



Questions for  
Naples City Council Candidates

Submitted by: John Dugan

Email: john.dugan.us@gmail.com

Phone: (239) 248-3193

Date: December 13, 2021

About you:

- How old are you?

58

- How long have you lived in the City of Naples, and where were you living previously?

My relationship with the community began in 2003 and in 2010 I became a resident. I moved from the Boston Massachusetts area.

- What is your educational background and past work experiences?

Educational Background

I graduated from Northeastern University in Boston Massachusetts with a degree in Business Administration major in accounting.

Through-out my career, Accenture provided hundreds of hours of directed training applying to delivering professional services in real world activities. Course work included Foundation Study Unit (workbooks) activities and compliance testing. Courses were held in mixed cultural settings with classmates from countries around the world. The breadth of the training covered skills required to grow in a career from basic task execution to industry skills, to technical skills, to business function skills and people management skills.

## Work Experience

Leading Change Programs - I was a Partner and a leader with the global consulting leader Accenture responsible for designing and implementing large complex changes affecting people with different allegiances and motivations.

Multi-Cultural Implementations - My experience was working with people coming from different places and perspectives. I enjoy working in collegial relationships and getting work accomplished.

## 2. What attributes, perspectives or skills do you have that would differentiate you from other members of City Council?

Addressing Difficult Situations - For more than two decades I travelled to clients in various industries to assist people struggling with issues challenging their organization.

Identifying the Path Forward - This requires open dialogue and transparency of the issues to be able to negotiate a desired outcome that includes benefits for all involved. By publishing all the information those involved are incented to move forward.

Identifying the Implications - This involves identifying areas surrounding specific change. In the City change comes in many forms and often impacts neighbors, transient people, activities, infrastructure, departments, Committees and Boards. We need to do a better job managing expectations surrounding projects in the City both large and small.

Developing & Monitoring Plans - This involves scheduling critical dependencies and communicating progress and related issues.

Building Teams - This involves bringing people together with common expectations. I have been successful due to my capability to structure and communicate the work that needed to be accomplished to all involved.

### 3. Describe a time when you led a group to bring about change.

- A Professional Experience

Addressing Difficult Situations - A friend called and requested help assessing the failure of a major business process that was reported in the Wall Street Journal. I reported to one of the largest investment managers in the country.

Identifying the Path Forward - Leading a small team we found the root cause of a catastrophic business process failure that threatened the business livelihood of the enterprise.

Identifying the Implications - We identified a Path Forward including the change implications and work program that required years to accomplish. All aspects of the business were impacted: the infrastructure and foundation underlying the business processes needed to be changed and thousands of employees needed to be re-trained.

Developing & Monitoring Plans - The situation I was involved in required structuring multiple projects and scheduling critical dependencies, communicating progress and issues over many years. Underlying the plan was agreement to use new tools and business processes similar to the City of Naples Comprehensive Plan. I believe the Comprehensive Plan needs to have the Policies and Ordinances normalized for easier communication and understanding.

Building Teams - In this situation, the various projects required bringing different people to bear on different elements of the plan based on skills requirements.

- A Volunteer Experience

I became the volunteer President of a social club re-opening during the virus challenges. In the face of the virus the club needed to determine how to proceed and grow. I took input from the members and Board regarding re-opening the club. We left all decisions about vaccines and masks to the membership. We found that everyone made decisions that were in their own best interest. This club has grown 10X+ since the re-opening.

4. Was there a recent City Council vote in which you disagreed with the outcome? If so, why did you disagree?

I disagree with government mandates (e.g. masks & vaccines).

I value the US Constitution which includes our personal liberties and individual freedoms. There are special interest forces today that want to curb our ability to make our own choices.

Many issues exist surrounding medical privacy, informed consent, and the right to privacy which includes bodily autonomy. Local decisions in these areas can adversely impact people's health, employment and the economy.

Getting into personal information is a slippery slope that the City of Naples should not support or pursue. Governor DeSantis has become a national leader in state home rule and personal freedoms allowing people to make their own decisions for themselves and their children. This policy has resulted in Florida being a leader in the country fighting back against Federal government overreach.

