

**CITY OF RIVIERA BEACH
PALM BEACH COUNTY, FLORIDA
MINUTES OF THE SPECIAL CITY COUNCIL MEETING HELD
OCTOBER 27, 2017, 2017 6:00 P.M.
RIVIERA BEACH EVENT CENTER**

(The following may contain unintelligible or misunderstood words due to the recording quality.)

CALL TO ORDER

CHAIRPERSON MILLER-ANDERSON: All right. A couple more minutes and then we'll get started. -- information now so we're ready. Um, Councilwoman Davis Johnson. Like to call to order the special City Council meeting for Riviera Beach, October 27th, 2017. Madam, roll call.

Roll Call

CITY CLERK ANTHONY: Mayor Thomas Masters. Chairperson Ka'Shamba Miller-Anderson.

CHAIRPERSON MILLER-ANDERSON: Present.

CITY CLERK ANTHONY: Chair Pro-Tem Tonya Davis Johnson.

COUNCILPERSON DAVIS JOHNSON: Here.

CITY CLERK ANTHONY: Councilperson Lynne Hubbard.

COUNCILPERSON HUBBARD: Here.

CITY CLERK ANTHONY: Councilperson Dawn Pardo.

COUNCILPERSON PARDO: Present.

CITY CLERK ANTHONY: Councilperson Terence Davis.

COUNCILPERSON DAVIS: Here.

CITY CLERK ANTHONY: Interim City Manager Troy Perry.

INTERIM CITY MANAGER PERRY: Present.

CITY CLERK ANTHONY: City Clerk Claudene Anthony is present. City Attorney Andrew DeGraffenreidt, III.

CITY ATTORNEY DEGRAFFENREIDT: Here.

CITY CLERK ANTHONY: You may proceed.

Invocation

Pledge of Allegiance

CHAIRPERSON MILLER-ANDERSON: Okay. We'll have a moment of silence followed by the Pledge of Allegiance led by Councilman Davis.

(Everyone stood for the Pledge of Allegiance led by Councilperson Terence Davis).

MEMBERS OF THE PUBLIC SHALL BE GIVEN A TOTAL OF THREE (3) MINUTES TO SPEAK ON ALL ITEMS LISTED ON THE CONSENT AGENDA. IN NO EVENT WILL ANYONE BE ALLOWED TO SUBMIT A COMMENT CARD AND SPEAK ON A CONSENT AGENDA ITEM AFTER THE ADOPTION OF THE AGENDA.

AGENDA Approval:

Additions, Deletions, Substitutions:

CHAIRPERSON MILLER-ANDERSON: Do we have any additions, deletions or substitutions?

INTERIM CITY MANAGER PERRY: None, Madam Chair.

Disclosures by Council:

CHAIRPERSON MILLER-ANDERSON: Any from the Council?

COUNCILPERSON HUBBARD: None.

CHAIRPERSON MILLER-ANDERSON: Um, I'm not sure if this is the time to do it or during the actual item, but on the Members-in-Transition list, um, I want to add Mr. Jonathan Evans onto that list. He is already on the list but I want to add it to the scoring sheet that we have here. So we'll just add him on there. He was on the list as well and that was one of the, um, proposal items for him. So I'll have that on the list and when we make our considerations, if you all would please add that as well.

INTERIM CITY MANAGER PERRY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

INTERIM CITY MANAGER PERRY: Also, the list I'm looking at, I think, uh, staff is making

a different -- another copy, but --

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

INTERIM CITY MANAGER PERRY: -- I'm looking at the list that I just passed out --

CHAIRPERSON MILLER-ANDERSON: Yes.

INTERIM CITY MANAGER PERRY: -- to the Board. Where it says "Anita Favors," please take that off. Um, staff is making additional copies that would -- that I just received so it was a mistake on that one.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON HUBBARD: Oh, Madam -- Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON HUBBARD: Um, how do we add, um, Jonathan Evans' name to -- to this list when it wasn't, um, it -- it wasn't -- it wasn't submitted. It's not on the, um --

CHAIRPERSON MILLER-ANDERSON: His name is on that Member -- that list that we had with the transition list. He was on there.

COUNCILPERSON PARDO: No. But we --

CHAIRPERSON MILLER-ANDERSON: The one we got last week.

COUNCILPERSON HUBBARD: But we've already discussed --

COUNCILPERSON PARDO: -- we didn't ask for the resumes.

COUNCILPERSON DAVIS: Didn't see the resume.

COUNCILPERSON HUBBARD: -- and decided that we weren't gonna consider that as a part of his separation or it -- or as for an interim but I don't see how it makes this. I don't think that that, um -- the -- I don't think that that's proper.

CHAIRPERSON MILLER-ANDERSON: The names that were on the Members-in-Transition list, his name was on there so I would like to add him onto the list. We did not say we were not going to exclude anyone on that list.

COUNCILPERSON HUBBARD: But this is -- this -- this is different and separate and apart from, um -- from that.

CHAIRPERSON MILLER-ANDERSON: What do you mean?

COUNCILPERSON HUBBARD: He's a member of that organization.

CHAIRPERSON MILLER-ANDERSON: But he was on the list. We said those who were on the list, right? The original list that we had? I mean, you -- I'm gonna add him on. You either can pick him as one of your two or not. I mean, it's your choice, right?

COUNCILPERSON HUBBARD: But, yeah. You can add him to yours.

CHAIRPERSON MILLER-ANDERSON: Yeah. Okay. So he's added on.

COUNCILPERSON DAVIS: Madam Chair.

COUNCILPERSON HUBBARD: To yours.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Does this add-on have to be taken upon, uh -- uh, under a motion?

CHAIRPERSON MILLER-ANDERSON: Um, I'm adding that on that item. If you choose to pick one of the -- pick him as one of your two, that's your option. Just like we have all of these other people on here, you could either -- you're not gonna pick everybody so if you choose to pick that person, then so be it.

COUNCILPERSON HUBBARD: Well, I imagine that anything you want to scribble on your paper is okay.

CHAIRPERSON MILLER-ANDERSON: Yes. Okay.

COUNCILPERSON HUBBARD: Um --

CHAIRPERSON MILLER-ANDERSON: Disclosures by Council?

COUNCILPERSON DAVIS: Have none. No disclosures, no contact with anyone.

Adoption of Agenda:

CHAIRPERSON MILLER-ANDERSON: Adoption of the Agenda.

COUNCILPERSON DAVIS JOHNSON: One moment. Before we adopt it. I have received -- and I would imagine we all have received, um, correspondence from individuals who's saying -- who've said that they'd like to be, um, included. So I don't have a full name -- full list of names. I do know that, uh, I received correspondence regarding Yvette J. Harrell. I received an email regarding, um, ba, ba, ba, ba, ba -- Sugerman was in my email and, um --

COUNCILPERSON DAVIS: Sugerman was (unintelligible).

COUNCILPERSON DAVIS JOHNSON: -- Yvette Harrell was also in my email.

CHAIRPERSON MILLER-ANDERSON: Right. There were a few. Uh -- uh, we -- I would assume 'cause we were all on the same email so we would have the same one as well.

COUNCILPERSON DAVIS JOHNSON: Just wanted to make, uh, note of it.

CHAIRPERSON MILLER-ANDERSON: Right. So that would just fall in line with -- with your disclosure as well for all of the names and all of the candidates that submitted an email.

INTERIM CITY MANAGER PERRY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

INTERIM CITY MANAGER PERRY: Is it possible I can have the, um, Human Resources Director to come up and just go down the list to make sure that we're all on the same page and at the same token, I just received word that Mrs. Harrell wants to be taken off the list for consideration.

COUNCILPERSON DAVIS JOHNSON: Okay.

CHAIRPERSON MILLER-ANDERSON: Okay.

INTERIM CITY MANAGER PERRY: Yes, sir.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Mr. Perry, do we have anyone else that's asking to come off the list?

INTERIM CITY MANAGER PERRY: That's -- that's the only name I received --

COUNCILPERSON DAVIS: Okay.

INTERIM CITY MANAGER PERRY: -- uh, the -- the rest of them were sent in, uh, throughout the day asking to be placed on the list --

COUNCILPERSON DAVIS: Okay.

INTERIM CITY MANAGER PERRY: -- Mr. Commissioner.

HUMAN RESOURCES DIRECTOR DAVIS: Good evening. Bruce Davis, Human Resources Director.

CHAIRPERSON MILLER-ANDERSON: Good evening.

HUMAN RESOURCES DIRECTOR DAVIS: Uh, I will, uh, go down the list of -- of candidates and I know Mr. Evans was just added so he won't be on this list but we know he's -- he's a write-in for tonight.

CHAIRPERSON MILLER-ANDERSON: Uh-huh. Because he did send an email in as well saying that he would like to be considered. I believe everyone did receive that email.

HUMAN RESOURCES DIRECTOR DAVIS: Adam Burgess, Chris Heard, Dale Sugerman, Jack Randolph Wood, Joseph Helfenberger, Karen Hopkins [sic], Kevin Baker, Lydia Smith, Michael Heinz [phonetic] -- oh, this is -- Macon?

COUNCILPERSON HUBBARD: Mignon [phonetic].

HUMAN RESOURCES DIRECTOR DAVIS: Mignon -- Mignon Moore, Sarah Hannah-Spurlock, Yvette Harrell.

CHAIRPERSON MILLER-ANDERSON: Take her off or leave her on?

HUMAN RESOURCES DIRECTOR DAVIS: No. Those are the ones that are on the list.

CHAIRPERSON MILLER-ANDERSON: But we're taking, uh, Harrell off, right?

HUMAN RESOURCES DIRECTOR DAVIS: No.

COUNCILPERSON HUBBARD: Yes, yeah.

INTERIM CITY MANAGER PERRY: That's -- that's correct. I was just --

HUMAN RESOURCES DIRECTOR DAVIS: We are?

INTERIM CITY MANAGER PERRY: -- uh, just received word to take -- remove her from the list, correct. I just received word to remove her from the list.

HUMAN RESOURCES DIRECTOR DAVIS: Okay. I didn't have that information. Yeah. Remove Yvette Harrell.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes. And then Mr. Evans did send in an email, correct, saying that he would like to be considered. We didn't get that email?

HUMAN RESOURCES DIRECTOR DAVIS: I -- I got that email.

CHAIRPERSON MILLER-ANDERSON: Okay. And he's on the Members-in-Transition list.

HUMAN RESOURCES DIRECTOR DAVIS: He's on the Members-in-Transition list.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

HUMAN RESOURCES DIRECTOR DAVIS: The email that I received, if it's -- we're talking about the same email, said that he wanted to know if the Council was considering him and, if so, then I could go to the file and pull his existing -- his existing resume.

CHAIRPERSON MILLER-ANDERSON: Well, uh, some of these I didn't consider, but they're on the list. So I don't -- I don't -- I didn't see where we had to vote on who got to be on the list because I didn't agree -- I mean, no one asked me was I okay with all of these names being on the list so he would be on the list as well. I'm not trying to put you in the middle --

HUMAN RESOURCES DIRECTOR DAVIS: But you're --

CHAIRPERSON MILLER-ANDERSON: Yeah.

HUMAN RESOURCES DIRECTOR DAVIS: I'm not taking a position on that.

CHAIRPERSON MILLER-ANDERSON: Right.

HUMAN RESOURCES DIRECTOR DAVIS: I was just sharing a fact.

CHAIRPERSON MILLER-ANDERSON: Right. So he's on the list as well based on his -- his request to be on it.

HUMAN RESOURCES DIRECTOR DAVIS: And based on the action we just took, I'll say we should add him to the list.

CHAIRPERSON MILLER-ANDERSON: Okay. Thank you.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Mr. Davis, please come back. Now prior to today, from the last meeting, what was -- what were the rules in place to get on the list?

HUMAN RESOURCES DIRECTOR DAVIS: Okay. At the last meeting, Council said everybody that was on the list would be called.

COUNCILPERSON DAVIS: Okay.

HUMAN RESOURCES DIRECTOR DAVIS: We called everyone on the list to see if they wanted to be considered.

COUNCILPERSON DAVIS: Okay.

HUMAN RESOURCES DIRECTOR DAVIS: When I spoke to Mr. Evans, uh, Mr. Evans told me he would be sending his resume in.

COUNCILPERSON DAVIS: Okay.

HUMAN RESOURCES DIRECTOR DAVIS: Subsequent to that conversation, he sent the email that I think you read.

COUNCILPERSON DAVIS: Uh-huh. Yes.

HUMAN RESOURCES DIRECTOR DAVIS: I just shared with you --

COUNCILPERSON DAVIS: Uh-huh.

HUMAN RESOURCES DIRECTOR DAVIS: -- what the wording in that email.

COUNCILPERSON DAVIS: Correct.

HUMAN RESOURCES DIRECTOR DAVIS: When I interpreted that, it was saying that he was not going to be a candidate --

COUNCILPERSON DAVIS: Yep.

HUMAN RESOURCES DIRECTOR DAVIS: -- unless Council was willing to accept him as such.

COUNCILPERSON DAVIS: Thank you.

HUMAN RESOURCES DIRECTOR DAVIS: Now we can pull the email and read it --

COUNCILPERSON DAVIS: Yep.

HUMAN RESOURCES DIRECTOR DAVIS: -- but that was my interpretation of it.

COUNCILPERSON DAVIS: That was my interpretation as well.

HUMAN RESOURCES DIRECTOR DAVIS: And if -- if I am wrong, I stand corrected by the Chair.

COUNCILPERSON DAVIS: Absolutely.

CHAIRPERSON MILLER-ANDERSON: Well, when -- when -- if he was sent it to be considered, when was he going -- when was that vote supposed to take place for him to be considered?

COUNCILPERSON DAVIS: That's not what he -- that he was stating.

CHAIRPERSON MILLER-ANDERSON: Because it's just on a list. We -- it's on a list. We're going to make a vote --

COUNCILPERSON DAVIS: That's not what he said in the email, what he said.

CHAIRPERSON MILLER-ANDERSON: -- and pick two.

HUMAN RESOURCES DIRECTOR DAVIS: I will yield --

CHAIRPERSON MILLER-ANDERSON: Okay.

HUMAN RESOURCES DIRECTOR DAVIS: -- to instructions from Council.

CHAIRPERSON MILLER-ANDERSON: Okay. Mr. Evans is on the list --

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: -- because he is on the Members-in-Transition --

COUNCILPERSON DAVIS: Mr. Davis.

CHAIRPERSON MILLER-ANDERSON: -- and he did say that he want to be -- he wants to be considered and we have some people on here that we did not vote to put on the list. So everyone that inquired is on the list and then we'll vote and pick two.

COUNCILPERSON DAVIS: Okay. Mr. Davis.

CHAIRPERSON MILLER-ANDERSON: So at the end of the day, the vote is gonna take place.

COUNCILPERSON DAVIS: Okay.

CHAIRPERSON MILLER-ANDERSON: So if you don't want him, just don't pick him. That's it.

COUNCILPERSON DAVIS: Uh, let me just ask -- Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: I just wanna ask Mr. Davis one last question about the process. Uh, I just wanna make sure the process consistent because I refute -- I received numerous calls today of potential candidates and I told folks that if you haven't submitted a updated resume and follow the instructions of the Council that was done prior to this meeting, um, I will definitely advise you not to ask us to change the rules. And so what I'm asking you is do you receive an updated resume from Mr. Evans?

HUMAN RESOURCES DIRECTOR DAVIS: I did not.

COUNCILPERSON DAVIS: Thank you.

CHAIRPERSON MILLER-ANDERSON: We just received, uh, a resume from someone that just they handed to us just now and I think that we're being -- we know what is on Mr. Evans' resume since he's been here at the City so to say he didn't submit a resume, we know that --

COUNCILPERSON DAVIS: It wasn't an update.

CHAIRPERSON MILLER-ANDERSON: -- we know what he has on his resume.

COUNCILPERSON DAVIS: He didn't say that he was -- he was fired --

CHAIRPERSON MILLER-ANDERSON: So --

COUNCILPERSON DAVIS: -- from his last job.

CHAIRPERSON MILLER-ANDERSON: -- let the records reflect that Mayor Masters is on the dais and we are going to move on. Disclosures by Council, everyone is good with that?

COUNCILPERSON HUBBARD: Uh-huh. Yes.

CHAIRPERSON MILLER-ANDERSON: Adoption of the Agenda? We have a motion? Do we have a motion to adopt the agenda?

COUNCILPERSON HUBBARD: So moved.

CHAIRPERSON MILLER-ANDERSON: Do we have a second?

COUNCILPERSON PARDO: Second.

CHAIRPERSON MILLER-ANDERSON: Who is it? Did you hear? Okay. Pull your mic up some, Miss Pardo, please. Go ahead. I couldn't really hear you 'cause of your mic.

COUNCILPERSON PARDO: Second.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Councilperson Hubbard.

COUNCILPERSON HUBBARD: Yes.

CITY CLERK ANTHONY: Councilperson Pardo.

COUNCILPERSON PARDO: Yes.

CITY CLERK ANTHONY: Councilperson Davis.

COUNCILPERSON DAVIS: Yes.

CITY CLERK ANTHONY: Pro-Tem Davis Johnson.

COUNCILPERSON DAVIS JOHNSON: Yes.

CITY CLERK ANTHONY: Chair Miller-Anderson.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: Unanimous vote.

CHAIRPERSON MILLER-ANDERSON: All right. We don't have anything on the consent agenda.

Comments from the Public on Consent Agenda (Three Minute Limitation)

CONSENT AGENDA

~~ALL MATTERS LISTED UNDER THIS ITEM ARE CONSIDERED TO BE ROUTINE AND ACTION WILL BE TAKEN BY ONE MOTION. THERE WILL BE NO SEPARATE DISCUSSION OF THESE ITEMS UNLESS A COUNCILPERSON SO REQUESTS, IN WHICH EVENT, THE ITEM WILL BE REMOVED FROM THE GENERAL ORDER OF BUSINESS AND CONSIDERED IN ITS NORMAL SEQUENCE ON THE AGENDA.~~

MINUTES RESOLUTIONS

END OF CONSENT AGENDA PETITIONS AND COMMUNICATIONS FOR FILING AWARDS

AND PRESENTATIONS

CHAIRPERSON MILLER-ANDERSON: Petitions and communications for filing awards and presentations?

PUBLIC HEARINGS

CHAIRPERSON MILLER-ANDERSON: Public hearings?

COMMENTS FROM THE PUBLIC - 7:30 PM Non-Agenda Item Speakers (Three Minute Limitation)

Public Comment should be restricted to issues, matters, or topics pertinent to the City of Riviera Beach. Please be reminded that the City Council has adopted "Rules of Decorum Governing Public Conduct during Official Meetings", which has been posted at the entrance of the Council Chambers. In an effort to preserve order, if any of the rules are not adhered to, the Council Chair may have any disruptive speaker or attendee removed from the podium, from the meeting and/or the building, if necessary. Please govern yourselves accordingly.

Public Comments shall begin at 7:30 PM unless there is no further business of the City Council, which in that event, it shall begin sooner. In addition; if an item is being considered at 7:30 PM, then comments from the public shall begin immediately after the item has been concluded.

CITY CLERK ANTHONY: Ahman Israel, Steve White and Lloyd Brown.

CHAIRPERSON MILLER-ANDERSON: And the public comment cards item is closed at this point. Good evening.

AHMAN ISRAEL: Good evening, Chair, Mayor --

CHAIRPERSON MILLER-ANDERSON: Good evening.

AHMAN ISRAEL: -- uh, Council. Just like to share a scripture. It's, uh, Proverbs 29:27. And it says, "An unjust man is an abomination to the just." An unjust person is an abomination to a just person. A short definition that's partial of the scripture. Abomination in this sense means something or someone which is morally disgusting. Practices dishonest business practices. Riviera Beach, we really need to realize that the three Councilpeople that terminated Jonathan Evans is not gonna budge. You really -- you -- you would do better talking to the wall than to talk to them and you need to realize that. You just gonna be disgusted, just get tired. It just gonna wear you out.

