

# A Problem With The Process ?

Curiosity about how the City of Marina fills a vacancy on one of its commissions sent me to the City's website for information about the process. It seemed pretty straight-forward; the interested citizen completes an application (available online) and submits it for consideration. The applicant is contacted for an interview by the selection committee, who then make a recommendation to the City Council for the appointment of the person they decide is the most qualified for the position.

The interview consists of two parts with 5 questions in each section. Each question is scored from 1-10 based on the applicant's answers and/or the information included on their application, with 100 being a perfect score. Interest in this process is due to the current vacancy on the Public Works Commission.

There were 3 applicants interviewed for the position, and the recommendation for appointment was placed on the City Council Consent Agenda for their meeting of April 6, 2010 for approval.

Agenda packets are available to the public on the City's website, so examining the information was easy. Included in the Agenda Packet were copies of the actual applications, the interview sheets and the selection committee's recommendation. It should be clearly stated that this article is not intended to question the good intentions, experience or education of any of the applicants; it is intended to bring to light a problem with the process.

The selection committee consisted of Mayor Bruce Delgado and Councilman Frank O'Connell. In reviewing all three applications and the interview sheets from both Mayor Delgado and Councilman O'Connell some rather disturbing inconsistencies were apparent.

The information being scored in the first section include things like: how long the person has lived in Marina and how knowledgeable they are about the area, their civic and community involvement, their educational experience and its application to the field of city operations, their professional experience and their understanding of local municipal ordinances and their participation in city events or meetings.

The score that immediately raises eyebrows is the one for participation

in city events and meetings.

Ms. Felton stated on the application that her participation in City commissions or civic organizations had been "limited or lacking" because she had been raising her family. Mayor Delgado gave Ms. Felton a score of 6 and Councilman O'Connell gave Ms. Felton an 8.

Mr. Bailey had been to a few council meetings and even suggested forming a Public Works Commission at a meeting in 2005 (included in the Mayor's written comments) and participates in numerous city events as a member of the Kiwanis Club. Mayor Delgado gave Mr. Bailey a score of 5 and Councilman O'Connell gave Mr. Bailey a score of 2. Mr. Lebeda has no participation listed on his application or in the interview notes, but Mayor Delgado gave him a score of 5 and Councilman O'Connell gave him a score of 4. Read those numbers again; "no participation" scored higher than extensive, ongoing community involvement!

Councilman O'Connell also scored Mr. Bailey lower in educational experience even though the experience was very similar to that of Ms. Felton; they both have around 3 years of college, but no degree. The work experience category also struck me as odd. Mr. Bailey has actual experience on city commissions in Santa Cruz where he works, and 29 years of experience in law enforcement where understanding ordinances and laws is an integral part of the job. Ms. Felton has experience on various church boards and committees, owned a business in another state many years ago, and worked in the admissions office at an online University. Councilman O'Connell scored both these candidates the same.

The second section also has some interesting discrepancies in scoring. In answer to the question "Why did you apply?" Ms. Felton answered that she had been asked by citizens to apply and thought it would be a fun thing to do to help keep things running smoothly. (Delgado score 8, O'Connell score 6) Mr. Bailey answered that he wanted to give back to the community and wanted to provide the Council with more detailed information. (Delgado score 8, O'Connell score 5) Mr. Lebeda answered that he has participated wherever he

has lived, has knowledge of construction and facilities and thinks he could be an asset to the commission. (Delgado score 8, O'Connell score 6)

The last question was "Why are you the best choice?" Ms. Felton answered that she wasn't sure that she was the best choice, but knows a lot about Marina and has access to help if needed. (Delgado score 7, O'Connell score 10) Mr. Bailey answered that he has grown with the community and has seen both good and bad changes and that his impact can help the city. (Delgado score 10, O'Connell score 9)

The inconsistencies are mostly between Ms. Felton and Mr. Bailey's scores. Mr. Lebeda's scores seem to be in line with the answers given. The Mayor made thoughtful, detailed notes on each of the candidates, and for the most part, it was very easy to follow his reasoning in how he scored each answer, with the exception of giving Ms. Felton scores of 6 for "limited or lacking" participation in community and city events and participation in City meetings. Councilman O'Connell made very limited notes on Ms. Felton and Mr. Lebeda, and none at all on Mr. Bailey. His scores for Mr. Bailey were not at all consistent with the information provided, and he made no notes at all on this candidate. This omission alone is cause for questions.

The recommendation for appointment to the commission went to Ms. Felton, but apparently the other members of the Council also found the scoring more than a little questionable, because the item was pulled off the agenda for further discussion and consideration.

Again, this article is in no way a criticism of any of the candidates for the Public Works Commission. They all completed their applications and interviews honestly and with integrity. The same cannot be said for the members of the interview panel.

Please do not accept the information in this article as the truth without reading it for yourself. Go to the City's website at [www.ci.marina.ca.us](http://www.ci.marina.ca.us). Click on the tab for Council and Commissions and open the agenda packet for the meeting of April 6, 2010. All of this information can be found in item 8m beginning on page 146.

graphic artist from his studio in Marina, Calif. He is a member of the ImageMakers of Monterey, among several other local organizations.

For more information, please visit [www.SteveZmak.com](http://www.SteveZmak.com) or call 831.883.4459.

