

COLIN BAENZIGER  ASSOCIATES

EXECUTIVE RECRUITING

Section 8

Donnie “Don” L. Rosenthal

*Islamorada Village Manager
Candidate Report*

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Cover Letter and Resume

Don L. Rosenthal

Florida 34655 donnierosenthal63@gmail.com www.linkedin.com/in/don-rosenthal
(630) 742-6817

February 17, 2022

Islamorada, Village of Islands
Mayor and Councilmembers

RE: City Manager

Dear Mayor Bacheler and Council,

Please accept this letter and my professional resume as a formal expression of interest in your recently advertised position of City Manager. I am confident that my experience in City and County Management uniquely qualify me to be a valuable member of your leadership team.

My career includes over 20 years of successful stewardship of communities ranging from smaller rural areas with 50K residents to fast-growing metropolitan areas with over 550K residents. Every city and county I have served has offered unique challenges, yet the fundamental objectives are always the same – to create or improve an efficient staff that is fiscally responsible and delivering services that contribute to a thriving community.

In all my roles, I have proactively collaborated with department leaders, community representatives, and government agencies to ensure alignment in securing funds, forward-looking planning, and strategically choosing projects that support community growth.

Select Career Highlights:

- Past roles in the successful Leadership of Office of Economic Growth, Building Departments, Planning & Development, Metropolitan Planning Organization, Code Enforcement, Zoning, and Community Development, Capital Improvement Planning, and Infrastructure Maintenance (Ex: Roads and Bridges).
- Implemented the Accela software program to improve management of building projects. Greater service enabled a fee adjustment which coupled with greater department efficiency resulted in the county's building department accumulating over \$28M in surplus funds.

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- Secured a \$3M+ Florida DEO job creation grant, and sourced an experienced regional industrial park developer to build an 885,000 square foot industrial park generating approximately 1,500 full time jobs.
- Certified Florida Public Manager
- Certified Manager by the ICMA-CM, the International City/County Manager Association.

As a leader, I hold myself, staff, and my organization to high standards of productivity, service, and ethical behavior. There are other relevant professional and personal accomplishments in my background that could be of interest to you. Please contact me at **(630) 742-6817** to set a time to meet and explore how my skills and experience can be of value to the City of Reno.

Thank you for your time. I look forward to meeting.

Don Rosenthal

donnierosenthal63@gmail.com



Don L. Rosenthal

6335 Cardinal Crest Drive, New Port Richey, Florida 34655 • donnierosenthal63@gmail.com • Cell: (630)742-6817

Dynamic leader with over 25 years of expertise in City and County Management contributing strategic, operational, and financial stewardship that supports the success of growing communities.

- ☑ Trusted leader who empowers people and innovates through vision, technology initiatives, strong community relationships, proactive government agency partnerships, and a dedication to serve.
- ☑ Forward-looking strategist who partners with community and department leaders to develop and implement projects that improve infrastructure, attract niche industries, support job growth, and improve quality of life.
- ☑ Expertise in applying technological solutions to enhance productivity, expand and improve services, and create new streams of revenue that add millions in surplus to City and County budgets.
- ☑ History of successful stewardship of communities ranging from rural areas with 50K residents to over 550K residents living in fast-growing metropolitan areas including the City of Atlanta.

Key Areas of Expertise

Governmental Operations, Strategic Planning & Operations, Financial Operations & Multi-Million Dollar Budgets, Customer Relations & Support, Accela System Design & Implementation, Program & Project Management, Multi-Department Leadership, Communications, Strategic Partnerships, Employee Training & Development

CAREER EXPERIENCE

COMMERCIAL/REDEVELOPMENT PROJECT LIAISON / Pasco County, Florida 01/19/ 2020 to 02/01/2021

Appointed to a newly created leadership position spearheading all new commercial and redevelopment projects in Pasco County, Florida. Partner with County Engineer, Design Professional, Developer, and Contractor to ensure cohesion and timely department action on all active development projects.

- Partner with the Office of Economic Development to collaborate in County Planning Meetings and ensure that all commercial and redevelopment projects are in alignment with the County’s vision for growth.
- Serve as the Point-of-Contact for the public and ensure that contractors and developers have the knowledge and resources to navigate the permitting process with minimal confusion and delays.

ASSISTANT COUNTY ADMINISTRATOR / Pasco County, Florida 2014 to 2019

Managed over 285 County employees and administered over \$347M in county funds for a region of over 550,000 residents. Directed the Office of Economic Growth, Building, Permitting, Plan Review, Unlicensed Contractors, Minimum Standards, Planning and Development, Long Range Planning, Metropolitan Planning Organization, Code Enforcement, Traffic Control/Monitoring/Signal Repair, County Engineer, Capital Improvement Plan, Stormwater, Road and Bridge, Real Estate, Survey, and Project Management.

- Identified over \$15M in USDA grants and county funds to provide clean drinking water and complete off-site road improvements for the Lacoochee area of Pasco County. Transformed a blighted area into a new industrial zone that created 100 new full-time jobs with an additional 500 projected within 3 years of launch.
- Re-zoned 97 acres of the Old Pasco Road Spray Field. Secured a \$3M+ Florida DEO job creation grant, and sourced an experienced regional industrial park developer who will purchase the land at market value and build an 885,000 square foot industrial park generating approximately 1,500 full-time jobs.

- Obtained \$22M in federal funding to extend the airport runway by six hundred feet to allow corporate jets to utilize the airport facility at the Zephyrhills Airport and capitalize on access to an existing rail spur.
- Implemented the VuSpex System allowing Building Inspectors to conduct inspections via the contractor's smartphone, which delivers significant savings in travel time, gas, vehicle maintenance. The software was critical to maintaining business continuity during the Covid-19 social distancing period.
- Deployed the Accela software program to improve management of building projects and launch a customer portal. Improved reporting delivered over \$2M in recovered payments on delinquent accounts. Greater efficiency resulted in the county's building department accumulating over \$28M in surplus funds.
- Launched the *Open Counter* program, which uses Artificial Intelligence to keep itself up-to-date on construction, zoning or planning information, and accurately answers customer inquiries. Migrating customer inquiries from staff to the automated process saves \$95K per year with high customer satisfaction.
- Recipient of the Nov 2019 Innovation and Leadership Award from the Tampa Bay Builders Association.

DIRECTOR OF OFFICE OF BUILDINGS / Atlanta, Georgia

2010 to 2014

Managed a team of 115 including Inspectors, Plan Reviewers, and Certified Permit Technicians serving 425,000 city residents. Directed operations, process improvement, and budget administration for Permitting, Site Development, Zoning, Planning, Plan Review and Inspection functions for Public Works, Office of Buildings, Site Development, and Erosion Control.

- Established communication and productive relationships within the community including Attorneys, Developers, and Contractors who then supported much needed changes for the growth of the City.
- Gained approval from the City Council Board of the City of Atlanta to transition the Office of Buildings to an Enterprise Fund that was self-financed through fees to services to the public. Generated an average of \$12M in annual revenue creating a surplus to the department's \$6M in annual operational expenses.
- Led a \$1.1M project to implement Accela software. Trained specially assigned teams and strategically increased permit fees (that had not been increased in 20 years), which increased revenue from \$4.5M per year to up to \$15M per year depending on the level of construction activity each year.
- Led a 1-year project to transition from City Clerks to Certified Permit Technicians. Of 62 Clerks, 41 completed the Certification and earned a 50% salary increase while reducing overall labor costs for the City.
- Implemented a "triage process" that analyzed why submissions of development projects were failing by almost 70%. Used findings to conducted outreach to contractors and developers, which reduced the fail rate to less than 10% and also improved response turnaround time from 30+ days to 10 days.

BUILDING AND SAFETY MANAGER / Reno, Nevada

2007 to 2010

Managed the Building Department including Plan Review, Building Inspection, Permitting and Code Enforcement serving a population of 250,000 residents. Provided leadership and mentorship for a team of 140 employees and held financial stewardship over a \$6M budget and an Enterprise Fund of \$13M.

- Used existing training programs to fine-tune customer service performance resulting in turnaround times from 30 days to 10 days in Planning and Inspections.
- Optimized use of Accela software to support increases in revenue and ensure residents received top quality service that made them comfortable with fee schedules.
- Implemented zones of responsibility that allowed for better staffing in the Inspection Department. Reduced our roll-over rate (postponed inspections) to zero over a 90-day time period using the new zone approach.
- Invested in cross-training for trade inspectors to increase the inspector ability to inspect multiple trade work on projects, which increased departmental capacity and reduced labor costs.

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DIRECTOR OF COMMUNITY DEVELOPMENT / Downers Grove, Illinois

2005 to 2007

Director of Code Services, Downers Grove, Illinois

2000 to 2005

Managed Community Development and exercised managerial responsibility for Building, Code Enforcement, Planning, Economic Development and Zoning departments serving a community of 50,000 residents. Led planning, development, and operations related to Community Development activities. Spearheaded greater understanding of urban renewal and housing/retail mixes to stimulate growth and development.

- Led large-scale projects generating tax revenue that met and exceeded projections at the two-year mark.
- Consolidated departmental efforts and completed new projects made possible by incremental tax revenue.
- Created and deployed an in-house software program to optimize the building and planning process.
- Initially hired to lead the Code Services Department and subsequently promoted to an expanded role as the Director of Community Development.

EDUCATION

MBA in Finance and Accounting - Regis University
B.S. in Psychology and Military Science - Loyola University

PROFESSIONAL AFFILIATIONS

Certified Manager - ICMA-CM (International City/County Manager Association)
Certified Public Manager - State of Florida
1st Lieutenant-Ansbach, Germany - United States Army

Candidate Introduction

Don Rosenthal

EDUCATION

Master of Business Administration (Finance & Accounting) Regis University
Bachelor of Science (Psychology & Military Science) Loyola University

EXPERIENCE

- Commercial/Redevelopment Liaison; Pasco County, Florida
- Assistant County Administrator; Pasco County, Florida
- Director of Planning and Community Development; Downers Grove, Illinois
- Director of Code Enforcement, Downers Grove, Illinois
- Building & Safety Manager; Reno, Nevada
- Director of Office of Buildings: Atlanta, Georgia
- Economic Development/Building Commissioner; Bellwood, Illinois
- Electrical Inspector; Oak Park, Illinois
- Code Enforcement Officer; Oak Park, Illinois

BACKGROUND

Pasco County is one of the fastest growing counties in the State of Florida and has a billion-dollar budget with over 2500 employees and a population of approximately 553,947. Initially Pasco's approach to development was negative, but I was brought in to improve the customer service and to change staff's attitude about new development.

We brought in Accela to automate the development process as much as possible and developed strict guidelines for development processing that removed most of the lag time that had customarily held up the permit processing and kept the development from being able to development strict timelines for start and completion dates.

Pasco County is large that any of the Cities within the county and serves the citizens of Pasco more like a full-service municipal corporation, providing police protection via the County Sheriff's Office, fire-rescue services, parks and recreation programs, transportation(bus/shuttle services), potable drinking water, to service along with wastewater collection and treatment, sanitation service(contractured), development regulation, economic development, tourism office, parking, street maintenance and street fixture repairs and replacement, along with traffic signal installation, repair and maintenance.

As the Assistant County Administrator, I introduced computer programs and processes to Pasco County to speed up processes (Accela app, Master Service app, Remote building inspection program), generate revenue (Accela) where possible and vastly improve customer service

Don Rosenthal

(Accela, Office app. to increase customer service, while reducing the number of telephone calls that staff needed to take/make.

We helped introduce the first Crystal Lagoon project in the United States in Pasco County and educated the Commissioners on the value of the project, developing a program to thoroughly explain what the project would bring to the county if allowed to proceed. The Crystal Lagoon is now one of the most successful projects in Pasco County and being emulated all over the United States. I made processes predictable and reliable to allow the developer/investor to be able to better predict their project timelines. That became a tremendous selling point that often resulted in organizations deciding to build first in Pasco County since they were “struggling” in some other area of part of the country, trying to get the job permitted and work started.

I oversaw the Development Services Division and completely re-amped all of the processes and procedures and converted Pasco County from a County that developers dreaded to work in into one that they preferred to work in because of our process improvements.

The speed of the permitting review process and knowing that I was only a phone call away and readily available to alleviate any process problems that they encountered along the way. I would then use that “problem” as a starting point for process improvements to the system, to allow that problem to be eliminated through process improvement.

