

**Item # 48<sub>(16)</sub>**

**ADDITIONAL MATERIAL**  
**Regular Meeting**  
**May 4, 2021**

**SUBMITTED AT THE REQUEST OF**  
**MAYOR STEVE GELLER**

**From:** [James Donnelly](#)  
**To:** [Geller, Steve](#); [Ryan, Tim](#)  
**Cc:** [Robert Swindell](#); [James Donnelly](#)  
**Subject:** Monica Cepero  
**Date:** Tuesday, May 4, 2021 11:41:36 AM

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Mayor Geller and Commissioner Ryan,

I have registered to speak by phone to Agenda item #48 at today's Commission meeting. I am sending this email because I am concerned I will not be available, when item 48 is addressed, due to previous commitments.

I am the CEO of the Castle Group, one of the largest employers in Broward County, Chairman of the Community Foundation of Broward, and immediate past-Chair of the Broward Workshop. However, I am speaking today as a concerned 25 year resident of Broward County.

I support the promotion of Deputy County Administrator Monica Cepero to County Administrator. My community leadership positions over the last several years have allowed me to interact with Bertha Henry and her team on several issues. A great leader creates a great team and has a great succession plan. Broward County has a great succession plan in place with Ms. Cepero. She is eminently qualified and supported by her peers and the business community.

You will hear many reasons for promoting Ms. Cepero but I would like to focus on the impact on the Broward County administration. Broward County's plate is full. We have amazing projects in the pipeline and the last thing we need is a new outside Administrator who will have to go through a year long learning curve. I am sure we will find quality candidates but they will not have all of the knowledge and relationships that Ms. Cepero has created.

The other factor I would like to bring up is the effect on the team. Ms. Cepero is a known and well liked leader. The transition from Ms. Henry will be seamless. A national search for an unknown leader will cause anxiety amongst the Broward team. I can also tell you from experience that you never really know how someone will perform until they are in the position. What if we make a bad hire. This is an unnecessary risk.

If we did not have such a qualified successor, I would fully support a national search, but we do.

Please vote to promote Ms. Cepero to County Administrator.

Thank you for your consideration.

**James Donnelly**

Founder & CEO | Castle Group

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