

COLIN BAENZIGER  ASSOCIATES
EXECUTIVE RECRUITING

Section 12

Maria D. Lasday

*Bay Harbor Islands Town Manager
Candidate Report*

Cover Letter and Resume

Maria Dorado Lasday

May 15, 2020

Dear Bay Harbor Islands Town Council:

I respectfully submit for your review and consideration my resume for the Town Manager position. It would be an honor to hold a leadership position in the Town of Bay Harbor Islands.

My strengths have enabled me to excel in the north suburban Chicagoland area as a Village Manager. My ability to communicate and to develop relationships with county, federal and state agencies, other municipalities, corporations, and university personnel, in part, helped me succeed as the Village Manager in the Village of Bannockburn, Illinois. I also excelled in the City of Highwood, Illinois due to a strong working relationship with elected officials and my ability to facilitate consensus.

When I began my Village Manager position at the Village of Bannockburn, there were many infrastructure needs that required attention, as well as stormwater management concerns. I had the unique opportunity to help solve the stormwater management issues and to implement the replacement of the Village of Bannockburn's aging infrastructure, which was funded in large part by grants and/or stimulus funding loans.

As City Administrator of the City of Highwood, my efforts facilitated the annexation of ninety (90) acres of land owned by the United States Army to the City of Highwood. Although it was difficult at times to navigate a factionalized City Council, I was able to find consensus and the support to approve the annexation. The annexation resulted in the City of Highwood being able to supply water to the Army, which brought thousands of dollars of additional revenues on a monthly basis with no additional cost to the City of Highwood.

My legal background and real estate development experience have also been a key factor in my success as a Village Manager and City Administrator. I understand how real estate developments work from a municipality's point of view, as well as an attorney's and real estate developer's point of view. My multi-faceted experience has been instrumental in my economic development success with both the Village of Bannockburn and the City of Highwood.

After reviewing the Bay Harbor Islands' recruitment brochure, I am confident that I am uniquely qualified for the position of Bay Harbor Island's next Town Manager. I respectfully submit the following additional information based on the "ideal candidate's" characteristics noted in the brochure:

Ability to Communicate, Solution-Oriented and Forward Thinking

1. I characterize myself as very goal driven and highly motivated by knowing and understanding the mission statement of a community and their desired goals. This knowledge allows me to execute policies that will improve the quality of life of the residents, the ultimate goal of a town manager.
2. My nature is to be proactive and to advise the elected officials of upcoming trends and emerging issues. I frequently read many governmental publications and attend state, national and Chicagoland meetings or conferences to be informed.
3. Communication with elected officials and executing the community's policies is essential to me. In the Village of Bannockburn, I prepare a thorough weekly manager's report to advise the Village Board of significant events, meetings or possible issues. In addition, periodically, I review with Staff and the elected officials the goals agreed to in the strategic plan to ensure the community's goals are being met.
4. Due to my extensive 20-year legal career, I have very strong organizational, analytical and communication skills (oral and written). My legal background and written skills have enabled me to prepare the documents necessary to introduce new and updated services to the Village of Bannockburn's residents: Commercial and Residential Waste Hauling Programs and an Electric Aggregation Program.

Understanding the Community

1. I understand communities with a less than 10,000 population and that contain various socio-economic levels.
2. Similar to Bay Harbor Islands, the Village of Bannockburn requires staff to be exceptionally responsive to its residents and businesses. The Village of Bannockburn's residents and corporate occupants require superior customer service. Staff always strives to provide "White Glove" service to all.
3. It is very important to me to be engaged in a community and to foster good relationships with other governmental entities. Similar to the Bay Harbor Islands, the Village of Bannockburn is a small community that requires its manager to be collaborative and to develop relationships on state, local and federal levels.

Economic Development

1. From reading the brochure, I understand that Bay Harbor Islands requires a town manager with an understanding of economic development and redevelopment. My legal background as a commercial transactional attorney and municipal attorney enables me to understand and negotiate contracts, as well as work with businesses, developers and construction contractors to further development goals. In 2008, when I started my position in the Village of Bannockburn, many of the office buildings and retail areas had very high vacancies. As

- a result, the commercial areas required many new improvements and redevelopment. Today, the office parks are thriving and the retail areas are over 95% leased.
2. The Village of Bannockburn continually works with the businesses to maintain a good working relationship and to facilitate expansion and retention. To promote economic development, I facilitated the creation of a marketing brochure and marketing videos to promote the Village to prospective businesses and residents, which are available on the Village's website.
 3. With the implementation of expanded community special events, the addition of new bike and walking trails, the replacement and installation of infrastructure, the development of a new Village of Bannockburn website, and the use of social media, the Village has been able to attract many new corporate occupants into the Village, as well as receive this year the 6th Best Suburb in Illinois by Niche Local Rankings, as well as the 2012 5th place national ranking "Where the Richest Retirees Reside" as reported by Bloomberg Rankings.

