speaker. You can keep up with a fast-paced dialogue between two native speakers of this language.

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Language and Translation Skills continued

SPANISH

FRENCH

CREOLE

OTHER

Specify which language(s) other than those above in which you are proficient at a Business Level or Fluent Level.

Beginner Level

In order to qualify for language translation premium, an employee must be able to communicate at the Business or Fluent Level.

Professional References

	Reference 1 of 5	Reference 2 of 5
Name:	The Honorable Paul Crampton, Jr.	The Honorable Jeffrey Cline
Current Position:	Mayor, Funkstown, Md. Developer, contractor, business owner	President, Board of County Commissioners, Washington County, Md. Realtor
Best Contact Number	301-573-4006	301-331-7865
Mailing Address:	Funkstown, Maryland Port Orange, Florida	
Email:	pauljr@paulcramptoncontractors.com	jeffcline@myactv.net
Relationship to Candidate:	Business associate	Former supervisor
Years Known:	20	10
	Reference 3 of 5	
Name:	The Honorable Donna Brightman	
Current Position:	Business Owner. former President Board of Education, former President Md. State Board of Education	
Best Contact Number	301-491-3178	
Mailing Address:		
Email:	botanica96@aol.com	
Relationship to Candidate:	Business Associate	
Years Known:	15 years	

City Manager Supplemental Questionnaire

1. How would you describe the relationship between an elected City Council and their appointed City Manager (chief executive)? Describe your experience(s) in managing that relationship. If your experience does not reflect a direct superior/subordinate relationship with elected officials, please describe your perception of this dynamic, and how you would go about ensuring that the relationship is positive and successful.
 2. What is your experience with open records laws, or as is colloquially known in Florida as "Sunshine" law? If you are not from Florida, please describe the standard for open records in the state(s) where you have served, and any challenges you may have had in complying with such laws.
 3. Please describe your experience(s) in dealing with the following agencies, the circumstances that drove your involvement with them, and the level of success you achieved in working with them:
 - FEMA
 - State regulatory agencies (please identify)
 4. The City of Punta Gorda's current City Manager has been in place for approximately 15 years. His group of direct reports has been stable, and has been in place for a minimum of two years, with several having served ten or more years. Describe the challenges you foresee with taking the place of the retiring City Manager and how you will approach this process.
 5. Please evaluate the following leadership traits, and determine which is most important to you. Why did you choose that characteristic? Describe a situation from your past that may have led you to feel this way.
 - Strong management skills and ability to develop, lead, and nurture high performance and a professional atmosphere.
 - Excellent writing and communication skills (including interpersonal communication).
 - Highly collaborative, organized, and efficient. Strong work ethic and demonstrated conflict resolution skills.
 - Strategic thinker and planner, problem solver, and ability to lead the council and staff in ongoing strategic planning and implementation efforts.
 6. As a coastal community, the City of Punta Gorda has been exposed to natural disasters over the past fifteen years, resulting in catastrophic damage to buildings and infrastructure throughout the community. What is your experience with emergency preparedness and recovery? If you do not have a natural disaster to use as a point of reference, you may use an organizational, public safety, or political crisis with which you had to deal. Please describe the actions you took, before (if applicable), during, and after the emergency, and the level to which you were successful.
 7. The City of Punta Gorda is currently engaged in a citizen-driven initiative focused on defining what the community and its leadership want the City to be, over the next several years, in terms of character, culture, and livability. A term that frequently is a focal point in the conversation is "managed growth." Explain what this means to you. What is your experience with respect to citizen master planning efforts, and how did you "manage growth?" To what level do you think your efforts were successful?
- Please click on the link that follows to upload the file(s) containing your responses to the questions.

[Supplemental Questionnaire.docx](#)

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City Manager Job Description

Click the following link and read the file.

* Are you a member of the ICMA?

Yes

If you are a member of the ICMA, do you hold the ICMA Credentialed Manager designation?

Yes

If you hold the ICMA Credentialed Manager designation, please upload the document(s) you received from the ICMA certifying that you are credentialed.

[Credentialed notification.doc](#)

By clicking on the link below, I certify that I meet, or exceed all the minimum requirements as a candidate for this position. I also certify that all the information I have provided in this section is accurate and truthful.