The way to deal with this, there's a process that's called recall. When you have individuals

that you put in office, there's a process where you can take them out of office before their term is up. That recall process is already enacted. We're asking everybody that believe in justice and righteousness and ethics and morals, we really weren't ready to wrap this up. This Sunday at J.A.Y.'s Ministry, come sign the petition. Return all the petitions. If you've already signed, bring other people to sign. It's not gonna get any better than this to do a recall. There at the Palm Beach Post, you wanna read that. They put online today around 12:00, and it's just getting worse and worse and worse. And it's not gonna continue. Every move they make is an embarrassment to this City. Now it's up to the good people in this City to come together and correct this. They're not gonna do it. This Sunday, J.A.Y.'s Ministry, 1:30 to 5. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Steve White, Lloyd Brown --

COUNCILPERSON DAVIS: I'm starting this talk tonight.

CITY CLERK ANTHONY: -- and Doretta Paulk.

STEVE WHITE: Good evening. I am a proud resident of Riviera Beach and I believe that Danny Jones or Troy Perry is capable of serving as city manager but I respect your decision to hire Jonathan Evans and I respect your decisions to dismiss Jonathan Evans. Now at the last meeting, and I guess again tonight, the person that's leading the recall movement came to the microphone and charged three of you with being unethical, immoral and unfit to govern. But that same man worked day and night to get Lynne Hubbard elected and he was a staunch supporter of Terence Davis because he wanted Tony Brown fired and he wanted Tony Brown fired for personal reasons.

He believed that Mr. Brown had prevented him from receiving a contract from the CRA. So when Tony Brown was dismissed, he didn't consider you to be unethical or immoral and he certainly did not consider you all unfit to govern. So that type of hypocrisy is immoral and is unethical. So I think that one should be careful when slandering other people's character.

Secondly, it's been understood for decades that the media has not been a friend of this City. It is the media that has created the image of Riviera Beach as a crime and drug-infested city but the crime data does not support the image. Now, all of a sudden, there are people who think that the media is a friend to Riviera Beach because they're covering this issue to their liking. This is not because the media has -- has -- has a commitment to fair and unbiased journalism. It's because it's an opportunity to disparage our City. They are simply exploiting this situation because it allows them to further paint Riviera Beach in a negative image.

So there are people in this City who would love to see this Fire Department and this Police Department taken over by the County because they know that when you lose control of your Police and Fire Department, you essentially lose control of your city.

Lastly, I'd like to say that intelligent people disagree on the issues. It should never become personal. But I've watched people come to this microphone with the most vicious personal attacks against our Council members. Some even invoke God, but I don't hear God in their words because where is the godly principle that you treat people the way you want to be treated. So why not come to this microphone with dignity and respect and disagree on the issues.

If you hate the decision that these Council members made, then voice your displeasure on election day. Run for Council yourself if you so choose. But what is happening now is of no benefit to our City. Mr. Evans is not a messiah. We can survive his firing just as we survived the firing of Tony Brown, Ruth Jones, Floyd Johnson and many others. But we won't survive this self-destructive behavior that weakens us as a community and will allow for our Police and Fire Departments to be taken over --

CHAIRPERSON MILLER-ANDERSON: Thank you, Mr. White.

STEVE WHITE: -- will allow for the governor to step in and, literally --

CHAIRPERSON MILLER-ANDERSON: Thank you, Mr. White.

STEVE WHITE: -- run the City -- two minutes -- two seconds. Two seconds.

CHAIRPERSON MILLER-ANDERSON: Thank you.

STEVE WHITE: So what I'm saying is let's eliminate the emotion, set aside your personal vendettas and use your ability to reason and to think and act in the best interest of Riviera Beach. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

COUNCILPERSON DAVIS: Thank you.

CITY CLERK ANTHONY: Lloyd Brown, Doretta Paulk.

COUNCILPERSON DAVIS: Mr. Brown left.

CITY CLERK ANTHONY: Doretta Paulk, Nora Mahoney and Delores Dawson.

DORETTA PAULK: Good evening.

CHAIRPERSON MILLER-ANDERSON: Good evening.

DORETTA PAULK: My name is Doretta Paulk.

CHAIRPERSON MILLER-ANDERSON: Pull your mic down, please.

DORETTA PAULK: Good evening. My name is Doretta Paulk. As I stated earlier, to give Mr. Evans a chance, to let it be one, two, three. Just, if you want the peace and harmony of all of us getting along, why didn't you just give him a chance to be interviewed for this job? I don't understand and I don't know how some of you even sleep at night. How your -- what about your souls and how -- what you have done to him. And you talk about, uh -- uh, agendas? He didn't have an agenda. His agenda, to me, apparently was to make this Riviera Beach city greater. And it's -- it's just time for us to come together and do the right thing.

Now it's evident that our voice wasn't heard what -- since September 20th and our voice is still not heard to bring back Mr. Evans. So that's -- that's -- that's now in the voided. But just do the right thing for the citizens of Riviera Beach. You know what you put out in the universe, it will come, always, back to you. It will come back and I don't have any vengeance for neither one of you three. But just look deep in your soul and try to do the right thing. You didn't even give this young man a reason for his firing. What about that? What -- does he count for nothing?

Our voice, apparently, have not been heard. We have feelings also. We love living in Riviera Beach. We don't like this -- this placement of energy. Well, our voices will be heard, our votes will be counted, and also with the ballpoint of our pens, we will make our voices heard. And I thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Nora Mahoney, Delores Dawson and Dr. Arthur Anderson.

NORA MAHONEY: Good evening.

CHAIRPERSON MILLER-ANDERSON: Good evening.

NORA MAHONEY: Nora Mahoney, 2135 or 2120 Broadway. Well, I came here tonight and the first thing that I heard from Miss Pardo, she made her vote and she was insensitive to say that she did not care about the other two people. There are three people that are prepared here to come and being interview and you don't care. You care -- you already had your vote. That's the kind of person you are.

COUNCILPERSON PARDO: I didn't say that. I didn't say that.

NORA MAHONEY: Show your true colors. The other thing is the lady who came here from 1933 or 1934, she was here in Riviera Beach, I felt for that. You know why? 'Cause I love the people here in the City. When I have problems, even when my husband had the accident, uh, three years ago, everybody call me and they asked me how my husband was. And when I have any little detail and they didn't see me in my shop, they call me and they wanna make sure that I was okay. That's why I love this community and I want the best for them.

The other thing is Mr. White said that the media is not a friend, but they have a job. They have to report. Like, you come here and you say nothing is going on. When I move in 2000 in U.S. 1, there was a lot of problem with prostitutes and a lot of drug dealing. I had to deal with them. So please, don't be blind.

The other thing, we have three people or three Councilpeople who were elected by the people, trusting that they were doing the good job. What did they do? The last minute, they decide to fire a city manager who wasn't in the agenda. Not even for discussion. You think you are God? Hello. You have a problem.

The other thing, you fire a city manager for misfeasance and after you don't have no cause, tell us why you fired the city manager. He was doing a very good job. I saw him talking to the children in the community about education before he was coming to the meetings. So that was a plus for me. Now, for me, whoever you choose is gonna be a interim city manager 'cause people are fighting to have Mr. Evans back. I want him back. He's intelligent, he has a lot of very good ideas for the City and you don't like that community to know about it or to do something. Now we'll get stuck because all that time we're wasting to check for another city manager. Make, uh, yourself -- look at yourself in the mirror today and pray to God that, uh, good things will happen. But I know that the people wants Mr. Evans to come back to work as soon as possible. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

NORA MAHONEY: And before I forgot, tomorrow, you have the Palm Beach Post. You go to the Internet, make copies, you have 17 pages talking about the City. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Delores Dawson, Dr. Arthur Anderson.

CHAIRPERSON MILLER-ANDERSON: Miss Dawson. Oh --

CITY CLERK ANTHONY: She says she'll pass.

CHAIRPERSON MILLER-ANDERSON: -- she passes. Okay.

CITY CLERK ANTHONY: Dr. Arthur Anderson and after that Delores Williams is our last card.

DR. ARTHUR ANDERSON: Good evening to, uh, Council --

CHAIRPERSON MILLER-ANDERSON: Good evening.

DR. ARTHUR ANDERSON: -- members of the audience. I'm Dr. Arthur Anderson. I've been a long-time contributor to the City of Rivera Beach. I'm applying for this position because I want to see the City moving forward during these difficult times. Over the years,

uh, I've done such things as lead retreats for the Council members and all department heads. I came up with a concept to convert Suncoast High to a magnet. When the process became bogged down between the school district and the City for adequate space for the school to expand, I negotiated a settlement between the school district and the City which awarded Riviera Beach Elementary to the City and the school district received the additional land.

I conducted training for the Police Department on management techniques for people who were aspiring to move up in the ranks of the Police Department. Training in code enforcement and facilitating relationships between various community groups and those responsible for those services. I also, um, negotiated a settlement for Barracuda Bay controversy wherein the City was going to deny the architect the opportunity to conduct any more business unless they would agree to pay for changes negotiated by the State for various code enforcement changes. I mediated the differences and, um, did so by having the architect to provide in-kind services for future projects.

I also have been very much involved in the notion that, uh, we have to be interfaced with the various governmental agencies in segments that allow us to do business effectively. I've headed up the school board in Palm Beach County for three years. Uh, I'm sorry, for eight years. Three, as its chairperson. I became the -- as you know, the, um, election officer for Palm Beach County for four years. I also served at the Florida Atlanta University for some 28 years wherein I held the position of assistant dean and professor, receiving the acclamation of distinguished professor. And, um, have been able to bring the various agencies together in terms of conflict settlement, and especially between the school board and the County over concurrency issues wherein, uh, schools were built and they were crowded on the day of opening because developers were waiting until the school was planned or the approval was made before --

CHAIRPERSON MILLER-ANDERSON: Thank you.

DR. ARTHUR ANDERSON: -- the offer went online. Okay. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you. Next. Is that it?

CITY CLERK ANTHONY: Delores Williams.

CHAIRPERSON MILLER-ANDERSON: I can't hear you. Who are we calling?

CITY CLERK ANTHONY: Delores Williams.

CHAIRPERSON MILLER-ANDERSON: Any -- and who's after that?

CITY CLERK ANTHONY: That was it.

CHAIRPERSON MILLER-ANDERSON: That's it? Okay.

DELORES WILLIAMS: Uh, good evening to the Council and the Chairman. I'm here because --

CHAIRPERSON MILLER-ANDERSON: State your name for the record, please.

DELORES WILLIAMS: Delores Williams. I wasn't born in Riviera Beach. I came here when the -- from West Palm when I was about 5 years old. But I love this City and my children have grown up here and prospered here and I'm here to do whatever we can to help our City. We all should do that. Everybody is pointing at three people but when you point at them, how many fingers coming back to you? How much are you doing to prosper this City? You're finding so much at fault but are you praying like you say you're praying for them to pray to look at themselves in the mirror? You must do what you can to help this City prosper and I love this City and whatever I can do for here, do that. It's in the Bible. Everybody come up here and use all these scriptures and try to point people out and make them feel bad and judge them by the word of God. It say first save yourself from this untoward generation. You have to get it straight.

So you must look and see what you can do. Stop being so angry, angry. You can't -- you know, they say when a boxer be fighting in the -- in the rain, if he get angry, he cannot defend himself. He lose all control and he lose the fight. Find out what you can do. Why are you pointing at them when so much else was going on before the other city manager and all the other things was here. I didn't see any of y'all. I used to come over when it was over there. I didn't see half of y'all up here but you say he fired someone there because he wanna cause -- what cause have you caused? What are you cause and what are your facts are you doing for this City.

I -- I -- I listen at somebody and the man was very rude, talking about the lady, she on welfare. Everybody holler. Miss Pardo, she give out stuff for Christmas. She even got a list already of these people that was booing her and hollering, and say she no good and they no good. Now put your name on there to get list from her toy drive.

Mr. Davis, I didn't know, during the hurricane and different things, he was in my area passing out water. I didn't see any of y'all. He was doing that, but he tried all he can. That y'all now have anything against him. Was he born here? You had -- are these people from interim, inside the City here that you are gonna interview or are these people from inside the City, working? It's nothing wrong with him. I believe he's qualified. I've heard that man right there. He has great qualification -- great qualification and experience.

But what are we doing? Stop it. Stop it, being so mean and hateful. If you pray, you wouldn't come with that malice and that inner strife that make your point come over. You be so rude. Somebody up talking just holler it all out. That's not the way you act, talking about going to church. You come in with the spirit of God, you wouldn't be so mean and hateful.

CHAIRPERSON MILLER-ANDERSON: Thank you.

DELORES WILLIAMS: So I'm for with the Council, whatever -- stop pointing at them. You calling their three names all the time.

CHAIRPERSON MILLER-ANDERSON: Thank you, Miss Williams. Okay.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Um --

CHAIRPERSON MILLER-ANDERSON: That's the end of public comment.

COUNCILPERSON DAVIS: -- at the -- at the pleasure of the Council, can I please start first this time?

CHAIRPERSON MILLER-ANDERSON: Okay. Let --

COUNCILPERSON DAVIS: I usually wait, but --

CHAIRPERSON MILLER-ANDERSON: -- just give me a second. Let me just get back where I am. So you -- we were, uh, at the city manager but are you -- you're done, Mr. Perry?

INTERIM CITY MANAGER PERRY: Yes, ma'am.

CHAIRPERSON MILLER-ANDERSON: Okay.

ITEMS TABLED

CHAIRPERSON MILLER-ANDERSON: Items tabled?

COUNCILPERSON HUBBARD: None.

REGULAR - OLD BUSINESS

CHAIRPERSON MILLER-ANDERSON: Regular old business?

REGULAR

CHAIRPERSON MILLER-ANDERSON: Regular business.

DISCUSSION AND DELIBERATION

- 1. REVIEW JOB ANNOUNCEMENT FOR CITY MANAGER'S POSITION, IDENTIFY AND REVIEW RESUMES OF POTENTIAL CANDIDATES FOR THE**

INTERIM CITY MANAGER

INTERIM DEPARTMENT DIRECTOR (561) 845-4010

CHAIRPERSON MILLER-ANDERSON: Discussion and deliberation, item number one.

CITY CLERK ANTHONY: Review of job announcement for city manager's position and to identify and review resumes of potential candidates for the interim city manager position. We have no public comment cards.

CHAIRPERSON MILLER-ANDERSON: All right. Mr. -- Mr. Perry or, um, Miss Davis Johnson.

COUNCILPERSON PARDO: Madam Chair.

COUNCILPERSON DAVIS JOHNSON: Miss Pardo.

CHAIRPERSON MILLER-ANDERSON: Miss Pardo.

COUNCILPERSON PARDO: Okay. So if we're gonna start with the, um, the interim city manager job opportunity page, um, we have "salary negotiable." I think we all need to decide right now what salary we're going to offer --

COUNCILPERSON DAVIS: Uh-huh.

COUNCILPERSON PARDO: -- before we move forward.

COUNCILPERSON DAVIS: I agree. Um, I thought it was standard (unintelligible).

CHAIRPERSON MILLER-ANDERSON: Okay. What -- do we have anyone that wanted to make any suggestions?

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Um, this conversation, I guess, will go to, uh, Bruce Davis and Sherman to what will be the standard for -- for a position at this, um, time for interim.

HUMAN RESOURCES DIRECTOR DAVIS: I'm sorry. I was correcting my scoresheet.

COUNCILPERSON DAVIS: Okay. What would be the standard for us to talk about, discussing the salary for, um, the interim position?

HUMAN RESOURCES DIRECTOR DAVIS: What's the standard?

COUNCILPERSON DAVIS: Standard or starting point. Would you recommend anything?

HUMAN RESOURCES DIRECTOR DAVIS: Uh, with -- with the city manager, we don't have an existing, uh, scale the way we have with other positions.

COUNCILPERSON DAVIS: Okay.

HUMAN RESOURCES DIRECTOR DAVIS: However, when we brought Mr. Evans in, we considered 150 as being -- as being the floor.

COUNCILPERSON DAVIS: Okay.

HUMAN RESOURCES DIRECTOR DAVIS: That we would look to when we were bringing someone.

COUNCILPERSON DAVIS: Okay. I can support that.

COUNCILPERSON PARDO: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON PARDO: Yeah, so I can support that, 150, um, in addition to the other perks that they would get. You know, a, um, the car allowance and, um, health insurance and everything else.

COUNCILPERSON DAVIS JOHNSON: We're talking -- Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON DAVIS JOHNSON: Are we talking solely for the interim?

COUNCILPERSON PARDO: I'm talking about interim right now.

COUNCILPERSON DAVIS: I'm talking about -- yeah.

CHAIRPERSON MILLER-ANDERSON: Um, did we -- we had a few that were currently out of town? Are we doing moving expenses or providing any of that? Anyone?

COUNCILPERSON PARDO: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON PARDO: I think that's something that, um, that we could negotiate with the person. If we're going to choose two or three people and have them come in, interview them, um, that's something that we could negotiate. If they're only going to be

here a minimum of six months or less, you know, maybe -- yeah. Maybe we can provide, um, some kind of housing, um, you know -- you know, a, uh, a housing stipend. But, um, I think we should just use that as a negotiating tool as long as everyone agrees to it. Because if you look at these resumes, the -- the majority of them are not here in Palm Beach County. I think we have two that are from Palm Beach County and there are several that are further, um, upstate or on the west coast of Florida, so I -- I don't see them commuting every day. That's just my suggestion.

CHAIRPERSON MILLER-ANDERSON: Okay. So the 150,000, car allowance. How much for the car allowance?

COUNCILPERSON PARDO: What -- what do they get? 50, uh, 500. I don't know. We have to look at the contracts.

CHAIRPERSON MILLER-ANDERSON: 500. And then the health in -- insurance. Anything else?

MAYOR MASTERS: Yes. Madam --

CHAIRPERSON MILLER-ANDERSON: Yeah. Go ahead.

MAYOR MASTERS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Pull your mic up.

MAYOR MASTERS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

MAYOR MASTERS: On the interim city manager, um, what is the -- the timeframe as far as when do we have to have a manager? Is there a timeframe that we have to have a manager in place? 'Cause I heard the, uh, previous speaker say go up to six months with the interim? Is there any guideline on -- on that thought?

CHAIRPERSON MILLER-ANDERSON: Mr. Davis, Bruce Davis. Mr. Mayor is asking, uh, a question about the, um, the amount of time that we would have the interim in place. How much do we have left to -- to fill the permanent city manager position?

HUMAN RESOURCES DIRECTOR DAVIS: We have -- we have 120 days from September 20th. So what's that?

CHAIRPERSON MILLER-ANDERSON: Which puts us where? Do you know the -- have you figured out the date yet?

HUMAN RESOURCES DIRECTOR DAVIS: January 18th.

CHAIRPERSON MILLER-ANDERSON: Okay.

MAYOR MASTERS: January the 18th, we must finish it. What about January the 18th?

HUMAN RESOURCES DIRECTOR DAVIS: To be in -- we -- we must have a -- a --

COUNCILPERSON PARDO: A manager in place.

HUMAN RESOURCES DIRECTOR DAVIS: -- have identified and have acceptance on the new city manager.

COUNCILPERSON PARDO: Right.

MAYOR MASTERS: Okay. Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

MAYOR MASTERS: I think that for -- for me, I think that we probably should define the, um -- the area of jurisdiction, for lack of a better word, for the interim manager. We have some vacant positions that are very important. I don't know whether we would want the interim city manager to make those kinds of -- of appointments knowing that we will have a city manager in a couple of months. Are -- are we just gonna focus on the interim manager, mainly keeping the -- the -- the day-to-day operations of the City, uh, rolling and then we would allow the -- the manager, whoever that may be in January, to make the major appointments as long as, you know -- make the major appointments then. But if there's other kinds of minor appointments now or something that needs to be in place, certainly interim manager can be on top of that. But, uh, as far as department heads, I'm not for sure if we want the interim manager to be the person or rather we would just be complacent and allow him to be responsible for the day-to-day operations and allow the manager, when he comes on, to pick his cabinet or his staff as most managers would do. Thank you --

INTERIM CITY MANAGER PERRY: Madam Chair.

MAYOR MASTERS: -- Madam, uh, Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

INTERIM CITY MANAGER PERRY: Uh, just to piggyback on what the mayor, uh, just spoke of, as you recall, at the last City Council meeting, you asked staff to bring back a list of executive level positions that are vacant at the next City Council meeting so you could determine what positions you -- that you wanted to staff to move forward trying to fill. So that will -- that's on the agenda for next meeting --

MAYOR MASTERS: Okay.