Integrity, Management and Leadership Style

1. I lead by example. I continually demonstrate to my staff the importance of integrity and having pride in their performance.
2. I am a team player. I have a collaborative style of management. I enjoy developing staff and listening to their ideas. I believe in an "open door" policy and always attempt to be approachable. I also hold weekly staff meetings with the department heads to determine the issues to be addressed and to receive updates on pending projects.

Infrastructure and Alternative Funding

1. In the Village of Bannockburn, I have been very busy replacing aging infrastructure systems. 100% of the lineal feet of roadways in the Village have been replaced. Several of the transportation projects required working cooperatively with the State of Illinois Department of Transportation, the Illinois State Toll Highway Authority, the Lake County Department of Transportation and adjacent communities. I was able to secure grant funding or other alternative funding sources to pay for the costs related to the replacement of all roadways.
2. I organized and prepared the necessary documents to obtain grant funding for the replacement of two (2) storm sewer systems, five (5) water main systems, and two (2) sanitary sewer systems. I additionally led the installation of a new water meter reader system.

Finance

1. The Village of Bannockburn enjoys a Standard & Poor AAA bond rating. With careful strategic planning, obtaining many grants and alternative revenue sources to replace old infrastructure systems, and by keeping operational costs low, the Village of Bannockburn has been able to maintain a balanced yearly budget and to increase its asset base for my

entire tenure of the Village of Bannockburn. In addition, the Village has been able to maintain a minimum of one year of reserves.

2. Due to an improvement of purchasing policies and other financial policies, this year, the Village of Bannockburn was awarded the “Certificate of Achievement for Excellence in Financial Reporting” and the Government Financial Officers Association Distinguished Budget Presentation Award.
3. All infrastructure projects are planned and incorporated into the Village of Bannockburn’s five (5) Year Strategic Plan and Capital Improvement Plan.

Geography

1. Although I work in Bannockburn, Illinois, I am a resident of Bonita Springs, Florida. For the last several years, I have been commuting to Illinois for work – working during the week in Illinois and spending some weekends and vacations in Florida.
2. I would enjoy living and working in Florida, especially in a community as special as the Bay Harbor Islands. As an experienced commercial transaction and municipal attorney and Village Manager, I am confident that I would be able to learn Florida municipal legal processes and succeed as Bay Harbor Islands’ Town Manager.

In conclusion, I would be honored to be considered for the position of Town Manager in Bay Harbor Islands.

Thank you for your consideration.

Sincerely,



Maria Lasday

MARIA DORADO LASDAY

Cell: [REDACTED]

E-Mail: mlasday1@gmail.com

SUMMARY

More than twenty years of local government experience with expertise in the following areas:

- Management, Operations and Analysis
- Commercial, Real Estate and Municipal Transactions
- Operations and Project Management
- Infrastructure System Designs and Implementation
- Financial Operations and Budget
- Labor Relations
- Planning and Zoning
- Media Relations

An innovative leader with demonstrated organizational, analytical and communications skills. Experienced in working with public-private partnerships, contract services, sustainability projects, and specializing in community development. Achievement-oriented with foresight; a dedicated team player who is able to work independently within the organizational framework and bring staff together as a team.

RELEVANT LOCAL GOVERNMENT EXPERIENCE

Village Manager, Village of Bannockburn, IL

2008-Present

The Village of Bannockburn is an affluent northern Chicagoland suburb consisting of a vibrant corporate and retail community, residents living in large estate homes, and a university. Bannockburn's daytime population is 53,000. The evening population is 1,600. The Village of Bannockburn has a Standard & Poor rating of AAA and has a Council-Manager form of government.