My strength is in team building, listening to the expectations of the Citizens, Mayor and Council members, with an eye toward customer service. I am a servant leader who believes in training and delegating responsibilities as part of an ongoing training process to prepare our future leaders for the problems of tomorrow and working hand in hand to resolve important issues, mentoring staff in the process.

You need someone who is willing to commit for the long term and I feel that I am that person. When we apply innovation, creativity and the ability to use new technology to help solve old and new problems, you will be amazed at the results. But trying to solve any problems using the same techniques that have already failed time and again, is the definition of lunacy. If we do the same thing, we are bound to get the same result when solving problems using old, failed techniques. I would love to work with this Mayor, Board and team to help resolve your issues as much as humanly possible.

While we cannot stop the ocean from rising, we can mediate the effects of the rising water and take actions to prevent excessive flooding during high tide in areas that flood during high tide. In Pasco County, I indirectly supervised over 400 employees initially as the Assistant County Administrator. The Pasco County general fund budget (2020) was \$372,965,962 dollars and the total budget was (2020) \$1,659,853,957 dollars.

Don Rosenthal

The three most critical issues facing the county are:

- Infrastructure
- Resilience
- Affordable Housing

Maintaining and improving infrastructure has been identified in the strategic plan as key elements of the strategic plan primarily because of the extremely rapid growth and the age of some of the existing infrastructure. The goal is to prevent, through maintenance and replacement of older pipes (installed 35-50 years ago). Some of the failures that have occurred in similarly aged pipes in other areas in Florida. This is especially concerning since Pasco has been in an economic construction boom since 2014 and is rapidly replacing this older pipe as part of the Capital Improve Plan. Pasco is forcing the explosive growth to assist in paying for some of the needed infrastructure through construction agreements to take the onus off the back of the taxpayer and put it where it rightly belongs as additional expense for the developer. But it is done in a fair and equitable manner to make sure that the load that the developer is asked to carry is reasonable and based on the size of the structure being built. Some neighborhoods near the water are experiencing degradation of the seawalls on a neighborhood wide basis and the county has been working with those areas to help alleviate that situation through concerted efforts by the county and grants wherever possible, installing tidal valves where possible, and raising effected low-lying roads in those areas. Finally, most of the nation is experiencing some version of an affordable housing crisis with costs climbing constantly. The price of single-family homes has increased significantly in the last several years with no end in sight. The county is attempting to incentivize various housing types to support all income groups by providing zoning incentives such as height and density bonuses, or grants to developers to facilitate the construction of more affordable units. There is considerable concern in Pasco County regarding affordable housing in the county and region cannot succeed indefinitely without an affordable and diverse housing stock. A great many people can “manage”, but very few can “lead,” the problems that you are facing require someone that can and will think outside of the box, looking for reasonable solutions to the problems at hand. Leadership depends on the situation, but always requires clear vision and direction, demonstrating a passion for the work that we do. Great leadership often proves to be infectious and people react positively to being encouraged to do things far beyond what they imagined that they could do on their own. This often instills “pride” in accomplishment that (in time) permeates the entire organization. The people who are working for you right now are your greatest assets and carry your historical knowledge of your operations in their hearts and mind. I will, if selected, create an environment for them that is enjoyable, fun, yet challenging, in an atmosphere where they “want” to work hard to complete established goals, a place where everyone knows that they are part of the team and that they “matter.” I share updates via zoom or other go to meeting type software. I am transparent, open, honest and well known for making good strategic decisions.

I am confident that my former staff members as well as former elected officials will describe me as honest, creative, innovative and professional, hard-working, ethical, opinionated, engaged, inclusive and caring.

Don Rosenthal

My strength is my ability to make strategic decisions, transparency and the innovation that I bring to bear on problems. My weakness is my loyalty to my team and willingness to expend myself to make them successful. Some have said that I tend to prevent the “failures” from failing. I still do not know if that is really a weakness.

Performance measures should start with the governing body working with staff to identify a clear strategic vision for the organization and goes down through the organization from there. Once key strategic objectives are identified and approved by the Mayor and Council, it would be my job to develop the strategies to meet those strategic objectives. The various departments will identify those operational efforts and measures that are aligned with those strategies as well as long term objectives. Those will help form the basis for developing individual performance measures that are included in the performance reviews to measure the progress of our efforts.

In terms of achievements, Pasco County’s Economic Development is geographically imbalanced with most of the growth taking place along state road 54/56 corridor. To accelerate the diversification of the tax base, I directed Planning and Economic Development teams to undertake an inventory of properties in other areas of the county that could be suitable for industrial development. As a result of this inventory, three major areas were identified as potential locations for industrial business parks; Laccoochee, Old Pasco Road spray-field property and Zephyrhills Airport. The following is an annotated description of these projects:

- A. **Laccoochee:** Located in the northeastern part of Pasco County, this impoverished, blighted area was formerly a lumber mill and worker community. The census tracts associated with this area are the poorest in the State of Florida. Fortunately, the area is blessed with immediate access to the CSX Freight Mainline. Working with local industrial developers, the area electric utility, and state and federal agencies, land has been assembled, \$6 million in off-site road improvements have been obtained through the State of Florida, \$7.7 million has been identified as available from the U.S. Department of Agriculture’s Rural Aid Program, and the first industry is locating in this new industrial area creating 100 new full-time jobs where there have been no jobs created in the past 40 years. The entire industrially zoned area will support 700,000 square feet of commercial development and create an aggregate of 500 to 700 new jobs over several years.
- B. **Old Pasco Road Spray Field:** Pasco County decommissioned a wastewater spray irrigation field property consisting of approximately 97 acres located along 1-75 in the rural suburban area of central Pasco. Upon identifying this surplus property, the Branch’s Economic Development and Long-Range Planning teams recommended rezoning the property to support an industrial business park early 2018. In less than two years, environmental assessments have been completed, a Florida DEO job creation Grant, exceeding \$3million dollars, has been obtained to make the property development ready, and a large experienced regional industrial park developer has offered to purchase

Don Rosenthal

the land at market value and build a 885,000 square foot industrial park generating approximately 1,500 full-time jobs over 2.5 years after opening and coming fully online.

- C. **Zephyrhills Airport:** a large industrially zoned area was identified contiguous to an underutilized municipal airport. In a matter of 18 months, a \$3.3 million dollars sanitary sewer force main was constructed and my Branch also obtained federal funding to extend the airport runway by six hundred feet to allow corporate jets to utilize the airport facility. This will vastly increase the airport's traffic, types of use, and revenue for years to come.

During the last year with Pasco County (2021), my Director of Building was asked to provide a count of all the properties that had impact fees applied to them. The total number of properties permitted that year were 55,000, but only 22,000 properties required impact fees. Thirty-three thousand properties did not require impact fees, so those properties were not included in the report. The clerk looked at the report submitted and declared that 33,000 permits were missing! The County Administrator made some commitments and comments that should not have been made without having a discussion with me or asking me to elaborate, and the press grabbed it and ran with it. After everything was said and done they wanted to fire my Director of Buildings, but I would not allow it and thus ran afoul of the County Administrator. I presented the case to the Board of County Commissioners, and they agreed with me. But in doing that, I effectively side-stepped the County Administrator and my stock value with him hit rock bottom and there was no fixing it! The County Administrator wanted to fire me but the Commissioners would not allow it. That added insult to injury! So, he created a job for me and sent me to live in the American version of Siberia. I learned from this situation that you can be right and yet absolutely wrong about how you handle a situation. I should have spent more time first explaining to the County Administrator exactly what happened and why it happened and the showing him that there was no harm done and that this was in fact a "false alarm" from the clerk's office, instead of treating it as just so much foolishness and a non-issue. I failed to see that various people's pride had been impacted by such a huge public mistake and instead of identifying the problem clearly as a non-problem. I should have spent much more time massaging the hurt feeling of the Clerk and County Administrator. I failed to understand at the time that people's pride had been impacted by the time I showed everyone my proof in hand. I stayed on at Pasco for another year, but then resigned.

Yes, I have fired people. I handled it on a one-on-one basis after exhausting every possible solution short of firing the person. It made me feel like a failure, since for whatever reason I could not coach him into better performance. Firing is always a last resort.

The challenges facing the next City Manager will be maintaining staff (salary study), high tide flooding in certain areas, building consensus for various actions that need to be taken to move forward. For example, like whether to build vegetation or a guardrail in the areas maintained by City but owned by the State of Florida. Like Pasco County, there also seems to be a problem with housing, especially for employees.

Don Rosenthal

We must get buy in from the citizens and other public facing associated organizations after the Mayor and Council approves the solution presented. Finally, investments in paying staff at a rate that encourages them to keep working for the city and that is equitable with the surrounding areas.

In my first six months, I would listen to understand issues, challenges and desires of all stakeholders: elected officials, neighborhood groups, organized labor, business community, education representatives, the local media, and others. I would like to develop a close working relationship with the Mayor and Council. I would reach out to department heads and learn about their challenges, priorities, and programs. I would meet as many employees as possible by conducting various departmental based sessions. My goal is to become familiar with the community and its culture during the first six months.

I think the media can be a great asset if utilized properly. I feel that it is very important to be open and honest with the media and to have an open-door policy to prevent rumors from becoming news. I am not aware of anything in my background that could be considered embarrassing to a potential client.

Social media is effective in keeping the public informed and is rapidly changing how government communicates with constituencies. I have used social media to communicate very quickly and directly with citizens on “hot button” topics as well as provided updates to pressing issues daily. I found social media to be a very effective and quick means to convey your ideas or provide needed updates for on-going problems. I have also tweeted our certain aspects of meetings that I felt would be appreciated by an informed public. Social media is the wave of the future and is a very effective tool for quick communications with a large group that is also using the technology.

I live a clean and simple life that allows me to rest at night. I treat people professionally and respectfully. There are always people who do not appreciate change or anyone who want to make a change. I have always been a catalyst, improving operations, programs and technical functions. Unfortunately, a great many people hate change, regardless of the positive outcomes that it presents. Regardless, I have always conducted myself professionally and never bought negative attention to the elected officials or the organization.

I am a horrible golfer, but I do it anyway and I spend a considerable amount of time doing bible research.

SIX ADJECTIVES OR PHRASES YOU WOULD USE TO DESCRIBE YOURSELF

Honest, professional, loyal, disciplined, creative, innovative

Don Rosenthal

REASON FOR WANTING TO LEAVE MOST RECENT JOB

I believe that I can have a greater impact on an organization and community by serving in the top leadership role

CURRENT/MOST RECENT OR RELEVANT SALARY

As Assistant County Administrator for Pasco County, I made \$163,500.00 annually.

CB&A Background Checks

**Background Check Summary for
DONNIE "DON" LEE ROSENTHAL**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Pasco County, FL	No Records Found
Fulton County, GA	No Records Found
Washoe County, NV	No Records Found
State	
Florida	No Records Found
Georgia	No Records Found
Nevada	<i>Records maintained by County. See Above.</i>

Civil Records Checks:

County	
Pasco County, FL	No Records Found
Fulton County, GA	No Records Found
Washoe County, NV	No Records Found
Federal	
Florida	No Records Found
Georgia	No Records Found
Nevada	No Records Found

Motor Vehicle

Florida	March 2019 – Red Light Camera July 2019 – No Points
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Credit

Excellent

Personal Bankruptcy

No Records Found

Sex Offender Registry

Not Listed

Education

Confirmed

Employment

Confirmed

Social Media

Nothing of Concern Found

**Background Check Summary for
DONNIE “DON” LEE ROSENTHAL**

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for
DONNIE "DON" LEE ROSENTHAL
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: Don L. Rosenthal

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are some times made and that charges do not mean you were guilty. We also understand that you may have been wronged and need compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?
Yes No
3. Have you ever declared bankruptcy or been an owner in a business that did so?
Yes No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes No
6. Have you ever been charged with driving while intoxicated?
Yes No
7. Have you ever sued a current or former employer?
Yes No
8. Please list all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal website if you have one.
Facebook / LinkedIn
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?
Yes No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to: Don Rosenthal
Signature of Applicant

Please email this form via PDF DOCUMENT to Lynelle@cb-asso.com or via fax to (561) 621-5965 no later than 5:00 PM MST 02/28/2022.
(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

Property of Colin Baenziger & Associates

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CB&A Reference Notes

Reference Notes
Donnie “Don” Lee Rosenthal

Mike Moore – Commissioner, Pasco County, FL 813-777-6171

Mr. Moore has known Mr. Rosenthal since 2014. Mr. Rosenthal was a great Assistant County Administrator for Pasco County. He was very responsive and answered the phone day or night. He made good decisions for the County.

