

We recognize some controversy has surrounded the following individual. Before recommending him, we discussed the situation with a number of people with direct knowledge of his employment at the Ocean Reef Club. Some would go on the record. Their comments are included in the reference notes. As you know, there are two sides to every story, and in this case, one has had significant press coverage. The other has not. We believe it is important to recognize that plaintiffs sometimes employ a strategy in lawsuits where they make their allegations very public and wait for the organization to settle (in part to avoid further negative press). Generally, that is what happens, and while the organization does not suffer any further negative press, the accused individual is left with a tarnished name and no opportunity to prove his/her innocence. We are not saying that is what happened here – we do not know the minds of the parties. The bottom line is, based on what people have told us, we are comfortable recommending you consider Mr. Ritz to be your next Village Manager.

- **David Ritz:** Mr. Ritz was most recently the Community Administrator / Manager for the Ocean Reef Community Association for twenty-seven years. Prior to this employment, he worked for Oakland Park, FL (population 26,326) as the City Manager and Assistant City Manager for six years. Mr. Ritz has a caring, compassionate management style. He holds people accountable through positive reinforcement and coaching. One achievement he is proud of is taking the organization from “good to great”. Over the years he read many books by management and leadership experts like Stephen Covey, Ken Blanchard and Jim Collins. His strategy was to apply all this knowledge and change a well-running organization into a fabulously running machine that would provide verifiably world-class services. After creating a plan and gaining approval by the elected body, the process started. He cannot implement this plan alone, and would need help at every step, so getting buy-in and building consensus with all parties was critical. The strategic successes included building permits being processed much quicker than before, faster (2 ½ minute) response times for fire, paramedic and police services, and even-more beautifully landscaped public areas. Staff was more cheerful and had a more helpful attitude. And just as importantly, they conducted an anonymous survey of staff happiness which showed that employee morale was higher than ever. Mr. Ritz has a bachelor’s degree in political science and a master’s degree in public administration from the University of Florida.