Duties and Responsibilities as Village Manager:

- Chief executive officer of a municipal government providing police, roads, stormwater drainage, water and sewer utility, open space, community development, recreation, planning, zoning, finance, public works, forestry, general and personnel services. Works closely with the Fire Marshall at the Deerfield Bannockburn Fire Protection District for provision of fire services.
- Oversee and responsible for the efforts of approximately 41 staff (11 full-time employees, 10 part-time employees and approximately 20 independent contract employees).
- Implement Board directed policy and administer the village's day-to-day operations. Identify and resolve short term and long-range issues.
- Prepare and administer the Village's operating and capital budgets and long-range plan.
- Negotiate with public and private sector entities with respect to economic development, public works projects, building and water services, and other service contracts.
- Work with other governmental agencies for shared services and joint bidding of public works contracts.
- Serve as the Village's primary spokesperson to the media.
- Oversee and am responsible for the Village's compliance with county, state and federal regulations, as well as follow up documents required as a result of grant funding obtained.
- Prepare the Comprehensive Plan with the elected and appointed officials and plan reviews for the Plan Commission / Zoning Board of Appeals and the Architectural Review Commission.
- Work with local Chamber of Commerce and the Village's Economic Development Commission to promote the community and Special Events.

Achievements

- Oversaw the upgrade of 100% of the roads in the Village, replacement of 2 storm sewer systems and 5 water main systems, 3 sanitary sewer systems and installed a new water meter system.
- Worked with the Lake County Stormwater Management Commission, Lake County Department of Transportation, the Illinois Department of Transportation and the Illinois Environmental Protection Agency to secure grants and low interest loans for infrastructure projects (road and storm water management), which included, in part, the resurfacing of six State Routes, two add lane widening projects along two State Routes, and storm water management projects.
- Worked with Illinois State Highway Transportation Authority on a bridge reconstruction project.
- Implemented a marketing program to facilitate leasing of office and retail space in the Village, which included new brochures, marketing videos, a new Village website, special events and social media.
- Worked with local Chamber of Commerce, property owners and prospective tenants to improve the lease rates of the local retail centers from 30% to 98%. Some of the new tenants include Panera Bread, McDonalds, Heinens Grocery, Jersey Mikes, Rosati's Pizza and Mariano's Grocery.
- Worked with commercial property owners to facilitate leasing vacant office space, which attracted new tenants (i.e., Shire/Takeda, Donlen, Great Lakes Credit Union, Walgreens, Optic Care, North Shore University Health Care and Metro Self-Storage).
- Worked with the Village of Deerfield and Solid Waste Agency of Lake County to implement a Village residential and commercial waste hauling program.
- Partnered with the Village of Kildeer implement a Village electric aggregation program.
- Implemented a Shuttle-Bug service in the commercial district by partnering with PACE Suburban Bus Service and Commercial Property Owner.
- Facilitated the improvement of purchasing policies and other financial policies, which resulted in the Village of Bannockburn being awarded the "Certificate of Achievement for Excellence in Financial Reporting" and the Government Financial Officers Association Distinguished Budget Presentation Award.

City Administrator, City of Highwood, IL

2006-2008

The City of Highwood is a diverse full-service Lake County, Illinois community with a population of 5,272 residents, 40-50% Hispanic.

Duties and Responsibilities as City Administrator:

- Chief executive officer of a municipal government with 34 full-time and 27 part-time employees.
- Oversight responsibility for the following functions: police, fire, roads, stormwater drainage, water and sewer utility, community development, planning, zoning, finance, public works, general services and personnel.

Achievements

- Prepared terms for labor contract and conducted negotiations with police and fire unions.
- Worked with local Chamber of Commerce to attract businesses to community.
- Improved building and zoning processes.

MARIA DORADO LASDAY

Page 3

- Negotiated and executed the annexation of 90 acres of unincorporated land and a water main installation project to provide water to the United States Army.
- Worked with local agencies to provide services to the community's low-income Hispanic population.

OTHER PROFESSIONAL EXPERIENCE

City of Highwood Zoning Board of Appeals 2001-2006
Chairman from 2004-2006. Member 2001-2004.

Diamonds Plus, Chicago, Illinois 2001-2006
Managing Partner of a diamond importing and finishing company.

ECD Company, Chicago, Illinois 1993-1999
Corporate Counsel to Real Estate Development Company. Worked closely with president to acquire, develop and manage a multi-million-dollar real estate portfolio.

Metropolitan Life, Barrington, Illinois 1990-1993
Registered Representative for a life insurance company. Worked on creating funding vehicles for estate planning and for corporate buy-sell agreements. Facilitated corporate health insurance plans.

Abbott Contractors, Northbrook, Illinois 1988-1990
Corporate Counsel for a development/construction company. Gained cooperation and approval of municipalities for real estate development projects.

Pedersen & Houpt, Chicago, Illinois 1986-1988
Licensed attorney specializing in real estate, commercial transactions and municipal issues.