INTERIM CITY MANAGER PERRY: -- and it will be discussed.

MAYOR MASTERS: That's fine.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else? Anything else on that? Okay. Miss Pardo.

COUNCILPERSON PARDO: Yes, ma'am. What --

CHAIRPERSON MILLER-ANDERSON: What did you wanna do from here? You're leading from here?

COUNCILPERSON PARDO: I would just see, do we have a consensus by Council to move forward with this salary. So we set a salary at 150 grand, along with a \$500 a month stipend.

COUNCILPERSON DAVIS: Okay.

COUNCILPERSON PARDO: And, um, a housing stipend is something that could be negotiated.

COUNCILPERSON DAVIS: I support that.

CHAIRPERSON MILLER-ANDERSON: Okay. So is that a motion?

COUNCILPERSON PARDO: That's my motion.

COUNCILPERSON DAVIS: Second.

COUNCILPERSON DAVIS JOHNSON: Well, Madam Chair. Before we move any forward with the, um, job opportunity, we have taken care of the issue of the salary but we've not looked at the body of the -- the description to further include some things. Because I -- I thought that it was just, um, in the, uh, first paragraph, we just talked about, uh, supervision of the city manager's executive staff, the -- who they would be responsible for and it just talked about I -- ideal candidates must have extensive knowledge of laws and that they must be a dynamic leader, etcetera, was there anything else that we wanted to include in the job opportunity -- in the job opportunity announcement versus what's in the job code as it relates to the, um, summary and experience and essential duties and responsibilities as well as, um, additional duties and responsibilities?

CHAIRPERSON MILLER-ANDERSON: Well, I thought we were just going to -- are we gonna break this up and just, um, talk about the -- finalize the salary part and then go and dissect it and go over the rest of the body of the criteria. Or you want -- are you wanting to do it all the same time?

COUNCILPERSON DAVIS JOHNSON: It's -- it's all one document. I thought we would

do it (unintelligible).

CHAIRPERSON MILLER-ANDERSON: Well, I know -- I know it is but I -- the -- with Miss Pardo just speaking of the salary, I thought she was going to move down and just, you know, then we'll address the next part. Not -- not approving this whole document.

COUNCILPERSON DAVIS JOHNSON: Whatever the pleasure of the Council is, I will abide by it.

CHAIRPERSON MILLER-ANDERSON: Miss Pardo, was that the direction you were going in or --

COUNCILPERSON PARDO: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: -- you --

COUNCILPERSON PARDO: Yeah. Right. So, uh -- uh, yeah. I would say let's get the salary, you know --

CHAIRPERSON MILLER-ANDERSON: So dissect each, uh, section.

COUNCILPERSON PARDO: -- let's put that to rest and then go back and go through the, um, the job description if it's okay. I really don't care.

CHAIRPERSON MILLER-ANDERSON: Okay. So we'll just vote right now on the salary part and then we'll come back and discuss the, um, the description and criteria.

CITY CLERK ANTHONY: Madam Chair, I need to know --

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: -- if -- what was stated in the motion included the salary, the car allowance and the housing stipend to be negotiated but there was also earlier mention about the health insurance.

COUNCILPERSON PARDO: Correct.

CITY CLERK ANTHONY: So the motion needs to be amended to include your -- the insurance as well unless you all are taking that up separately?

COUNCILPERSON PARDO: No, no, no. So the insurance and any other --

CHAIRPERSON MILLER-ANDERSON: Pull your mic up, Miss Pardo.

COUNCILPERSON PARDO: -- um, the insurance or any other perk that the average employee would get. So insurance is included and, you know, whatever else --

CITY CLERK ANTHONY: Total benefit package.

COUNCILPERSON PARDO: -- everyone gets.

CITY CLERK ANTHONY: Total benefit package?

COUNCILPERSON PARDO: Total benefit package.

CITY CLERK ANTHONY: Okay.

COUNCILPERSON PARDO: For the short period that they're here.

CITY CLERK ANTHONY: Mr. Davis, does your second still stand?

COUNCILPERSON DAVIS: Yes, ma'am.

CITY CLERK ANTHONY: Councilperson Hubbard.

COUNCILPERSON HUBBARD: Yes.

CITY CLERK ANTHONY: Councilperson Pardo.

COUNCILPERSON PARDO: Yes.

CITY CLERK ANTHONY: Councilperson Davis.

COUNCILPERSON DAVIS: Yes.

CITY CLERK ANTHONY: Pro-Tem Davis Johnson.

COUNCILPERSON DAVIS JOHNSON: Yes.

CITY CLERK ANTHONY: Chair Miller-Anderson.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: Unanimous vote.

CHAIRPERSON MILLER-ANDERSON: Okay. Miss Pardo. Is this your item -- this your item?

COUNCILPERSON PARDO: It's not.

CHAIRPERSON MILLER-ANDERSON: Well, Miss, uh, Davis --

COUNCILPERSON DAVIS JOHNSON: She -- but she brought it -- she brought it back

so, uh, we had some conversation so we just need to -- well, she -- she made the motion to bring it back so we were just having conversation. So this is a group, uh, exercise --

COUNCILPERSON PARDO: It's (unintelligible).

COUNCILPERSON DAVIS JOHNSON: -- so it's not, um, just one person.

COUNCILPERSON PARDO: It's not mine.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS JOHNSON: So the next, uh, if I may, then the next discussion would be on the description of the, uh, job opportunity. So we can now have a conversation as a body with regards to what that experience and, uh, KSAs look -- what they will look like on this interim announcement.

COUNCILPERSON DAVIS: On this page?

COUNCILPERSON DAVIS JOHNSON: Yes. This -- well, this one but --

COUNCILPERSON DAVIS: The one we was just on.

COUNCILPERSON DAVIS JOHNSON: Uh-huh.

COUNCILPERSON DAVIS: But you're gonna need this -- this --

COUNCILPERSON DAVIS JOHNSON: For the job description.

COUNCILPERSON DAVIS: -- essentially.

COUNCILPERSON DAVIS JOHNSON: Yes.

COUNCILPERSON DAVIS: Um, okay. Oh, this one.

COUNCILPERSON DAVIS JOHNSON: Yeah. But you want this.

COUNCILPERSON DAVIS: Oh, okay.

COUNCILPERSON DAVIS JOHNSON: You wanna look at this --

COUNCILPERSON DAVIS: Okay.

COUNCILPERSON DAVIS JOHNSON: -- and compare it with that.

CHAIRPERSON MILLER-ANDERSON: Okay, Board. So what area in which you would like to amend on this page here?

COUNCILPERSON PARDO: Okay. So Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON PARDO: Um, number six, I'd like to include "and businesses," so, um, I would like that sentence to say, "Maintains community respect through good public relations and by keeping residents and businesses informed of city progress and policies," blah, blah, blah. I think it's important. We have a lot of businesses here that pay a lot in taxes. They need to know what's going on also. Even though I did see further down on -- there's an item where businesses are thrown in there. But I think, um, we need to realize that there's a lot of businesses in the city and they need to be, uh, at the forefront also. And then under "Additional, um, Duties and Responsibilities," I think it's important - - well, honestly, you know, if this manager is only gonna be here a couple of months, um, you know, he or she is gonna have their hands full. But if we're looking --

AUDIENCE: Can't hear.

COUNCILPERSON PARDO: Well, I'm sorry. There's something wrong with the mic then. I'm really speaking into it.

CHAIRPERSON MILLER-ANDERSON: I think you just need to pull it up a little bit, Miss Pardo, and it will be all right. Just pull it up.

COUNCILPERSON PARDO: So, um, you know, are we gonna use this job description for the permanent manager also?

COUNCILPERSON DAVIS: I think we need to discuss that now, too.

COUNCILPERSON DAVIS JOHNSON: Yeah. That was a part -- that was a part of the discussion as well.

COUNCILPERSON PARDO: Okay. So, fine.

COUNCILPERSON DAVIS: Okay.

COUNCILPERSON PARDO: So if we're going to do that under "Additional Duties and Responsibilities" I think it's important that the city manager participates in the Palm Beach County City Managers' Group. I believe they meet once a month and, you know, it's important that the manager participates in that group and shares ideas with, um, his or her peers. Um, I'd also like to see something in there where the manager meets bi-weekly with, um, the department heads. I think that is very important that, uh, all the department heads are heard and, um, and the manager knows exactly what is going on from his, um, you know, from the staff people running those departments.

And let me see what else I have. Hmm, hmm, hmm. And right now, that's all I have for that.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else?

MAYOR MASTERS: Madam -- Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

MAYOR MASTERS: On the previous speaker, to meet, um, every other week, I guess she's saying, with the department heads.

COUNCILPERSON PARDO: Correct.

MAYOR MASTERS: I -- I --

COUNCILPERSON PARDO: At a minimum.

MAYOR MASTERS: -- yeah. I don't know. Um, I think -- for me, I think the manager, that person, should kind of make that decision of how often he needs to meet, even at a minimum, with department heads. I know there's a meeting with department heads, usually after the -- the -- the main Council meeting that morning and I know some managers have had an executive -- somewhat of an executive committee that they meet with and they kind of do it different ways. And I think that should be left up to the discretion of the -- the manager. That's my comment.

COUNCILPERSON DAVIS: Madam Chair.

MAYOR MASTERS: Or the interim manager.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON HUBBARD: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Mr. Davis.

COUNCILPERSON DAVIS: Uh -- um, with respect to both of my colleagues, I do believe there need to be a standard of, uh, communication between the city manager and the city leadership on a consistent basis. Now what that number is, uh, I will not be, uh, trying to dictate or determine, but there needs to be a -- a -- a form of communication to make sure that we have information, uh, moving throughout the chain of command throughout this entire city so that we don't have any, uh, forms of communication from the senior level, from the city manager all the way down or so on, back up, as it, uh, transitions back to this -- this Board. Um, and I -- I do believe that a city manager, and, uh, we've seen them, uh, meets usually after a meeting, uh, like the Mayor stated. Uh, and that definitely needs to take place at least, um, once a week, uh, on how they choose to -- to do that, um, that will be at their discretion but at least once a week that needs to happen.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else?

COUNCILPERSON HUBBARD: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON HUBBARD: The one thing that I would like to see, if we do not, um, choose to have agenda review for the -- as a group, then that the city manager schedules a -- an agenda review with, uh, with the Council members that would like to have one on a regular and a time certain basis.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS JOHNSON: Madam Chair, I believe that that particular, um, item would come under, um -- under the duties. We are trying to get the job opportunity announcement out so that folks are clear as to what the responsibilities are and if we feel that this information is sufficient as it relates to the tasks and the selection, um -- through the selection of city -- supervision and, um, what laws and principles or practices that should be in their wheelhouse, then that's what we need to move forward to. I -- I don't think that the individual -- I was trying to -- what I was trying to suggest that we do was take a look at what was in the essential duties and make sure that we did not, um, without enumerating each one of those items, just make sure that we have some mention of what it is that we're looking for by way of an interim city manager and once we move on to a permanent city manager, we would be clear --

COUNCILPERSON DAVIS: Okay.

COUNCILPERSON DAVIS JOHNSON: -- as to what the announcement would then look like as it's released.

COUNCILPERSON DAVIS: Madam Chair.

COUNCILPERSON HUBBARD: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Mr. Davis and then Miss Hubbard.

COUNCILPERSON DAVIS: Um, to respond to, uh, Councilperson, Vice -- Vice Chair, um, Davis Johnson. So -- so basically, we need to focus on what in this potential short time, what do we want the city manager to focus on? Is that what you're stating? I'm -- I don't know.

COUNCILPERSON DAVIS JOHNSON: Well, no. What the actual skill set that we're looking for, what -- what, um -- what their abilities are and what we're looking for in --

COUNCILPERSON DAVIS: Okay, okay.

COUNCILPERSON DAVIS JOHNSON: -- a city manager.

COUNCILPERSON DAVIS: Okay.

COUNCILPERSON DAVIS JOHNSON: We're going to look (unintelligible) --

COUNCILPERSON HUBBARD: We stated -- uh, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON HUBBARD: The essential duties and -- and additional duties and responsibilities, we were under, um -- under both of those and that was, for me, an essential duty and -- and a responsibility that I wanted to be clear on because it's been haphazard. Just about -- just in my opinion, haphazardly done in the past. So I wanted to make sure that that was clearly stated in the, um, under "Essential Duties and Responsibilities" or even "Additional Duties and Responsibilities."

COUNCILPERSON DAVIS JOHNSON: Okay. So --

COUNCILPERSON HUBBARD: It would be sufficient there.

COUNCILPERSON DAVIS JOHNSON: Okay. So we're talking about on the actual, um -- the job code and the job summary and all of that. That's where that information would -- where you would like to see that.

COUNCILPERSON HUBBARD: Yes. That will be sufficient there as well.

CHAIRPERSON MILLER-ANDERSON: So have we, um, wrapped up how we want the announcement to look, the first page behind the -- where it says "Job Opportunity" tab? Have we moved on from that?

COUNCILPERSON PARDO: I think so.

MAYOR MASTERS: The --

COUNCILPERSON HUBBARD: I think the job announcement is fine because we can enumerate in the other, um -- in the -- under the essential part of it as well as under the, uh, additional duties so that as general as that is, I think that will be sufficient, in my opinion.

COUNCILPERSON DAVIS JOHNSON: Madam Chair, is there a desire by the Board to talk about, um, where it talks about a master's -- master's degree in public administration or a related field. So are we clear on what equivalencies we're -- we're willing to accept or is it just any related field? And the seven years of experience within various phases of municipal, administrative management or are we looking for someone that has solely had, um -- uh -- do we wanna stick with the seven years? Do we want to reduce it? Do we want to extend it? Is everybody comfortable with that? That's what we were going to -- we should be talking about as well unless everybody is comfortable with it at this point.

COUNCILPERSON PARDO: So Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON PARDO: So the language that we already have, I'm comfortable with. Um, I do like where it says a "master's degree is preferred" and I would definitely prefer that. Um, the seven years of experience I think is necessary. Um, you know, we're a --

CHAIRPERSON MILLER-ANDERSON: Well, it says that they "must" have it. "Interested candidates must have a master's degree in public administration" --

COUNCILPERSON DAVIS JOHNSON: "Or" --

CHAIRPERSON MILLER-ANDERSON: -- "or a related field." So they have to have a master's.

COUNCILPERSON PARDO: Okay. Well, what I'm looking at, it says "Minimum education, certification and" --

CHAIRPERSON MILLER-ANDERSON: Flip back to the job opportunity tab.

COUNCILPERSON PARDO: -- "and experience."

CHAIRPERSON MILLER-ANDERSON: The other one.

COUNCILPERSON PARDO: "Bachelor's degree in public business administration" --

COUNCILPERSON DAVIS JOHNSON: (Unintelligible) or related.

COUNCILPERSON PARDO: -- "or related field is required. A master's degree is preferred."

COUNCILPERSON DAVIS JOHNSON: It's in here. See, (unintelligible) --

MAYOR MASTERS: That's what I see, too.

COUNCILPERSON DAVIS JOHNSON: I know and it says it here, too.

CHAIRPERSON MILLER-ANDERSON: So what -- do you want it to say "must" or -- or are you saying --

COUNCILPERSON PARDO: You know, at this point, I would keep it --

CHAIRPERSON MILLER-ANDERSON: They don't match. One says bachelor's degree. The, uh, job description says "Bachelor's degree in public business administration or

related field is required. A master's degree is preferred."

COUNCILPERSON PARDO: Right.

CHAIRPERSON MILLER-ANDERSON: But the actual job announcement says, "Interested candidates must have a master's degree in public administration or related field and seven years of experience."

COUNCILPERSON PARDO: So (unintelligible).

CHAIRPERSON MILLER-ANDERSON: So that's why I'm thinking this job announcement, we need to make sure this is right 'cause this is what's being published, right?

COUNCILPERSON PARDO: Right. So for the interim, I think for the interim position, I would be fine with, um, "a master's degree is preferred" but for the permanent position, um, I think a master's degree is required.

COUNCILPERSON DAVIS: Absolutely.

COUNCILPERSON PARDO: That's my opinion.

CHAIRPERSON MILLER-ANDERSON: Is there -- or what was your -- is there a rationale for the interim to not --

COUNCILPERSON PARDO: Yeah. Because the interim's only gonna be here for a couple of months. It's not like this person is going to, you know, be here for five years. You know --

CHAIRPERSON MILLER-ANDERSON: But their job requirements are the same, though, right?

COUNCILPERSON PARDO: Yeah. But it's -- they're only here to -- they're only here until we get a permanent, you know --

COUNCILPERSON DAVIS: I understand.

COUNCILPERSON PARDO: -- a permanent person. But if you wanna put permanent, I -- I really don't care.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: I -- I'm in favor of, um --

COUNCILPERSON PARDO: I'm in favor of whatever, um --

CHAIRPERSON MILLER-ANDERSON: -- must have --

COUNCILPERSON PARDO: -- the consensus.

CHAIRPERSON MILLER-ANDERSON: Because, typically, your advanced degrees, um, dictate the salary a lot of times. I mean, you typically won't make -- you make more when you have more of an advanced degree. Um, and to say that you -- if you do have a bachelor's or a master's for 150,000, I -- I don't think that -- that is proper. I mean, I think if we're gonna have it at 150, they should have a master's. If not, then we should lower the starting -- we should lower the rate.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: One of the things, um, as I respect everyone's opinion on this Board, that I don't wanna -- I wanna interject here is make sure that some folks, um, may have come through the ranks of various cities across the country and have a great level of experience but may not necessarily had the funds or the time to go to school to get a master's degree but they have done a wonderful job of training. So whatever location that they may have come from, uh, to, um, have the skill set to what we need to transition, to help us find -- 'cause this person who we're gonna hire is gonna spend, uh, quite a bit of time of working on what our package is gonna look like when they advertise to bring in the permanent city manager. So they're gonna be, uh, heavily involved with that process. Uh, the way it's -- it's advertised, based upon here, uh, like what Councilperson Pardo was talking about where it say, um, "may," I'm cool with the "may." Um, but I will not, um, want it, uh, for the interim position want to potentially knock anyone out who may not have the master's degree, but they may have a great deal of references, they may have a great deal of experience through various fields in government and I would hate to potentially not -- to hear someone else -- hear someone or see someone come before this Board that may be a valuable asset to this City. Um, just, um, my -- my little niche with that. But that's all I got to say.

CHAIRPERSON MILLER-ANDERSON: Um, I have a question. So with the department heads, what is -- is there a requirement of, um, schooling, Mr. Davis, required for department heads or do we just go with the, um, years of experience?

HUMAN RESOURCES DIRECTOR DAVIS: In most of our job descriptions, it says, uh, "or equivalent." It says "master's degree or equivalent." So that means you do not have to have a master's degree.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

MAYOR MASTERS: So what's the equivalent?

CHAIRPERSON MILLER-ANDERSON: What's the equivalent? Years? What do you -

- what --

MAYOR MASTERS: And what does that mean?

HUMAN RESOURCES DIRECTOR DAVIS: It's a combination of a degree and -- and work experience.

COUNCILPERSON DAVIS JOHNSON: Okay.

HUMAN RESOURCES DIRECTOR DAVIS: You may have a undergrad degree and have 10 years of experience --

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

HUMAN RESOURCES DIRECTOR DAVIS: -- or 15 years of experience.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

HUMAN RESOURCES DIRECTOR DAVIS: And then that will make you eligible without having a master's. Normally -- normally, two years of experience is equivalent to one year of college level studies. Just a rule of thumb.

CHAIRPERSON MILLER-ANDERSON: Uh-huh. Okay.

COUNCILPERSON DAVIS JOHNSON: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS JOHNSON: I think that, um, we do need to clean up the -- we need to clean up the job -- the, uh, job classification. This is not the actual job opportunity, the announcement but the classification document which we are looking from, that does need to clean up because I believe that someone who is serving as a city manager should be at a master's level or a Ph.D. level, um, when you're talking about the operation of a city.

Now we may talk about, uh, related degrees, uh, in a master's program. It may not necessarily be a master's of public administration. It might be an MBA. It may be, uh, some other sort of master's level studies that should be the equivalency, but starting in with a bachelor's degree in public administration, I just don't believe that that is what, um, we should be looking for when we're looking to establish a city manager. So we need to clean that up under the "Minimum education, certification and experience requirements."