# "Let's Go Outdoors!"

## MONTEREY PENINSULA REGIONAL PARK DISTRICT BEGINS NEW ROUND OF PROGRAMS WITH SPRING/SUMMER SCHEDULE

The Monterey Peninsula Regional Park District has mailed out its fifth "Let's Go Outdoors!" guide to nature activities, once again offering dozens of classes, outings, workshops and special events.

The colorful 16-page Spring/Summer publication describes programs starting this month and continuing through the late summer. They will be led by expert instructors and guides. Classes are low to moderate cost or free.

Hiking, art, outdoor photography, geocaching, whalewatching, kayaking, birding, horseback riding, sandcastle building and star gazing are among the diverse offerings for nature lovers of all ages and interests.

"We are delighted with the response that we have had from the public over the past two years, and we anticipate even more people taking part in the wide variety of programs that are offered." said Jackie Nelson, environmental education supervisor for The Park District.

Participants should be ready to explore the outdoors with a spirit of adventure and inquisitiveness and bring boots, binoculars, paint brushes, cameras or saddles and sign up for some fun.

Here are some of the upcoming offerings:

### Close-up Microphotography: Wild Garland Springtime

Elevate your photography to the next level while spending the day among the beautiful flowers of Garland Ranch Regional Park. Be guided through the process, learning the basic concepts and techniques of microphotography. Capture vivid images from a "bee's eye view." Coached in the field, practice and improve your artistic.

Ages: 18 and up.

Site: Garland Rancho Regional Park Museum, 700 W. Carmel Valley Road.

Offered by Monterey Peninsula Regional Park District ([www.mprpd.org](http://www.mprpd.org)).

Instructor: David Gubernick.

When: Sunday, April 25, 9:30 a.m.-5:30 p.m.

Cost: \$145 (district resident), \$160 (non-district resident).

### The Ebb and Flow of Tidepooling

Rocky shores are a world in motion! Your guided tidepool discovery begins with a brief introduction, followed by a gentle search for sea life. Uncover secrets as the low tide reveals this captivating world.

Ages: 7-adult.

Site: Pacific Grove (call for location).

Offered by Monterey Peninsula Regional Park District ([www.mprpd.org](http://www.mprpd.org)).

Instructor: Augustina Ursino.

When: Sunday, April 25, 1 p.m.-3p.m., and also Sunday, May 2, 8 a.m.-10 a.m.

Cost: \$10 (district resident), \$11 (non-district resident). Or, \$33/\$36 for groups of four.

### Ocarinas: Make Music from Clay!

Collect natural clay and learn to mold it into a working "ocarina," an ancient flute. Clay has traditionally been used to seal, heal and shape everyday objects. Be ready to get your hands dirty and create your own instrument. You will be playing songs before you know it.

Ages: 8-12.

Site: Frog Pond Wetland Preserve, Del Rey Oaks.

Offered by Monterey Peninsula Regional Park District ([www.mprpd.org](http://www.mprpd.org)).

Instructor: David Founds.

When: Saturday, May 1, 9:30 a.m.-12:30 p.m.

Cost: \$20 (district resident), \$22 (non-district resident).

### Kick Start Your Garden

Learn quick, simple ways to mix and match a variety of plants to create a lush garden community. Plant your yard to provide food, deter pests, attract beneficial wildlife and add beauty. Includes introduction to organic gardening and methods to capture rainwater.

Ages 8-adult.

Site: The Watershed Institute, Building 42, CSUMB.

Offered by Monterey Peninsula Regional Park District ([www.mprpd.org](http://www.mprpd.org)).

Instructor: Carrie Mann.

When: Sunday, May 2, 10:30 a.m.-1:30 p.m.

Cost: \$15 (district resident), \$17 (non-district resident).

### Tidepooling Tots: Sea Squirts!

Step into the rocky realm of crawly crabs, sticky snails and spiky sea stars. Uncover their secrets as low tide reveals the captivating world of tidepools. Through this guided discovery, learn to gently observe and appreciate the inhabitants of our local seashore.

Ages: 3-6. An adult must accompany children.

Site: Pacific Grove (call for details).

Offered by Monterey Peninsula Regional Park District ([www.mprpd.org](http://www.mprpd.org)).

Instructor: Augustina Ursino.

When: Tuesday, May 4, 9:30 a.m.-11:30 a.m.

Cost: \$10 (district resident), \$11 (non-district resident). Adults are free.

Pre-registration is strongly suggested for all classes and programs offered by the Monterey Peninsula Regional Park District (MPRPD). Register online at [www.mprpd.org](http://www.mprpd.org) or in-person between 11 a.m.-1 p.m., Tuesday-Friday, at the MPRPD office, 60 Garden Court, Suite 325, Monterey (check, money order, Visa or MasterCard accepted). If space is available, there is an additional charge of \$5 to register the day of the class. On-site registration begins 20 minutes prior to the start of the class. All check-in and registration closes 5 minutes before the class begins. Contact is Joseph Narvaez, at 372-3196, ext. 3.

### Zmak from Page A1

Zmak. He published "The Lonely Coast" in 2000, "California Black & White" in 2003, and "Black & White Whispers" in 2005.

About Steve Zmak  
Steve Zmak captures the essence of California through black & white photography that speaks

to the soul. His photographs have been exhibited at locations throughout Monterey County, including the National Steinbeck Center, Center for Photographic Art, and Monterey Museum of Art. In addition to his career in fine art, Zmak works as a commercial photographer and