

**GREATER MIAMI EXPRESSWAY AGENCY (GMX)
MINUTES OF EXECUTIVE DIRECTOR SEARCH COMMITTEE
WEDNESDAY, JULY 23, 2025**

The Greater Miami Expressway Agency held a public meeting on Wednesday, July 23, 2025. The following were present:

Committee Members:

- Rodolfo Pages, Board Member (GMX Vice Chair)
- Fatima Perez, Board Member (GMX Chair) – in attendance via Teams
- Richard Blanco, Board Member (GMX Secretary)

Members in Attendance;

- Mariana "Marili" Cancio, GMX Treasurer
- Daniel Iglesias, P.E. in attendance via Teams
- Edward Pidermann in attendance via Teams
- Stanley Rigaud

Staff:

- Sandra Bridgeman, Director of Administration, Budget, Finance and Accounting/CFO
- Michelle Hedges, HR Manager and ADA Coordinator
- Maria Luisa Navia Lobo, Board/Executive Secretary
- Jason Gonzalez, GMX General Counsel - in attendance via Teams

CALL TO ORDER

The meeting was called to order at 9:08 am a.m. by Committee Member Pages

ROLL CALL

Board Secretary Navia Lobo called the roll and announced that a quorum of the Executive Director Search Committee was present.

DISCUSSION ITEM

A) Executive Director Search

Vice Chair Pages thanked Members in attendance and engaged in the process. He asked if there was anyone in the public that would like to speak and address the Committee. No comments were received.

Vice Chair Pages stated that all Board Members received the same materials that were distributed to Committee Members. He informed the Members that the process began on April 10, 2025 at the direction of the Governing Board. The original advertisement was open for a 90-day period, during which more than 1,091 candidates from across the country submitted applications. All applications were reviewed and vetted by the Human Resources Department.

He further stated that in accordance with Sunshine Law, Members of the Board are prohibited from communicating with one another outside of public meetings. Therefore, the Committee

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Chair has to exercise a lot of discretion in determining how the process moves forward, since there are no meetings in between.

Vice Chair Pages explained that the process aimed to provide two key elements: first, a structured framework for the search, since none previously existed; and second, the encouragement of the broadest possible pool of qualified candidates to apply.

He further explained the search officially closed on July 8. On July 9, the Human Resources Department, distributed the final candidate list. He emphasized that neither he nor any other Member of the Board had access to the original pool of 1,091 applicants; that phase of the process was managed entirely by Human Resources. The list provided on July 9 represented the first time any Board Member, including himself, reviewed the list of 22 qualified candidates.

Vice Chair Pages raised a matter requiring the Executive Search Committee's approval. He explained that during his recruitment efforts to encourage qualified individuals to apply, he spoke with Rafael Garcia, the current Interim Executive Director. Although Mr. Garcia initially declined interest in the position, following further outreach and discussions, he agreed to reconsider and has since submitted an application.

Vice Chair Pages noted that the Board had previously, on February 10, 2025, adopted a position prohibiting the Interim Executive Director from applying for the permanent role. Consequently, he explained, the process would need to proceed in reverse order: first, obtaining the Executive Search Committee's approval to permit Mr. Garcia's candidacy, and then, at the full Board meeting on August 14, seeking Board approval for his inclusion in the applicant pool.

The priority of the Board should be to ensure the inclusion of as many qualified candidates as possible, enabling all Board Members to conduct a thorough evaluation and make the final selection.

Mr. Gonzalez, GMX General Counsel, noted that when HR informed him of Mr. Garcia's intention to apply, the Board had previously discussed avoiding the selection of an interim director who planned to apply, out of concern it could discourage other candidates and limit the applicant pool. However, by the time HR reached out, there were already numerous applications, so the Board's initial concern was no longer relevant when Mr. Garcia applied late in the process.

Board Member Blanco moved to allow Mr. Garcia's candidacy and inclusion in the applicant pool. Chair Perez seconded the motion. Ms. Navia Lobo called the roll:

Committee Chair Pages - aye

Committee Member Perez - aye

Committee Member Blanco - aye

The motion was unanimously endorsed for Board approval.

Vice Chair Pages updated Members on the Executive Director selection process. The Search Committee reviewed 22 résumés and voted to advance the top 10 candidates to the semifinalist list. A set of 16 questions has been prepared and will be distributed once the semifinalists are finalized. Vice Chair Pages requested that these questions be shared with all Board Members, not

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WEDNESDAY, JULY 23, 2025**

just the Search Committee, so members can review and submit any edits or comments to the HR department prior to their finalization and distribution to the 10 semifinalists.

This stage of the process will continue until approximately Friday, August 8, by which time all semifinalists are expected to have returned their responses to HR. The Search Committee will then evaluate the responses, which will also be made available to all Board Members. At the August 14 Search Committee meeting, members will select the list of finalists, which is likely between three and five candidates.

The final phase will allow each Committee Member, and any Board Member who wishes, to have a one-on-one conversation with the finalists over the course of about a month. The Committee will then reconvene during the week of September 15 for an open discussion of the finalists and to select the final candidate.

Members thoroughly discussed the process.

Chair Perez moved to approve the semifinalist 10 list, the Executive Director Search Process timeline as presented, interview question distribution, finalist selection schedule, and final candidate selection during the week of September 15, 2025. Board Member Blanco seconded the motion. Ms. Navia Lobo called the roll:

Committee Chair Pages - aye

Committee Member Perez - aye

Committee Member Blanco - aye

The motion was unanimously approved.

Vice Chair Pages congratulated Michelle Hedges, HR Manager for a spectacular job of managing the process.

ANNOUNCEMENTS

Next Governing Board Meeting - August 14, 2025 at 9:00 am

ADJOURNMENT

The meeting was adjourned at 10:27 am

Summary Minutes prepared by MariaLuisa Navia Lobo, Board Secretary. Minutes are in summary form. For an electronic video copy of the meeting recording, please visit www.gmx-way.com or contact boardsecretary@gmx-way.com