COUNCILPERSON PARDO: Yeah. Madam Chair. I'm good with that. For the permanent position, absolutely. And -- and, you know, a master's degree is needed. And like I said, for the -- the interim coming in --

COUNCILPERSON DAVIS: Yeah.

COUNCILPERSON PARDO: -- you know, uh, that's just the consensus of the Board. However you guys wanna go. But for the permanent manager, I'm in favor of a --

CHAIRPERSON MILLER-ANDERSON: Okay. So --

COUNCILPERSON PARDO: -- a, uh, a master's at a minimum.

COUNCILPERSON DAVIS: Absolutely.

CHAIRPERSON MILLER-ANDERSON: All right. Well --

COUNCILPERSON DAVIS: I support that.

MAYOR MASTERS: What is it?

CHAIRPERSON MILLER-ANDERSON: So for the job announcement for the interim, it is going to change. It's not going to say "Interested candidates must have a master's degree in public administration." Is that what you're saying? We're changing it to what?

COUNCILPERSON DAVIS JOHNSON: I believe --

COUNCILPERSON PARDO: Well --

COUNCILPERSON DAVIS JOHNSON: -- that that was a suggestion.

COUNCILPERSON PARDO: Yeah, but -- okay. But let's go back. Let's put this into perspective. So we already have the applications for the interim, right? So we didn't ask if they had a master's or, you know, a Ph.D. or anything. So we need to think about that even though the majority of the people -- I think there's maybe two people that don't have a master's degree, um, you know, based on all of these applications that we received. Um, but, you know, just remember that. So this job description --

COUNCILPERSON HUBBARD: It's for interim.

COUNCILPERSON PARDO: -- really doesn't, um, have anything to do right now with the interim with the exception of the salary.

CHAIRPERSON MILLER-ANDERSON: All right. So --

COUNCILPERSON DAVIS JOHNSON: Um, going --

COUNCILPERSON PARDO: Right.

COUNCILPERSON HUBBARD: So any other changes we make will just more than

likely, just, Madam Chair, uh, effect the --

CHAIRPERSON MILLER-ANDERSON: Pull your mic down.

COUNCILPERSON HUBBARD: -- effect the permanent position --

COUNCILPERSON PARDO: Right. Because we're getting --

COUNCILPERSON HUBBARD: -- at this stage of the game.

COUNCILPERSON PARDO: -- ready to go out, right?

COUNCILPERSON DAVIS: Correct.

COUNCILPERSON PARDO: We're gonna send this out once we clean it up and look for the -- start looking for the permanent.

COUNCILPERSON HUBBARD: For -- for the permanent.

COUNCILPERSON DAVIS JOHNSON: Well, I would -- I would -- I would disagree that we reduce the -- the degree for the interim, even recognizing -- because you're asking them to come in and oversee a multi-million-dollar organization. So I would think that we would keep it consistent as opposed to, um, changing that simply for the, um -- for the interim.

COUNCILPERSON PARDO: Okay.

COUNCILPERSON HUBBARD: Madam Vice Chair.

COUNCILPERSON PARDO: That's fine.

COUNCILPERSON DAVIS JOHNSON: Yes, ma'am.

COUNCILPERSON HUBBARD: It's -- we can -- we can leave it but I'm just saying it's kind of, like, after the fact now because we've received all that we're gonna accept --

COUNCILPERSON DAVIS JOHNSON: Right.

COUNCILPERSON HUBBARD: -- and the changes that we made, we'll just make them, you know, going forward, uh, to -- to say "shall."

COUNCILPERSON DAVIS JOHNSON: Well, I think it --

COUNCILPERSON HUBBARD: But it's --

COUNCILPERSON DAVIS JOHNSON: -- go ahead.

COUNCILPERSON HUBBARD: -- it's okay. No. Um, and -- and, like, everyone has said, it's a -- it's temporary and we've already gotten the applications that we're gonna be choosing from and we know what we have. So anything else that we add now is basically gonna be, um, for the permanent position. So we can possibly just move forward.

COUNCILPERSON DAVIS JOHNSON: So other than, um, indicating on there we -- we -- we'll take out the salary is negotiable in the, um --

COUNCILPERSON HUBBARD: Uh-huh.

COUNCILPERSON DAVIS JOHNSON: -- under the interim city manager, enter in the \$150,000 salary. I think that somewhere in the correspondence it, um -- is it appropriate, Mr. Davis, to put in the information with regards to the benefits package in the announcement or just keep the salary as such plus benefits?

COUNCILPERSON DAVIS: Yeah.

HUMAN RESOURCES DIRECTOR DAVIS: We have a -- a choice of how we present our, uh, job announcements. So if it is the desire of the Council, we will build it in but most of the time, we do not.

COUNCILPERSON DAVIS JOHNSON: Okay. Well, we wanna stay consistent so if you do not, then it would just be 150,000 plus benefits.

HUMAN RESOURCES DIRECTOR DAVIS: Normally, we would put the salary in -- sometimes we put the salary in.

COUNCILPERSON DAVIS JOHNSON: Uh-huh.

HUMAN RESOURCES DIRECTOR DAVIS: And we don't, necessarily put the benefits.

COUNCILPERSON DAVIS JOHNSON: Okay.

HUMAN RESOURCES DIRECTOR DAVIS: But since this is a special occasion, we could -- it would be -- it would be fine to put the benefits in so they would know up front.

COUNCILPERSON DAVIS JOHNSON: Well, if it's -- I -- and I understand that and it would still be the pleasure of this Board if you want to just list the salary as 150, at -- with the understanding of what the benefit package will include and what the start time -- what the start time would be and what we're actually looking for, then I would say let's remain consistent with the way that we've done it.

HUMAN RESOURCES DIRECTOR DAVIS: It would be my preference to -- to -- to state it as you just said because that would help us screen out people that wouldn't be interested on a different set of circumstances.

COUNCILPERSON DAVIS JOHNSON: Okay. So you --

HUMAN RESOURCES DIRECTOR DAVIS: And since we're dealing with a short window, I would rather go ahead and put it in there and let it help us screen people.

COUNCILPERSON DAVIS JOHNSON: Okay. What's the pleasure of the Board?

COUNCILPERSON DAVIS: I'm -- I can support --

COUNCILPERSON DAVIS JOHNSON: To follow that direction?

COUNCILPERSON DAVIS: (Unintelligible) follow that direction. That's cool.

COUNCILPERSON PARDO: I'll go along with the H.R. director.

COUNCILPERSON DAVIS: That's fine.

COUNCILPERSON DAVIS JOHNSON: So when will you be able to revise this to include the statements that we've made here and when is this Board -- when -- when is it the desire of this Board to have the -- the notice placed out there for the period of time in which we -- we want.

HUMAN RESOURCES DIRECTOR DAVIS: I would suggest that we do two things.

COUNCILPERSON DAVIS JOHNSON: Uh-huh.

HUMAN RESOURCES DIRECTOR DAVIS: Number one, we could communicate with everyone that has applied and then we could put the announcement out with -- with that updated verbiage in it. That way we could cover both sets of people. If we're not going to close the window for new applications tonight, that's a course I would take. But if we - - if we've already closed the window for applications, then we could just deal with the people that we know by sending them an announcement.

COUNCILPERSON DAVIS: Okay.

COUNCILPERSON DAVIS JOHNSON: You know, as we sit here, we're looking to, um, identify the candidates that we would like to interview so it seems to me that we've kind of put the cart before the horse. Um, and -- and now we need to take action based on what the -- what part of the discussion was, which was to identify a list of candidates who were interested in the interim position and, um, whittle that down to get a list that we could interview for consideration.

COUNCILPERSON PARDO: Right.

HUMAN RESOURCES DIRECTOR DAVIS: And I -- I agree and in -- in this case, what we will do, once I get from Council tonight, the people that we're interested in, we will

communicate with them right away to let them know so if they would not want to participate under those circumstances, they could -- they will let us know. And then we know if we have a slate or we need to go back and build additional people into that slate.

COUNCILPERSON DAVIS: So Madam Chair.

COUNCILPERSON HUBBARD: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: So --

COUNCILPERSON HUBBARD: You're still referring to the interim?

CHAIRPERSON MILLER-ANDERSON: Hold on, hold on.

COUNCILPERSON DAVIS: Go ahead. I'll wait.

CHAIRPERSON MILLER-ANDERSON: Go ahead, Mr. Davis.

COUNCILPERSON DAVIS: (Unintelligible).

COUNCILPERSON HUBBARD: Are we still referring to the interim, Mr. Davis? Are you still referring to the interim?

HUMAN RESOURCES DIRECTOR DAVIS: Yes, I am.

COUNCILPERSON HUBBARD: Okay.

CHAIRPERSON MILLER-ANDERSON: Mr. -- Councilman Davis.

COUNCILPERSON DAVIS: Thank you. Um, Mr. Davis, um, so what we're talking about now with this -- this advertisement should be focused on the permanent position that's going out since we already got the applications and resumes of folks who are interested before us, so there's no need to send something to -- to a group that we already have unless we choose to go back out again later.

HUMAN RESOURCES DIRECTOR DAVIS: Right. We could -- we could do two things. We could do a cleanup for the people that we have already contacted --

COUNCILPERSON DAVIS: Uh-huh.

HUMAN RESOURCES DIRECTOR DAVIS: -- and we can get in front of the curve for the people that we would be reaching out to for the regular position and I would advise Council to say "regular" as opposed to "permanent" when we talk about the city manager.

COUNCILPERSON DAVIS: Okay.

HUMAN RESOURCES DIRECTOR DAVIS: Uh, the full time, ongoing. I just wouldn't refer to it as "permanent."

CHAIRPERSON MILLER-ANDERSON: Right.

COUNCILPERSON DAVIS: Just, uh -- so -- so this advertisement -- 'cause like I said, we have a group of resumes here now. So to discuss this -- they've already submitted. So we're not even talking about this group anymore if we already have them in place. So we're talking about the group that we are advertising for the regular position for the future. Okay.

MAYOR MASTERS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

MAYOR MASTERS: On the, um -- the interim position as it relates from that position to the regular position, I think at some point we also said that the interim manager could apply for the, um, regular position and if -- if that's the case, then as the, uh, Councilwoman Tonya Davis Johnson said that we must be consistent that it has to be the same thing. We can't say one thing for the interim position and another for the manager if we're going to say that the interim person can apply for the manager. Then you would have changed some things so that would mean the person maybe would not be able to apply if he doesn't meet, uh, certain, um, requirements. So are we gonna have different requirements or are we not going to allow the interim person to apply if he doesn't have those requirements? Are we gonna take that out?

CHAIRPERSON MILLER-ANDERSON: Well, I would think they can apply, but they -- they won't qualify because they don't have the higher degree if that's what we're gonna stick with.

MAYOR MASTERS: I just wanna remind --

CHAIRPERSON MILLER-ANDERSON: So --

MAYOR MASTERS: -- the Council that we, uh --

CHAIRPERSON MILLER-ANDERSON: Yeah.

MAYOR MASTERS: -- said that earlier and Councilwoman -- Councilwoman Tonya Davis Johnson had tried to get a motion passed on the floor that the interim person would not, uh, apply -- I mean, would not be someone that would be considered as the -- for the regular position. I -- I wish that motion had passed because it's -- just makes a lot of sense to me. Thank you.

COUNCILPERSON DAVIS: Madam Chair, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Uh-huh. Go ahead, um, Councilman Davis.

COUNCILPERSON DAVIS: Um, back to, uh, we have a group of, uh, applicants that have applied based upon the things that were discussed by this particular Board in the previous meeting. Um, some of these applicants submitted resumes with the understanding that based upon what they receive of "may" or "shall," you know, and I think it would be unfair for those who submitted and for us to change our minds in the midst of the fact, after they submitted resumes. I think the folks that have submitted should be allowed to be considered, um, if they have the -- the level of experience like Mr. Davis said through H.R., that will qualify for the master's degree or they may have, uh, some level of master's education, but not necessarily have a degree or doctoral or however it may be. Uh --

CHAIRPERSON MILLER-ANDERSON: Are you speaking of the regular position or the interim?

COUNCILPERSON DAVIS: No, the interim position. For the regular position --

CHAIRPERSON MILLER-ANDERSON: But did we --

COUNCILPERSON DAVIS: -- I was very clear which way we're going with that. I'm not (unintelligible).

COUNCILPERSON HUBBARD: Exactly.

CHAIRPERSON MILLER-ANDERSON: -- but did we -- we didn't set -- we didn't set the criteria, um, prior to accepting these on the other night.

COUNCILPERSON DAVIS JOHNSON: Right.

CHAIRPERSON MILLER-ANDERSON: We just said -- well, it was said to have the Members-in-Transition --

COUNCILPERSON DAVIS: Uh --

CHAIRPERSON MILLER-ANDERSON: -- submit their resumes. We didn't speak about education or years of experience.

COUNCILPERSON DAVIS: And that's --

CHAIRPERSON MILLER-ANDERSON: And so we're here today --

COUNCILPERSON DAVIS: We should have did that then and that's where this Board -
-

COUNCILPERSON DAVIS JOHNSON: And that's why I said --

COUNCILPERSON DAVIS: -- that's what -- that's what she said earlier.

COUNCILPERSON DAVIS JOHNSON: Right.

CHAIRPERSON MILLER-ANDERSON: Right.

COUNCILPERSON DAVIS JOHNSON: If I may --

COUNCILPERSON DAVIS: She said we dropped the ball.

COUNCILPERSON DAVIS JOHNSON: -- and that's why I said it seemed to me that the -- the cart --

CHAIRPERSON MILLER-ANDERSON: Right.

COUNCILPERSON DAVIS JOHNSON: -- is before the horse.

CHAIRPERSON MILLER-ANDERSON: Right.

COUNCILPERSON DAVIS JOHNSON: And so at this particular point, we have asked to see the list of managers in transition. We -- we gave an opportunity for anyone who was internal to express an interest to serve in the interim capacity. We have a list here. The discussion with regards to the job opportunity is, um -- is more so going to be geared toward the city manager's position after getting through this interim, um, post. So I think that we can move from the job opportunity as it relates to discussion with the interim and deal with that more as we talk about city manager job announcement and opportunity. We are clear, um, based on the conversation and the vote that has taken place, that we want to offer \$150,000 for this interim position with the -- with the benefits. So I believe that we probably should now move to the list of individuals that have been brought forward to, um, make our suggestions and get down to who we are going to interview for this position.

CHAIRPERSON MILLER-ANDERSON: So -- but my question is, when we look at the list of people, we don't -- basically, don't have a standard to select them from with the education?

COUNCILPERSON DAVIS JOHNSON: Well, I would imagine that if they are managers in transition, they have some advance degrees because they've served in some capacity --

COUNCILPERSON PARDO: Right.

COUNCILPERSON DAVIS JOHNSON: -- as a city manager.

COUNCILPERSON PARDO: Correct.

COUNCILPERSON DAVIS JOHNSON: Um, did we pull --

CHAIRPERSON MILLER-ANDERSON: Did -- that will count in the -- in the years.

COUNCILPERSON DAVIS JOHNSON: Did we pull -- we -- we didn't -- we didn't place any specific requirements as it related to how we were going to, um, evaluate them. We were -- we were to get the resumes from -- for each of them to be able to look at them and then make a decision, so we would have an opportunity to look at their resumes and to look at their, um -- their experience and they -- and that would include their education.

So what I'm seeing here, we have someone -- for instance, we have someone with a bachelor of science who also has a master of science degree. So that's a -- that's a consideration. That was from the managers in transition's list. We also have a gentleman here who has -- education is MPA along with a -- with a BS. So I'm seeing that they have a combination of education, MAs, BSs, with regards to the man -- the managers in transition's list. So they would be in -- based on the conversation that we're having now, these folks have the experience that we're looking for with a master's degree or a combination thereof. Because most of -- most of -- well, not most, but everyone that's in this list right here, has a master's and a bachelor's.

COUNCILPERSON PARDO: Correct.

COUNCILPERSON DAVIS: Correct.

CHAIRPERSON MILLER-ANDERSON: Okay. So --

COUNCILPERSON DAVIS JOHNSON: Does that answer the question?

CHAIRPERSON MILLER-ANDERSON: I guess.

COUNCILPERSON HUBBARD: Yeah.

COUNCILPERSON DAVIS JOHNSON: Okay.

CHAIRPERSON MILLER-ANDERSON: All right. So what are we gonna do now?

COUNCILPERSON HUBBARD: Make our selections.

INTERIM CITY MANAGER PERRY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON PARDO: I'm ready to (unintelligible).

INTERIM CITY MANAGER PERRY: Just received a, uh, information on last meeting. Um, Dr. Anderson passed out a brochure and his business card.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

INTERIM CITY MANAGER PERRY: And it's his intent to be considered for the position and it wasn't added to the list.

COUNCILPERSON HUBBARD: I'm sorry. I didn't hear.

INTERIM CITY MANAGER PERRY: Dr. Anderson passed out his brochure and business card. He said it -- that -- that was his intent to have that, uh, submitted as his -- for consideration for the position of interim city manager.

COUNCILPERSON HUBBARD: Okay.

COUNCILPERSON DAVIS: Dr. Anderson. (Unintelligible). Where's Dr. Anderson?

CHAIRPERSON MILLER-ANDERSON: Uh, are we adding him?

INTERIM CITY MANAGER PERRY: Well, he just --

CHAIRPERSON MILLER-ANDERSON: With the -- with a resume?

INTERIM CITY MANAGER PERRY: Yes. Please. He just brought it to my attention.

CHAIRPERSON MILLER-ANDERSON: He has a resume?

COUNCILPERSON PARDO: Yeah.

CHAIRPERSON MILLER-ANDERSON: He has a resume?

COUNCILPERSON PARDO: Who has the resume?

INTERIM CITY MANAGER PERRY: We never received a resume.

COUNCILPERSON PARDO: So how are we gonna add him?

INTERIM CITY MANAGER PERRY: Just received a business card.

COUNCILPERSON DAVIS JOHNSON: Unfortunately, I don't --

COUNCILPERSON PARDO: Just by looks?

INTERIM CITY MANAGER PERRY: Well, uh, Dr. Anderson just made it known, so I just want to bring it to the Board's attention that --

CHAIRPERSON MILLER-ANDERSON: Okay.

INTERIM CITY MANAGER PERRY: -- he just brought it to our attention.

COUNCILPERSON PARDO: Thank you.

CHAIRPERSON MILLER-ANDERSON: All right.

MAYOR MASTERS: So --

CITY CLERK ANTHONY: Madam Chair.

MAYOR MASTERS: No.

CITY CLERK ANTHONY: Uh, two public comment cards were turned in late, after you all started discussing. I don't know if you want to consider them.

CHAIRPERSON MILLER-ANDERSON: Did we close it out?

CITY CLERK ANTHONY: For item number one?

CHAIRPERSON MILLER-ANDERSON: Did we close it out? Did we announce that it was closed?

CITY CLERK ANTHONY: I announced that I did not have any public comment cards --

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY CLERK ANTHONY: -- and they came after.

CHAIRPERSON MILLER-ANDERSON: Then, it's closed, then.

CITY CLERK ANTHONY: Okay.

MAYOR MASTERS: Madam -- Madam Chair. What was the -- was there a --

CHAIRPERSON MILLER-ANDERSON: I didn't hear you. Say that again.

MAYOR MASTERS: Was there any, um, feedback on whether or not we're -- we're going to accept Dr. Anderson's resume at -- tomorrow, tonight, or whenever he has it? What -- did anybody say anything about Dr. Anderson? I know --

COUNCILPERSON HUBBARD: We can just add it to the list.

MAYOR MASTERS: Add -- add his name to the list?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON HUBBARD: Uh-huh.

MAYOR MASTERS: Okay. Thank you, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: All right. So what section -- where are we now?

COUNCILPERSON HUBBARD: Making our selections.

COUNCILPERSON DAVIS JOHNSON: We have a list of candidates and -- we have a list of candidates and we have their resumes and based off the information that has been submitted and what we've read in the resumes, we can take a -- we did not discuss a method by which we would score. That wasn't something that we talked about. I see that there is a scoresheet so I would like for whomever designed this scoresheet to tell us what they had in mind because I don't know if it's just for us indicate a checkmark by the -- the two names that we have indicated that we would select and try to get down to a, um, reasonable group. So who was the, uh, originator of this document?