X	Signed: Gregory B. Murray Stamped: 3/30/2020 6:13:55 PM; 24.235.90.238; Applicant - #4172 - Gregory Murray;
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Drug Free and Certification

The City's Drug-Free Workplace Policy is aimed at ensuring '0' tolerance to illegal drugs at all times and its alcohol-free policy to '0' tolerance under circumstances that affect or might affect the safety and well being of employees, citizens, and others, or the effective operation of City business.

Unless the law requires otherwise, the City will not hire an applicant who uses, possesses, sells, distributes or cultivates illegal controlled substances or has an alcohol-related problem that the City believes will or may adversely affect the efficient operation of City business. To the extent allowed by applicable law, the City, at its option, may require successful completion of one(1) or more drug screening tests as a condition of employment. Whenever applicants for employment are to be test for the presence of illegal controlled substances, they shall be informed of the test in advance and in writing.

By completing this application, the applicant certifies that he/she has received advance, written notification of testing for illegal, controlled substances.

I Certify that the answers given herein are true and complete. If I am employed, I understand that false or misleading information given in my application or interview(s) may result in discharge.

I understand, also, that I am required to abide by all rules and regulations of the City of Punta Gorda, and that my employment relationship with the City is 'at will,' which means that I may resign at any time and the City may discharge me at any time with or without cause. This 'at will' relationship may not be changed or modified for any reason unless specifically acknowledged in writing by an authorized executive of the organization.

I understand that this employment application becomes the sole property of the City of Punta Gorda, is a public record, and may be inspected by any member of the public for any reason.

Electronic Signature

X	Signed: Gregory B. Murray Stamped: 3/30/2020 6:15:09 PM; 24.235.90.238; Applicant - #4172 - Gregory Murray;
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Release to Gather Credit Information

AUTHORIZATION FOR RELEASE OF CREDIT/PERSONAL BACKGROUND INFORMATION

I, the undersigned, hereby authorize any and all financial institutions, credit bureaus, credit processing companies or other credit assembling entities to provide a consumer report and documentation of my current credit status to the City of Punta Gorda for employment purposes. I also authorize the City of Punta Gorda to conduct a background check through access to law enforcement databases, including the National Criminal Information Center (NCIC) and Florida Criminal Information Center (FCIC). Because this authorization is used for pre-employment purposes, I, the undersigned, also grant permission for criminal records (including felony and misdemeanor records), motor vehicle records, and employment records, including worker's compensation investigations, medical records, and education backgrounds to be released to the City of Punta Gorda.

I authorize this release of information solely for the purpose of obtaining employment with the City of Punta Gorda and may only be used within the context of this employment application. I understand that all information obtained by the City from this credit/personal background check will be held in confidence by the City of Punta Gorda. This information will not be released to any other persons or organizations without my express written permission to do so, unless otherwise specified or permitted by applicable ordinance, statute, or law.

* Print Name:

Gregory B. Murray

* Present Street Address/Apt. No:

74 Byron Drive

* City:

Smithsburg

* State:

MD

* Zip Code:

21783

Signature:

X	Signed: Gregory B. Murray Stamped: 3/30/2020 6:18:48 PM; 24.235.90.238; Applicant - #4172 - Gregory Murray;
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* Date:

03/30/2020

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Legal Disclosures

* Are you eligible to work in the United States?

Yes

Have you ever been convicted of a felony or other non-traffic related crime?

No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

Equal Opportunity Employer

City of Punta Gorda is an Equal Opportunity Employer. City of Punta Gorda ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation, disability, or any other legally protected status.

Are you able to perform all the essential job functions of the position(s) for which you are applying, with or without reasonable accommodation?

YES

If you answered "No" to the question above, please list any reasonable accommodations that may be necessary to enable your to perform the essential job functions:

Applicant's Acknowledgment and Agreement

I hereby certify that all of the facts and information listed on this employment application are true and complete. I understand that any false, incomplete or misleading information given by me on this application is sufficient cause for rejection of this application. I also understand and agree that any such false, incomplete, or misleading information discovered on this application at any time after I am employed by the City may result in dismissal.