EDUCATION

Juris Doctor, University of California, Los Angeles, School of Law, Los Angeles, CA
Bachelor of Arts (Double Major - Government and Public Policy), Pomona College, Claremont, CA

PROFESSIONAL AFFILIATIONS

- Lake County Municipal League (Past Board Member and Legislative Chair)
- The Metropolitan Managers Association (Past President).
- ILCMA (Past Board Member, Membership, Winter Conference and Summer Conference Committees, Creator and Moderator of Annual "Q&A for New and Aspiring Managers" at ILCMA Winter Conferences).
- ICMA (Planning Committee, Women's Task Force, Diversity Task Force, Presenter at Various Conferences on Ethics, Storm Water Management and Alternative Service Delivery).
- Northwest Municipal Conference (Legislative and Transportation Committees).

FOREIGN LANGUAGE

- Fluent Spanish (oral and written)

Candidate Introduction

Maria Dorado Lasday

EDUCATION

Juris Doctor, University of California, Los Angeles Law School, Los Angeles, CA
Bachelor of Arts (Government and Public Policy), Pomona College, Claremont, CA

EXPERIENCE

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|---|--------------|
| Village Manager, Village of Bannockburn, IL | 2008-Present |
| City Administrator, City of Highwood, IL | 2006-2008 |
| Chairman, City of Highwood Zoning Board of Appeals (Member 2001-2004) | 2004-2006 |
| Managing Partner, Diamonds Plus, Chicago, Illinois | 2001-2006 |
| Corporate Counsel, ECD Company, Chicago, Illinois | 1993-1999 |
| Registered Representative, Metropolitan Life, Barrington, Illinois | 1990-1993 |
| Corporate Counsel, Abbott Contractors, Northbrook, Illinois | 1988-1990 |
| Attorney, Pedersen & Houpt, Chicago, Illinois | 1986-1988 |

BACKGROUND

The Village of Bannockburn is an affluent Chicagoland suburb with a Standard & Poor bond rating of AAA. The community consists of a vibrant corporate and retail community, residents living in large estate homes on two to four acres of land, a university, a daytime population of approximately 53,000 and an approximate night time population of 2,000. Within the Village, there are two main state routes. There are also several federally designated routes. Recent major businesses recruited or expanded include Walgreens, Heinen's Grocery Store, Mariano's Grocery Store (a division of the Kroger Co.), Metro Self Storage, NorthShore University Health System, Illinois Bone and Joint, Midtown Athletic Club, College Park Athletic Club, a local McDonalds franchise, Donlen Corporation (a subsidiary of Hertz Corporation), Stericycle, Takeda Pharmaceuticals International, and Great Lakes Credit Union.

With careful strategic planning, obtaining many grants (approximately \$11,000,000.00 during my tenure) and alternative revenue sources to replace old infrastructure systems, and by keeping operational costs low for the last several years, the Village has been able to maintain its Standard & Poor AAA bond rating, a balanced yearly budget, a year of reserves, and to increase its asset base. The Village of Bannockburn's fiscal year 2019-2020 budget is approximately \$5.8 million. The Village of Bannockburn staff is very limited since many of the Village's general services are provided by outside vendors and contract employees. During my tenure, I have prepared and managed contracts for waste hauling, landscaping, building inspections, electric supply, water operations, and public works maintenance services. Fire protection services are provided by the Deerfield Bannockburn Fire Protection District. Administrative, zoning, planning, and water

Maria Dorado Lasday

services are provided by 4 full time employees and several contract employees. Police services are provided by 7 full time sworn officers and 13 part-time employees.

The three most significant issues facing the Village of Bannockburn are:

- *Personnel.* Seventy percent of the police department personnel retired recently or will be retiring in the next few years. Last year, the Chief of Police, Lieutenant and an officer position had to be replaced. During my tenure, the Chief of Police position was replaced twice due to retirements. The first replacement occurred a year after I began my position. In addition, I had to replace the Finance Director two years ago due to a retirement.
- *Revenues.* The State of Illinois' current financial situation is very negative due to the impact of the COVID-19 pandemic, which has detrimentally affected municipalities. Many of the monies that normally pass through to the Village are in jeopardy of being lost, delayed or diminished. The Village of Bannockburn is also expecting a 20 percent loss of municipal revenues due to the COVID-19 pandemic. As a result, the Village is presently operating on a very lean budget and has removed the majority of capital projects scheduled for this summer.
- *Reforestation.* Due to the infestation of the Emerald Ash Borer in the Village, the Village removed thousands of trees, which is extremely costly and has affected the landscape of the Village. To preserve the character of the Village, the Village will need to reforest the public areas during the next several years.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

The Village of Bannockburn is a thriving and safe community. Current residents enjoy top-ranked public schools, many special events that bring the community together, and easy access to highways, upscale shopping and dining. I would enjoy working in a community with similar attributes, like Bay Harbor Islands.