Pasco County is the fastest growing county in the region which means that it is constantly changing. Mr. Rosenthal had to be innovative. The County was essentially using pencil and paper for many of their operations including permitting. He brought Accela to the organization to modernize operations. He was a take charge person who got the job done.

Not only was Mr. Rosenthal visible in the community, but he was also very well-liked by the citizenry. He had good financial skills and never outwardly showed any stress. He always maintained a nice demeanor.

With a population of over 600,000 Mr. Rosenthal was constantly bringing his team together to resolve issues. He answered his phone and always found a solution. He was very responsive to the elected officials, which is important.

Mr. Rosenthal has not been involved in anything controversial. Mr. Moore cannot say what led to Mr. Rosenthal’s departure as he does not know. The County Administrator is responsible for the organization and Mr. Moore does not get into the weeds. However, everyone that he knows would provide a similar and positive opinion of Mr. Rosenthal.

Mr. Rose would definitely be a good manager. He is a great person and his job performance was always positive in Pasco County.

Words or phrases used to describe Don Rosenthal:

- Innovative,
- Take charge,
- Leader,
- Tenacious,
- Well liked, and
- Personable.

Strengths: Good leader, very responsive to other Directors and the elected officials, very responsive.

Weaknesses: None identified.

Reference Notes
Donnie “Don” Lee Rosenthal

Scott Cassin – Fire Chief, Pasco County, FL 317-339-2613

Mr. Cassin has known Mr. Rosenthal since 2014. His job performance is excellent. He knows what he wants and how to achieve it. He is very deliberate and there is never any question about his objectives. He is very straightforward.

While Mr. Rosenthal did well hiring staff, he also inherited some issues and was able to address them. He cleaned up the organization and made good decisions generally. He was also good about keeping everyone in the organization informed.

Mr. Rosenthal brought vast knowledge and experience from previous employment. He led many large-scale projects prior to being hired in Pasco County. He was innovative, a change agent, and he maintained operations at a high level. He was an out in front leader for his department.

Working with the public was one of Mr. Rosenthal’s strong points. He was involved in the community and in the builder’s association. He regularly met with outraged individuals and was able to calm them down. He provided the information that they needed.

The branch Mr. Rosenthal led was floundering when he came to the County. The program they used for permitting was horrendous and he recognized it as a significant deficiency. He helped everyone realize how much of a negative it was, as they did not realize how much better it could be. He led the initiative to put a multimillion-dollar software program in place. The department runs significantly better now.

Mr. Rosenthal oversaw many different parts of the organization, so he had to have been a good steward of the funds to enjoy the long tenure that he did. Mr. Cassin never heard any complaints that Mr. Rosenthal was slow to accomplish tasks, he seemed to manage his workload well. He never looked stressed in challenging situations.

Mr. Cassin is not aware of anything negative in Mr. Rosenthal’s background or conduct, nor has he heard any complaints about Mr. Rosenthal’s performance.

Mr. Cassin would hire Mr. Rosenthal. He stood by the other employees and did a good job. He would be a great manager, it is a position he has prepared for.

Words or phrases used to describe Don Rosenthal:

- Intelligent,
- Punctual,
- Forthright,
- Caring, and
- Assertive.

Reference Notes
Donnie “Don” Lee Rosenthal

Strengths: Straightforward.

Weaknesses: While Mr. Cassin really appreciates Mr. Rosenthal’s straightforward nature, not everyone may appreciate it.

Ron Oakley - Commissioner, Pasco County, FL 813-714-0435

Mr. Oakley has known Mr. Rosenthal since he was elected to the Board. They met around 2016.

Mr. Rosenthal’s job performance is good. He wants to get things done and do the right things. He is very adept at moving projects forward. He makes good decisions. He is very innovative and performed at the top of those positions all the time.

In Pasco Mr. Oakley started a new program where city staff met with developers and individuals to help them through the permitting process. Mr. Rosenthal attended the meetings with his assistants, and he did very well in helping them through the process.

Mr. Rosenthal keeps everyone very informed. He moves an organization forward because he is a leader. He worked with his team to resolve many issues that came up during the development and construction processes and he brought projects through to fruition. He managed his budget and worked well with the finance team. He was always very responsive. He never shows signs of stress in difficult and challenging situations.

Mr. Oakley is not aware of anything involving Mr. Rosenthal that would concern an employer. He had been with the County for some time. Mr. Oakley did not want Mr. Rosenthal to leave but the Administrator hires and manages staff and the Commission needed to let him do his job. Most of the Commissioners are extremely positive about Mr. Rosenthal’s job performance.

Mr. Oakley would hire Mr. Rosenthal. He is a great person and any city would be fortunate to have him as their manager. He is a strong individual who gets things done.

Words or phrases used to describe Don Rosenthal:

- Communication,
- Strong leader,
- Team player, and
- Moves people forward with him.

Strengths: Knowledge of Accela and ableness to work with others.

Weaknesses: None identified.

Reference Notes
Donnie “Don” Lee Rosenthal

Jennifer Motsinger – Vice President, Tampa Bay Builders Association, FL 813-434-5027

Ms. Motsinger worked with Mr. Rosenthal from 2014 to 2021. The Builders’ Association is a volunteer driven organization. Ms. Motsinger runs the day-to-day operations and handles advocacy for the industry. She represents customers as they relate to the regulatory community. Mr. Rosenthal represented the regulatory community. The Association’s mission is to ensure that regulatory agencies are not punitive, contradictory, or duplicative in nature. They worked to facilitate the shared goals of the County.

Mr. Rosenthal was the right person for all things related to development, building, transportation, and growth-related departments in Pasco County. He implemented policies related to codes and ordinances and looked for ways to improve or evolve regulations.

Many issues occur in development and growth. Mr. Rosenthal worked with the association and others to utilize technology in a larger way. However, the funding for this initiative was not available in traditional sources. They worked to implement a funding source, which was basically a fee structure that is still in place today and has resulted in millions of dollars in investment and technology.

Mr. Rosenthal is professional and responsive. He kept the Association informed on what was coming up so that they could offer perspective. Based on their interactions Mr. Rosenthal would be a good manager and an asset to any organization.

Words or phrases used to describe Don Rosenthal:

- Professional,
- Responsive, and
- Communicative.

Strengths: Ms. Motsinger enjoyed working with Mr. Rosenthal but feels that those who worked more closely with him are better suited to answer this question.

Weaknesses: None identified.

Prepared by: Lynelle Klein
Colin Baenziger & Associates

Section 8

CB&A Internet Research

Internet – Newspaper Archives Searches
Don L. Rosenthal
(Articles are in reverse chronological order)

Tampa Bay Times (FL)
January 17, 2020

Reports of assistant administrator’s retirement greatly exaggerated

Author: C.T. Bowen

Pasco County’s frequently beleaguered building department is getting a new top boss. But not before the old one, former Assistant County Administrator **Don Rosenthal**, lobs criticisms at his own boss, County Administrator Dan Biles. **Rosenthal** said that his stated retirement plan “was far from accurate” and that he had received “garbled communication” from Biles about his performance overseeing the county’s development services branch.

Rosenthal’s comments came in a Dec. 17 letter addressed to county commissioners, in which he rescinded the retirement he announced in October 2019. The retirement was supposed to be effective June 2020, and the county already advertised for a replacement. **Rosenthal** told commissioners that he changed his mind and wanted to remain as assistant county administrator to continue the improvements in the development services branch.

But he won’t get the chance. On the first Monday of the new year, Biles reassigned **Rosenthal** to a newly created job, acting as a county liaison to developers of commercial and redevelopment projects. The demotion carried a nearly \$74,000 pay cut from \$163,941 to \$90,000 annually. The new job, Biles said in an interview, will give **Rosenthal** “the ability for him to use the skill set he has to facilitate (commercial development) projects in a role we sorely need.”

Biles assigned **Rosenthal** his new duties just a day before Commissioners Ron Oakley, Mike Wells Jr. and Jack Mariano publicly expressed dissatisfaction with what they called county employees’ poor customer service when dealing with contractors and property owners. The commissioners’ comments came after businessman Jeromy Harding complained, during the public comment portion of the commissioners’ Jan. 7 meeting in Dade City, about the red tape he had confronted trying to expand his Barrett Harding Insurance Agency on Little Road into a neighboring property. Mariano, who works for Barrett Harding, did not comment on Harding’s complaint, but pointed to examples of other gripes from Hudson property owners. “I think it’s a role he can flourish in,” Biles said about **Rosenthal’s** new duties to facilitate solutions on commercial and redevelopment issues.

In an email to the Tampa Bay Times, **Rosenthal** said he “enjoyed working for the Board of County Commissioners and the citizens of Pasco County. In fact, the most fulfilling part of my job has been helping individuals successfully complete their respective projects.”

The development services branch includes the county’s building services, development and planning, code enforcement and economic growth departments. The county issued nearly 52,000 building permits last year, including more than 4,000 new single-family homes and approximately 500 new commercial projects. Biles declined to cite specific shortcomings with **Rosenthal’s** performance, other than to say he, as county administrator, needed to get the right

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Don L. Rosenthal
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people in the right positions for the county to operate most effectively. In his letter to commissioners, **Rosenthal** said he met with human resources director Barbara Hitzemann in October “to seek assistance identifying what Mr. Biles’ issues were relative to my performance, so I could quickly address those concerns.” Instead, he said, he was “tersely informed that the county administrator’s wish was that I resign my position as assistant county administrator. Since my inclination was to put the organization above self-interest, I accepted Mr. Biles’ request.”

Rosenthal signed an Oct. 18 letter to Biles, that he said Hitzemann drafted, in which **Rosenthal** said he was looking forward to traveling and spoiling his grandchildren in the next chapter of his life. He said he changed his mind about retiring after speaking with “commissioners and stakeholders.”

Rosenthal joined the county in 2014 under former County Administrator Michele Baker. He previously was the city of Atlanta’s director of the office of buildings. In his letter to commissioners, **Rosenthal** cited organizational and technology initiatives that have improved customer service under his watch in Pasco. Last year, the county produced a testimonial video quoting business representatives about the county’s pro-business environment and improved efficiencies in its development services branch.

Still, one of **Rosenthal**’s departments, building services, experienced several high-profile embarrassments over the past five years. Those included the departure of multiple building officials. At one point, the department shut down for a day when it lacked the appropriate personnel to authorize building plans, but told the public the closure was for employee training.

The Clerk of the Court and Comptroller’s Office conducted three critical audits that faulted how the department tracked school impact fees and building permits and how it handled public records. Most recently, one of **Rosenthal**’s subordinates authorized paying overtime wages to employees building gingerbread houses during the work day.

In a Jan. 6 email to commissioners, Biles said he hoped to have a new assistant county administrator hired within four months. He named Todd Bayley, the county’s chief information officer, to serve in the role in the interim.

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Don L. Rosenthal
(Articles are in reverse chronological order)

Tampa Bay Times (FL)
December 23, 2019

Pasco crews paid overtime to build gingerbread houses

Author: C.T. Bowen

Pasco County building department workers accumulated 23 hours of overtime pay this month for what it called a team-building exercise — assembling gingerbread houses for an in-house contest. The department’s bosses authorized the extra pay as an enticement after only a handful of employees initially signed up for the competition.

County administrators called the offer of additional compensation “a well-meaning, but misguided effort” to boost participation, according to a statement provided to the Tampa Bay Times. Commissioner Kathryn Starkey was much more blunt. “It’s not appropriate at all. I can’t even imagine what they are thinking,” said Starkey. “It’s pretty stupid.”

County Administrator Dan Biles “has since reminded county management that this is an unacceptable practice, and in the future, overtime shall not be paid for participation in any holiday-related activities,” the statement said. The county did not release the total overtime costs.

The department, officially called Building Construction Services, has been in the news in the past. It has been the subject of three critical audits since 2017 from the Pasco Clerk and Comptroller’s Office that faulted how it processed school impact-fee payments, tracked building permits and disposed of public records.

Deputy building official Anthony Mastracchio, in an email to his superiors, said he devised the contest to build unity among employees who work independently and handle a heavy workload. “When you incorporate front-line staff dealing with difficult customers, high volume and demanding deadlines, it is a recipe for stress,” he wrote. The department issued more than 4,500 permits for new construction in the fiscal year that ended Sept. 30.