I hereby authorize the City of Punta Gorda to investigate all statements contained in this application, to interview the references and previous employers listed in this application. I authorize the references and previous employers listed to give the City all facts, opinions, and evaluations concerning my previous employment and any other information they may have, personal or otherwise, and release all such parties from any liability which may allegedly arise from furnishing such information the City, including, but not limited to, any liability for defamation or invasion of privacy. If I am selected for employment, I understand that the selection will be conditioned upon satisfactory results of a background investigation.

I understand, also, that I am required to abide by all rules and regulations of the City of Punta Gorda, and that my employment relationship with the City is "at will," which means that I may resign at any time and the City may discharge me at any time with or without cause. This "at will" relationship may not be changed or modified for any reason unless specifically acknowledged in writing by an authorized executive of the organization.

I understand that this employment application becomes the sole property of the City of Punta Gorda; it is a public record, and may be inspected by any member of the public for any reason.

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I, Gregory Murray, agree to all of the terms above.

X	Signed: Gregory B. Murray Stamped: 3/30/2020 6:19:34 PM; 24.235.90.238; Applicant - #4172 - Gregory Murray;
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Referrals

How did you hear about employment with us?

Company Web Site		
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DIRECTOR and MANAGER SUPPLEMENTAL INFORMATION

* Name of Company or Organization:	Washington County Government
* Address:	100 W. Washington Street
* City:	Hagerstown
* State:	MD
* Zip:	21740
* Job Title/Position Last Held:	County Administrator
* Highest Annual Salary:	\$139,400 plus benefits

To whom do/did you report. If it was not an individual, but a Board or Committee, please state the name of the Board or Committee, and how it was organized:

Board of County Commissioners of Washington County
Commissioner/Administrator

* What was the largest budget you administered?	\$320,000,000 operating, \$500,000,000 capital
* Total number of paid employees:	1000

Describe the primary activities in which your organization was engaged, and the role of your work unit within the organization.

Local Government
Chief Administrative Officer responsible for day-to-day operations under the general supervision of the Board.

If you are currently employed by this organization, what is your reason for leaving? If you have already left this employer, why did you leave?

Retired after 35 years to diversify my career in another area. New challenges.

Name of Company or Organization:	
Address:	
City:	
State:	
Zip:	
Job Title/Position Last Held:	
Highest Annual Salary:	

To whom do/did you report. If it was not an individual, but a Board or Committee, please state the name of the Board or Committee, and how it was organized:

What was the largest budget you administered?	
Total number of paid employees:	

Describe the primary activities in which your organization was engaged, and the role of your work unit within the organization.

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DIRECTOR and MANAGER SUPPLEMENTAL INFORMATION continued

If you are currently employed by this organization, what is your reason for leaving? If you have already left this employer, why did you leave?

To add employers in your application submittal, please click on the following link and provide that information as an uploaded attachment. Please ensure that all information required above is provided in the uploaded file(s).

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Supplemental Questionnaire

1. How would you describe the relationship between an elected City Council and their appointed City Manager (chief executive)? Describe your experience(s) in managing that relationship. If your experience does not reflect a direct superior/subordinate relationship with elected officials, please describe your perception of this dynamic, and how you would go about ensuring that the relationship is positive and successful.

As per Charter, all powers of the City are vested in the elected Council with the City Manager being Chief Operating Officer. The Manager is responsible and more importantly accountable for day to day operations of the City. Obviously this includes working closely with the elected body, keeping the Council fully informed, proposing a balanced budget and capital plan, managing the Department Heads, informing the Council if termination is necessary, insuring a comprehensive Strategic Plan, driving and managing those strategic initiatives, insuring the laws of the State are met, and insuring that the Council is well-protected and has a very positive position from which to work. Obviously there is much more detail, but I have worked with a plethora of elected bodies very successfully. I find that by remembering and respecting the responsibilities of the elected body, while insuring that the job of the Manager is done with integrity and reflects the quality said elected body hopefully possesses, the relationship is trusting and successful. Knowledge, accountability, integrity, fair and ethical treatment of staff, and an unsurpassed work ethic make for a successful partnership.

2. What is your experience with open records laws, or as is colloquially known in Florida as "Sunshine" law? If you are not from Florida, please describe the standard for open records in the state(s) where you have served, and any challenges you may have had in complying with such laws.

The "Sunshine" law in the State of Maryland is quite extensive, insuring transparency and accessibility for the public. The challenge has many times been insuring that items not specifically allowed in closed or special sessions are directed properly to open discussion where appropriately discussed.