5. What three things do you want to accomplish in your first term on City Council?

(1) Increase Voter Turnout!

Our lifestyle was built by an Old Guard citizenry that cared about creating a sense of community, culture, amenities and services for all. Today we need to pick-up that baton and carry it forward for future generations by engaging in our democratic process and voting which fuels our Republic! Voting demonstrates better informed citizens and promotes accountability of the elected officials to the residents. In the last two elections councilors were elected with between 15-29%. Our common foe should be voter apathy and indifference. Please take your vote seriously. If you do not vote, who will?

(2) Lifestyle!

We need to protect what we have been given. The most important items are:

Protecting our freedoms (avoiding City Mandates for masks, vaccines etc. Many alternatives to keep people safe are available and everyone needs to make their own decisions based on what they believe is in their best interest.) I will not tell people what they must to do.

Water quality issues: emphasis on replacing old sewer and septic infrastructure, improving the stormwater holding and treatment facilities as well as removing

phosphorous from our water supply which directly influences red tide and blue-green algae blooms.

Our beaches require continuous renourishment and follow-through on removal of the outfall pipes and address The Wall, clean-up of Moorings Bay.

### (3) Growth Preparedness!

We cannot have a No Growth plan because Growth is inevitable. When we take a No Growth position, we do not prepare adequately for projects that happen without proper planning which creates acrimony and problems that could have been avoided. We have a fiscal responsibility to allow redevelopment which increases city revenue while maintaining tax rates.

Simultaneously, we need to do a better job preparing for: (a) project impacts, neighbors, traffic, infrastructure needs (b) county growth in the North and East should result in an investment back into the City (the City pays 25% of County Property Taxes opening the discussion to a common plan) and (c) a city limit building height plan with the County should be created considering the difference between the City building limit height of 42' and the County building height limit of 150'. A fifteen-story building has been approved near downtown at the intersection of Route 41 and Davis Boulevard.

### (4) Safety!

We need to continue to invest in our emergency preparedness and public safety capabilities: police, fire and medical first responders. Currently, the Police Department is down 23 officers (25% of their headcount) and they are questioning the competitiveness of their compensation, benefits and pension of a city of our size and revenue.

### (5) My Skills Are Needed!

Our City could use my skills managing change. Professionally my skills were developed over more than two decades of management consulting with Accenture. My skills work across industries, companies, business functions and at all levels of organizations. Recently I have been building volunteer teams in unstructured and uncompensated roles. I organize projects by dividing work among those involved, identifying the implications, communicating to all and monitoring progress. Everyone succeeds when they know what is expected.

## Closing

Special Interests - I am not beholden to any special interest group - Old Naples Association Board, HOA or Union. My funding came from me, family, friends, neighbors and voters.

I AM THE ONLY INDEPENDENT CANDIDATE RUNNING TO REPRESENT THE NAPLES RESIDENTS.

**Please email your responses to Sandy Parker, [sandy@sparkers-soapbox.com](mailto:sandy@sparkers-soapbox.com), no later than December 13, 2021.**



**ADDITIONAL Questions for  
Naples City Council Candidates**

**Submitted by:** John Dugan

**Date:** December 23, 2021

1. At a Special Meeting on Dec. 21, 2020, City Council voted on a draft resolution which mandated the wearing of face masks / facial coverings in public to protect City residents and visitors from the COVID-19 novel coronavirus pandemic. The resolution was adopted with a 4-3 vote (McCabe-no, Christman-yes, Hutchison-no, Blankenship-yes, Perry-yes, Price-yes, Heitmann-no).

**How would you have voted on the proposed City mask ordinance then?**

I would have voted, no.

**Given the current surge in the omicron variant, would you support a City mask ordinance today?**

For more, see [Naples City Council asks businesses to mask up](#), Naples Daily News, 12/21/20.