Mastracchio told **Don Rosenthal**, assistant county administrator for development services, that the department authorized extra compensation after some workers said they didn’t have time to take their allotted 15-minute breaks, much less build a gingerbread house. Originally, only two teams of three employees each agreed to participate.

But a Dec. 5 email from Mastracchio’s executive assistant to the department changed that. “In regards to the Gingerbread Village Contest: Please be advised that the management team is going to allow you to work on your village for a total of one hour each day, 30 minutes in the morning and 30 minutes in the afternoon, or however it is most convenient for your team to divvy up the time. **YOU WILL GET OVERTIME FOR TIME THAT IS WORKED TO MAKE UP FOR THAT HOUR,**” the email stated. Mastracchio personally paid for the 10 gingerbread village kits and accessories costing \$106.39. By the end of the three-day competition on Dec. 13,

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Don L. Rosenthal
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nine groups with team names like the DC Grinches and the Griswold Family Warehouse had built gingerbread villages. In all, 27 employees participated, and supervisors authorized 23 hours of overtime compensation, the county said. After questions arose about the contest, Mastracchio volunteered to cover the cost of the overtime pay, according to his Dec. 16 email to **Rosenthal**. The county will not require repayment. “It’s 100 percent ridiculous,” said Dan Tipton, a building contractor and former New Port Richey mayor who has criticized the county’s development services branch as part of his ongoing campaign for County Commission. “It’s just a blatant waste of taxpayers’ money, as usual. Why should we be paying basically to let them play like they’re in kindergarten? Spend the overtime on getting permits in place quicker, instead of building gingerbread houses.’

Internet – Newspaper Archives Searches
Don L. Rosenthal
(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **Don L. Rosenthal** is listed below.]

<https://fccma.org/2019/10/congratulations-to-icma-2019-celebration-of-service-recipients/>

October 31, 2019

FCCMA News Congratulations to ICMA 2019 Celebration

Congratulations to ICMA 2019 Celebration of Service Recipients

25 Years

Don L. Rosenthal

Internet – Newspaper Archives Searches
Don L. Rosenthal
(Articles are in reverse chronological order)

<https://www.tbreporter.com/pets-and-other-animals/pasco-code-enforcement-takes-aim-at-doggy-dining/>
June 11, 2019

PASCO CODE ENFORCEMENT TAKES AIM AT DOGGY DINING

TBadmin

Restaurants without a permit in violation of the ordinance could receive a \$500 per-instance fine for having a dog on the property.

PASCO COUNTY – Pasco County Code Enforcement is reminding restaurant owners that failure to comply with the Outdoor Dog Dining ordinance can cost them. Despite the popularity of allowing patrons to dine with their dogs, only a handful of local restaurants are in compliance with the 2017 rule.

“While the Outdoor Dog Dining ordinance gives restaurants the flexibility to provide designated, dog-friendly seating areas, compliance is key,” said Development Services Assistant County Administrator **Don Rosenthal**. “These rules help foster a safe and sanitary experience for all guests.”

Restaurants without a permit in violation of the ordinance could receive a \$500 per-instance fine for a dog on the property. Some requirements of the Outdoor Dog Dining ordinance:

- Restaurants must provide separate access for dogs from the outdoors
- There must be waterless hand sanitizer at every table
- Dogs cannot be on the furniture
- The establishment owner can have selected hours and days that the dogs are welcome
- The establishment owner must clearly identify the dog dining area

Interested restaurant owners can apply for a Dog Dining Permit through Pasco County Central Permitting.

The application is available online at: bit.ly/DogDiningApp. There is a one-time \$50 fee, and applications must be submitted in person at 8731 Citizens Drive in New Port Richey.

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http://www.suncoastnews.com/news/officials-sound-warning-on-unlicensed-uninsured-contractors/article_473d1674-c59b-11e8-ab40-f71113e81354.html

Suncoast News
October 1, 2018

Officials sound warning on unlicensed, uninsured contractors
Sting operation nets 20 on charges

Author: Robert Hibbs

Pasco Sheriff Chris Nocco briefing reporters on an undercover operation in the Port Richey area in mid-September that led to the subsequent arrest of 20 men on charges of contracting without a license and failure to have worker compensation insurance. With Nocco were, from left: Ramon Blanco, deputy Pasco County building official; County Commission Chairman Mike Wells; Lt. Jada Roberson of the Florida Division of Investigative and Forensic Services; and **Don Rosenthal**, assistant Pasco County administrator for development services.

When it comes to contracting for home repair services, let the buyer beware. Or at least make sure the person offering the service is properly licensed and covered by worker compensation insurance. That was the word Sept. 26 when Sheriff Chris Nocco announced the arrest of 20 men on charges resulting from a sting sheriff's detectives ran in the Port Richey area Sept. 11-15 targeting unlawful and uninsured contracting.

Nocco started the briefing by answering anyone who might ask about the contract sting operation, "Why are you doing that?" The sheriff noted that one of the 20 men arrested in connection with the sting operation, Robert Bruce Trottman, 54, of Holiday was on felony probation for beating and raping a woman. "Would you say, 'Oh yeah, I want this person to work on my house' "? Nocco asked. As part of the undercover operation, Trottman was arrested on three counts of contracting without a license, all misdemeanors, and one count of failure to secure worker compensation insurance, a felony, according to an arrest affidavit.

In the investigation, detectives posing as a homeowner and a friend met with contractors at the Port Richey-area residence who offered to perform services such as installing a water heater, lighting, doors or air conditioning, all requiring a state contractor's license. None of the 20 contractors were licensed, according to the arrest records. In addition, detectives from the Florida Department of Financial Services' Bureau of Insurance Fraud found that none of the 20 had worker compensation insurance.

Often, according to Detective Shawn Rozankowski of the Sheriff's Office Economic Crimes Unit, who was involved in the undercover operations, unlicensed contractors take "thousands of dollars" from people and then never perform the work they have agreed to do. "They're stealing from you," Rozankowski said. A contractor asking for a large percentage of the payment for work up front could be a sign of trouble, Rozankowski said. Never pay more than 10 percent down, the maximum allowed under state law, he said. In addition, people who hire unlicensed

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contractors could be financially liable if a contractor without worker compensation is injured while performing unlicensed work, Rozankowski said. “God forbid they fall off the roof.” During the news briefing, County Commission Chairman Mike Wells says county government has been working with the Sheriff’s Office to stop unlicensed and uninsured contracting. The practice not only puts Pasco consumers of contracting services at risk, it puts contractors who are operating legally at a competitive disadvantage, Wells said. “And I’m not O.K. with that.”

Don Rosenthal, assistant county administrator for development services, said the county had begun its “proactive partnership” with the Sheriff’s Office for one reason, “To protect our citizens from unlicensed contractors.” **Rosenthal** added, “We’ll be aggressive in our continuing operations to identify and prosecute unlicensed contractors.” People with questions about whether a contractor is licensed or want to anonymously report an unlicensed contractor can call the county at 727-847-2411 or via the My Pasco phone app, **Rosenthal** said.

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Don L. Rosenthal
(Articles are in reverse chronological order)

<https://teampasco.pascocountyfl.net/Blog.aspx?tag=Don%20Rosenthal>

Dan Biles Blog
May 8, 2018

I met a brave duck the other day...

Author: **Don Rosenthal**, posted by Amy Elmore

Several weeks ago, I did a “Ride-Along” to various sites with one of our Building Inspectors, and we chronicled the event on Twitter in real time! #DonsRideAlong

During our very first stop, which was a footing inspection for a new Fire Station, we noticed a duck sitting on her eggs adjacent to the foundation of the new Fire Station.

Her being there struck me as extraordinary for several reasons;

1. It was an active construction site and although the duck was very well camouflaged, she was readily visible to all on site.
2. She was very much aware that everyone could see her and yet she refused to move off her nest!

Under normal circumstances, she would quickly leave the area as soon as she was spotted. Her refusal to leave, reminded me of the dedication that most animals and people have for their offspring and their willingness to sacrifice on behalf of those offspring.

It reminded me of what is really important in the grand scheme of things.

The duck’s eggs have now hatched, and all the animals have been safely moved off-site. Thanks to Trias Construction for providing pictures of the duck and her ducklings.

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NBC - 8 WFLA: Web Edition Articles (Tampa, FL)
March 9, 2018

8 On Your Side, Better Call Behnken, Mobile, Pasco County, Shannon Behnken
Better Call Behnken: County inspectors missed major Pasco building blunder
Author: Shannon Behnken

Five building inspectors had at least 17 chances to notice a home under construction in Wesley Chapel was built way too close to a neighboring home, county records show. But none of the men who "passed" various construction phases of the home caught a glaring mistake—the house Orlando-based Avex Homes built on Harmony Oaks Drive is only 6 feet away from the home next door.

Seth Vermillion says he and his wife Rachel can stand in between his home and the neighboring home and touch both houses. "At first, we thought it just felt closer than it really was," Vermillion said. "They just kept building and then we measured the distance between the home and knew something was not right."

The couple took it upon themselves to measure the distance between the homes and discovered there were only 6 feet between the houses, which are supposed to have at least 10 feet in between them. Once their discovery got the county's attention, the building department issued a stop-work order, and the house has sat empty since March 2017, frustrating the Vermillions. "I think if we would have never said anything, (nothing) would have ever been done," Rachel Vermillion said. "I think they would have just sold it like there was no problem and just swept it under the rug."

Don Rosenthal, Assistant County Administrator agreed the building department messed up. "We didn't catch it originally without being told by the homeowners," **Rosenthal** said. "The county is growing very fast and this one fell through the cracks, and we take responsibility for that." "We could go after the builder legally. We could require them to tear the structure down. But before we do something that more dramatic and drastic, we wanted to see if there's any way in the world where the homeowner and the builder could work something out that's mutually beneficial and acceptable to both parties," he added.

But that hasn't happened. The close proximity brings up fire and safety concerns, quality of life issues and it just simply goes against county code, meaning the builder cannot get a final inspection on the home and cannot sell the house as it is now. The home is currently being used to store building materials.

In March 2017, the county told the builder to reach out to the Vermillions and address the situation. That hasn't happened, and now the couple has turned to Better Call Behnken for help getting action from Avex Homes. Avex President Eric Marks says he admits his company dropped the ball. He said the blunder is a result of a "series of mistakes." "It started with the survey company," Marks said. "Our people on the ground didn't catch it, and the county didn't catch it."

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Marks said the company has three choices:

- * They can tear down the house and start over.
- * They can offer a settlement to the Vermillions to cover the devaluation of their home. In exchange, the couple would sign a variance to allow the home to stay where it is. This option, however, would require Avex to close in all windows on the side that faces the Vermillion home and not add a fire protection barrier.
- * They can chop four feet off the home to make it compliant with county codes.

Mark has chosen to modify the home by 4 feet, which means the windows would need to be shifted and the roof pitch would need to be redesigned. The poor measuring isn't the builder's only blunder. At the last minute, Avex Homes decided to flip the floor plan. The plan approved by the county had a driveway in between the house and the Vermillion home.

Flipping the house plan caused the windows—including the bathroom window—to line up perfectly with the windows in the Vermillion home because the houses are the same floor plan, but flipped. "We could probably toss toilet paper back and forth to each other," Rebecca Vermillion said.

It's not only Avex at fault. It is the job of county inspectors to catch this type of mistake.

Rosenthal, the Assistant County Administrator, said the county will oversee the modification to the home. "I'm confident that whatever happens the county will be able to ensure the safety of the neighbors and the structural integrity of the house," he said.

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Don L. Rosenthal
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[CB&A Note: Only the information relevant to **Don L. Rosenthal** is listed below.]

<https://www.abcactionnews.com/news/local-news/i-team-investigates/pasco-county-identified-hundreds-of-fraudulent-inspections-but-didnt-tell-homeowners>

ABC Action News WFTS Tampa Bay
January 29, 2018

Pasco County identified hundreds of fraudulent inspections, but didn't tell homeowners
Six people had demented engineer's stamp

Author: Adam Walser

In what could be a serious safety concern for thousands in our area, hundreds of building inspections and permits in Pasco county are fraudulent. The Pasco County Building Department has known about it for years, but they decided not to re-inspect all of them, or even tell the people impacted.

As retired engineer James Tippens' memory faded with Alzheimer's disease, Pasco County building records showed he signed and stamped nearly 150 permits and inspections in 2015 alone. "This is a fluke," said Assistant Pasco County Administrator **Don Rosenthal**, who oversees Pasco County's Building Department. **Rosenthal** confirmed that other people were using Tippens' name and stamp.