INTERIM CITY MANAGER PERRY: Madam Chair.

COUNCILPERSON DAVIS JOHNSON: Yes, sir.

INTERIM CITY MANAGER PERRY: The Human Resources director put together a small template that outlines one and two candidates that he can pass out. This was something else. I just wanted you to know what candidates were available --

COUNCILPERSON DAVIS JOHNSON: Okay.

INTERIM CITY MANAGER PERRY: -- on the list. But Mr. Davis has a list of the -- for - - that you can write your number one and number two candidates in or did you -- did you wanna use this one?

COUNCILPERSON DAVIS JOHNSON: What do you have? Do you have a document for us?

COUNCILPERSON PARDO: Or if we could -- why can't we just use this that we already have?

COUNCILPERSON HUBBARD: Just circle one --

COUNCILPERSON PARDO: You know -- yeah.

INTERIM CITY MANAGER PERRY: And that's -- that's fine.

COUNCILPERSON PARDO: We already have it.

INTERIM CITY MANAGER PERRY: I -- but we just wanted to -- like I said, whatever you decide, that's fine. But --

COUNCILPERSON PARDO: And then everyone -- right. So what are we gonna choose, two each and then --

COUNCILPERSON HUBBARD: Or one each.

CHAIRPERSON MILLER-ANDERSON: We had said two.

COUNCILPERSON PARDO: -- we'll see if there's consensus --

MAYOR MASTERS: Just select two.

COUNCILPERSON PARDO: -- and just start dwindling.

MAYOR MASTERS: Is that what you're saying, (unintelligible)?

COUNCILPERSON HUBBARD: Oh, two number ones and two number twos?

CHAIRPERSON MILLER-ANDERSON: It's the same.

COUNCILPERSON HUBBARD: All right. But it's your first --

COUNCILPERSON PARDO: Um, I've --

COUNCILPERSON HUBBARD: -- your first choice and your second choice is what I understood.

CHAIRPERSON MILLER-ANDERSON: One and two.

COUNCILPERSON HUBBARD: So you choose one out of the first choice and one out of your second choice, right?

MAYOR MASTERS: Yeah. Just a little checkmark I guess.

COUNCILPERSON HUBBARD: Okay. Make sure that --

HUMAN RESOURCES DIRECTOR DAVIS: What -- what I did is I prepared a scoresheet that you could use because it was my understanding that you would bring your -- your top two candidates. So I just prepared a sheet that each Councilperson could in -- insert their first and second place candidate and then I could collect them and tally them up and see who has the most first place votes and who has the most second place votes.

COUNCILPERSON HUBBARD: Yeah.

COUNCILPERSON PARDO: That's fine.

MAYOR MASTERS: We gonna rank again? Are we doing that ranking thing?

INTERIM CITY MANAGER PERRY: No ranking.

CHAIRPERSON MILLER-ANDERSON: I hope -- I hope -- I hope not.

MAYOR MASTERS: No ranking, right?

INTERIM CITY MANAGER PERRY: No ranking there. Just one and two.

MAYOR MASTERS: Just one and two, right?

INTERIM CITY MANAGER PERRY: First name, second name.

COUNCILPERSON PARDO: One and two.

MAYOR MASTERS: All right. I'm with that, um, that ranking.

CHAIRPERSON MILLER-ANDERSON: All right. So are you gonna hand them out?

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: While we're waiting, before we get started, so on the interim position, um -- position, are we -- so --

CHAIRPERSON MILLER-ANDERSON: I didn't hear you. Pull your mic up.

COUNCILPERSON DAVIS: -- on the -- on the interim position, so are we excluding anyone that doesn't have a master's degree?

COUNCILPERSON DAVIS JOHNSON: Everybody does --

CHAIRPERSON MILLER-ANDERSON: They said no.

COUNCILPERSON DAVIS: Are we excluding --

CHAIRPERSON MILLER-ANDERSON: They said no.

COUNCILPERSON DAVIS: Okay.

CHAIRPERSON MILLER-ANDERSON: We're taking whoever's here.

COUNCILPERSON DAVIS: Okay. But we are including Dr. Anderson.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Okay.

CHAIRPERSON MILLER-ANDERSON: -- and Mr. Evans, yeah.

MAYOR MASTERS: We need another sheet. I need a sheet.

INTERIM CITY MANAGER PERRY: Mr. Davis. One more sheet for the Mayor, Mayor Masters.

COUNCILPERSON HUBBARD: What's he want?

INTERIM CITY MANAGER PERRY: Participate.

COUNCILPERSON HUBBARD: A vote?

INTERIM CITY MANAGER PERRY: I'm assuming.

COUNCILPERSON HUBBARD: You want to vote?

MAYOR MASTERS: Yes. I would like to.

COUNCILPERSON HUBBARD: You voted last time?

MAYOR MASTERS: (Unintelligible). Last time they said (unintelligible) -- I don't know what happened last time. But I do want to vote.

COUNCILPERSON HUBBARD: Sorry, sweetie, you don't get to vote. Uh, Mr. Mayor knows he doesn't get to vote. So Mr. Mayor knows he doesn't get to vote.

CHAIRPERSON MILLER-ANDERSON: Are we done or are we -- we're still looking? Okay.

COUNCILPERSON PARDO: I'm done.

CHAIRPERSON MILLER-ANDERSON: Yeah. Mr. Davis is still working. Um, Mr. Davis, do you wanna start picking our up and maybe start tallying until Mr., uh, Councilman Davis is ready?

HUMAN RESOURCES DIRECTOR DAVIS: You got -- that's ready?

MAYOR MASTERS: Yeah, I'm ready. Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

MAYOR MASTERS: Since we have -- we -- we -- are we live tonight on --

CHAIRPERSON MILLER-ANDERSON: Yes. We're --

MAYOR MASTERS: Since we have this -- this time, I hope we're live, you know. But I was just wondering if it's anything else that can be discussed to keep from having dead time on -- on the, um, television. Because right now, it's just a dead silence.

CHAIRPERSON MILLER-ANDERSON: While we're on the item.

MAYOR MASTERS: On anything just to keep from having dead time.

CHAIRPERSON MILLER-ANDERSON: We'll take -- well, what we're gonna do is -- we'll still have our comments --

COUNCILPERSON PARDO: Take a break.

CHAIRPERSON MILLER-ANDERSON: -- at the end. So what we'll do is we'll take a 5-minute recess --

MAYOR MASTERS: Okay.

CHAIRPERSON MILLER-ANDERSON: -- and then we'll, um, come back.

MAYOR MASTERS: I didn't think you want the dead time.

CHAIRPERSON MILLER-ANDERSON: All right. Thank you. Can you put 5 minutes up on the clock, Miss, um, Anthony? (Recording stopped). All right. We'll go ahead and resume our meeting. So everyone has submitted their choices. Mr. Davis? You turned yours in already? Okay. Mr. Bruce Davis, you wanna come up?

HUMAN RESOURCES DIRECTOR DAVIS: I recorded the -- the scores but the candidates that receives, uh, votes for -- to be the number one candidate and Karen Hopkins received three first place votes. Michael Heine received one first place vote. Jonathan Evans received one first place vote for a total of five votes.

For second place candidate, Joseph Helfenberger received one vote, uh, Lydia Smith received two, Jonathan Evans received two for a total of five votes.

CHAIRPERSON MILLER-ANDERSON: So what are -- so what do we do now with this? What's the next step?

HUMAN RESOURCES DIRECTOR DAVIS: Uh, your number one candidate is Karen Hopkins. If we look at the votes for the -- for the first place.

CHAIRPERSON MILLER-ANDERSON: But I don't understand. So for the --

COUNCILPERSON PARDO: But clear (unintelligible).

CHAIRPERSON MILLER-ANDERSON: -- you talking about the first candidates' section, right?

HUMAN RESOURCES DIRECTOR DAVIS: Right.

CHAIRPERSON MILLER-ANDERSON: Okay. So the first candidate section would be Miss Hoskins because she scored three.

HUMAN RESOURCES DIRECTOR DAVIS: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: And then the second candidate section would be a tie between, what is it, Smith and Evans?

HUMAN RESOURCES DIRECTOR DAVIS: Correct.

CHAIRPERSON MILLER-ANDERSON: Okay. So a tie -- we need to break the tie between Smith and Evans in order to find out who the final second candidate is?

COUNCILPERSON PARDO: Yes.

COUNCILPERSON DAVIS: Yes.

COUNCILPERSON PARDO: Yeah. (Unintelligible) --

CHAIRPERSON MILLER-ANDERSON: Is that the process?

COUNCILPERSON DAVIS: Yep.

COUNCILPERSON DAVIS JOHNSON: I'm assuming.

CHAIRPERSON MILLER-ANDERSON: Or what are we doing?

HUMAN RESOURCES DIRECTOR DAVIS: Yes.

COUNCILPERSON PARDO: Yes. We said there were gonna be two candidates.

HUMAN RESOURCES DIRECTOR DAVIS: If you wanna have a second candidate, it's a tie. You have to break --

CHAIRPERSON MILLER-ANDERSON: Or do we just in -- include all three?

COUNCILPERSON DAVIS JOHNSON: We said two candidates.

COUNCILPERSON HUBBARD: No.

COUNCILPERSON PARDO: We said two.

CHAIRPERSON MILLER-ANDERSON: Okay. So are we going to vote again and then break the tie between Smith and Evans for the second candidate position?

HUMAN RESOURCES DIRECTOR DAVIS: We could do that.

CHAIRPERSON MILLER-ANDERSON: I mean, what was the --

HUMAN RESOURCES DIRECTOR DAVIS: You --

CHAIRPERSON MILLER-ANDERSON: -- what was the process? What were we planning on doing?

HUMAN RESOURCES DIRECTOR DAVIS: We -- we -- we didn't establish a tie breaker so it's up to the Council.

COUNCILPERSON DAVIS: We vote.

CHAIRPERSON MILLER-ANDERSON: All right. So what are we doing?

COUNCILPERSON HUBBARD: If we -- uh, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON HUBBARD: If we're look -- if we're -- we're choosing -- if we had three people to see -- to receive the same vote then that would be a problem. We don't have a problem now because we have one person, Miss Hoskins, who received three votes. So --

CHAIRPERSON MILLER-ANDERSON: In the first candidate section. That's -- it's divided --

COUNCILPERSON HUBBARD: Well, we're not hiring two people. We -- we --

CHAIRPERSON MILLER-ANDERSON: But we're picking two. We're picking two and they were to select one from the first candidate box it appears and then select one from the second candidate box. Otherwise, we should have just put the names on here one time and then just vote and then whoever came first and second, that was who it was. But that's not the way this scoresheet was set up. It was -- it's broken down into two sections. The first section says, "First candidate scores" and it has everyone listed. The second candidate score -- section has everyone listed. Am I correct?

COUNCILPERSON PARDO: Yeah.

CHAIRPERSON MILLER-ANDERSON: That -- that is the way the paper is set up, right?

COUNCILPERSON HUBBARD: That is how the paper is set up.

COUNCILPERSON PARDO: So Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON PARDO: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON PARDO: All right. So I would recommend -- so it looks like we already have -- the number one person is Miss Hoskins and then you have a tie and I would just, you know, everyone write down or take a vote. Who do you want, um, for the number two and then have those two people come in.

CHAIRPERSON MILLER-ANDERSON: Between those two.

COUNCILPERSON PARDO: Either do that or --

COUNCILPERSON DAVIS: Yeah.

COUNCILPERSON PARDO: -- you have three people that voted in favor of Miss Hoskins.

CHAIRPERSON MILLER-ANDERSON: Well, that's the -- for the first --

COUNCILPERSON PARDO: Offer it to her.

CHAIRPERSON MILLER-ANDERSON: Yeah. For the first -- yeah, for the first candidate. And then the second candidate is the Smith and Evans. So do we want to break that tie --

COUNCILPERSON DAVIS: Let's break that tie.

CHAIRPERSON MILLER-ANDERSON: -- or do you want to include the two?

COUNCILPERSON DAVIS: Let's break the tie.

COUNCILPERSON PARDO: Well, you've gotta break the tie.

COUNCILPERSON DAVIS: Break the tie.

COUNCILPERSON DAVIS JOHNSON: Well, you have Michael -- well, no, you have Michael. You have --

CHAIRPERSON MILLER-ANDERSON: (Unintelligible).

COUNCILPERSON DAVIS: Who?

COUNCILPERSON DAVIS JOHNSON: You have Michael C. Heine [phonetic] who has two votes as well.

CHAIRPERSON MILLER-ANDERSON: Where? Where does he have two?

COUNCILPERSON DAVIS JOHNSON: It said -- wait. Did you say two for Michael --

CHAIRPERSON MILLER-ANDERSON: No.

COUNCILPERSON DAVIS JOHNSON: -- on the first round?

CHAIRPERSON MILLER-ANDERSON: No.

COUNCILPERSON DAVIS JOHNSON: I read that wrong.

COUNCILPERSON PARDO: One.

COUNCILPERSON DAVIS JOHNSON: I'm sorry.

CHAIRPERSON MILLER-ANDERSON: One.

COUNCILPERSON PARDO: I -- I voted for Michael Heine.

CHAIRPERSON MILLER-ANDERSON: So Hoskins, three, for the first candidate -- in the first candidate section. Heine, one and Evans, one, right?

HUMAN RESOURCES DIRECTOR DAVIS: Correct.

CHAIRPERSON MILLER-ANDERSON: And in the second candidate section, Halfenberg, one, Smith, two and Evans, two?

HUMAN RESOURCES DIRECTOR DAVIS: Correct.

CHAIRPERSON MILLER-ANDERSON: Okay. So we're clear on the first candidate box -- section. So the second candidate box section between Smith and Evans, what do we want to do?

COUNCILPERSON DAVIS: Let's vote on them.

CHAIRPERSON MILLER-ANDERSON: You wanna vote and break the tie?

COUNCILPERSON DAVIS: Yes.

AUDIENCE: Include all of them.

COUNCILPERSON DAVIS: Now point of order.

AUDIENCE: Should be Jonathan Evans only. He has three votes.

CHAIRPERSON MILLER-ANDERSON: Hold on. Hold on. Um, you know what?

AUDIENCE: I would like to say something first.

COUNCILPERSON DAVIS: Oh --

CHAIRPERSON MILLER-ANDERSON: What?

COUNCILPERSON DAVIS: -- we gotta get control of this meeting.

CHAIRPERSON MILLER-ANDERSON: Let -- let me say something. So this process, we really did not explain this process to begin with.

COUNCILPERSON DAVIS: Ohh.

COUNCILPERSON PARDO: Here we go again.

CHAIRPERSON MILLER-ANDERSON: Right? No. It -- it's the truth. So what I would like to allow since the public is having some comments and when we initially had the public comments close, we did not explain what the process was. So I will allow the public to fill out comment cards so that they could speak on what we're doing right now because we did not present this at the very beginning.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: So if you would like to fill out a public comment card, you may do so and submit it at this time --

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: -- in regards to this item. Yes.

COUNCILPERSON DAVIS: Uh --

MAYOR MASTERS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yeah, hold on. Yes.

COUNCILPERSON DAVIS: I have no problem with the public speaking. I think the public should be encouraged to speak. The issue is when we got here, we talked about the

rules and once again, just like back in December, the rules -- if you gonna leave -- I mean, well, you gotta come here with a plan, you know. You can't keep confusing people as the rules being changing. We have to have a plan established. We've asked these questions in the very beginning of this meeting on how are we gonna score. We suggested that. We moved on that and we're here now. But the rules haven't changed. We keep changing the rules every single time. That's how we got here in the very first place back in December.

COUNCILPERSON HUBBARD: And Madam -- Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Miss Hubbard. Council -- hold on, hold on, hold on.

COUNCILPERSON DAVIS: So please respect the meeting.

CHAIRPERSON MILLER-ANDERSON: Councilwoman Hubbard.

COUNCILPERSON HUBBARD: If we have a tie, which we do have a tie, and you vote to break the tie, that -- that's not rocket science. Based on -- if Mr., um, Davis wants to read the score to make sure that we have the right scores 'cause I heard someone say that Mr. Helfenberger had two when, in fact, he --

COUNCILPERSON DAVIS JOHNSON: Heine. I was wrong.

COUNCILPERSON HUBBARD: Not you. I'm not talking about Mr. Heine.

COUNCILPERSON DAVIS JOHNSON: That was -- that was me.

COUNCILPERSON HUBBARD: No, no. I'm talking about down at the bottom. You see Joseph Helfenberger.

CHAIRPERSON MILLER-ANDERSON: He said one.

COUNCILPERSON HUBBARD: And that -- he said one and I -- but, no, I heard someone say two out in the audience. The, um -- the, um -- so if you would care to read that again, Mr. Davis, for the general, uh, public's sake, and then I think we should break the tie. It's a tie.

CHAIRPERSON MILLER-ANDERSON: Okay. So what we'll do is we'll allow the public to go ahead and speak and then we'll come back. I think we had already agreed to break -- to vote on the tie -- to -- to break the --

COUNCILPERSON HUBBARD: So in the -- so we're gonna stop voting now?

CHAIRPERSON MILLER-ANDERSON: We're not gonna vote yet. We're going to go ahead and take the public comment before we vote.

MAYOR MASTERS: Miss, uh, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Because of the process.

COUNCILPERSON HUBBARD: What's -- what's the process?

CHAIRPERSON MILLER-ANDERSON: Whose first?

CITY CLERK ANTHONY: L.V. Silvester, III and Dr. Arthur Anderson.

MAYOR MASTERS: Uh, and while he's coming, just for the record, um, Mr. Davis informed me that my -- my vote was just courtesy vote. It didn't count. So I wasn't a part of the voting block, just to be on -- on the record. But I will state who I voted for later. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

MAYOR MASTERS: That's what they told me. I -- my vote doesn't count.

L.V. SILVESTER, III: Good evening. Um, my name is L.V. Silvester, III. I'm a resident of Singer Island --

CHAIRPERSON MILLER-ANDERSON: Good evening.

L.V. SILVESTER, III: -- unfortunately, Miss Pardo. Um --

COUNCILPERSON PARDO: I didn't tell you to move there.

L.V. SILVESTER, III: -- this has continued to be a total embarrassment to the citizens of Riviera Beach. The -- the -- watching it on TV earlier this evening is what drove me to come over. The sheer incompetence of what is going on here tonight is unbelievable. This is no way to hire anybody. This is no way to conduct a screening process for a candidate of any job. It is unbelievable that this is what you're doing. You have created this problem back on September 20th, Mr. Davis, along with Miss Hubbard and Miss -- Miss Pardo and you -- you -- you should be ashamed of yourselves for putting the City through this.

CHAIRPERSON MILLER-ANDERSON: Thank you. Next.

COUNCILPERSON DAVIS: What's -- what's his name again?

CHAIRPERSON MILLER-ANDERSON: Who do we have?

COUNCILPERSON DAVIS: What is his name again so I have it for a record?

COUNCILPERSON PARDO: Mr. Silvester.

COUNCILPERSON DAVIS: Mr. Silvester.

CITY CLERK ANTHONY: L.V. Silvester, III.

COUNCILPERSON DAVIS: Okay.

CITY CLERK ANTHONY: Uh, Dr. Arthur Anderson and Mr. Lloyd Brown.

CHAIRPERSON MILLER-ANDERSON: He's gonna pass, Dr. Anderson.

CITY CLERK ANTHONY: Pass? Lloyd Brown. After him, Doretta Paulk.

LLOYD BROWN: Uh, my name is Lloyd Brown. I can probably do that job 'cause you can Google it, right? I mean, that -- you all -- why don't y'all just get somebody to Google it or let's spin the bottle. 'Cause I think if we spin the bottle, it would be a better choice than what y'all doing. You know what? I don't really come up here to talk about. This man right here, I don't even know him that well, right? But I've been in the street and the citizens talk about this man. The ones that don't come over here, not none of these people you got here. The ones I see on the corners, in the street and everywhere, they wanna know why in the hell y'all fired the man and they wanna know. And then you say them three votes. Probably the same three people who put the man out of here so you gonna vote that way. I mean, y'all got a vendetta or something.