3. Please describe your experience(s) in dealing with the following agencies, the circumstances that drove your involvement with them, and the level of success you achieved in working with them:

- FEMA
- State regulatory agencies (please identify)

FEMA involvement has ranged from major flooding, snowstorm, and tornado damage in our region, often several times in one year. I have insured and we have been extremely successful in tracking ALL required information (which is extensive and easily overlooked) to insure maximum recovery for our jurisdiction. It is a team effort, but well worth the time it takes.

I have also worked with State regulatory and support agencies closely and with much success. This is a very important topic to insure local government success and I make it a point to build those relationships. From solid waste disposal, to waterway permitting, to treatment plant operations Maryland Department of the Environment and associated Divisions), it is critical to have the respect of the various agencies to capture available funding (Governor's office, Department of Commerce, Environment, Natural Resources), work cooperatively to resolve issues, and insure forward movement in the economic environment of the City (Department of Labor Relations, Commerce). There are many more State and Federal agencies to discuss. You will see this sentiment reflected throughout my resume.

4. The City of Punta Gorda's current City Manager has been in place for approximately 15 years. His

group of direct reports has been stable, and has been in place for a minimum of two years, with several having served ten or more years. Describe the challenges you foresee with taking the place of the retiring City Manager and how you will approach this process.

Well that is a very good yet complicated question requiring finesse and customization based on the employee's themselves. Short answer – always be fair, equitable, empathetic, and remember that respect cannot be demanded, it must be earned. First rule – don't be a jerk. Second rule – refer to rule one. Obviously there will be issues and challenges depending on length of service vs. retirement, ownership of ideas and processes, even personalities, but treating each employee with respect while building credibility is a key facet of having a successful management transition. When I took over my last position the Administrator had been in office for 12 years, was well liked, and successful. Big shoes to fill. It takes experience and maturity to have a seamless transition, and I am able to successfully embrace the challenge again.

5. Please evaluate the following leadership traits, and determine which is most important to you. Why did you choose that characteristic? Describe a situation from your past that may have led you to feel this way.

- Strong management skills and ability to develop, lead, and nurture high performance and a professional atmosphere.
- Excellent writing and communication skills (including interpersonal communication).
- Highly collaborative, organized, and efficient. Strong work ethic and demonstrated conflict resolution skills.
- Strategic thinker and planner, problem solver, and ability to lead the council and staff in ongoing strategic planning and implementation efforts.

Again, all of these traits are necessary and important to succeed in the position. I have always found that given a competency in the other listed areas, that being a strategic thinker able to lead the organization efficiently and effectively and provide support for the Council is critically important. Strategic thinking not only facilitates a road map of where the organization needs to go, but also allows for the ever-changing plethora of issues to be effectively addressed. When in this caliber of position I have always said, regardless of day or night, location aside, it is not if you are working just where. Strategic thinking is a continuing evolving map of ways to move the organization forward. Without providing a roadmap, many times the Council, staff and City will just be lost.

6. As a coastal community, the City of Punta Gorda has been exposed to natural disasters over the past fifteen years, resulting in catastrophic damage to buildings and infrastructure throughout the community. What is your experience with emergency preparedness and recovery? If you do not have a natural disaster to use as a point of reference, you may use an organizational, public safety, or political crisis with which you had to deal. Please describe the actions you took, before (if applicable), during, and after the emergency, and the level to which you were successful.

When dealing with a disaster, not succeeding is not an option. Again, strategic thinking and leadership is critical to the success of emergency operations. I was a Division Director during the 9/11 tragedy managing water and wastewater systems, Public Works Director and County Administrator during numerous snowstorms (which can be severe, long-lasting, and immobilize everything from general transportation to emergency services), flooding from rainfall on top of snow melt, torrential rainfall and infrastructure damage from tornados and tropical storms tracking right up the Chesapeake Bay or valley from the south (U.S. 17 northern terminus is in Winchester, Va., less than an hour from this area), an unexpected earthquake, and yes even a couple political storms. I have always been able to deal with what has needed done by using a few principles. First, preparedness. It is critically important to have the resources, command structure, and plan available when disaster strikes. Many times that unfortunately and ultimately starts after the brunt of the storm subsides, but you must be ready. Next,

insure that you are plugged into the process as a leader, but realize too that there are experts that must be relied on and empowered as part of the process so decisions can be made in a centralized command structure and plugged in wherever necessary depending on the scope of the disaster. Build partnerships and have them in place. As importantly is the ability to make a decision. Indecision is also not an option. Sound decision making through knowledge and experience is critically important. From issuing a timely State of Emergency to use of funds to quickly and effectively provide necessary resources. Again, a very complicated subject, but being prepared before the disaster, and prepared to handle the aftermath can at least minimize the losses to the extent possible and get on the road to recovery.