A Sheriff's Office investigation indicates detectives found six stamps with Tippens' name and engineering number in other people's offices.

Here's why it's a big deal: take a new roof, for example; the county doesn't have to inspect one, if they see approval from an engineer. But if it's not up to code, it could collapse, hurting people and letting their insurance company off the hook.

Mercedes Mestauskas notarized some of the fraudulent inspections. She admitted she didn't know Tippens, but said her husband previously worked with David Renczkowski, who authorities believe was using Tippens' stamp.

Renczkowski is not a licensed engineer, but he currently faces several felony charges including practicing engineering without a license. "I did not use his stamp because I never possessed his stamp," Renczkowski said after a recent court hearing. He said Tippens tamped inspections and plans for him because he was once employed by his firm.

Renczkowski's business card lists Tippens as vice president of his company. At the same time, Tippens was also listed as vice president of the Johnson-Frye-Turzak engineering firm.

Detectives never arrested Oliver Turzak, but they do say he used Tippens' seal on multiple sinkhole repairs, since he lost his own license for doing shoddy work. The state permanently

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Don L. Rosenthal
(Articles are in reverse chronological order)

revoked Turzak’s license after building officials reported the fraud scheme. Turzak denied doing any sinkhole repairs after his license was suspended, but we found multiple cases in which he inspected the repairs and Tippens’ name was listed on the documents. “It would at least be good to know if they are filing it, that someone is checking that they are in good standing,” said Katrina R. Miglieta, who purchased a home in which Tippens and Turzak were shown to have overseen the repair.

It was not only individual houses that got the fraudulent inspections. Tippens’ stamp was used on permits for a charter school, a gymnastics studio and development plans for entire subdivisions.

Back in 2016, when this fraud first came to light, records show the county considered notifying everyone affected and providing free inspections. But the county never re-checked dozens of the projects, including inspected roofs and sinkholes.

“For the majority of people, it doesn't mean anything,” said **Rosenthal**. He said any violations of the building code would have been caught during final inspections, before the county issued a certificate of occupancy for the buildings.

When we asked why those projects never got a second look, he indicated he didn’t think there was enough danger to warrant it. “I think the question should be are those homes relatively safe? And my answer would be yes, unless there's something that would indicate that they're not,” **Rosenthal** said.

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Don L. Rosenthal
(Articles are in reverse chronological order)

Tampa Bay Times (FL)
June 30, 2017

CITY FIGHTS WATER WITH WATER

Author: Chris Bowling

Correction: (07/07/2017) CORRECTION: A headline in the June 30 edition about Holiday Hills flooding incorrectly identified who is buying homes and demolishing them in order to expand a retention pond. The county is purchasing the homes.

Year after year, from his front porch, Jeff Ward has watched yards flood and rivers form in the streets carrying canoes instead of cars after heavy rain. Inside his home in the Holiday Hills neighborhood, which has been in the family since 1972, he can point out water marks on his kitchen cabinets. "We can't take it no more," said Ward, 59. "My mom's about to sell the place."

Pasco County officials say they are devising a plan they hope will improve drainage for residents like Ward. As a start, the county's Public Works Department has purchased three homes and demolished one, with plans to expand a storm-water retention pond. It's one piece of a two-year drainage improvement project in Holiday Hills, which also includes installing pumps and pipes and resurfacing storm-damaged roads.

County Commissioner Jack Mariano said he's hopeful the project eventually will address long-standing flooding problems in Holiday Hills, which has about 300 homes and dates back to the late 1960s. "We're very excited that this is going to make this neighborhood a lot safer, a lot more desirable to live in and improve the health, safety and welfare of the people who live in this community," Mariano said.

The Holiday Hills home demolished last week was the first of what could be several, said **Don Rosenthal**, assistant county administrator. How many the county buys - and subsequently how much the pond can be widened - depends on when and whether homeowners want to sell. **Rosenthal** declined to give a time line or elaborate on negotiations with other homeowners. Every homeowner who has sold thus far has done so voluntarily, he said.

In addition to widening the retention pond, the Public Works Department has installed temporary pumps and piping to carry water from the pond to a drainage canal. The county hopes to do more of that work with funding help from the Southwest Florida Water Management District, also known as Swfwmd. Additional funding could come from a proposed increase to the county's storm-water utility fee.

The project is estimated to cost \$1.1 million - \$200,000 for studies, engineering, design work and permitting and \$900,000 for construction. The county has submitted a request to Swfwmd for cooperative funding for fiscal year 2018, and, if approved, the county and Swfwmd would fund the project equally. Studies to decide the best permanent solution to resolve flooding issues in Holiday Hills are slated to begin in October. So far, the county has spent \$140,000 in Holiday

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Hills, according to a county news release, which has come from the county's regular storm-water budget. The county has done smaller drainage improvement projects on two other streets near Port Richey: Ironbark Drive and Greybirch Terrace. Those projects also included installing temporary pumps and cost a combined \$36,000, which came out of the regular storm-water budget.

With the rainy season starting, Ward hopes the county follows through on this project. Health problems have made it more difficult for him to move sandbags to protect his home, and he's tired of seeing his back yard flooded. As he watches an excavator across the street clear the last bit of rubble from a razed home, he takes it as a sign that things could change. "Hopefully it works like they say," he said. "Hopefully it all works."

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Don L. Rosenthal
(Articles are in reverse chronological order)

Tampa Bay Times: Web Edition Articles (FL)
June 28, 2017

With home demolition, Pasco begins effort to alleviate Holiday Hills flooding

Author: Chris Bowling

PORT RICHEY — Year after year, from his front porch, Jeff Ward has watched yards flood and rivers form in the streets carrying canoes instead of cars after heavy rain. Inside his home in the Holiday Hills neighborhood, which has been in the family since 1972, he can point out water marks on his kitchen cabinets. "We can't take it no more," said Ward, 59. "My mom's about to sell the place."

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The Holiday Hills home demolished last week was the first of what could be several, said **Don Rosenthal**, assistant county administrator. How many the county buys — and subsequently how much the pond can be widened — depends on when and whether homeowners want to sell. Rosenthal declined to give a time line or elaborate on negotiations with other homeowners. Every homeowner who has sold thus far has done so voluntarily, he said.

In addition to widening the retention pond, the Public Works Department has installed temporary pumps and piping to carry water from the pond to a drainage canal. The county hopes to do more of that work with funding help from the Southwest Florida Water Management District, also known as Swfwmd. Additional funding could come from a proposed increase to the county's storm-water utility fee. The project is estimated to cost \$1.1 million — \$200,000 for studies, engineering, design work and permitting and \$900,000 for construction. The county has submitted a request to Swfwmd for cooperative funding for fiscal year 2018, and, if approved, the county and Swfwmd would fund the project equally.

Studies to decide the best permanent solution to resolve flooding issues in Holiday Hills are slated to begin in October. So far, the county has spent \$140,000 in Holiday Hills, according to a county news release, which has come from the county's regular storm-water budget. The county has done smaller drainage improvement projects on two other streets near Port Richey: Ironbark Drive and Greybirch Terrace. Those projects also included installing temporary pumps and cost a

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combined \$36,000, which came out of the regular storm-water budget. With the rainy season starting, Ward hopes the county follows through on this project. Health problems have made it more difficult for him to move sandbags to protect his home, and he's tired of seeing his back yard flooded. As he watches an excavator across the street clear the last bit of rubble from a razed home, he takes it as a sign that things could change. "Hopefully it works like they say," he said. "Hopefully it all works."

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Tampa Bay Times (FL)
June 15, 2017

FLEA MARKET CLOSED OVER SAFETY VIOLATIONS

Author: Laura Newberry

For the past 27 years, Jay Tarr has catered to a steady stream of customers at his auto interior business outside the popular USA Flea Market on U.S. 19. Tarr, 47, had just reached adulthood when he started Headliners Only and made a decent living here, he said - thanks to a low overhead of just \$750 a month for three garage bays. But now Tarr has to look for a new location. Pasco County officials say the landlord failed to invest in basic health and safety protections at the 40-acre property, creating what one called the most dangerous property he's seen in 40 years on the job.

USA Flea Market, in business for five decades, was ordered to shut down Wednesday after receiving hundreds of citations. Buildings there lack functioning fire alarms and sprinkler systems, have no clear exits and are marred by exposed electrical wiring, according to the county Fire Marshal's Office. "There is simply no real fire protection on this property at all," said Kevin Guthrie, Pasco's assistant county administrator.

James Hunt, the Pasco code enforcement officer who called the property dangerous, told reporters that ceiling rafters are splitting and sagging and pieces of wall are "falling off all over the place."

The owner of USA Flea Market, NAIDIP 19-52 LLC, was ordered to immediately cease all business on the property until further notice. Three people from Tampa associated with the company in state records - Rajendra Patel, Jayesh Patel and Kirit Patel - could not immediately be reached for comment. "Whether charges or other enforcement action follows depends on whether the owner complies with the county's requirements," said Pasco County spokeswoman Tambrey Laine.

Officials inspected the flea market in April after receiving dozens of complaints from vendors, including some about electrical problems that were "life threatening," County Administrator Dan Biles said. In March, the county also investigated an auto sales business there and found two buildings that had been illegally converted to accommodate auctions, officials said.

The county last inspected USA Flea Market in 2009, according to Assistant County Administrator **Don Rosenthal**. But records of those inspections have been lost, he said, so it is not clear whether the flea market had been cited before or whether the county followed up on any violations.

This is not the first time USA Flea Market has been embroiled in controversy. In 1993, a fire at the property caused \$4.5 million in damage. Three people were convicted of arson. The county said it plans to help the vendors find new, safer venues so they can continue to sell their

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merchandise and services. The indoor-and-outdoor vendor stalls at the back of the property, the actual flea market, are usually occupied Friday through Sunday. On Wednesday afternoon, the business owners at the front who operate all week were packing up their equipment and wondering where they'll go next. Tarr sat in a chair in a long row of garage bays occupied by about a dozen entrepreneurs, including appliance repair shops, window tinting services and tire dealers. He officially learned of his fate from a bright-orange flier plastered next to his door, stating that the structure poses an "immediate danger to life" and must be vacated immediately. The Spring Hill resident worries he'll have to pay a lot more to rent another site. "It's devastating," Tarr said. "It's how I feed my family, you know?"

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<http://lakerlutznews.com/lln/?p=36911>

The Laker/Lutz News
June 22, 2016

Pasco has building permits backlog

Author: Kathy Steele

A construction boom has Pasco County receiving applications for building permits nearly at pre-recession levels, county officials say. But, the required paperwork — coupled with the kickoff of a new software program — is straining the county’s capabilities. At least right now. “We think we’re on the bottom side of the problem and getting it under control,” said **Don Rosenthal**, assistant county administrator. Part of the solution involves reshuffling duties within the building department and plans to hire five new employees. The new employees will replace about a half-dozen staffers who left their jobs, often citing workloads. “We’ve had some staff leave because of the pressure to turn things around quickly, and the overwhelming volume of work and the change,” said Pasco County Administrator Michele Baker.

Pasco County commissioners made clear they’re tired of the complaints they’re hearing from developers about having to wait too long to get permits approved. “It is very, very frustrating,” said Pasco County Commissioner Ted Schrader. “I’m getting overwhelmed with complaints,” he said, during the commission’s June 7 meeting in Dade City. Commission Chairwoman Kathryn Starkey agreed: “I think we’ve all been getting these calls.” Starkey said commissioners were ready to do whatever is needed to help staff get things on track. Baker said she would ask commissioners to approve new hires at their June 21 commission meeting.

The software program, known as Accela, allows for online applications and is intended to speed up the process and be more transparent. But **Rosenthal** said, as with any new technology, there is a learning curve and glitches to work through. “That was no small task,” he said. Employees are working through about a two-week backlog of applications. That is significantly less than it was, **Rosenthal** said. Right before the launch of the software program, some developers brought in bundles of plans. One delivered 200 plans. “We concentrated on these because we were told they were an emergency,” **Rosenthal** said. That proved not to be the case, and about half the plans haven’t been picked up. That was time and work that could have been directed toward other applications, **Rosenthal** said. He added that many of the complaints being heard by commissioners already have been resolved.