And let me tell y'all, you know what? You live right across the street from the Emperial. Okay. This stuff ain't just been going on with this man right here. You live right across the street from the Emperial. They never put a 10 on Emperial. You won't go to the lady there and say, Ma'am, why don't you do this? Come over there and see how the restaurants are so you can grade them. We got roaches, rats and everything else. Y'all so big about this place over here in the morning. In the day, it's empty. It's like on a desert. I don't see nobody over here. I mean, what do you do over here? Just come over here for this? I don't see nothing going on outside.

CHAIRPERSON MILLER-ANDERSON: For this --

LLOYD BROWN: It's not crowded.

CHAIRPERSON MILLER-ANDERSON: -- this particular item is regarding the city -- the -- the hiring process.

LLOYD BROWN: Well, I'm talking about that. I'm saying it just didn't start with him. It started with y'all in y'all districts. Y'all don't do nothing for your district. You got a man in your district that sells food to the people. All week long, he sell chicken and then on the weekend when he can't sell it, then he put it in some kind of gravy and then he says, uh, chicken that you know -- I don't know what they call it. But what I'm saying, the chicken is old. The stores are old. They didn't put a 10 on none of them. Y'all live in the area. You not doing nothing for them people that's over here. The people are mad. You lucky

all of them not in here 'cause those are thugs. They will -- you -- you better hope it don't be a uprising. Riviera Beach is really screwing up. I hear people talk about Riviera Beach everywhere. Oh, man, y'all got a city. It sucks. I wouldn't even wanna live in Riviera Beach, not even if they gave me something to live there. I mean, all y'all black Council members. Miss Pardo doing -- she doing over there. I can't blame her. I cannot blame her. But y'all got districts over here that got the raggediest-ass stores, the worst kind of people. You got a man in there selling cigarettes to a dude for a quarter or 50 cent apiece and then you got the cop pulling him on the outside --

CHAIRPERSON MILLER-ANDERSON: We're speaking of the city manager hiring process --

LLOYD BROWN: -- because he's drinking a beer. I'm talk --

CHAIRPERSON MILLER-ANDERSON: -- Mr. Brown.

LLOYD BROWN: But I'm saying it's a process that just didn't start today. So don't stop me. It didn't start -- I got a comment and it don't have to be on -- I'm talking about the whole situation. Y'all screwing up the City. You don't try to help people. I know you looking at the clock. You want me to get down, but the truth hurt, doesn't it? It really does. Y'all just a bunch of sorry SOBs. And don't think that I don't mind saying it 'cause I don't really care 'cause you not doing anything. I came to y'all -- I came to you, Hubbard, for -- 10 years ago about a problem I had. You ain't do nothing about it but you could put your driveway in and do other stuff for somebody else.

CHAIRPERSON MILLER-ANDERSON: Thank you, Mr. Brown. Thank you.

LLOYD BROWN: Don't thank me. You better thank them people on the other side.

CHAIRPERSON MILLER-ANDERSON: Next person, please.

CITY CLERK ANTHONY: Doretta Paulk and Vicki Johnson.

DORETTA PAULK: Good evening.

MAYOR MASTERS: Good evening.

DORETTA PAULK: My name is Doretta Paulk. I'm a resident of Riviera Beach.

CHAIRPERSON MILLER-ANDERSON: Good evening.

DORETTA PAULK: And this is very appalling. Now even the election part of this, I don't know if -- have you all even interviewed any of these people before when they gave the resume? Do you interview them first or just go ahead and, All right. Who has the, uh, highest vote, go ahead. Give Mr. Jonathan Evans a chance. Let it be one, two, three or however. Because if you don't, you know these three, Councilman Hubbard, Councilman

Davis and Councilwoman, uh, Pardo, you know you're gonna reject him. Give him a chance. You already have tried to destroy this man who has done nothing but good for this City. Give him a chance. That's all we asking. You did not listen to our votes when we asked for a -- a reasoning for why you all are doing it. You still haven't told us a reasoning. You -- Miss -- Miss, uh, Hubbard said, oh, he started an investigation on me. Yeah. He was supposed to. That's his job. Give him a chance.

COUNCILPERSON HUBBARD: I never said that.

DORETTA PAULK: Yeah. You -- yes, you did. Give him a chance. And that's all I ask. Just give him a chance. Let him be in the runnings. And that's -- I hope our -- our voices want -- will be heard and you all will grant this. 'Cause this is what the people want.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Vicki Johnson and Delores Dawson.

VICKI JOHNSON: Vicki Johnson. I'm --

CHAIRPERSON MILLER-ANDERSON: Good evening.

VICKI JOHNSON: -- a resident of Singer Island. Once again, I am totally embarrassed by coming to this Council meeting. I don't know what is going on with this City. We're better than this. I was not privy to your form that you filled out so I don't know exactly how you're one and two votes go, but if I look at this and Mr. [sic] Hoskins or whomever, uh, got three votes, the second one who got the most votes was Mr. Evans. He had one first place and two second place. So he also got three votes. Seems to me you could go number one and number two. Would be Mr. Hoskins and Mr. Evans. Thank you for your time.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: That was all we had.

DELORES DAWSON: Delores Dawson.

CHAIRPERSON MILLER-ANDERSON: Good evening.

MAYOR MASTERS: Good evening.

DELORES DAWSON: To the Chair, Co-Chair, Mr. Davis, Miss Pardo, Miss Hubbard --

COUNCILPERSON PARDO: Good evening.

DELORES DAWSON: -- and Reverend Masters. My name is Delores Dawson. I own a small business here in Riviera since 1984.

MAYOR MASTERS: Yes.

DELORES DAWSON: I do very well. I don't care what anybody think about me, but one of the things I know through -- I was born in 1933. And through the struggle, we never carried on like we're carrying on now, yelling and screaming and hollering all the time about what we -- instead of us coming here doing like we did long time ago, when everybody else was screaming at us, dogs barking at us, whips going on us, we sang and prayed. But now, we come in here with such terrible agendas in order to make everybody look bad because they -- when they put it on the TV, it make all of us -- you people what we -- they call us all the time. Make all you people look bad. So, Madam Chair, if you don't mind. Can we just join hands and we gonna sing one verse of "We Shall Overcome"? Can we do that?

COUNCILPERSON DAVIS: I can do it.

CHAIRPERSON MILLER-ANDERSON: Sure.

DELORES DAWSON: Can you? Will all of you who don't mind --

COUNCILPERSON HUBBARD: Sure, sure.

DELORES DAWSON: -- will you just join hands? It won't hurt you.

COUNCILPERSON DAVIS: I can do it.

CHAIRPERSON MILLER-ANDERSON: No.

DELORES DAWSON: Can they do that? Is it all right?

COUNCILPERSON DAVIS: Well -- well, it's your public comment. If that's what you want.

DELORES DAWSON: All right. You -- will you all join hands? Just join hands. It won't hurt you. It don't rub off.

CHAIRPERSON MILLER-ANDERSON: We only have the one minute and 35 seconds.

DELORES DAWSON: Okay. (Singing). This, too, will pass. We are great people and we are better than that and we -- this -- it will pass. God bless all of you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

COUNCILPERSON PARDO: God bless you, Miss Dawson. Anyone else?

CHAIRPERSON MILLER-ANDERSON: Was that it? All right. Thank you. All right. Mr. Bruce Davis.

COUNCILPERSON DAVIS JOHNSON: Um, may -- may I, Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS JOHNSON: When we talked about this, this was not to, um, appoint, it was to get a list of individuals so that we could interview for the interim. It was never our intention to -- to appoint and that was never my comments when I made the initial motion. It was to look at individuals who were interested and whittle it down so that we would know who we would have in order to be able to interview, to discuss about the interim position. There is no attempt tonight to appoint or put anyone in that place. It was to get some -- get a list of individuals that we could adequately interview and then select a candidate for our city manager's position.

AUDIENCE: That should have been said from the beginning.

COUNCILPERSON DAVIS JOHNSON: I said that from the beginning, sir.

AUDIENCE: Well, you didn't (unintelligible) by me.

CHAIRPERSON MILLER-ANDERSON: All right. So we have the -- is it possible to, um -- I guess at this point, if -- if we're able to get to the copier just to provide the sheet to the public so they do know what we're talking about if they're not privy to it. Um, and then they can at least know what we're talking about when we say the first section and the second section. If we have an extra copy -- do we have any extra copies out there that we could just hand around or something while we're doing this so that they know what we're talking about?

So for the first section, again, it has Miss Hoskins at three, Heime [phonetic] at one and Evans at one. And then the second section, Helfenberg at one, Smith at two, Evans at two. So Council, for the second section, the way in which you all are wanting to go is to break the tie for Smith and Evans.

COUNCILPERSON DAVIS: Yes, ma'am.

CHAIRPERSON MILLER-ANDERSON: Is that what you're wanting to do?

COUNCILPERSON HUBBARD: Yes.

COUNCILPERSON DAVIS: Yes, ma'am.

CHAIRPERSON MILLER-ANDERSON: To identify the second candidate section -- second candidate choice.

COUNCILPERSON PARDO: Well, Madam Chair. Um, what do you think? What's your opinion? Should we go with three? Should we go with two? What's your opinion on it?

CHAIRPERSON MILLER-ANDERSON: Well, it wasn't very clear to me what we were doing when we first started, to be very honest with you, um, and I -- I thought I was clear on that at the beginning because I did ask Mr. Perry what -- I told him I wasn't -- I wasn't aware we were doing any scoring tonight. And Mr. Perry can tell you that before the meeting started, that I asked what were we doing in terms of this scoring sheet. So, you know, it -- it really wasn't explained so that's why I'm looking for Mr. Davis to kind of guide me into the direction in which we're supposed to be going with this.

INTERIM CITY MANAGER PERRY: Madam Chair.

COUNCILPERSON DAVIS JOHNSON: We are --

CHAIRPERSON MILLER-ANDERSON: Yes.

INTERIM CITY MANAGER PERRY: Can I -- wait, wait, wait. Based on our conversation, I just reiterated what the Board voted for last week.

COUNCILPERSON PARDO: Right.

INTERIM CITY MANAGER PERRY: Or during the week. The Board's direction was for the City Council to each select two individuals and from that --

COUNCILPERSON DAVIS JOHNSON: Two names.

INTERIM CITY MANAGER PERRY: -- you would decide who you wanted to interview and that's why we put together our documents based on what the Board's decision, uh, or the Board's direction was. We tried -- we didn't try to read into it. We put it exactly like the Board directed us to.

CHAIRPERSON MILLER-ANDERSON: So how does the Board want to settle this -- this tie, because that was --

COUNCILPERSON HUBBARD: Madam --

COUNCILPERSON DAVIS: We vote.

CHAIRPERSON MILLER-ANDERSON: -- not a part of the conversation. Are we saying that we want to vote with the two or are we taking the two and make it -- it'll be three, Hoskins, Smith and Evans.

COUNCILPERSON DAVIS: No. We -- we vote.

COUNCILPERSON HUBBARD: No, we're gonna vote to break the tie.

COUNCILPERSON DAVIS JOHNSON: We didn't (unintelligible).

COUNCILPERSON HUBBARD: How can you put Hoskins in the second section? How can you possibly put Hoskins in the section -- in the second section?

CHAIRPERSON MILLER-ANDERSON: She's not in the second session -- second section.

COUNCILPERSON DAVIS JOHNSON: She is. Or she's --

CHAIRPERSON MILLER-ANDERSON: No, no, no.

COUNCILPERSON DAVIS JOHNSON: -- there's no score.

CHAIRPERSON MILLER-ANDERSON: What I'm saying in the second section because there's a tie between Smith and Evans, to just take the two of them --

COUNCILPERSON HUBBARD: Yes.

CHAIRPERSON MILLER-ANDERSON: -- and add them with the one from the first section and then pick two. Uh, no?

COUNCILPERSON HUBBARD: No. You would --

CHAIRPERSON MILLER-ANDERSON: So do you want to split the vote? You want to, um, break the tie between Smith and Evans to identify the second section.

COUNCILPERSON DAVIS JOHNSON: The second candidate?

COUNCILPERSON HUBBARD: Yes.

CHAIRPERSON MILLER-ANDERSON: The second candidate. Is that what you're saying you wanna do?

COUNCILPERSON HUBBARD: Yes.

COUNCILPERSON DAVIS JOHNSON: It's the pleasure of the Board. You know, we --

COUNCILPERSON HUBBARD: And I just -- Hoskins won fair and square. Hoskins won fair and square for the -- for the -- for -- for section one.

CHAIRPERSON MILLER-ANDERSON: Right. For section one as the -- Miss Hubbard.

COUNCILPERSON HUBBARD: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: Hold on, guys, hold on one minute. Hold on -- no. No. Hold on, please, out there in the public.

COUNCILPERSON HUBBARD: You can come and look at the form. Give him the form 'cause he wouldn't --

COUNCILPERSON DAVIS JOHNSON: (Unintelligible).

COUNCILPERSON HUBBARD: Okay.

CHAIRPERSON MILLER-ANDERSON: No -- no, ma'am. Hold on. We have --

COUNCILPERSON HUBBARD: It was --

CHAIRPERSON MILLER-ANDERSON: -- when -- when we made this discuss -- when we had this discussion at the meeting the other night, those of you that voted to have this -- this process or the selection of picking two, what was your thought process behind it and how did we see this playing out?

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON DAVIS: I didn't vote but just watching the meeting, um, there was a discussion --

CHAIRPERSON MILLER-ANDERSON: Pull your mic up.

COUNCILPERSON DAVIS: -- I didn't vote but from watching and listening to what was going on, it -- just like Mr. Perry said, it was to be determined on who are we gonna interview for next week.

UNIDENTIFIED SPEAKER: Three votes.

CHAIRPERSON MILLER-ANDERSON: Okay. But how do we get there --

COUNCILPERSON DAVIS: Um --

CHAIRPERSON MILLER-ANDERSON: -- is --

COUNCILPERSON DAVIS: Well, that -- unfortunately, that wasn't determined in the previous meeting but we have to do something now. We have -- we --

CHAIRPERSON MILLER-ANDERSON: Okay. So tell me -- tell us what we're gonna do.

COUNCILPERSON DAVIS: Okay. We have a obvious -- obvious tie breaker and at this point, we just go -- do a revote and break the tie unless there's another recommendation that someone else wanted to make. But right now, I'm ready to, um, take another form from Mr. Davis and vote on who's gonna be number two based upon those that we have.

CHAIRPERSON MILLER-ANDERSON: Okay. Is that the pleasure of the Board to do it that way?

COUNCILPERSON PARDO: I'm fine with that.

COUNCILPERSON HUBBARD: I'm fine with that.

CHAIRPERSON MILLER-ANDERSON: Miss -- Councilwoman Davis Johnson?

COUNCILPERSON DAVIS JOHNSON: You know, I -- I am growing, um, weary of everything that is happening and, uh, this is -- it appears to almost be by design to show that there is ineptness or that there are, uh, deficiencies.

COUNCILPERSON PARDO: Right.

COUNCILPERSON DAVIS JOHNSON: You know, so many statements have been made. We were not clear. We said -- we were not clear when we talked about what the overall evaluation or process was going to be. What we said we wanted to do was to identify, as a Board, two candidates each that we could consider for the city -- the interim city manager's position. Now it's taking on a different -- a different life of its own and we are trying to convolute the process. Staff and H.R. are the subject matter experts so clearly, there should have been a plan for us to be able to execute and review without any suggestions of impropriety or any suggestion of -- of, uh, someone trying to undermine this -- this -- this -- the issue.

Here's what we have. We started -- this -- this started out September 20th. We've not been able to get an answer. The -- the motion was made to terminate. The majority did vote. The, uh, Chair and I dissented. We don't have the wherewithal to force them to change their positions and no one has indicated that they need to change their position. And so what we need to do is we need to make this decision. Either there's going to be some conversation about the why. If there's not going to be conversation about the why, then we need to simply, uh, come -- determine what this second person that's going to be interviewed is going to be interviewed and how that's going to be selected.

We can't continue to just abuse each other and abuse the public and have the public abuse us. We've got to somehow try to get a point of healing and until some questions are answered, I understand that some people won't feel as though they've been healed. But if there is no desire to -- to share the reason as to why, then we have got to make a decision here tonight as to whom that second person is going to be and move forward with that, understanding that we will then have an interview to -- to determine who that person is going to be. I -- I just -- I'm just --

CHAIRPERSON MILLER-ANDERSON: Well, I think the majority has already decided that they want to split this tie vote. So it -- it seems that --

MAYOR MASTERS: No.

CHAIRPERSON MILLER-ANDERSON: -- in --

MAYOR MASTERS: No.

CHAIRPERSON MILLER-ANDERSON: -- it seems that Smith -- we need to vote and Smith and Evans would be the two candidates. Not just for the second candidate to break the tie. Hoskins was already -- would be one and then to break the tie between Smith and Evans and that will give you your second person.

MAYOR MASTERS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

MAYOR MASTERS: Since my vote doesn't count, um, wish it did, but, I don't understand why -- I know we said two, but why -- why -- why cannot this Board interview three? Why does it just have to be two? Why can't we interview three? You got a tie. Interview all three of them. Well, I -- I mean --

CHAIRPERSON MILLER-ANDERSON: Well, that was -- that was just --

MAYOR MASTERS: -- I'm not saying right now.

CHAIRPERSON MILLER-ANDERSON: -- a suggestion.

MAYOR MASTERS: I'm just saying at the appropriate time 'cause my vote didn't count and Jonathan Evans was one of my people and I make that public.

CHAIRPERSON MILLER-ANDERSON: Well, that was one of the suggestions I made because there was a tie, to just take the three and interview the three.

MAYOR MASTERS: All three.

CHAIRPERSON MILLER-ANDERSON: It's not a matter of -- and this --

MAYOR MASTERS: It's just fair.

CHAIRPERSON MILLER-ANDERSON: -- has nothing to do with asking anyone to rescind their vote because we're not back on that. That's not where we are. It's about hiring the interim position and so we could easily take the three or if you let me know what it is that you want to do, then we will move with that.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Can we please, um, start the process with the vote?

CHAIRPERSON MILLER-ANDERSON: To vote -- which way? What are you talking about?

COUNCILPERSON DAVIS: To break the tie.

CHAIRPERSON MILLER-ANDERSON: All right. Is -- are we -- do we have a consensus to do that?

MAYOR MASTERS: I don't think there's a consensus.

COUNCILPERSON HUBBARD: Yes. Do you want to tell him (unintelligible)?

CHAIRPERSON MILLER-ANDERSON: Is that what we wanna do or no?

COUNCILPERSON HUBBARD: Mr. Davis --

CHAIRPERSON MILLER-ANDERSON: Mr. Davis, Miss Pardo? Break --

COUNCILPERSON PARDO: Yes.

CHAIRPERSON MILLER-ANDERSON: That's what you wanna do? Break the tie?

COUNCILPERSON DAVIS: Yeah.

COUNCILPERSON PARDO: Well, what else are we gonna do?

CHAIRPERSON MILLER-ANDERSON: Take the three.

MAYOR MASTERS: Take all three. Take all three.

CHAIRPERSON MILLER-ANDERSON: Take the three.

COUNCILPERSON DAVIS: How about we go ahead? No.

COUNCILPERSON PARDO: No. I -- we -- no. We agreed to two.

MAYOR MASTERS: Change it --

COUNCILPERSON PARDO: Call the question.

MAYOR MASTERS: -- interview all three.

CHAIRPERSON MILLER-ANDERSON: Call the question on what?

COUNCILPERSON PARDO: On the tie.

CHAIRPERSON MILLER-ANDERSON: To break --

COUNCILPERSON PARDO: Yeah.

CHAIRPERSON MILLER-ANDERSON: -- to break the tie?

COUNCILPERSON PARDO: Either yay -- right. Either go with, you know, Evans or -- or Miss Smith.

COUNCILPERSON HUBBARD: He's gonna bring a new form.

CHAIRPERSON MILLER-ANDERSON: All right. So talk to me people so we can move on. This is real simple.

COUNCILPERSON HUBBARD: Please have Mr. Davis, Bruce Davis, bring the forms.

CHAIRPERSON MILLER-ANDERSON: Bring what forms?

COUNCILPERSON HUBBARD: So we can have a (unintelligible).

COUNCILPERSON DAVIS: Here (unintelligible).

COUNCILPERSON HUBBARD: You don't have any more? Okay.

