

**CITY OF RIVIERA BEACH
PALM BEACH COUNTY, FLORIDA
MINUTES OF THE SPECIAL CITY COUNCIL MEETING HELD
NOVEMBER 2, 2017, 2017 6:00 P.M.
RIVIERA BEACH EVENT CENTER**

CALL TO ORDER

Roll Call

CITY CLERK ANTHONY: Chairperson KaShamba 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: Present.

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

CHAIRPERSON MILLER-ANDERSON: Thank you. We'll have a moment of silence followed by the Pledge of Allegiance led by Miss Pardo.

Pledge of Allegiance

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

ANY PERSON WHO WOULD LIKE TO SPEAK ON AN AGENDA ITEM, PLEASE FILL

OUT A PUBLIC COMMENT CARD LOCATED IN THE BACK OF THE COUNCIL CHAMBERS AND GIVE IT TO THE STAFF PRIOR TO THE ITEM BEING TAKEN UP BY CITY COUNCIL FOR DISCUSSION. MEMBERS OF THE PUBLIC SHALL BE GIVEN A TOTAL OF THREE (3) MINUTES TO SPEAK ON ALL ITEMS LISTED ON THE CONSENT AGENDA. MEMBERS OF THE PUBLIC WILL BE GIVEN THREE (3) MINUTES TO SPEAK ON EACH REGULAR AGENDA ITEM. IN NO EVENT WILL ANYONE BE ALLOWED TO SUBMIT A COMMENT CARD AND SPEAK ON AN AGENDA ITEM AFTER THE RESOLUTION IS READ OR ITEM CONSIDERED.

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 disclosures by Council?

COUNCILPERSON HUBBARD: None.

COUNCILPERSON PARDO: Um, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON PARDO: Okay. The only disclosure I'll make is I did receive -- and I think we all received -- um, an email from Dr. Lydia Smith and then --

COUNCILPERSON DAVIS JOHNSON: That's right.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON PARDO: -- all right. So I'm just putting that on the record. And then also, um, last week there was an event -- there was a little luncheon in the, um, Building Department and she was there and she introduced herself to me but I did not, you know, speak to her about any of this. So I just wanted that on the record.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else?

COUNCILPERSON HUBBARD: I was there at the luncheon as well. I attended the luncheon as well.

COUNCILPERSON DAVIS JOHNSON: I was not at the luncheon, however, uh, Dr. Smith did introduce herself to me at the, uh, last meeting, um, here in this -- in this chamber.

CHAIRPERSON MILLER-ANDERSON: And I met Miss Smith right before our -- one of our meetings last week as well and she just introduced herself to me. Um, and I did speak

with Miss, um, Hoskins in regards to her applying for the position.

COUNCILPERSON HUBBARD: Yes.

CHAIRPERSON MILLER-ANDERSON: And Dr. Smith did send an -- the same email I received as everyone else did from Dr. Smith. Anyone else?

COUNCILPERSON DAVIS: Same thing. Email.

COUNCILPERSON HUBBARD: Yeah. That's --

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON HUBBARD: I spoke with Miss Hoskins.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON PARDO: I did not speak with Miss Hoskins.

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

COUNCILPERSON PARDO: Yeah. I did not speak with Miss Hoskins.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS JOHNSON: I did not.

COUNCILPERSON DAVIS: Neither did I.

CHAIRPERSON MILLER-ANDERSON: All right. Any more disclosures?

Adoption of Agenda

CHAIRPERSON MILLER-ANDERSON: All right. Do we have a motion to adopt the agenda?

COUNCILPERSON PARDO: So moved.

COUNCILPERSON DAVIS: Second.

CHAIRPERSON MILLER-ANDERSON: Madam Clerk.

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: Um, we don't have anything for 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

CHAIRPERSON MILLER-ANDERSON: Petitions and communications for filing.

CITY CLERK ANTHONY: None.

AWARDS AND PRESENTATIONS

CHAIRPERSON MILLER-ANDERSON: Awards and presentations.

CITY CLERK ANTHONY: None.

PUBLIC HEARINGS

CHAIRPERSON MILLER-ANDERSON: Public hearings.

CITY CLERK ANTHONY: None.

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.

ITEMS TABLED

CHAIRPERSON MILLER-ANDERSON: Um, items tabled.

CITY CLERK ANTHONY: None.

REGULAR - OLD BUSINESS

CHAIRPERSON MILLER-ANDERSON: Regular old business.

CITY CLERK ANTHONY: None.