However, commissioners want improvements in customer service. “Give them some explanation, so at least they have some understanding,” said Schrader. “I think you get so much more with honey.” Schrader suggested giving applicants a letter, with their payment receipt, that explains the software program and reasons why applications could be delayed. Commissioner Mike Wells agreed. “They need to find a way to say yes, not a way to say no,” he said. “I know they are busy, but they are in the customer service business.” Baker said plans are underway to create a newsletter to provide information on what’s going on at the building department.

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Tampa Bay Times (FL)
January 22, 2016

RESIGNATION NOT LINKED TO INQUIRY

Author: C.T. Bpwen

Pasco County's chief building official, Tim Moore, has resigned. But the resignation is unrelated to an ongoing criminal investigation of improper use of a professional engineer's seal on construction documents, the county says. "We don't believe the two are related," said Doug Tobin, Pasco County public information officer. "Some employees have put the two things together. But that's not the case. I don't want to put any negative light on Mr. Moore." A Pasco sheriff's deputy did escort Moore off the premises after his resignation on Jan. 15, Tobin said, to protect the integrity of the investigation.

The Sheriff's Office confirmed it is investigating an allegation that someone outside of county government improperly affixed an engineer's seal on documents submitted to the county for approval. It declined to provide further details. The Florida Board of Professional Engineers said it could not confirm whether it was investigating.

Only licensed engineers may prepare, sign and seal, and submit engineering plans and drawings to public authorities for approval, or seal engineering work for public and private clients, according to the National Society of Professional Engineers.

Moore, 53, gave no reason for his departure on his resignation form. He will remain on the payroll until April 1 using accumulated leave time. Moore is paid \$94,685 annually. He did not return a call from the Times seeking comment. He joined the county 26 years ago as a plans examiner, became building official five years later and was named chief building official in 2012 after doing the job on an interim basis for more than a year.

His departure comes after a mostly satisfactory performance evaluation in December that also said he failed to meet a previous performance goal to improve customer service in the department. "Tim has made significant strides in this area and continues to make improvements in this area," Assistant County Administrator **Don Rosenthal** wrote in the evaluation. "But the overall opinion seems to be that Tim does not care. I do not believe this to be the case so Tim and I will work on this area together."

The chief building official oversees the department responsible for ensuring public safety by enforcement of federal, state and local building construction codes. The department reviews plans, issues building permits and performs inspections to ensure code compliance of floodplains, electrical, plumbing, fuel gas, heating and air-conditioning systems.

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https://www.baynews9.com/fl/tampa/news/2014/9/11/pasco_county_gas_tax
Sep. 11, 2014

Pasco County gas tax increase coming to a pump near you

By Bay News 9

Pasco County residents should expect to pay five more cents a gallon at the pump starting the beginning of next year. A gas hike, now passed by the county, comes after months of exploring options that would best fund Pasco County roads.

Prior to the increase, county officials said it was difficult to keep up. “We were faced with increased capacity without the funding,” said Assistant County Administrator for Development Services, **Don Rosenthal**.

Last year, the county had to pull \$8 million out of its budget and spend it on just road maintenance. “We were resorting to being more of a maintenance entity than an entity that kept up with growth because we didn’t have the funding,” said **Rosenthal**.

But now with the new gas tax increase, the county will be able to collect \$8 million a year. This will put the county back on track with all of its 23 road projects. Some of the projects here would have been canceled or delayed if the county didn’t find the funds.

Not everyone was on board with the tax hike. Commission chairman Jack Mariano voted against the increase. He believes the county should have waited another year to generate revenue from the growing economy.

Pasco’s fuel taxes are the same as Hillsborough and Pinellas, and less than Hernando and Polk.

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<http://www.councilforqualitygrowth.org/atlanta-advisory-hosted-director-of-the-office-of-buildings-don-rosenthal-in-august/>

Council for Quality Growth
August 8, 2013

Atlanta Advisory Hosted Director of the Office of Buildings, Don Rosenthal, in August

The Atlanta Advisory hosted **Don Rosenthal**, Director of the Office of Buildings, on August 7th. **Director Rosenthal** engaged Advisory members in discussions concerning developments in Atlanta.

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Sandy Springs Neighbor (GA)
November 29, 2011

City changes building permit regulations

Author: Gloria Love

Atlanta Mayor Kasim Reed Tuesday morning signed legislation designed to overhaul the city's byzantine building permitting process. The ordinance expedites certain parts of the process, consolidates permitting activities to one department - the Atlanta Office of Buildings - and establishes a fund to support training and equipment for that department.

During a news conference at City Hall, Reed called the old system "a complex challenge that has plagued our city for years," which "at best could be described as cumbersome, tedious and confusing." "For certainly more than a decade, people have complained about the challenges of the permitting process," he said. "The element that involved going back and forth between different departments as opposed to having one point of entry has been talked about for a long time."

Don Rosenthal, director of the Office of Buildings, said part of the problem was small projects, like simple home renovations, were not handled separately from large projects, like construction of a shopping center. "There was no rhyme or reason," he said. "You couldn't start at 'A' and expect to wind up at 'B' or 'C'."

The legislation is designed to enable residents to fast-track a permit within 24 to 72 hours for interior residential renovations and alterations smaller than 3,000 square feet, and allow registered online applicants the ability to obtain a permit in 10 business days.

The fund established by the ordinance will allow the fees charged for services to remain in the Department of Planning and Community Development's Office of Buildings instead of contributing that revenue to the city's general fund. "It means money the development community invests will actually be used to improve services in that community," Reed said.

The Atlanta City Council unanimously approved the ordinance Nov. 7, a news release stated. John Ferguson, president of the Sandy Springs-based Atlanta Commercial Board of Realtors, said his organization supports the move because he expects a streamlined process will make doing business easier. "Reforming the building permit process in Atlanta is an important step toward making our city a more attractive location for companies wanting to expand or relocate their business here," he said. "Realtors are proud to support this effort, because we know that it will mean better customer service and a reduction in costly delays for our clients on all sides of the transaction."

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<http://www.southeastgreen.com/index.php/news/metro-atl/5036-revolutionary-building-permit-reform-package-approved-by-atlanta-city-council>

November 2011

Revolutionary Building Permit Reform Package Approved by Atlanta City Council

Atlanta City Council passed the final two ordinances of the Office of Buildings building permit reform package on November 7th, 2011. This final milestone is the culmination of almost a year's worth of work by the City of Atlanta and the development community to bring about positive reforms within the Atlanta Office of Buildings. The building permit reform package and office restructuring will implement innovative methods to provide a better customer experience for builders and developers.

Almost a year ago, **Don Rosenthal** was appointed Director of the Atlanta Office of Buildings. Shortly after his arrival, Director **Rosenthal** proposed a state of the art permitting process and office restructuring package for the Office of Buildings. The proposed legislative package aimed at maximizing efficiency within the Office of Buildings and enhancing the customer service experience. The building reform permit package will:

- Update permit fees to support the improved permitting process and maintain training within the division.
- Consolidate all permitting functions under one entity improving Atlanta's Insurance Services Organization (ISO) rating.
- Clarify how the Board of Zoning Adjustments will operate after the consolidation of functions of various agencies that regulate permitting and zoning such as the Atlanta Fire Rescue Department and Department of Watershed Management into the Office of Buildings.
- Train staff in International Code Council standards where they will receive \$2000 for each certification that is received and maintained.
- Allow staff to perform multiple inspections under the combination inspector program.
- Establish an Enterprise Fund so the fees collected for the services provided will remain within the Office of Buildings for training and technology upgrades.
- Authorize the Chief Financial Officer to transfer funds from FY 2012 general fund anticipations and appropriations to the Enterprise Fund.
- Form an Enterprise Fund Committee to provide oversight and accountability to the Office of Buildings.

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The Council for Quality Growth has been an integral part of the advancement of this legislation since its inception. Council for Quality Growth President & CEO Michael Paris stated, "This legislation revamps the entire permitting process for the City of Atlanta and provides the vehicle for sustaining a pro-active and customer service focused structure for the future. An efficient permit approval process will be a strong economic development driver for the city. The Council for Quality Growth commends Mayor Reed for pushing these changes forward and the City Council for its unanimous support."

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Atlanta Journal-Constitution, The (GA)
September 24, 2011

Faster permits in the pipeline**Atlanta seeks smoother inspections to vie for business in metro area.**

Author: Jeremiah McWilliams

Atlanta leaders want to make it easier to navigate the city's tangled construction permit process. The intended message: Atlanta is open for business. The response from businesspeople: It's about time. For more than a decade, Atlanta residents and businesspeople have complained that the city's process for inspecting construction projects and dishing out permits is an inefficient, headache-inducing mess. Files get lost, an alphabet's soup of departments make conflicting demands, and projects are delayed for months.

Lost, too, is job-creating potential in a metro area grappling with double-digit unemployment. The undermanned Office of Buildings needs more inspectors on the ground, according to a report released this week by the city's planning department. Permit processing must be centralized, as it is now inefficiently scattered across four different areas, the report notes. Atlanta is seeking these fixes at a time when revenue generated by building permits is slumping. Last fiscal year the city took in roughly \$4 million from building permits after taking in more than \$6 million each of the previous two years. If the city chooses to increase the cost of building permits to fund the improvements, contractors, developers and renovators told The Atlanta Journal-Constitution that they would be willing to pay higher fees for better service.

"This is one of those things that is truly broken and needs to be fixed," said Mike Dunham, executive vice president of Georgia's chapter of the Associated General Contractors of America. Permitting delays have dulled Atlanta's reputation as a city that can get things done. There are few hard estimates of how much the delays have cost Atlanta in jobs or tax dollars, or how many companies have looked at Charlotte, Miami or Cobb County instead. But there are plenty of strong feelings. Benjamin Rhoades, owner of the Bookhouse Pub and MJQ Concourse, is trying to open a restaurant in East Atlanta, but he's losing patience with tens of thousands of dollars in costs for parking lot work and tough arborist rules. He said he might look outside Atlanta for his next project. "At this point in my life, I'd like to be near the beach," he said. In Charleston, you can submit a permit proposal online, and the staff "will call you right back," he said.

In his inaugural address in January 2010, Mayor Kasim Reed promised to completely reform the city's permitting process within one year. The permitting process should not be a source of frustration, "but rather a source of growth," he said. Reed is about nine months late in implementing his promise of reform. But Atlanta's permitting problems predate Reed. In 2005, Atlanta commissioned a study that showed building permits that took as little as four weeks to deliver in other metro Atlanta cities could take up to 40 weeks in Atlanta.

One major solution this time around is to allow the city's Office of Buildings to track a permit from beginning to end. "We want our customers to understand that, in this new arrangement, we

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genuinely want their business," said **Don Rosenthal**, director of the Office of Buildings. Right now, four different inspectors have to visit a site to inspect plumbing, electrical systems, heating and cooling, and structural inspections. By contrast, Gwinnett County; Cobb County; Salt Lake City; Reno, Nev.; and Montgomery have already combined some or all of those functions. "I am supportive of any legislation that will improve customer service," Council member Yolanda Adrean said. "But from a financial point of view, I don't want any surprises."

With building permit revenue down so drastically, the city is looking to raise fees dramatically to fund improvements. Council member Ivory Lee Young Jr. said he is worried the city will not have enough inspectors, even after the reforms. Only four inspector positions are scheduled to be added at the Office of Buildings. "We're asking the inspectors to do a whole lot," Young said. "It seems like we're betting the whole house that a few can do the work of many."

Atlanta's 2005 study gave the city a blueprint for reforming its permit process: an 88-page report from consulting firm Bain & Co., benchmarking the city's permit process against Alpharetta, Cobb County, Denver and Charlotte. The report showed Decatur's permitting process took four to six weeks, Paulding County's took six to eight weeks, and Gwinnett's took 16 to 24 weeks. In Atlanta, it could stretch to 30 to 40 weeks.

Bain's blueprint for changes "never got followed," said David Bennett, senior policy advisor to Reed. Reform "ends up being a little bit harder than you think." Meanwhile, Cobb County boasts to incoming businesses that it can get them set up faster than any other county or city in the metro region. Cobb averages three to four weeks from start to end of the inspection and permitting process, said Rob Hosack, community development director. "It's a definite advantage," he said.

For Alex Brounstein, owner of Grindhouse Killer Burgers, the proposed changes in Atlanta come too late to assuage the headache of trying to open his Piedmont Road restaurant. "A nightmare -- probably the worst six months of my life," he said. "It was just slow -- painfully, painfully slow. We could've done this project for half the cost if it wasn't for the city."