7. The City of Punta Gorda is currently engaged in a citizen-driven initiative focused on defining what the community and its leadership wants the City to be, over the next several years, in terms of character, culture, and livability. A term that frequently is a focal point in the conversation is "managed growth." Explain what this means to you. What is your experience with respect to citizen master planning efforts, and how did you "manage growth?" To what level do you think your efforts were successful?

Government is for the citizens and it is critically important that it involves their input to the extent possible. There are many venues in which citizens can have input, but of course ultimately most of the decisions fall to the elected body if not a referendum. For example, the Comprehensive Plan, public hearings on land use, Ordinances, advisory and focus groups, even citizens' comments listed on the agenda all insure that the citizens have a voice. Unfortunately not everyone always agrees on what must be done, but ultimately drivers such as the Comp Plan and PLAN Punta Gorda will shape strategic growth goals of the City. All the listed items culminate in the guiding documents that define what "managed growth" looks like in a community. I have been involved in many initiatives in the various venues (especially when zoning changes are proposed) to address spillover growth from major metropolitan areas. Many citizens wanted to see managed growth to maintain the rural character of the area, while others with land holdings wanted to see higher densities. While solutions are specific to the input received, long term needs for tax base and community assets all play a part in the ultimate outcome. Stagnation can drive up tax rates and fees and overwhelm infrastructure. In many instances, designated target areas with necessary infrastructure can provide a solution. Additional core areas that maintain the existing character can be maintained as well. Key to the discussion is how quickly the growth would occur needing managed and what is necessary to handle it. Community planning is an important part of the long range strategic process, and a very important part of Council responsibilities. In the cases in which I have previously been involved, this strategic information needed in order to fit the pieces together into a matrix that showed the best solution for the community worked very well. It is a very complex and even fluid solution, but necessary so that a "managed" process allows for revenues needed, does not overload infrastructure and resources, or unduly burden residents while the City implements annexation and other plans.

City Manager Reference Survey

For: **Murray, Gregory**
Sent By: cbuckles

Completed By: Reference - The Honorable Donna
Brightman

Sent On: 4/9/2020 7:38am CT
Completed: 4/10/2020 5:52am CT

Gregory Murray is an applicant for the City Manager position with the City of Punta Gorda, Florida. The information that you provide will help us make the decision for this critical position. Thank you for your time and input.

What was the nature of your relationship with the applicant?

Professional/Colleague

How long have you known the applicant?

13 years

Was your relationship with the candidate such that you can objectively evaluate the characteristics listed in the following list? If the answer is 'NO'; ignore the list. If you are uncertain or uncomfortable rating a specific element, simply choose N/A.

Yes

Please Rate the Candidate in the following qualities

1. Professional Judgement

5 (High)

Comments

High skill level of professionalism and expertise. Always prepared with a deep understanding of topics under his authority.

2. Professional Attitude

5 (High)

Comments

Always on point and focused on task at hand.

3. Cooperation

5 (High)

Comments

Understands the need and importance of working with a diversity of people to reach a mutual solution.

4. Emotional Composure

5 (High)

Comments

Maturity and empathy in handling difficult situation.

5. Time Management

5 (High)

Comments

Well prepared for each day's schedule, but understands the need for flexibility when in a government position.

6. Knowledge in Field of Work

5 (High)

Comments

Has worked in every level of local government. And, excellent skill at applying that hands on experience.

City Manager Reference Survey

For: **Murray, Gregory**
Sent By: cbuckles

Completed By: Reference - The Honorable Donna
Brightman

Sent On: 4/9/2020 7:38am CT
Completed: 4/10/2020 5:52am CT

7. Planning and Preparation

5 (High)

Comments

Can't stress enough his high level of strategic long term planning capability as well as ability to be flexible on a day to day basis.

