

**Town of Juno Beach**  
**ADDENDUM**  
**RFP- Executive Search Firm Services:**  
**For Selection of Town Manager**  
**October 3, 2022**

**SUBJECT: FINAL-Questions and Answers** (This is the only Addendum for this RFP.)

**Q:** Has the Town of Juno Beach worked with a search firm before?

**A:** Yes, in 2005, for the selection of a Town Manager.

**Q:** What was that experience like?

**A:** None of our current council members took part in that process. The result was the hiring of a new Town Manager.

**Q:** If our proposal is selected to present to the town council, may we do so via Zoom?

**A:** Yes, Zoom is available for participation at every Town Council meeting.

**Q:** It is our understanding that the current Town Manager salary is \$200,000/year. Is this correct?

**A:** Effective 10/1/2022, the current Town Manager's salary is \$200,145.

**Q:** Do you anticipate the salary changing for the incoming Town Manager?

**A:** The Town Council will approve the salary for the incoming Town Manager.

**Q:** What are your expectations around diversity and hiring diverse candidates?

**A:** The Town does not discriminate against any person when applying for a job, on the job, or in the terms and conditions of employment because of race, color, national origin, gender, sex, religion, disability, age, marital status, family status, citizenship, sexual orientation or any other form of unlawful discrimination.