Reform is essential to making Atlanta competitive with its neighbors and far-flung cities in creating and keeping jobs, said Robert Broome, governmental affairs director of the Atlanta Commercial Board of Realtors. "It's very obvious that businesses want to be in Atlanta, but the fact of the matter is the Office of Buildings for quite a while has been inadequately resourced," he said. "There comes a point where it becomes more enticing ... to look at other areas."

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<https://www.ryantaylorarchitects.com/atlanta-office-of-buildings-reorganization/>

Ryan Taylor Architects, LLC
September 23, 2011

Atlanta Office of Buildings Reorganization

Posted by: Ryan Taylor

The City of Atlanta held a Sept 22, 2011 work session on the reorganization|consolidation of the Office of Buildings. Director **Don Rosenthal**'s changes will improve customer service from the city & require building code (ICC) certifications for staff. Three Atlanta City Council members attended: the meeting of the Community Development|Human Resources Committee was chaired by Joyce Shepard and attended by Yolanda Adrean, Chair of the Finance|Executive Committee, and Ivory Lee Young, Jr.

It began at 10am and lasted until about 12.30pm. Office of Buildings Director **Don Rosenthal** used a PowerPoint presentation to explain the proposed changes to the Office, which can be found in four ordinances listed in the meeting announcement. Notes as follows:

1. The PowerPoint slides that Director **Rosenthal** presented were made available to attendees – contact his office if you'd like a copy.
2. In addition to restructuring the department to make it more efficient, an Enterprise Fund has been proposed. Currently, fees for permits and other Office of Buildings services go into the City's general fund. This makes control of the budget in the Office of Buildings subject to politics – once that money is in the general fund, the City can decide to spend it on police or other services rather than the services for which the fees were collected.
3. City Council members present questioned the model for the Enterprise Fund. Both Adams and Young expressed concern that if permitting continues to drop off, more cuts to an already skeleton crew may be required and the City would have to revisit the funding mechanism after funds have already been reallocated. Adams requests much more in-depth information, including an analysis of fixed and variable costs.
4. Offline discussions with members of various professional associations indicate concern over the potential for dramatic increases in permitting fees.
5. The restructuring also calls for the staff to earn International Code Council (ICC) certifications so that they can offer a higher level of service. ICC certifications require continuing education.
6. Trained staff will allow consolidation of tasks. Director **Rosenthal** reviewed examples of consolidated review processes in other jurisdictions like Cobb and Gwinnett counties. It makes economic sense to pay more for one trained inspector rather than four inspectors, each with a \$50K salary, who review a very limited scope. That one inspector won't cost \$200K.

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7. Inspectors who review single-family homes and light commercial (up to 800amp electrical service) can be ICC certified. Inspectors who review commercial work must be licensed trades.

8. There has been resistance from staff; some have left the Office of Buildings. Shepard expresses concern that the certifications that are now voluntary should soon become mandatory.

9. Office of Buildings will continue to offer home owner clinics to help people understand what must be permitted and what requirements the City has established. **Rosenthal** is candid about the need for improvement: “We don’t do a good job of communicating what people need to do” and that wastes their time. “We run our customers around in circles and that’s a disservice to them and the City.” He identifies communication as the low hanging fruit.

10. Adrean is happy about the impending increase in service and accountability from the City Arborist’s office.

There were 18 people signed up to speak. The PACE union, represented by Gina Pagnotta, is invited to speak first. Jim Scerenscko, PACE Sergeant at Arms, is also present. She expresses outrage over the lack of communication between Commissioner Shelby and the union reps. They decline to speak and Shepard suggests a separate public meeting to hear their concerns. She wants at least 20 minutes to speak and tells the Council people **Rosenthal** has made false statements and there are critical issues of which they have not been made aware. They leave the room without hearing any public comments.

Wylie Harrison of the Council for Quality Growth; Steve Bruce (civil engineer) with Watson Browning; Robert Broome, Government Affairs Director with Atlanta Board of REALTORS; Erin Hall of BOMA; Laurel David, attorney with Dillard & Galloway and representative of the International Council of Shopping Centers; Jim Schneider, Land Use & Zoning Chair with APAB; Kevin Curry and Scott Selig with Selig Enterprises (over 100 properties in Atlanta); private business persons and a number of Community Development department staff all spoke in favor of the ordinances. There was also representation from Greater Atlanta Home Builders, Associated General Contractors and other professional associations.

Look for future public notices regarding the PACE meeting and additional discussion on these ordinances.

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<https://www.reporternewspapers.net/2010/12/30/city-replaces-top-arborist/>

Reporter Newspapers
December 30, 2010

City replaces top arborist

Posted by: Reporter Newspaper Staff

The city of Atlanta has named a new director of the Bureau of Buildings and is replacing a city arborist who had come under fire from a tree advocacy group, according to an e-mail from the city's chief operating officer.

In his e-mail to the chairman of The Trees Next Door organization, Shel Schlegman, Atlanta Chief Operating Officer Peter Aman said **Don Rosenthal** will be the new director of the bureau and that Arboricultural Manager Ainsley Caldwell would be reassigned.

Aman called **Rosenthal** “a highly experienced and capable new director.” Aman said **Rosenthal** has been charged with improving operations in the arborist division.

“We are extremely encouraged that the city of Atlanta has not only heard our complaints, but is taking significant actions to address them,” Schlegman said.

Schlegman said the Tree Next Door group looks forward “to supporting the new arborist division manager, once named, and the new bureau of buildings director, **Don Rosenthal**, to help Atlanta be both an economically vibrant city and a ‘city of trees.’”

Aman said the Law Department will review actions of several employees in the arborist division and plans to complete the review within 45 days or so.

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<http://acpatl.com/new-head-of-atlanta-bureau-of-buildings-to-come-from-reno/>

Accelerated Commercial Projects LLC
November 9, 2010

New Head of Atlanta Bureau of Buildings to come from Reno

Don Rosenthal, of Reno, Nevada, will be stepping into the vacancy at Atlanta's Building Department, taking the place of Ibrahim Maslamani. He starts with the department December 1st.

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Sun, The: Downers Grove (IL)
February 16, 2006

These contractors cross the line

Author: Elaine Johnson

The construction season is again upon us, and with it, noise and inconvenience -- for rarely does a building or remodeling project affect only the lot in question. More likely, the entire block feels the effects of trucks crowding the streets, debris blowing across lawns and power tools rending the quiet of a Saturday morning. In a town that has experienced hundreds of teardowns and countless remodels in recent years, there is plenty of pain and inconvenience to go around.

I've seen little kids on their way home from school forced into the street because of construction vehicles blocking the sidewalk. I've turned down residential streets only to find them closed without notice by construction traffic. I've had to shoo away contractors' trucks blocking my driveway before I could take my son to school or welcome a friend to my home. And when I suggested to one driver that it was not OK to park in front of my driveway without at least asking my permission, he retorted, "What do you want me to do?" as if that were somehow my problem to solve.

These are the sort of irritations that test a neighborhood's patience, but they are minor inconveniences compared with the lengthy battles some local homeowners have been drawn into at the hands of inconsiderate contractors.

There is the matter of the curbside brick column that was knocked to pieces by a subcontractor working on a million-dollar showplace a few doors up the street. The homeowner was away at the time, but a witness saw what happened, snapped a photo and jotted down the license plate. If this sounds like the inarguable basis of a quick and friendly resolution, think again. The developer declined to take responsibility because a subcontractor was involved in the accident. After intermittent discussions with the homeowner that went on for more than a year, the sub, too, refused to repair the loss.

"I was trying to be reasonable," the homeowner says. "I told him, before I file a police report, you might want to do what's right. I'm not a caustic person, and I hate to be that way. I don't have the energy to argue with people about stuff that should be understood between decent folks."

To fix the column will cost about \$1,000 -- money he's not willing to spend for someone else's mistake. To file a claim on his homeowner's insurance is equally unpalatable, because there is a deductible involved and, like most policy holders, he is reluctant to make a claim that isn't absolutely essential. "Those guys are making hundreds of thousands of dollars, and I'm losing," the homeowner says. "Why can't I be held even and those guys make a whisker less?"

A few blocks away, another resident was shocked to discover her dry, finished basement awash in stormwater from the lot next door after a large new home took the place of the previous

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bungalow. "We had huge flooding problems," she says. "The village wouldn't talk to me; they talked to the builder." Relief came only after the buyers learned of the problem and refused to close on the house until the water problem was fixed. Runoff from a neighboring lot caused similar headaches for another resident after the modest home that once stood there was replaced by a much larger one. Resolving the drainage problems took the better part of a year and threatened to end up in court until her husband declared: "The day I have to pay a lawyer to protect my property is the day I move."

In addition to the runoff problem, the couple found supports for a retaining wall nailed 6 feet into their property, their landscaping trampled, and the electrical dog fence cut in a dozen places. "No one offered anything," she says, so they made repairs at their own expense.

But the biggest cost is the one sustained by the neighborhood, she says, counting four teardowns and five new constructions during the past several years. "If you don't make the effort to mend the trials and tribulations that happen as a result of construction, you lose your neighborhood. It has taken a toll on our community."

Village Hall assures me it is aware that conflicts can result when developers are too arrogant or unconcerned to build neighborhood concerns into their grand plans. "It is now much less of a problem than it was two or three years ago" because the village has toughened demolition ordinances, says **Don Rosenthal**, director of the new community development department.

The village also provides builders with a packet, "Reducing the Risk of Neighborhood Complaints," that asks them to consider the interests of neighboring homeowners: "How accommodating could you possibly be toward your new neighbors if the contractor had violated your rights as a homeowner and disrespected you and your family through construction, illegally utilizing your property at will?"

But if appealing to their better natures doesn't work, maybe slapping violators with a fine will. Several homeowners suggested builders be required to contribute to a village-controlled fund that would compensate neighbors who sustain property damage or loss as a result of construction.

Rosenthal encourages homeowners with complaints to place a confidential call to the Community Response Center at (630) 434-2255. Making a record of violations allows the village to track habitual offenders and assign an appropriate staff person to the issue. It's also appropriate to call the police if there is a problem on evenings or weekends. And while these methods of dealing with conflict might not be as neighborly as a handshake and a promise, they're probably more effective

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Don L. Rosenthal
(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **Don L. Rosenthal** is listed below.]

Sun, The: Downers Grove (IL)
February 9, 2006

Downers Grove names development chief

Don Rosenthal was appointed Feb. 2 to the recently created position of community development director. **Rosenthal**, previously the director of code services, will oversee planning, zoning, building and code compliance. "Mr. **Rosenthal** has the development and construction background needed to enhance the permit process for our customers by eliminating barriers between departments," Village Manager Cara Pavlicek said in a press release.

Before coming to Downers Grove in 2000, **Rosenthal** was the building commissioner for Bellwood. In his new role, **Rosenthal** will assume responsibility for the Planning Department that previously had been handled by a department head. The former director of planning, Keith Spiral, took a position in December in Brookfield.

According to Downers Grove officials, this consolidation of jobs will save the village about \$100,000 a year in salary and benefits while improving community development services.

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Don L. Rosenthal
(Articles are in reverse chronological order)

Daily Herald (Arlington Heights, IL)
February 15, 2005

Naperville not alone in teardown debate

Author: Jake Griffin

When Hinsdale enacted teardown regulations in 1988, the sky did not fall. When Clarendon Hills created limits on teardown lot coverage, height and floor-area ratio in 1993, it did not cause a rip in the space-time continuum. Other municipalities in DuPage County with teardown regulations continue to thrive. And so will Naperville, even if the city council tonight approves what are widely considered the area's loosest teardown restrictions, city planners said.

But the assurances of staff members have not calmed those who believe regulations will bring an end to the teardown construction boom in the city and stifle creativity in architecture. "The smaller lots in Naperville will definitely go down in price because there's no incentive for builders to buy them and no reason for someone to come to Naperville and spend that kind of money for less (of a home) than what they want," said Gail Niermeyer, a residential real estate broker for Coldwell-Banker in Naperville.

City staff members examined regulations in place elsewhere in the county and came back with recommendations they think will fit Naperville's changing landscape. They contend the regulations are necessary to curb the ever-increasing bulk of teardown homes. "Naperville's a unique community, and we have unique issues, so we needed a unique solution," community planner Meena Viswanath said. If redevelopment slows in Naperville after teardown regulations are enacted, it would be a rarity among similar communities in the area. "There were a few builders who spoke out against it," said Mike Brown, Clarendon Hills' director of community development about that town's regulations. "Some predicted it would stop teardowns and that year we had more than the year before."