REGULAR

CHAIRPERSON MILLER-ANDERSON: Regular item number one.

1. INTERVIEW TWO CANDIDATES AND SELECT THE CANDIDATE FOR INTERIM CITY MANAGER POSITION.

INTERIM DEPARTMENT DIRECTOR: TROY PERRY (561)845-4010

CHAIRPERSON MILLER-ANDERSON: All right. Mr. Perry.

INTERIM CITY MANAGER PERRY: Yes, Madam Chair. Good evening.

CHAIRPERSON MILLER-ANDERSON: Good evening.

INTERIM CITY MANAGER PERRY: Uh, as you know, we're here tonight to interview the two, uh, candidates, uh, selected by the Board, uh, for the position of, uh, interim city manager. At this time, I'd like to have the Human Resources Department just give you a brief overview of the process and we -- we have the candidates here and they're ready to, uh, be interviewed and as soon as this -- uh, the, uh, little process -- overview of the process by the Human Resources Director is complete, we'll proceed -- proceed with the interview.

CHAIRPERSON MILLER-ANDERSON: Okay. All right. Miss Irvin.

HUMAN SERVICES ADMINISTRATOR IRVIN: Good evening, Council.

CHAIRPERSON MILLER-ANDERSON: Good evening. Can you pull your mic up a little

bit and maybe if you can turn the volume up a little bit, too.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. Good evening, Council.

CHAIRPERSON MILLER-ANDERSON: Good evening.

COUNCILPERSON PARDO: Good evening.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Eureka Irvin, Human Resources Department. So I'm just gonna go over the, uh, process for this -- this afternoon or this evening. We have the two candidates as previously stated. Each candidate has one hour for their, uh, interview. Uh, they're -- they will have a 5-minute, uh, introduction, uh -- uh, opening statements by the candidates. I will read the questions, uh, for the candidates and you will, um, make your notes -- notations for them and provide them a score. You will give them a -- you will score them from 1 through 5, with a total scoring, um, from you of 20 points. All sheets combined is a -- combined is a total of a possible 100 points.

INTERIM CITY MANAGER PERRY: Miss -- Miss -- Miss Irvin, let's -- just wanna, for the record, it's 1 through 4.

HUMAN RESOURCES ADMINISTRATOR IRVIN: One through 4.

INTERIM CITY MANAGER PERRY: Yes, ma'am.

HUMAN RESOURCES ADMINISTRATOR IRVIN: I'm sorry.

INTERIM CITY MANAGER PERRY: Just wanna make --

CHAIRPERSON MILLER-ANDERSON: Do we have a -- where is the scoring sheet?

COUNCILPERSON HUBBARD: So we have it --

HUMAN RESOURCES ADMINISTRATOR IRVIN: The scoring sheet is on your, um --

COUNCILPERSON DAVIS: (Unintelligible).

CHAIRPERSON MILLER-ANDERSON: What?

HUMAN RESOURCES ADMINISTRATOR IRVIN: -- on your --

CHAIRPERSON MILLER-ANDERSON: (Unintelligible).

COUNCILPERSON DAVIS: Is that the one --

HUMAN RESOURCES ADMINISTRATOR IRVIN: -- on your interview questions.

COUNCILPERSON DAVIS: Oh, okay. Right here.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Oh, I have your questions.

CHAIRPERSON MILLER-ANDERSON: Oh.

COUNCILPERSON PARDO: Thank you.

COUNCILPERSON DAVIS: Thank you.

CHAIRPERSON MILLER-ANDERSON: Thanks.

COUNCILPERSON HUBBARD: Thank you.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. So I will read the questions and you will, uh, rate the interviewee 1 through 4 with a total combined from each one of you of a possible 20 points. Once all five sheets are -- are tabulated, the candidate can earn up to 100 points. If there is a tie breaker you will make a vote on the candidate. At the end, the candidate with the highest score is appointed interim city manager per your directive. Okay. So -- and then the H.R., uh, along with Legal will complete the hiring process. Are there any questions?

COUNCILPERSON DAVIS: No, ma'am.

CHAIRPERSON MILLER-ANDERSON: Well, the only -- the back of the, um, the application -- not the application -- the interview questions here for -- even though we're not doing the interviewing, for "Interviewer" that's where we're going to write our names on each of one of them, on the last page?

HUMAN RESOURCES ADMINISTRATOR IRVIN: Yes, ma'am.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS JOHNSON: Madam Chair, is there an opportunity for follow-up questions from the Board after you ask the initial question if there is additional information that we'd like to have them expound upon, there is an opportunity for us to do those follow-up questions? Is that what the Board desires -- desires to do?