8. Problem-Solving

5 (High)

Comments

With his depth of experience in budget, infrastructure projects, enterprise fund planning, education funding, and policy making Greg excels at balancing issues with a political reality.

9. Initiative/Personal Motivation

5 (Strong)

Comments

High level of personal and professional motivation. Strong foundation in ethics and integrity.

10. Interpersonal Relations

5 (Great)

Comments

Greg understands the importance of building team spirit while maintaining an appropriate separation of authority. He is very supportive of the front line employees.

11. Communication skills

4

Comments

Greg struggles with simplifying issues to a point of general understanding. Has greatly improved over the years.

12. Stress Tolerance

5 (Strong)

Comments

Have watched Greg handle high stress situations with professionalism and compassion. Always putting others first.

Do you know of any reason why the applicant should not be employed as the City Manager at the City of Punta Gorda?

No

If you answered "YES" please explain why.

Can you think of anyone else who would be important to contact before making an employment decision regarding this applicant?

City Manager Reference Survey

For: **Murray, Gregory**

Completed By: Reference - The Honorable Donna

Sent On: 4/9/2020 7:38am CT

Sent By: cbuckles

Brightman

Completed: 4/10/2020 5:52am CT

If you have further comments you would like the City of Punta Gorda to consider in making its decision, please make use of the text box below.

Greg Murray would be an asset to your organization and community. I have no hesitation in recommending him to you. Indeed, it is an honor.

City Manager Reference Survey

For: **Murray, Gregory**

Completed By: Reference - The Honorable Paul

Sent On: 4/9/2020 7:38am CT

Sent By: cbuckles

Crampton, Jr.

Completed: 4/10/2020 11:25am CT

Gregory Murray is an applicant for the City Manager position with the City of Punta Gorda, Florida. The information that you provide will help us make the decision for this critical position. Thank you for your time and input.

What was the nature of your relationship with the applicant?

I am the mayor of a small town in the county Mr Murray worked for

How long have you known the applicant?

15 years

Was your relationship with the candidate such that you can objectively evaluate the characteristics listed in the following list? If the answer is 'NO' ignore the list. If you are uncertain or uncomfortable rating a specific element, simply choose N/A.

Yes

Please Rate the Candidate in the following qualities

1. Professional Judgement

5 (High)

Comments

Mr Murray, is very professional both at work and on his own time he has a high moral standard

2. Professional Attitude

5 (High)

Comments

I have never witnessed a time when he was not positive.

3. Cooperation

5 (High)

Comments

I have been in local government for 30 plus years. I fist meet Mr murray When the town was under mandate to upgrade the sewer treatment plant he was a county department head and went above and beyond to help our municipality solve the problem.

4. Emotional Composure

5 (High)

Comments

I have never seen Mr Murray Lose his composure in any meetings

5. Time Management

5 (High)

Comments

as to his time management it must have been very good as he always was involved in many projects at a time.

6. Knowledge in Field of Work

5 (High)

Comments

Mr Murray started at the entry level of government and has worked to be one of the best administrators I have worked with in Maryland

City Manager Reference Survey

For: **Murray, Gregory**
Sent By: cbuckles

Completed By: Reference - The Honorable Paul
Crampton, Jr.

Sent On: 4/9/2020 7:38am CT
Completed: 4/10/2020 11:25am CT

7. Planning and Preparation

5 (High)

Comments

Always on top of the issues at hand, very well prepared.

8. Problem-Solving

5 (High)

Comments

I have never seen a issue that he could not solve or work a compromise with employees or business that came before the commissioners,

9. Initiative/Personal Motivation

5 (Strong)

Comments

He is a very motivated person he likes to tackle tough issues and sees them as a challenge

10. Interpersonal Relations

5 (Great)

Comments

Greg, Had a great relation ship with his department heads and with the employees of Washington county, I personally know a lot of people that worked under him and they all held him in high regard.

11. Communication skills

5 (Strong)

Comments

Mr Murray Is a good listiner and likes to hear all sides of a issue before making a decision . He also does a great job in doing what the council objectives are

12. Stress Tolerance

5 (Strong)

Comments

I have been in many meeting with Mr Murray He is always well prepared So as not to put him self in a defensive position.