No, I would vote no for the same reasons I would not have supported the now famous December 2020 mask ordinance. As evidenced by this question, many voters in our community are still concerned about the councilors that voted in favor of the ordinance. Omicron is reported as mild with 75% fewer hospitalizations than last year's delta variant. This is one of many variants that will present itself in coming years. With a majority of our population vaccinated, boosted and/or with natural immunity it is not necessary for the government to restrict personal freedoms.

This is a serious topic many voters raised with me as I walked door-to-door from Seagate Rd at the north end of the City to the southern tip of Port Royal.

I value the US Constitution which includes our personal liberties and individual freedoms. There are special interest forces today that want to curb our ability to make our own choices.

I have made protecting our freedoms part of my platform (avoiding City Mandates for masks, vaccine passports etc.). Many alternatives to keep people safe are available and everyone needs to make their own decisions based on what they believe is in their best interest. I will not tell people what they must do.

I disagree with government mandates (e.g. masks & vaccines). Everyone's immune system reacts differently to the vaccines and the Vaccine Adverse Event Reporting System to the CDC shows some people do get very sick and/or die from the vaccine. Local decisions in these areas can adversely impact people's health, employment and the economy.

My understanding is:

- Vaccines do not stop transmission or prevent infection from the COVID-19 virus.
- Vaccinated people carry at least as high a transmission viral load as do those who are unvaccinated.
- Many vaccine exemptions exist, for example: new immigrants entering through our Mexico border and Members of U.S. Congress.
- Many State legislatures are not in agreement about religious, philosophical, or medical exemptions.

Many issues exist surrounding medical privacy, informed consent, and the right to privacy which includes bodily autonomy. Getting into personal information is a slippery slope the City of Naples should not support or pursue. Governor DeSantis has been a national leader in state home rule and personal freedoms allowing people to make their own decisions for themselves and their children resulting in Florida being a leader in the country in fighting back against Federal government overreach in this area.

2. During Public Comments at the beginning of a Regular Meeting on Jun. 16, 2021, speakers spoke in favor of or against adding an item on a future agenda to consider an Ordinance designating the City of Naples a Sanctuary for the Unborn. According to an [article in the Naples Daily News](#) on Jun. 18, Heitmann, Hutchison and Blankenship said that they do want to do so, while Christman, Perry and Price said they do not. At a Council meeting in March, according to the article, McCabe said, "I don't think that is a local issue we should deal with."

**Do you support adding an item on a future agenda to consider an Ordinance designating the City of Naples a Sanctuary for the Unborn?**

I do not support adding an item on a future agenda to consider an Ordinance designating the City of Naples a Sanctuary for the Unborn.

**Do you support or oppose the [proposed Ordinance](#)?**

I do not believe this is City of Naples business priority therefore I oppose the proposed Ordinance.

My immediate focus is on my platform which is prioritized in areas other than this issue. I applaud those focused on this issue.

My concern is that making The City of Naples, the 1st municipality in Florida to adopt this ordinance would create a significant business distraction to our City priorities with many unforeseen implications. These unforeseen implications could be costly and time consuming. I have engaged in dialogue with the opposing group leaders and shared my concerns transparently. I am always open to further discussion on this most important topic.

I have three concerns:

(1) Timing - 1<sup>st</sup> we need to fix the City Governance Model. Many view the existing City Governance Model as broken which does not allow us to address important issues properly. We need clear priorities and expectations with an understanding of the implications of our decisions before we can proceed on this broad and divided issue.

- Do we need to act now in the City of Naples given Planned Parenthood resides in the County, not in the city limits?

(2) Priority - I have paid attention to this issue since early in the process and heard from many people on the topic. Generally, many more City voters need to weigh in on this issue.

- Is this a City voter priority agenda item?

(3) Education - before being the 1<sup>st</sup> to pass this ordinance in the state of Florida we need to anticipate and understand the legal reactions and implications for the City and residents.

- Is this ordinance enhancing our Lifestyle or plausibly causing unintended consequences that will result in uproar and acrimony that will hurt our City culture?

**Please email your responses to Sandy Parker, [sandy@sparkers-soapbox.com](mailto:sandy@sparkers-soapbox.com), no later than December 24, 2021.**

**Thank you!**