HUMAN RESOURCES ADMINISTRATOR IRVIN: If we were to take that route, I would recommend that we've asked the question of all candidates.

CHAIRPERSON MILLER-ANDERSON: Okay.

HUMAN RESOURCES ADMINISTRATOR IRVIN: All right. So we will, uh, begin. Our first candidate is Miss, um, Karen Hoskins.

CANDIDATE HOSKINS: Good evening.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Good evening, Miss Hoskins.

CANDIDATE HOSKINS: Good evening.

CHAIRPERSON MILLER-ANDERSON: Her mic isn't on.

CANDIDATE HOSKINS: Good evening.

CHAIRPERSON MILLER-ANDERSON: Oh, I'm sorry. Miss Irvin's mic.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Good evening. Can you hear me?

COUNCILPERSON DAVIS: Yeah.

CHAIRPERSON MILLER-ANDERSON: Yeah, that's fine.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Good evening, Miss Hoskins. Welcome, this evening, to the interim interview process for the city manager here at Riviera Beach. Your panel consists of the City Council. There are five questions that the Council will ask you or that I will be asking you and the Council will be taking notes and - and -- and providing a -- a scoring for you. Um, you have five minutes for an opening statement. You may begin.

CANDIDATE HOSKINS: Good evening.

CHAIRPERSON MILLER-ANDERSON: Good evening.

COUNCILPERSON PARDO: Good evening.

COUNCILPERSON DAVIS: Good evening.

COUNCILPERSON DAVIS JOHNSON: Good evening.

CANDIDATE HOSKINS: Honorable Chairperson and City Council. It is an honor to sit here before you today. I am Karen Hoskins. I was born and raised in Summerville, Georgia. My parents, um, are deceased but, um, I -- excuse me -- I went to attend at college at Livingstone College in Salisbury, North Carolina. I graduated in 1987. I have one son who is a sophomore at Florida A&M University.

I am proud to be sitting here today. I've served as the assistant finance director and served the City for 29 years. I am confident that I am the ideal candidate for the position of interim city manager. I bring a wealth of experience in financial management, accounting, budgeting, managerial experience and strategic planning.

In addition to performing my responsibilities, I also served as the interim finance director from October of 2010 to October of 2012. During that time, the country, the State and the City were facing the worst economic downturn in recent history. I managed the City finances. I am here to help. I am a public servant. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you. Hold on. Walter, um, I'm hearing that Channel 18 is not coming through if you could just check on that, please.

CITY ATTORNEY DEGRAFFENREIDT: It's the Wi-Fi.

CHAIRPERSON MILLER-ANDERSON: All right. Miss Irvin.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. Miss Hoskins, before we begin, you will notice that there are the interview questions there in front of you with -- along with a note, uh, pad for you to take -- make any notations that you, um -- uh, need. Please be aware that we are asking you for at least 10 -- to have at least 10 minutes per question. Please be mindful of your response time.

All right. Okay. First question. Given the recent publicized events in the media and the challenges that impact the citizens and employees of the community, please provide the Board with your plan to move the City forward and build a consensus among parties.

CANDIDATE HOSKINS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

CANDIDATE HOSKINS: I believe that it is important that we get the employees engaged and energized again. The employees are the backbone of this City. My plan is to provide -- to get the employees engaged by offering outside activities, having a State of the City with just the employees, to recognize them, to get them back to work and focused on what their jobs are in the City.

As it relates to the residents, I believe is -- it is important that we engage them in community outreach, that as Miss Hubbard is having the groundbreaking at Cunningham Park. That's going to bring the community together. They will see the employees there working along with the City Council to create some kind of dialogue, um, not in the City - - in this particular setting, but in a outdoor setting. There is research that says when you're outside and doing some type of exercise, it creates a feeling of euphoria. So to get the -- the City residents outside of this setting, in a different atmosphere to think about something other than what's going on in the City. The positive aspects of what's going on. We're using up capital dollar -- dollars to renovate Cunningham Park, that we're putting our dollars to work. And I believe that will be a -- a good stepping stone.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Please provide the Board with an overview of your experience and knowledge related to the preparation, implementation and management of an operating and capital improvement budget. In addition, please provide a previous situation that required you to make a difficult recommendation related to fiscal controls within the organizations. Please provide the desired outcome.