COUNCILPERSON DAVIS: Madam --

COUNCILPERSON HUBBARD: What are you doing?

HUMAN RESOURCES DIRECTOR DAVIS: Chair Miller-Anderson.

CHAIRPERSON MILLER-ANDERSON: Yes.

HUMAN RESOURCES DIRECTOR DAVIS: What -- what I would suggest we do for a ballot is we will take a form that was similar to the first one I passed out, uh, we'll cross out the second place in the bottom line and each Council member will -- will vote for the person that they think should break the -- be the tie breaker.

CHAIRPERSON MILLER-ANDERSON: Which is only between --

HUMAN RESOURCES DIRECTOR DAVIS: So either Evans or Smith.

COUNCILPERSON HUBBARD: Okay.

CHAIRPERSON MILLER-ANDERSON: Okay. That's what everybody wants, right?

COUNCILPERSON HUBBARD: Okay.

COUNCILPERSON PARDO: That's fine and you know, just for the record, I didn't vote for either of them. You know, I just wanna put that out there. I didn't vote for either of them originally.

CHAIRPERSON MILLER-ANDERSON: Quiet, quiet, please, please.

MAYOR MASTERS: Are either -- are those --

COUNCILPERSON HUBBARD: I don't (unintelligible).

MAYOR MASTERS: -- candidates here tonight? Mr. Brown, what are you talking about? Debbie.

COUNCILPERSON PARDO: Thank you, sir.

AUDIENCE: Why we can't go and vote no (unintelligible)?

CHAIRPERSON MILLER-ANDERSON: We'll make sure that's called out. So -- we can -- all of it is public record.

COUNCILPERSON HUBBARD: Thank you, sir.

CHAIRPERSON MILLER-ANDERSON: Everything is public record so we -- just like we did before, we'll have him call out.

AUDIENCE: Well, you can do it right now. (Unintelligible).

CHAIRPERSON MILLER-ANDERSON: Okay. Give us a minute. Thank you.

AUDIENCE: (Unintelligible). Unless you're scared.

COUNCILPERSON PARDO: You know, unfortunate -- I wish we could have looked at the other candidates again, but it is what it is.

COUNCILPERSON HUBBARD: Thank you, Jesus.

COUNCILPERSON PARDO: (Unintelligible) choice.

CHAIRPERSON MILLER-ANDERSON: Did we -- while we're -- I know the Mayor wanted to make some comments earlier while Mr. Davis is, uh, doing the tallying. Do you all want to do your -- your individual comments that we do now? Do you wanna do that while we're waiting?

MAYOR MASTERS: That's fine.

CHAIRPERSON MILLER-ANDERSON: Okay. So Miss Pardo, do you wanna go ahead

and go? I mean, now if you wanna -- you know, if we choose to wait to the end, we can wait to the end. So it's up to you if you wanna go now or we can do it at the end. I mean, it -- it's up to the individual. All right. So the Mayor, you wanna go ahead?

MAYOR MASTERS: No. I -- I just wanted to put on the record that I am -- definitely, although my vote didn't count -- I did, uh, vote for Mr. Evans. We have a good manager and I'd like to see him put back on the job as soon as possible. That's my comment.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON PARDO: All right. So it looks like Mr. Davis --

CHAIRPERSON MILLER-ANDERSON: Mr. Davis is here so we're ready.

HUMAN RESOURCES DIRECTOR DAVIS: Thank you. We have three votes for Smith and two votes for Evans.

CHAIRPERSON MILLER-ANDERSON: Okay. So for the first candidate will be Miss Hoskins from the first section where she had three and then from the second candidate section, we had -- originally had Smith and Evans with two. We just did the tie breaker between Smith and Evans and now Smith has three and Evans has two so Smith is the second candidate.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Um, at this time, will we discuss, uh, a date for the interview for next week? Whether it's Tuesday, Wednesday where you can just have a hour of interviews on -- set aside a time --

COUNCILPERSON DAVIS JOHNSON: (Unintelligible).

COUNCILPERSON DAVIS: -- which I don't know what everyone's schedule looks like for Tuesday 'cause we need a business day between now and Monday to notify folks so they can make some preparation. So we do have a, uh -- a very, um -- there a Council meeting on Wednesday, but, uh, Tuesday if y'all like to meet one hour, uh, to work on this.

CHAIRPERSON MILLER-ANDERSON: Hold on. I need to look.

COUNCILPERSON DAVIS: I don't know what you all schedules look like. Yeah.

CHAIRPERSON MILLER-ANDERSON: May I look at the calendar?

COUNCILPERSON PARDO: Um, so we're doing Trunk or Treat on Tuesday.

CHAIRPERSON MILLER-ANDERSON: Yeah. The Trunk -- yeah.

COUNCILPERSON DAVIS JOHNSON: Trunk or Treat is on Tuesday.

CHAIRPERSON MILLER-ANDERSON: They're gonna change it because of the weather.

COUNCILPERSON PARDO: Yeah. Tomorrow's -- yeah. It's gonna rain tomorrow.

COUNCILPERSON DAVIS JOHNSON: Oh, it's supposed to rain tomorrow so it's cancelled?

COUNCILPERSON PARDO: Right. So it'll be Tuesday.

CHAIRPERSON MILLER-ANDERSON: Yeah. They're gonna come up and talk about it in a minute.

COUNCILPERSON DAVIS: They moved it to Tuesday.

COUNCILPERSON DAVIS JOHNSON: So --

COUNCILPERSON DAVIS: So, 5:00 Wednesday?

COUNCILPERSON PARDO: Tuesday I'm, you know, fine for Tuesday or prior to the Utility meeting on Monday.

COUNCILPERSON DAVIS: No. We need a day of, um, just a day to notify them.

COUNCILPERSON PARDO: Right.

COUNCILPERSON DAVIS: Yeah. So that's why I said Tuesday, because they --

COUNCILPERSON PARDO: I'm fine with Tuesday.

COUNCILPERSON DAVIS: -- (unintelligible) have a day of preparation on Tuesday -- Monday.

INTERIM CITY MANAGER PERRY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

INTERIM CITY MANAGER PERRY: I heard, uh, Councilperson Pardo say she's fine with Tuesday. We were gonna make an announcement at the end of the meeting. Um, the Police Department has scheduled -- has cancelled the trick or -- Trunk or Treat for tomorrow and they were considering, I believe, Tuesday --

CHAIRPERSON MILLER-ANDERSON: Tuesday, yeah.

INTERIM CITY MANAGER PERRY: -- as an alternate date.

COUNCILPERSON PARDO: So we'll all be around.

CHAIRPERSON MILLER-ANDERSON: We're not gonna be over there. It's -- it's still at the City Hall, right?

INTERIM CITY MANAGER PERRY: Yes -- Yes, ma'am.

COUNCILPERSON PARDO: Right.

CHAIRPERSON MILLER-ANDERSON: We'll be -- the meeting would be here, right?

COUNCILPERSON PARDO: Yeah.

CHAIRPERSON MILLER-ANDERSON: So how are we gonna be there and here at the same time?

COUNCILPERSON PARDO: Because, you know, if we're efficient and we start at a decent hour, we'll be able to get out of here --

CHAIRPERSON MILLER-ANDERSON: We can't start it till 6.

COUNCILPERSON PARDO: -- at a decent hour.

CHAIRPERSON MILLER-ANDERSON: I don't -- I don't agree with that because we -- that means we're gonna push through that.

COUNCILPERSON DAVIS: Wednesday at 5?

CHAIRPERSON MILLER-ANDERSON: Wednesday -- on Wednesday we have our regular meeting, right?

COUNCILPERSON DAVIS: Yeah, that's fine with me, Wednesday.

INTERIM CITY MANAGER PERRY: And I believe Mr., uh -- the attorney was gonna ask for maybe a 30 minute closed session.

COUNCILPERSON DAVIS: Closed executive session, that's right.

INTERIM CITY MANAGER PERRY: Before --

CITY ATTORNEY DEGRAFFENREIDT: At the last meeting, it was indicated that, uh, the -- the Board wanted to consider the settlement proposal that was submitted by Mr.

Tradrick McCoy.

CHAIRPERSON MILLER-ANDERSON: Right.

INTERIM CITY MANAGER PERRY: And that Trunk or Treat is scheduled for 5:00 on Tuesday.

CHAIRPERSON MILLER-ANDERSON: Right. Uh, so we should not meet on that night.

COUNCILPERSON DAVIS JOHNSON: Thursday, the 2nd.

COUNCILPERSON DAVIS: For closed executive session?

COUNCILPERSON DAVIS JOHNSON: No. Thursday, the 2nd for the interviews.

COUNCILPERSON DAVIS: What time? I'm gonna say I don't know.

COUNCILPERSON PARDO: I'm fine with Thursday.

COUNCILPERSON DAVIS: Let me see.

CHAIRPERSON MILLER-ANDERSON: And so on Thursday night, we will be selecting that person and that person will start on Friday. Mr. Perry's still gonna be gone by -- on Friday?

INTERIM CITY MANAGER PERRY: I'll be here to help, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Oh, okay. Beyond Friday?

COUNCILPERSON PARDO: Thank you, Mr. Perry.

CHAIRPERSON MILLER-ANDERSON: Yes? Okay.

COUNCILPERSON DAVIS JOHNSON: Thank you, Mr. Perry.

CHAIRPERSON MILLER-ANDERSON: Thank you.

INTERIM CITY MANAGER PERRY: You're welcome.

CHAIRPERSON MILLER-ANDERSON: All right. So Thursday, the 2nd --

COUNCILPERSON DAVIS: I will make it work.

CHAIRPERSON MILLER-ANDERSON: -- at 6:00. 6 -- 6:00 on Thursday, November 2nd. Miss Pardo, Mr. Davis, Hubbard --

COUNCILPERSON PARDO: I'm fine.

CHAIRPERSON MILLER-ANDERSON: -- Hubbard --

COUNCILPERSON DAVIS: Uh --

COUNCILPERSON HUBBARD: Yeah.

CHAIRPERSON MILLER-ANDERSON: -- Davis?

COUNCILPERSON DAVIS: I'll be here but I may be running a little late but I'll be here.

CHAIRPERSON MILLER-ANDERSON: All right. So Thursday, November 2nd, 6 p.m. to -- and now -- now on Tuesday, can, um -- before we get there or today, can Mr. -- can someone explain the process of what we're gonna do on -- on Thursday and -- and -- when we interview and the score --

COUNCILPERSON HUBBARD: What the tools are gonna be.

CHAIRPERSON MILLER-ANDERSON: -- and what everything -- yeah. Do you have that Mr. Bruce Davis? Do you have that process in which we're going to follow on next Thursday, the 2nd, to hire or to interview and then select the interim city manager?

HUMAN RESOURCES DIRECTOR DAVIS: Uh, first of all, we will start the background checks, uh, on both of the -- both of these candidates Monday morning and if we meet on -- on Thursday, I think -- did you say Tuesday or Thursday?

CHAIRPERSON MILLER-ANDERSON: Thursday, November 2nd.

HUMAN RESOURCES DIRECTOR DAVIS: On -- on Thursday for the interview, we -- we will set up, uh, the -- the interview including questions that we will recommend to -- to Council that we will use during the -- during the interview and it will, pretty much like the interview that we had for the manager in the past --

CHAIRPERSON MILLER-ANDERSON: No, no. That was a problem. I -- I don't think that would be --

COUNCILPERSON DAVIS: We only got two candidates now so is it easy.

CHAIRPERSON MILLER-ANDERSON: -- the way to go.

HUMAN RESOURCES DIRECTOR DAVIS: Excuse me?

CHAIRPERSON MILLER-ANDERSON: That was an issue. That didn't work for us.

HUMAN RESOURCES DIRECTOR DAVIS: It won't be the same process. It will just be

questions that --

COUNCILPERSON PARDO: Uh, now we only have two people.

HUMAN RESOURCES DIRECTOR DAVIS: -- we -- we will reach out to you for the questions and certainly, you can tell me what process you want to use.

CHAIRPERSON MILLER-ANDERSON: I'm talking about the scoring process.

HUMAN RESOURCES DIRECTOR DAVIS: I said we'll do the questions. We -- we will talk about the scoring the same way we did tonight. Council can tell me what scoring process you want to use.

CHAIRPERSON MILLER-ANDERSON: Before Thursday.

COUNCILPERSON DAVIS: Madam --

HUMAN RESOURCES DIRECTOR DAVIS: Absolutely. We will get a note out to you on Monday saying, Here are some suggested questions --

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

HUMAN RESOURCES DIRECTOR DAVIS: -- and what scoring process would you like to use?

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS: Madam Chair.

HUMAN RESOURCES DIRECTOR DAVIS: As I said earlier, it's Council's control.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: I understand but you -- we don't -- we don't make up interview questions all the time in -- in the interviewing process so we would look for you to provide something.

HUMAN RESOURCES DIRECTOR DAVIS: We will see some recommended questions. Absolutely.

CHAIRPERSON MILLER-ANDERSON: But I do know the way we did it before is not the way we -- we don't want -- we definitely don't wanna do it that way.

HUMAN RESOURCES DIRECTOR DAVIS: Well, if it makes you feel better, I won't be here for that process.

CHAIRPERSON MILLER-ANDERSON: Oh, that's right. I forgot. Thank you.

COUNCILPERSON DAVIS: Madam Chair.

INTERIM CITY MANAGER PERRY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: But I didn't mean it that way.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: No, I didn't mean it that way. I didn't. No. You know I'm not like that. No. I didn't mean it that way. Go ahead.

COUNCILPERSON DAVIS: Madam Chair. Um, really quick. Uh, any -- any, um, changes that need to be made from the Board, we can also address on Wednesday night prior to Thursday if there's some discomfort, what's being recommended by, uh, Mr. Bruce Davis. So Wednesday night, we have an opportunity to make any adjustments or changes prior to Thursday.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS: Um, because I know we only have two candidates, so this process will be a little different because we done did all the screening and the breaking down based upon the numbers. So this will be a matter of a vote on who we're gonna go with one way or the other between the two candidate -- potential candidates.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS: So if there's some discomfort about it, some of you may disagree, or we'll make an adjustment, we could do that Wednesday night, uh, maybe towards the end of the meeting under discussions or at the end of the meeting to figure out if there -- if there need be. It may not be a need to do so but that would be the last time we'd be able to talk publicly to address these issues, uh, before -- before Thursday. 'Cause that way, members of the public don't get information or misinformation on the -- on the street. They get an opportunity here, once again, uh, on Wednesday night.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS: On what Mr., um, Davis is gonna give us an opportunity to. And it may be, you know, we all schedule some time with Mr. Davis to sit in his office and kind of go back and forth again. He make a recommendation to the Board. I don't know. But --

CHAIRPERSON MILLER-ANDERSON: Okay. So on Monday, you'll send something out?

HUMAN RESOURCES DIRECTOR DAVIS: Yes.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS: Yeah.

HUMAN RESOURCES DIRECTOR DAVIS: Uh, also, I would suggest that keep in mind what process you would want to follow in the event one of these candidates don't get through the background check. No, no. That's -- I think you should always have a backup plan. That's not a slight of any of the candidates. We just should be prepared because we have a short timeframe.

CHAIRPERSON MILLER-ANDERSON: Right.

COUNCILPERSON DAVIS: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: All right. Thank you.

INTERIM CITY MANAGER PERRY: Madam Chair, can -- can I --

CHAIRPERSON MILLER-ANDERSON: Yes.

INTERIM CITY MANAGER PERRY: -- can I recommend that if, uh, as part of the process, did you want, well, maybe one question per Board member?

COUNCILPERSON DAVIS: That's fine.

INTERIM CITY MANAGER PERRY: And maybe schedule an hour per candidate. But I would recommend, in lieu of sending you the questions, can we send a -- in a particular category, such as budgeting --

COUNCILPERSON DAVIS: Okay.

INTERIM CITY MANAGER PERRY: -- or something like that for each -- this -- the different sections that will, uh, will help -- allow -- you know, ask the Board to ask a question in that particular area.

COUNCILPERSON DAVIS: Thank you.

INTERIM CITY MANAGER PERRY: I think that'll be a lot, you know, smoother.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS JOHNSON: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS JOHNSON: Mr. Perry, can you identify a, um -- while you -- why -- while you are preparing the categories for us, can you identify a scoring matrix that we could use that is not at all similar to what we had for the previous selection?

INTERIM CITY MANAGER PERRY: We -- we can -- I'll -- I'll get with the H.R. director and do that but it shouldn't be as -- as cumbersome because you only have two candidates.

COUNCILPERSON DAVIS JOHNSON: Uh, absolutely.

INTERIM CITY MANAGER PERRY: So it should go a lot smoother. But we will get together and put a -- put together something different.

COUNCILPERSON DAVIS JOHNSON: Thank you.

INTERIM CITY MANAGER PERRY: Okay.

CHAIRPERSON MILLER-ANDERSON: Okay. So we have -- do we -- well, then -- okay. So all of the forms that we submitted, obviously, are public record, correct?

INTERIM CITY MANAGER PERRY: Correct, correct.

CHAIRPERSON MILLER-ANDERSON: Okay. 'Cause I know someone asked about, um, just as we take votes all the time up here, someone was asking to know what the votes were and who voted how.

INTERIM CITY MANAGER PERRY: Correct. Each -- they -- they'll be on file at the Human Resources Department.

CHAIRPERSON MILLER-ANDERSON: Okay.

INTERIM CITY MANAGER PERRY: And can I just recap again? So we'll send you the different categories along with a scoring matrix and we'll have six -- one -- one question per Board member and are you saying that the candidate that has the highest score is the candidate that you're gonna choose or are you saying you -- you still wanna be able to vote on the both candidates? I just wanna make sure we're clear.

COUNCILPERSON DAVIS: That's a good question.

INTERIM CITY MANAGER PERRY: So is it -- if the candidate with the highest score, is the candidate that you're gonna select.

CHAIRPERSON MILLER-ANDERSON: Depending on the type of -- the tool we use to score --

COUNCILPERSON HUBBARD: Right.

CHAIRPERSON MILLER-ANDERSON: -- because remember, uh, we had two different tools and the first tool was related to the interview questions when -- that was public.

INTERIM CITY MANAGER PERRY: Okay.

CHAIRPERSON MILLER-ANDERSON: The second tool was the issue because it was more of what we thought, um, you know. Was this person trustworthy?

COUNCILPERSON PARDO: Impression.

CHAIRPERSON MILLER-ANDERSON: Was this person, um, familiar with finances and --

INTERIM CITY MANAGER PERRY: Correct.

CHAIRPERSON MILLER-ANDERSON: -- I mean, that was just a -- an opinion vote.

INTERIM CITY MANAGER PERRY: I understand.

CHAIRPERSON MILLER-ANDERSON: And I don't think those types of questions should be counted in for our scoring.

INTERIM CITY MANAGER PERRY: So -- so it's my recommendation if we're just gonna have straight interview questions --

CHAIRPERSON MILLER-ANDERSON: Interview questions.

INTERIM CITY MANAGER PERRY: -- what they score and at the end, you determine -

CHAIRPERSON MILLER-ANDERSON: I would think that would probably be --

INTERIM CITY MANAGER PERRY: Okay.

CHAIRPERSON MILLER-ANDERSON: -- the safest way to go, um, and to not have a second tool such as the one I just described.

INTERIM CITY MANAGER PERRY: That's fine.

COUNCILPERSON DAVIS: Five questions (unintelligible).

CHAIRPERSON MILLER-ANDERSON: Um, okay. So we're good with the vote on item number one?

COUNCILPERSON DAVIS JOHNSON: Yes, we are.

CHAIRPERSON MILLER-ANDERSON: Okay. All right.

DISCUSSION BY CITY MANAGER

CHAIRPERSON MILLER-ANDERSON: Discussion by city manager.

INTERIM CITY MANAGER PERRY: Uh -- uh, as we said before, just to remind, uh, the public and the Board, Trunk or Treat will be held on Tuesday --

CHAIRPERSON MILLER-ANDERSON: Pull your mic up, please.

INTERIM CITY MANAGER PERRY: I'm sorry. Trunk or Treat will be held at -- on Tuesday at 5:00 -- starting at 5:00 so it will be cancelled for tomorrow and I believe Mr. DeGraffenreidt's gonna talk about the, uh, closed session. But other than that, that's all I have.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Is it 5 or 5:30, 'cause Saturday, it was supposed to -- uh, wasn't it starting at 5:30 or no? 5 to 8:30 it was? Okay. 5 to 8:30.

