

MEMORANDUM

COLIN BAENZIGER & ASSOCIATES

TO: Mayor and City Commission
Gainesville, FL

FROM: Colin Baenziger

DATE: September 12, 2019

RE: City Manager Search Update

Below are summaries of the credentials of the two additional candidates for whom the City Commission asked we conduct background checks on.

The Candidates

- **Reggie Edwards:** Mr. Edwards has been the Deputy City Manager for Brooklyn Center, MN (population 31,006) since 2016. Prior to this employment, he was the Professor of Government for Minnesota State University for four years and the Executive Director for the Region Nine Development Commission for ten years. He was also the City Administrator for Chisago City, MN (population 3,831) for two years and a Senior Policy Analyst in Ramsey County, MN (population 485,709) for four years. When asked about his management style, Mr. Edwards said it starts by hiring good people. He works with them as team members (not subordinates) and coaches them. He makes sure they understand the strategic direction the elected officials have provided and then lets them to do their jobs. He considers his biggest achievement to be the strategic planning and performance measurement he has introduced most recently in Brooklyn Center, but in the other organizations he has had a leadership role in. He considers the city's strategic plan to be the foundation. Based on it, he works with staff to find reliable indicators that measure outcomes and progress. The result is the elected officials and key staff are kept well informed of what is happening in the organization. Mr. Edwards has a bachelor's in journalism / marketing and a master's degree in public administration from the University of Central Florida. He also has a doctorate of educational administration and leadership from St. Cloud State University. He is an ICMA credentialed manager.
- **Beau Falgout:** Mr. Falgout has been with the City of Palm Coast, FL (population 86,516) since 2007 and has been the Assistant City Manager since 2018. Prior to this employment he worked for the St. Johns River Water Management District for three years. Mr. Falgout believes that his role as a servant leader is to invest, inspire and empower others to make a positive difference in the lives of the citizens each and every day. One achievement he is most proud of is being part of the creation of the City of Palm Coast Internship Program and seeing the impact the program has had, not only on young people but also the City organization. The program's objective was to offer paid, college-level internships to students. It provides them the opportunity to take initiative for their own projects, network with professionals, work hands-on in their career fields, and make a difference in the

community. The first year the program was available they had more than 300 applicants for 16 positions. The difference interns make will not only have an immediate impact on the Palm Coast community but also a substantial impact on the collective future. Mr. Falgout has a bachelor in business administration and he has completed all coursework, except for the thesis, towards a master in urban and regional planning from the University of Florida.