Only Glen Ellyn experienced a slowdown after enacting regulations. In 2001, developers sought 67 permits for teardown construction in the village; the next year when laws were in place, they sought 60 permits, said Curt Barrett, assistant village administrator. In the two years since, the village has received between 60 and 70 requests each year. "When they changed, it took out of play some of the smaller lots," said Robert White, a real estate broker for Baird & Warner in Glen Ellyn. "To some extent, they became a little less desirable and a little less valuable because you can only put so much house on those lots."

What caused the shift is likely what Barrett referred to as the "most restrictive" lot coverage limits in DuPage County. Glen Ellyn caps lot coverage at 20 percent and has a maximum height limit of between 32 and 37 feet, depending on the width of the lot. Meanwhile, Naperville councilmen are considering a 35 percent lot coverage maximum and Naperville's maximum height limit would be 40 feet. Even with the tight restrictions in Glen Ellyn, some don't believe it has affected land sales. "I haven't seen it," said Gene Los, a real estate appraiser for Appraisal Technology in Glen Ellyn. "I think there's been a slowdown over the past year or two, but that's

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been the market as a whole. I'd hate to attribute that to regulations of teardowns." However, in Hinsdale, considered to be the grandfather of teardown communities, business hasn't been hampered by regulations. When Hinsdale's controversial floor-area ratio regulation - a figure that is derived by determining the amount of livable floor space in a home compared to the size of the lot - was introduced in 1988, the village's teardown requests rose from 42 the previous year to 65 the next.

The village averages more than 100 permits annually and now about one-third of the village's 4,700 single-family residences are teardowns. The regulations have even been tightened twice. "Our formulas have become more restrictive and the size that is allowed on a particular lot has gone down," said Dan Schoenberg, director of public services. "Certainly, the village's experience is we continue to have a healthy reinvestment in houses. The pace has not decreased as a result of our regulations." But some critics of regulations contend architecture has suffered from the restrictions and Hinsdale Village Manager Bo Proczko said he would not endorse the floor-area ratio if he had it to do all over again. "If the concern is really the mass, there are better controls," he said.

Niermeyer said builders are forced to design around the restrictions to maximize space, taking most of the style out of homes. "It's been awful because the houses have been smaller and boxier with no real character," she said. "The reason they are making more money is their land has always been more valuable than (Naperville's)."

Which is true if you take into account the overall worth of Naperville's residential property vs. Hinsdale's. However, unlike all of Hinsdale, Naperville has hot spots ripe for teardown construction. Roughly 2,000 of the more than 31,000 single-family houses in Naperville are teardown targets. The property value of the teardown homes is often much higher than the citywide average of \$400,000.

Naperville planning team leader Cristina Van Valkenburgh says it's important to remember the proposed restrictions would not have affected about 95 percent of the 200-plus teardown projects already built or under construction in the city. Naperville is merely trying to put a cap on bulk. "We looked at Naperville data and tried to create a proposal that was tailored to the development of Naperville with the intent to prevent that 'outlier,'" Van Valkenburgh said. An outlier is the term given to teardown homes built in Naperville that are bigger than the proposed regulations would allow. Such houses account for less than 5 percent of the teardowns, according to the city's data.

All of the communities that enacted teardown regulations did so to control bulk. Naperville is not alone in its current plight; Downers Grove officials are struggling with the same dilemma. "We have people building 4,000-square-foot homes on 5,000- square-foot lots," said **Don Rosenthal**, Downers Grove's director of code services. "It's torture on the neighbors. It blocks out the sun and gives them all kinds of problems, like stormwater drainage." Downers Grove could enact a floor-area ratio, he said. Naperville councilmen are not interested in a that idea though. They quickly abandoned recommendations for such a regulation during discussions last month. "We

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didn't really want to use (FAR) either," **Rosenthal** said. "But we believe you can still maximize the profits and have a quality building." Critics complain enacting regulations hurt the future earning potential of parcels targeted for teardown redevelopment. "Any time you restrict the size of the property, you lower the property value," **Rosenthal** said. But there has been no evidence that enacting regulations has stunted or shrunk property values in any of the other communities, Naperville officials said. However, White said the small lots on the market in Glen Ellyn have been affected by the changes. "They're selling, but they're not as desirable," he said.

Naperville officials contend there are intangibles the city offers that are not being taken into account by regulation opponents. Officials point to the proximity to downtown, the quality of its school districts, low crime rate, attractiveness of parks and other indicators that will keep people building and buying here after the regulations are in place. "Some of this isn't new," Van Valkenburgh said. "We had a lot coverage code of 35 percent until 1980. At that time (teardowns) were not the focus of regulations and maybe that had something to do with changing it. When you are expanding and want to attract development, you want to be flexible."

Here's how some DuPage County municipalities have dealt with teardown regulations and the impact they have had.

Naperville: City council expected to vote tonight to limit height at 40 feet and lot coverage at 35 percent for teardowns. City has more than 200 teardown homes already, with about 2,000 more targeted for redevelopment in the city.

Hinsdale: Added maximum floor-area ratio regulations in 1988 and has amended the code several times since. In 1987, the village had 42 teardown permit requests, 65 in 1988. Now it averages more than 100 a year. About one-third of the village's single-family housing stock is teardown.

Glen Ellyn: No floor-area ratio regulations but added 20 percent lot coverage maximum in 2002. The village also has a height maximum that varies depending on width of the lot. Permit requests hover between 60 and 70 a year, the same as prior to regulation.

Clarendon Hills: Added height, lot coverage and floor-area ratio regulations in 1993. That year there were seven permits requested and 11 the following year. The village now averages about 50 a year, officials said. About 20 percent of the village's housing stock is teardown.

Wheaton: City adopted a floor-area ratio regulation of 40 percent in 1989. Permit requests have markedly increased over the years, going from 26 in 2002 to 70 in 2004. About 300 of the city's 12,000 homes are teardowns.

Downers Grove: Village working on floor-area ratio regulations, lot coverage and height regulations that would vary depending on size of the lot. Village averages more than 100 teardown requests annually.

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West Proviso Herald (IL)
July 28, 1999

Village keys on development

Author: Liza Roche

On the heels of learning it has secured a new development for an established area business, Bellwood has a new person to lure economic development to town. Bellwood Building Commissioner **Don Rosenthal** has been appointed as the village's economic development specialist by Mayor Donald Lemm. **Rosenthal** will maintain both positions for the village. He replaces Michael Sturino as the village's economic development specialist. Sturino resigned earlier this summer to pursue a career in law.

Rosenthal believes he was picked for the job because building and economic development issues often go hand in hand. He and Sturino occasionally worked on projects together, said **Rosenthal**, who has worked for the village for five years.

Bellwood, land-locked and already built-up in terms of business, needs to mostly focus on keeping existing businesses here happy and thriving, **Rosenthal** said.

The village is in the midst of some new development, however. Sturino played a crucial role in orchestrating a new corporate headquarters site in the village for Sanford Ink Corp. He worked extensively toward the Bellwood Village Board's June decision to approve a zoning request for property at 25th Avenue and Washington Boulevard - the site of the future headquarters. The company, which has been in Bellwood since 1947, reported it was growing out of its current Bellwood office building, and would need to move to another town if a suitable site could not be found.

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West Proviso Herald (IL)
March 18, 1998

Rundown houses being made marketable

Author: Maurice Weaver

Three feet of water in the basement greeted Jim Bilotta in his first visit to a shuttered home on the 4000 block of West Jackson Street in Bellwood. The 40-year-old brick house, owned by the Department of Housing and Urban Development, and later purchased by the village under its Bellwood Rehabilitation Program, had been unoccupied for two years and was an eyesore to the well-kept neighborhood just off Mannheim Road. Bilotta admitted that he was scared when his flashlight detected the standing water, but quickly discovered the cause. "It was no problem. HUD cut off the electricity so the sump pump was off," he said. Bilotta, construction manager of Creative Properties, supervises a crew of local electricians, painters, plumbers and home builders who are transforming the dilapidated home into a marketable piece of property. Debris from the home filled four Dumpsters. The chimney was removed and a new bathroom constructed. "We've put in a 90 percent efficiency furnace to eliminate the chimney. We've also added central air conditioning," Bilotta said. In the kitchen, the village will supply a new stove, refrigerator and dishwasher. New cabinets have already been mounted. The roof has been replaced, outlets added, walls torn down and new windows, doors and a water meter installed. The electric wiring was upgraded to meet village code enforcement standards. Bilotta said the garage will be torn down this week, leaving only 5 percent of the rehabilitation work to be completed by the end of March. The house has been appraised at \$119,000 without a garage. "There's all new concrete on the stoop. We'll spend a couple thousand dollars on landscaping," he said. "I like rehabbing work. I think of it as my own home."

Bilotta works closely with **Don Rosenthal**, Bellwood's building commissioner. Since 1994, when the rehabilitation program debuted, **Rosenthal** has been in charge of inspections of homes that have been renovated. As part of the rehabilitation program, **Rosenthal** checks for foundation problems and the status of the roof and windows. "Rehab work is not your average paint and touch up job," he said. "When you buy one of these homes, it requires major construction. Sometimes walls are moved."

Bellwood Economic Director Michael Sturino said the renovated homes are first offered to village employees. Local financing for the project has come from the National Bank of Commerce in Berkeley as part of its commitment to community reinvestment, he added. Bellwood Mayoent, he added. Bellwood Mayor Donald Lemm said residents are thrilled about the program because troublesome vacant homes rejoin the housing market. Interested employees are given an opportunity to view the homes and submit an offer. The property is listed with an independent appraiser. If no one steps forward to place a bid, the home is placed on the open market. "We're offering an excellent product that has undergone substantial rehabilitation to make it a roomier, higher-quality home," Sturino said. "The purchaser gets a market-rate home minus the real estate commission."

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West Proviso Herald (IL)
July 24, 1996

Budget to keep Bellwood taxes stable

Author: Kris Brunst

Bellwood taxpayers probably won't notice much of a difference in how much they pay to fund local government as a result of the village's anticipated spending during the 1996-97 fiscal year. "Considering the cumulative effect, I would think it will stay right around the same," Trustee Woodrow Broaders said. "There may be a slight increase, but (taxpayers) won't notice," he added.

Broaders prepared the new budget because Comptroller Joe Lagan has been gone much of the time during the last several months. Lagan was taking care of his wife, who recently died from cancer, Mayor Donald Lemm said. Broaders is a certified public accountant and has a master's degree in management from Northwestern University and a master's degree in finance from Kellogg Graduate School of Management at Northwestern.

Broaders said he chose to help because he realized that a village the size of Bellwood could not afford to hire someone from the outside to come in and do the work. Department heads Broaders explained that in preparing the budget he sat down with each department head to review last year's expenditures and project next year's figures.

The result is a budget that projects expenditures to go up about 4.9 percent and revenues to rise about 5.3 percent, Broaders said. Total expenditures are anticipated to be about \$16.7 million. The 1996-97 budget will have a surplus of about \$175,000, similar to last year's surplus, Broaders said.

Two of the areas where spending is increasing are salaries and capital improvements. "Salary expenses are up a bit because union contracts (for police and fire departments) are coming up this year," Broaders said. In addition, the building commissioner and the economic development director received raises.

Michael Sturino's salary as director of economic development jumped from \$40,000 to \$46,000 and **Don Rosenthal's** salary as building commissioner went from \$44,000 to \$50,000, Lemm said. "They both started relatively low (on the pay scale) and they have proved themselves so I decided to bump them up," Lemm said.

He cited **Rosenthal's** efforts to improve property maintenance and train his staff and Sturino's efforts at bringing growth and development to the village.

A raise also was approved for the Board of Local Improvements, which is made up of the village trustees, Lemm and Village Clerk Booker Brown. Each of the eight board members will receive \$350 a month rather than \$100 a month, Lemm said. The raise was implemented because the

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village has several economic development projects in the works, Lemm said, adding that he is not yet ready to discuss any of the projects.

Additionally, with the anticipated retirement of Helen Nugent, office manager in the finance department, Lemm said some restructuring in that area will result in increased salaries. Rather than replace Nugent with another office manager, he is going to create positions for an accounting manager and a budget director. Lagan will remain comptroller, he added.

The restructuring is an effort to "revitalize the finance department," Lemm said. Other expenditures include additional repairs to the aging water mains, the purchase of eight new computers and last phase of modernizing the heating and cooling system in the municipal building, Broaders said.

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