A collaborative style of management has helped me succeed in managing a community. I enjoy developing staff and listening to their ideas. I believe in an "open door" policy and always attempt to be approachable. I also believe that I am only as good as the weakest link in the organization. Accordingly, developing staff is a top priority. During performance reviews, I engage the employee to determine (1) how they would assess his/her performance, (2) the areas they feel need further development, (3) whether the prior year's goals were achieved, and (4) new goals for the upcoming year.

I also enjoy mentoring and developing young professionals. I presently mentor several young professionals. For the last 12 years, I have organized and moderated a "Question and Answer" session for new and aspiring managers at the Illinois City/County Management Association's winter conference. I have also been a guest lecturer at Northern Illinois University's School of Public Administration and presented several times at International City/County Management

Maria Dorado Lasday

Association conferences. Several years ago, as president of the Illinois Metropolitan Manager's Association, I facilitated the implementation of several educational sessions for many of the city/village managers and recently appointed management professionals in the Chicagoland area.

The elected officials that I serve would likely say that (1) I am a leader, (2) very goal driven, (3) highly motivated by knowing and understanding the mission statement of a community and their desired goals, (4) an excellent communicator (oral and written), (5) very competent, (6) intelligent, (7) very strong in economic development, planning and zoning, (8) highly ethical, (9) able to find creative solutions to resolve problems and fund infrastructure needs, (10) very resourceful with obtaining grants, (11) dedicated, and (12) I always plan several steps ahead. Staff would say they that they appreciate my open- door policy, energy, communication, integrity, consistency, support, high standards, team approach, and recognition of their accomplishments. Both groups would see me as a manager (1) with unlimited energy, (2) who is approachable, (3) who strives for perfection, (5) who loves challenges and accomplishing goals, (6) who is a team player with a collaborative style of management, and (7) who is a communicator. Communication with elected officials and executing the community's policies is essential to me. In the Village of Bannockburn, I prepare a thorough weekly manager's report to advise the Village Board of significant events, meetings or possible issues.

My greatest strengths are my ability to resolve problems and to obtain grant monies for infrastructure needs. At the Village of Bannockburn, I had the unique opportunity to help solve the stormwater management issues and to implement the replacement of the majority of its outdated infrastructure, which was funded in large part by grants and/or stimulus funding loans. When I first began my position at the Village of Bannockburn, many of the roadways were in very poor condition, which created many traffic and congestion problems. During the last several years, 100% of the lineal feet of roadways in the Village have been replaced. Several of the transportation projects required working cooperatively with the State of Illinois Department of Transportation, the Illinois State Toll Highway Authority, the Lake County Department of Transportation and adjacent communities.

To fund the infrastructure needs, I facilitated the preparation of the necessary documents to obtain grant funding for the replacement of two (2) storm sewer systems, five (5) water main systems, and two (2) sanitary sewer systems, as well as grant funding from County, Federal and State agencies to fund transportation projects. I additionally led the implementation and installation of a new remote reading water meter system.

In my current position, I have implemented and expanded many annual community special events, added new bike and walking trails, and expanded the community's marketing efforts. During my tenure, a new Village website was launched, new community marketing videos were created, and social media tools were utilized. As a result, the Village has been able to attract many new corporate occupants into the Village, as well as receive this year the 6th Best Suburb in Illinois by Niche Local Rankings.

Maria Dorado Lasday

Similar to the Village of Bannockburn, my ability to work with elected officials and find consensus facilitated my success in the City of Highwood, Illinois. In Highwood, I led the annexation of ninety (90) acres of land owned by the United States Army to the City of Highwood. Although it was difficult at times to navigate a factionalized City Council, I was able to obtain consensus and the support to approve the annexation. The annexation resulted in the City of Highwood being able to supply water to the Army, which created thousands of dollars of additional revenues on a monthly basis with no additional cost to the city.

In terms of weaknesses, I always strive for perfection and sometimes work too hard. However, I have learned how important it is to recognize that work and life balance is essential to maintain energy and to continue to perform at a high level. I have also realized that I can't always be perfect. That being said, I always try to be thorough and strive to inform my elected officials to the best of my ability.