Do you know of any reason why the applicant should not be employed as the City Manager at the City of Punta Gorda?

No

If you answered "YES" please explain why.

Can you think of anyone else who would be important to contact before making an employment decision regarding this applicant?

City Manager Reference Survey

For: **Murray, Gregory**

Completed By: Reference - The Honorable Paul

Sent On: 4/9/2020 7:38am CT

Sent By: cbuckles

Crampton, Jr.

Completed: 4/10/2020 11:25am CT

If you have further comments you would like the City of Punta Gorda to consider in making its decision, please make use of the text box below.

In the Time i have known Mr Murray He has never been anything but profesional and willing to help all the communities in Washington county I believe he would be a team player for your community

City Manager Reference Survey

For: **Murray, Gregory**
Sent By: cbuckles

Completed By: Reference - The Honorable Jeffrey Cline

Sent On: 4/9/2020 7:38am CT

Completed: 4/10/2020 3:21pm CT

Gregory Murray is an applicant for the City Manager position with the City of Punta Gorda, Florida. The information that you provide will help us make the decision for this critical position. Thank you for your time and input.

What was the nature of your relationship with the applicant?

County Commissioner / Supervisor

How long have you known the applicant?

15 Years

Was your relationship with the candidate such that you can objectively evaluate the characteristics listed in the following list? If the answer is 'NO' ignore the list. If you are uncertain or uncomfortable rating a specific element, simply choose N/A.

Yes

Please Rate the Candidate in the following qualities

1. Professional Judgement

5 (High)

Comments

Mr. Murray was very proficient and well informed in his judgement.

Preparation and knowledgeable was evident.

2. Professional Attitude

5 (High)

Comments

Mr. Murray always displayed a calm and collective manor even in the most difficult situations. Especially in his exchanges with the media and passionate citizens.

3. Cooperation

5 (High)

Comments

Mr. Murray was a good listener and willing to agree on a mutually agreed solution whether it was a business owner, staff ok elected official.

4. Emotional Composure

5 (High)

Comments

Always maintain his composure and respect for others in both public and private settings.

5. Time Management

4

Comments

Was always available through a myriad of technology and personal contact.
Perhaps, dedicated to a fault, however, loyal to his responsibilities.

City Manager Reference Survey

For: **Murray, Gregory**
Sent By: cbuckles

Completed By: Reference - The Honorable Jeffrey Cline Sent On: 4/9/2020 7:38am CT
Completed: 4/10/2020 3:21pm CT

6. Knowledge in Field of Work

5 (High)

Comments

The most well prepared and well versed individual that I have ever known.
The ability to recall facts was astounding .

7. Planning and Preparation

5 (High)

Comments

Always prepared and often times more prepared than the person on the other side of the table. His ability to coordinate with staff for presentations was exceptional.

8. Problem-Solving

5 (High)

Comments

Always willing and ready to provide solutions to all parties for a win - outcome even in the most delicate of situations .

9. Initiative/Personal Motivation

5 (Strong)

Comments

Mr. Murray was out in front with a vision for Washington County to include economic development and financial initiatives which led to three AA bond ratings.

10. Interpersonal Relations

4

Comments

Easy to talk with a low key approach of expressing his viewpoint.
Employees even in disagreement had a high level of respect for him as Administrator .

11. Communication skills

5 (Strong)

Comments

Always available and able to present information in an organized manner to clearly validate a solution or an opinion. He was easily approachable by employees at all levels.

12. Stress Tolerance

5 (Strong)

Comments

Mr. Murray always seem to be at his best...at the top of his game during stressful situations involving the media...budget presentations or persistent commissioners.

City Manager Reference Survey

For: **Murray, Gregory**
Sent By: cbuckles

Completed By: Reference - The Honorable Jeffrey Cline

Sent On: 4/9/2020 7:38am CT

Completed: 4/10/2020 3:21pm CT

Do you know of any reason why the applicant should not be employed as the City Manager at the City of Punta Gorda?

No

If you answered "YES" please explain why.

Can you think of anyone else who would be important to contact before making an employment decision regarding this applicant?

If you have further comments you would like the City of Punta Gorda to consider in making its decision, please make use of the text box below.

You could have no better choice.