INTERIM CITY MANAGER PERRY: 5, yes.

CHAIRPERSON MILLER-ANDERSON: Okay.

INTERIM CITY MANAGER PERRY: Uh-huh.

CITY CLERK ANTHONY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: We had people to put in public comment cards to go up under the public comments section that we normally have. I don't know if you all --

CHAIRPERSON MILLER-ANDERSON: Oh, well, it was for the -- uh, yes. We do wanna do that. I'm sorry. It was further up. So we'll go ahead and do the public comment cards. Yeah, it's on there at the top. It's at the very top of the --

COUNCILPERSON DAVIS: Oh, okay.

DISCUSSION BY CITY ATTORNEY CITY

CHAIRPERSON MILLER-ANDERSON: And discussion by city attorney. Get the microphone, please.

CITY ATTORNEY DEGRAFFENREIDT: I needed you to advise me what time you

wanted to consider Tradrick McCoy's, uh, settlement in the public records suit he has against us. It will take about a half hour. It shouldn't be that complex.

CHAIRPERSON MILLER-ANDERSON: The date to have the closed executive session?

CITY ATTORNEY DEGRAFFENREIDT: Yes.

CHAIRPERSON MILLER-ANDERSON: So --

CITY ATTORNEY DEGRAFFENREIDT: But for me --

CHAIRPERSON MILLER-ANDERSON: -- Monday -- Monday, the Utility District starts at 6.

CITY ATTORNEY DEGRAFFENREIDT: Okay.

CHAIRPERSON MILLER-ANDERSON: Mr. Perry?

INTERIM CITY MANAGER PERRY: Yes, ma'am.

COUNCILPERSON DAVIS: So before that?

CHAIRPERSON MILLER-ANDERSON: Can we do it before that? 5:30?

CITY ATTORNEY DEGRAFFENREIDT: I don't --

CHAIRPERSON MILLER-ANDERSON: Oh, no, no. You need to advertise.

CITY ATTORNEY DEGRAFFENREIDT: I need to advertise.

CHAIRPERSON MILLER-ANDERSON: That's why we can't do --

CITY ATTORNEY DEGRAFFENREIDT: Yes, I do.

CHAIRPERSON MILLER-ANDERSON: -- Monday now. Okay. So Tuesday, we're not doing anything --

INTERIM CITY MANAGER PERRY: Uh, I believe he was asking for 5:30, right before the City Council meeting.

CHAIRPERSON MILLER-ANDERSON: On Wednesday?

INTERIM CITY MANAGER PERRY: Yes, ma'am.

CITY ATTORNEY DEGRAFFENREIDT: Uh-huh. Yeah. That's what I --

CHAIRPERSON MILLER-ANDERSON: Is that okay?

CITY ATTORNEY DEGRAFFENREIDT: -- I thought would work, yes.

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY ATTORNEY DEGRAFFENREIDT: All right. Thank you.

COUNCIL COMMITTEE REPORTS

CHAIRPERSON MILLER-ANDERSON: All right. Um, Council committee reports.

STATEMENTS BY THE MAYOR AND CITY COUNCIL

CHAIRPERSON MILLER-ANDERSON: Statements by the Mayor and City Council and Mr. Davis wants to go first.

COUNCILPERSON DAVIS: Thank you.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS: Uh, I'm gonna start off by saying thank you, uh, to everyone who came out to voice their opinion, whether -- no matter how you felt, what your opinion was. Thank you for coming out. That shows that you care, right? So for the last -- I don't know, I've been on this Council for five years and those that watch the meetings and understand where I'm in the community, I do various things but I just choose not to talk about. I don't do it to be seen. I do it because I'm from this community.

If there's an issue that you agree or disagree with, the most easiest thing you can do is call the Council office, schedule a meeting with any of the five of us. I don't wanna say three. It's five of us on this Board. Sit down, get a hour of your time, and have a one-on-one, personal, professional conversation on some things that you can get that will not be screened through the press. And I'm gonna say this much because I didn't wanna talk too soon with this process because I felt people was too angry to actually hear what I'm saying. And I wanted folks to calm down but Miss, um, Paulk, I heard you today and I'm gonna say something today and I'm gonna say this much.

On the day of the firing, prior to that day, for five to six meetings straight, if you look at the -- the meetings, this Board was accused of getting ready to fire Mr. Evans before that day even came in place, right? So I'm just saying, do you respect -- I'm gonna give you a little something. When I made the motion to fire Mr. Evans for misfeasance, in the conversation that was never reported to the public, this was never reported to you guys, and it's sad it just not happen. And what I stated was, the executive Board body, not me, but this entire Board has asked the city manager at that time to do numerous things and he never did it and he kept giving us reasons why he didn't do it. And what I stated was, "That's why," and then someone said we want more and more specifics. I said, "There

will be a day when we can get into more and more specifics but that is the reason." So, yes, he was given a reason. Unfortunate part about it, Mr. Evans, who sitting in this room, fired a city employee and never gave him a reason. And I'm gonna say this again, Mr. Evans fired a City employee of this City and never gave him a reason. But I gave you all a reason. Now in the specifics, I will sit down with you. I will take the rest of the year to schedule meetings for this entire City and give you a hour or two hours or whatever it takes to give you a simple, professional, clean conversation. And if we disagree, you at least get the information from me. I've always been a commissioner that walk these streets and ask questions and been there for people.

Now, I'm gonna say thank you, Mr. White, for telling the truth. Be careful who you follow in these streets. You need to do some background checks on them and see what happens when they don't get their way. Now the gentleman that came before us with the white thing on his head, I won't even mention his name right now. But when he don't get his way, this what happens. It's called chaos. This City -- you, the taxpayers, deserve better. And I know you tired of seeing your name written on the street. I'm sick of it. But if we disagree as a Board, it should never be personal. If you wanna talk with us, call all of us. We should never get to the point where we just discredit everything that all of my colleagues on this Board has done before they got on the Council and what they're doing for you now. There's a lot of things that are going on that this Council, all of them -- and I'm not gonna discredit nobody -- have done some things to give of themselves for you. And I encourage all of you sitting out here -- you'd be surprised what has been done for you.

My father used to always tell me sometimes, he'd say, Son, I run this house and certain things you don't even know, but understand one thing. I'm doing what I gotta do for you and it's best certain things that you don't know. If you do wanna know, be prepared to hear the truth. But I did give a reason. I gave a reason so now I wanna make sure that you understand that. He got fired because he wasn't doing what he was told to do. In that meeting, he was asked, Do you wanna defend yourself, in that meeting. You was asked that. Do you wanna say -- state something? Miss Mami Kisner stated from the floor, Madam Chair said it and you chose not to say anything, Mr. Evans, at that time. I looked at the tape 35 times 'cause I wanted to make sure I didn't wanna misquote myself.

Now, nothing personal against you, young man, but we made a decision. We moving forward. If you disagree, please, remember we all love Riviera Beach and no one in this room should be hating one another. Don't let the outside community run this City of hatred. Recall, recall, recall. But there was a rally months -- over at J.A.Y.'s Ministry, a organization that I supported, Pardo supported, Davis Johnson supported, Miller-Anderson supported, Hubbard supported, the Mayor supported. Said we all support J.A.Y.'s Ministry. But what part that hurt me when Mr. -- the gentleman with the rag around his head, if you gonna call people to a meeting, say you know what? I'm gonna invite the Council so we all can ask the Council questions. Don't rally people for hate and self-gratification. Bring people to the meeting so they can ask questions and I would have showed up to that meeting and I would have had a discussion. But that meeting wasn't there for you all to get the real information. If you wanna get people in the room, give me

a opportunity to talk so you can listen. But don't rile people up and get them angry and expect to have a reasonable conversation and I'm not talking to everybody in the room. I'm speaking to the gentleman who had the -- the thing wrapped around his head that came to the microphone.

And Miss Dawson, I -- I -- I wanna say thank you for doing what you did tonight. You do a lot for these children on the South side and all throughout this entire community and you don't do it because -- you do it because it's needed. Someone gotta do it when others just choose to walk by and do nothing. We got a swim program. We got all these programs we try and support. But if you're angry, okay, cool. That's a problem but sit down and discuss it with me, please, people. We love you all. Just pick up the phone and if -- if -- if something don't happen out of that, at least you got some information. But don't let folks lead you without checking their backgrounds on why they leading you and what happens when they don't get what they want.

All I can say, Riviera Beach, people been trying to tear this City up for many years. They've been trying to take this City. I've heard about it and I thought it was just smoking guns when people wanna drive rallies and votes and get number of people out. This the first time I believe it. I felt it. A lady was standing outside my office and waited for me on First Street. And we -- I said, "Well, thank you for coming." She was angry but we had a conversation and we both walked away at peace. And I said, you know what? Tonight, I'm gonna go ahead and say something. What really confirmed that when Miss Paulk says she's -- just give -- just say something. And Miss Paulk got hurt, too. I did. We're just try -- just let us do our jobs, please. There's a lot of things that all of us can say one way or the other but it's not about talking about this stuff so the press can go report it. It's about us having a conversation as family. Because nothing against the person. They're doing their jobs. Their job is to keep stories running, running, running, running.

I got out my car today and I'm getting ready to come but the news reporter, whose name I won't mention, come to my car and put her phone on me. So I got my -- my camera going. She's getting in my way and she's provoking me. I did get upset because I want -- listen. I'm -- I never lie to you. I got upset. But I'm trying to come to work and serve the people who elected me into office and do right. But every time we walk around this City, she's not showing the -- when we doing great things in this community.

I encourage you, ma'am, to please come to this City when we on -- next Sunday, this Sunday when they have a community event trying to unify this community with the firefighters from 1 to 4. And don't twist that story. Tell the fact that there are some people in this community who really care about Riviera Beach and then choose to disagree -- agree to disagree. And don't spin that story off the wrong way. People, there is a unify event at this event center this Sunday from 1 to 4 and it's for family, it's free. This entire Council and Mayor has been invited out to come and serve you. There's nothing in that but pure heart. We will be here. Do not let the press spin that story off. I hope that you're there and I hope that you there on Trunk or Treat as well when the Police Department is doing something with our youth and showing them that when a uniform show up, it's not always a negative issue. Show that story. Please.

We're doing great. We got some great things to come. The CRA got a big project getting ready to get off the ground soon. Talk about that story. That's all I ask you to do, ma'am. Talk about the great stuff. I know hot stuff is good to sell, but remember something that the lady say, 'cause when you say it comes back on all of us, including you, but I don't want that for you. I want the best for you because you in this City. I'm not like that. If you know anything about me, ma'am, and you walk these streets, they will tell you.

I helped all my colleagues in various -- helpful when they all got elected and we all knew this Sunday we're gonna come to this agreement. I didn't do it for no favor. I do it because for the most part, they sharing their interest that they really cared about this City. And when we need things, going on in Stonybrooks [phonetic] and these other cities, I encourage and I challenge all you all to show up. Show up. We got a lot of advisory boards that have a lot of vacancies. Let's channel our energy on those vacancies. Make the recommendations to this Council and we can follow your lead.

Recreation, Planning and Zoning, Waterfront Advisory Board. We have a lot of things to come. We gotta do it together. I want people that are gonna tell our stories, us. And once we start doing that, they'll walk away or they'll tell our story to what we want it. But the minute we got hot, you saw what happened. The easiest thing in the world is to do is to get in trouble. The hardest thing in the world is to get out. Now why is it so hard to do the right thing, which is being positive. Made a decision. I'll get out the strength of my knowledge and my heart for this City. And I didn't say nothing for a while, but it's time to talk. Let us move forward. You guys need to move forward. Please get engaged with these Boards, please. Be invited this Sunday from 1 to 4. I will be there with my sleeves rolled up, just like I was there for the hurricane for the -- for the employees, cleaning chicken. I'll be out there serving, cleaning, whatever I need to do to serve my community. I will never stop doing this and -- but if I'm elected or not, I will continue to serve this community through ministry or through this governing board. Thank you, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Thank you. Miss Pardo.

COUNCILPERSON PARDO: I'm fine.

CHAIRPERSON MILLER-ANDERSON: Miss Davis Johnson.

COUNCILPERSON DAVIS JOHNSON: I just want to know, Mr. -- Mr. Perry, do you know whether or not, um -- maybe it's not falling over the weekend. I, um -- the date escapes me. The Community Garden Halloween event.

COUNCILPERSON PARDO: Tomorrow.

INTERIM CITY MANAGER PERRY: That's tomorrow.

COUNCILPERSON DAVIS JOHNSON: Are we -- did we reschedule that in light of the weather?

COUNCILPERSON DAVIS: The weather, it's hitting Saturday. No, tomorrow.

COUNCILPERSON DAVIS JOHNSON: Tomorrow is Saturday.

COUNCILPERSON DAVIS: Oh, yeah, yeah.

COUNCILPERSON DAVIS JOHNSON: So I didn't know and if -- if they have decided to cancel, we need to put some notice either on the website or on the marquee. But we'll check -- can we check with Mr. Evans to find out whether or not that event has been, uh, postponed and rescheduled, please?

INTERIM CITY MANAGER PERRY: I can. I'll find out. I'll try to get in contact with Mr. Evans.

COUNCILPERSON DAVIS JOHNSON: Thank you.

CHAIRPERSON MILLER-ANDERSON: Miss Hubbard.

COUNCILPERSON HUBBARD: I want to say to everybody that I'm glad to see that the -- that -- that we are moving forward because we have to move forward. One thing is I'm disappointed that people are accusing us of things that -- that are so malicious just because they don't agree with the -- the decisions that we've made. And I -- like I told everybody in -- in the very beginning, we -- the City -- the City here in Riviera Beach has a lot of resources. Everybody has been trying to tear Riviera Beach down and take the resources that we have. What is it that as -- as it was pointed out, that we should have authority over the beach, the port, the marina. Turning over, as Mr. White said, the Police and the Fire Department has been a long going effort. Since we were young, that has been on the books.

If you look at some of the disparaging emails that we have gotten -- that we have gotten about the police, the Police Department, how we -- and at first, it was an attack just on the three of us. Now the emails are growing and they're attacking the character of everybody up here. I mean, the N-word is throughout and you can tell that it's coming from our local -- one man, from Singer Island, signed his name at -- from, um, he said he lived on Sugar Sands Boulevard. I mean, the things and the vile things. But we sit up here when people come to the -- to the mic and we clap, yay, yay, yay, for all the disparaging things that our people are saying about us and y'all are encouraging it when you clap.

As it was said earlier about -- about the media, as long as we are doing something good, there is nothing that has been reported. One of the vile email -- emails said, What are the black N thugs standing on the corner with guns under their short -- shirts? Why should anybody care? Shoot to kill.

COUNCILPERSON DAVIS: Yep.

COUNCILPERSON HUBBARD: All of this kind of stuff. And all that was forwarded to -
- to the media. Now some people say fake news or whatever but we have the email
addresses that those types of emails are coming in to this community. The only way that
this community started this foolishness, it's the right time. Look at what's happening in
Washington D.C. It's a right time to take over -- to take over this City when -- when --
when Mr. Evans came and we decided that we were going to fire Mr. Evans, you can bet
for me, it's because of economic development, it's about the improvement of the quality
of life for everybody in the -- in this City. It's about those things that I'm looking for.

So if they can disparage our character and say that we're crooks, we're thieves, and we
should not be in control, then that means after a while, you won't be here. Riviera Beach
won't be anymore. It won't be because of this Council. It's because you're forgetting.
Lest you forget what the agenda and the mission has been all the time to get you away
from your waterfront property, from the resources that you have. Nothing has changed.
This isn't about me and a driveway. This isn't about the firing of Mr. Evans. This is a
bigger picture. This is about the grand scheme of things, about dollars and cents and it's
about the takeover of this City so that it can be portrayed as dysfunctional and that we're
unable to move -- to move it. You can't buy into that. You can't buy into that because
when you turn around, you won't be here anymore.

CHAIRPERSON MILLER-ANDERSON: Okay. Um, I -- I don't have anything to add
other than -- well, I'm not adding. I take that back. That's not what I meant to say. I
meant to say, um, I don't have very many comments to make other than to, um -- you
know, I -- I -- I hear we're moving on and I get that but what I do think is still needed is for
Mr. Evans to have a name-clearing because if we have -- if we're in the process of
separating with him, and we have not exactly put on record what the actual misfeasance
is, I do not think it is -- it -- it is proper to leave it as is stating that there was some sort of
wrongdoing. Um, and then, you know, say -- stating that it was something that he didn't
do, it was not a directive -- the whole Board and it was -- if -- from my understanding, I
don't think you all referred to one instance of something happening. Um, I think at some
point, we need to be able to provide a name-clearing for Mr. Evans because in the future
of moving -- him moving forward to get a new -- another job, I just don't see how we could
just leave it as is.

COUNCILPERSON DAVIS: Madam Chair.

INTERIM CITY MANAGER PERRY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: I do believe that the city attorneys are, uh -- the city attorney
and Mr. Evans' attorney are having discussion with that.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS: Um, but to clear -- back on the record, I did give a reason

and that's a matter of interpretation where you believe it is the reason or not but I did.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS: And I restated that tonight so that those that came out tonight that keep asking the question and I wanna at least give you something that was said in that meeting. But unfortunately, the press didn't report that. For some reason, they keep saying no reason. Now if you wanna get into the specifics, then let's wait till the two attorneys finish having their conversations then I can get more thorough on everything that's going on around this City that --

CHAIRPERSON MILLER-ANDERSON: Okay. But this was my public -- this is my --

COUNCILPERSON DAVIS: Okay. No, no. I -- but, no.

CHAIRPERSON MILLER-ANDERSON: -- City Council comment time.

COUNCILPERSON DAVIS: I wanna -- I wanna make sure --

CHAIRPERSON MILLER-ANDERSON: It wasn't up for debate. It --

COUNCILPERSON DAVIS: -- that the -- I wanna make sure there's no lies going back out in the community --

CHAIRPERSON MILLER-ANDERSON: Well, I'm just -- I've been --

COUNCILPERSON DAVIS: -- about the fact that he didn't get a reason. There was a reason given.

CHAIRPERSON MILLER-ANDERSON: I let everybody else say what they needed to say.

COUNCILPERSON DAVIS: There was one given.

CHAIRPERSON MILLER-ANDERSON: I didn't interrupt anyone. So that's -- that my comment. What were you saying, Mr. Perry?

INTERIM CITY MANAGER PERRY: Uh, I just spoke with CRA. I just wanted to let you know.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

INTERIM CITY MANAGER PERRY: The garden event is scheduled for Sunday from 3 to 5, so it's still scheduled.

COUNCILPERSON DAVIS JOHNSON: So is that still allowed to go forward?

INTERIM CITY MANAGER PERRY: Yes, ma'am.

COUNCILPERSON DAVIS JOHNSON: Thank you, sir.

COUNCILPERSON DAVIS: That's right. Yeah.

COUNCILPERSON PARDO: Thank you.

CHAIRPERSON MILLER-ANDERSON: Okay. And that -- that's -- my only comment is to say that Mr. Evans does deserve a name-clearing and, um, I look forward to that happening so that we're not just leaving this as is as if it's okay because it's not okay.

ADJOURNMENT

CHAIRPERSON MILLER-ANDERSON: Do we have a motion to adjourn?

COUNCILPERSON DAVIS: Motion -- move.

CHAIRPERSON MILLER-ANDERSON: Thank you.

(CONCLUSION OF MEETING)

APPROVED:

THOMAS A. MASTERS
MAYOR

KaSHAMBA L. MILLER-ANDERSON
CHAIRPERSON

ATTEST:

CLAUDENE L. ANTHONY
CERTIFIED MUNICIPAL CLERK
CITY CLERK

TONYA DAVIS JOHNSON
CHAIR PRO TEM

LYNNE L. HUBBARD
COUNCILPERSON

DAWN S. PARDO
COUNCILPERSON

TERENCE D. DAVIS
COUNCILPERSON

MOTIONED BY: _____

SECONDED BY: _____

L. HUBBARD _____

K. MILLER-ANDERSON _____

T. DAVIS JOHNSON _____

D. PARDO _____

T. DAVIS _____

DATE APPROVED: NOVEMBER 28, 2017