To evaluate whether employees are performing at an optimal level, I conduct weekly meetings with administrative staff and the police chief together as a group, as well as individual department head meetings once a week to assess current issues, provide direction where needed, and to determine whether goals are being attained. On an individual basis during performance reviews, an assessment of the prior's year's goals is conducted to determine whether goals have been met. For the contract employees (waste hauling, landscaping, building, planning, water operator, public works and various other services), a review of the scope of services provided in the contract is evaluated each year to confirm services have been rendered in accordance with the contract terms.

I have been very successful in the Village of Bannockburn as I have been able to complete all of the Village's goals outlined by the Village Board throughout the years. My greatest achievement has been the replacement of the old infrastructure systems with grants, as well as solving the Village's stormwater management issues.

My biggest mistake during my tenure at the Village of Bannockburn was not initially realizing the importance of living a balanced life. Over the years, I have learned to make time for family and personal growth to maintain my high energy level and development.

During my village management career, I have had to develop, promote, hire, fire and discipline employees. When there is a disciplinary issue, I communicate with the employee and try to approach the situation in a positive manner with guidance to improve. However, there have been a few situations where an employee has been terminated for cause. The most difficult firing occurred in my former community when an officer was terminated due to illegal activity, which resulted in the loss of his accumulated pension.

Maria Dorado Lasday

Some of the challenges I see facing the Town of Bay Harbor Islands are:

- *Finances*: Maintaining the quality of life of the residents and continuing services with less revenues due to the negative financial impact resulting from the COVID-19 pandemic.
- *Public safety*: Hiring a new Bay Harbor Islands Police Chief.
- *Infrastructure*: Securing grants to offset the cost of needed infrastructure projects.
- *Economic Development*: Redevelopment of the business district.
- *Operations*: Analyzing and reviewing current staff levels and organizational structures.
- *Emergency Preparedness*: Identifying procedures to further prepare the Town of Bay Harbor Islands in the event of an emergency caused by hurricanes and sea level rise.

During the first six months, my efforts will include:

1. Meeting with staff, elected officials, residents, the local chamber of commerce, business leaders in the community, city managers from adjacent communities, and county/state officials to assess the Village's needs, positions, and outstanding issues.
2. Assessing Bay Harbor Islands' financial impact resulting from the COVID-19 pandemic.
3. Assessing Bay Harbor Islands' current operations and contracts.
4. Facilitating the appointment of a new Bay Harbor Islands' Police Chief.
5. Learning Bay Harbor Islands' Town Council's goals and residents' expectations to formulate appropriate strategic directions.
6. Reviewing Bay Harbor Islands' Charter and Town Codes prior to my start date.

I am very responsive and work well with the media. I always strive to provide accurate and quality information. I occasionally provide press releases to the media to deliver a specific message or promote an event in the community. To inform and update the residents of the Village's special events and community alerts, my team uses Facebook, the Village's website and newsletter communications. We have also used google alerts to promote some of the special events.

Should it become known that I am a finalist for the Town Manager position in Bay Harbor Islands, Florida, and the media probes my background, I do not anticipate anything personally compromising being revealed that would embarrass Bay Harbor Islands. Furthermore, I do not anticipate anyone contacting Bay Harbor Islands with negative comments about me.

In my spare time, I enjoy traveling, spending time with my family, taking long walks, playing tennis, and reading.

Maria Dorado Lasday

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

1. Goal Oriented
2. Collaborative
3. Strategic
4. Passionate
5. Ethical
6. Proactive

REASON FOR CONSIDERING DEPARTING CURRENT POSITION

I am particularly interested in departing from my current position because I feel that I have made a difference and have reached the goals that the elected officials and I have set during my tenure. I am ready to take on new challenges and set new goals.

In addition, for the last ten years, I have been travelling between Illinois and Florida to fulfill my obligations at the Village of Bannockburn, to visit my parents who live in Cape Coral, Florida, and to spend time at my home in Bonita Springs, Florida. Due to the COVID-19 pandemic, I am no longer comfortable flying to and from Illinois and Florida on regular basis.

I would truly enjoy living and working in Florida on a full-time basis, especially in a community as special as Bay Harbor Islands.

CURRENT / MOST RECENT SALARY

My current compensation at the Village of Bannockburn is \$262,371.70 (salary, bonus, and vehicle allowance).

In conclusion, I would be honored to be considered for the position of Town Manager at Bay Harbor Islands. Thank you for your consideration.

Sincerely,



Maria Lasday