CANDIDATE HOSKINS: When I was hired in 1988 as the accounts payable technician, I was promoted through the ranks. In 1992, I was promoted to budget and management specialist. During that time, I was responsible for developing the budget preparation schedule, working with department heads on developing a budget for those -- for that fiscal year.

Also, in fiscal '10, as I stated earlier, we were faced with the worst economic downturn in the City. So when the team got -- the management team was together, instead of laying off employees -- at that time the tax assessment had reduced by \$400 million, approximately 11 percent. So we had to come up with a plan to have the least impact on the employees. The furlough was developed. You heard about the furlough. Instead it impacting one person, we spread it out throughout the organization.

Also, let's see. The second part of the question is -- in addition, please describe the previous situation, so that's the situation in 2010 and 2012, when we had to implement the furlough during that economic downturn. The desired outcome was we did not have to lay off employees and everyone was, um, impacted, not just one singular person.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. The City of Riviera Beach has multiple employee Bargaining Units. Please describe your experience with employee relations, labor negotiations, responding to grievances and general complaints.

CANDIDATE HOSKINS: When I served as the budget and management specialist, I was responsible for calculating the -- the impact of general employee, uh, union requests. We have four Bargaining Units: SEIU, PMSA, Police and Fire. So my responsibility was to calculate the impact of those requests from those individual Bargaining Units and to work with management to decide if we are to, um, project if we had the funds available to meet those requests that we had -- they -- that they were asking for.

So, during -- I was also involved in those negotiations. I worked closely with, um, a couple of the attorneys, um, sit in on union negotiations and went through -- have gone through each of those, um, items that they have requested. The second part of the question, responding to grievances. I have not had the opportunity to respond to grievances. Uh, the staff that I currently supervise, um, no grievances has -- have been involve -- I have had the opportunity to be involved in grievances. General complaints, I've met with employees who have complained about various issues, worked with them on resolving those issues, um, with management or, um, with the employees themselves.

How will I develop and maintain a productive working relationship with all parties and ensure a productive workforce? I think it's important that we make sure that we get those union contracts settled. I know we have a couple of open contracts that we need to bring to -- finish negotiating and bring them to you for settlement. Um, employees have asked, you know, what's the status of those labor contracts and it's important that we move forward on, um, completing those labor contracts and, as I said earlier, keeping the employees engaged, getting them energized and back to the business at hand.

CHAIRPERSON MILLER-ANDERSON: Okay. One second. Can we lock that door so no one is coming in and out the door? I know that probably is distracting for -- when people are trying to interview. Uh, the one right -- that's directly behind -- yeah.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay.

CHAIRPERSON MILLER-ANDERSON: Thank you.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Number -- number four. What strategies do you find most helpful in building a solid working relationship with the community that you feel -- that you feel make contribute to and in -- increase public involvement? Let me read that again. What strategies do you find most helpful in building a solid working relationship with the community that you feel may contribute to and in -- and increase public involvement?

CANDIDATE HOSKINS: Sure. One strategy that I think would be helpful is having a, um -- a community where we paint houses -- pick out houses in the community and help improve the, um, look of the house or the -- the neighborhood, getting the employees involved and the community involved. Um, also, I know the CRA has the, um -- the -- the garden. That's, um, an area that the community is involved in, having, um -- having different, uh, programs there. And maybe we could do -- I know in the park -- in the

neighborhoods, we have various parks. So we could, um -- we're working on Cunningham Park but we could get the community involved in, um, maybe a park beautification or some type of program in the park involving our Recreation and Parks, um, Department. Also, the community, I believe they enjoy different programs, um, such as the Mayor's, um, family event. Uh, monthly family -- or the City Council's. Not the Mayor's, but the Mayor's, um, puts it on. The City Council's monthly family, um, event at City Hall. Um, they enjoy the music and the, um, coming out to -- to the vendors.

The cleanups, the community is involved with the solid waste cleanup, so that's an, um, important area that we could get the community involved in, just working within the City to bring back that, um, the communication and the, um -- with the City Council.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Are you ready to move on to the next?

CANDIDATE HOSKINS: Yes, ma'am.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. Please describe any major accomplishments that you have demonstrated or any specific skill set that you possess that make you feel -- that make you the best candidate for the interim city manager position.

CANDIDATE HOSKINS: As I stated earlier, I am a 29-year employee and have been committed to the City. I work hard. I lead by example. The -- working in the Finance Department, I'm in charge of making sure that when -- during the budget process that we meet TRIM compliance, that's Truth in Millage. We have to file certain documents to the State. Not one year since I've been in charge in the, um -- of the budget and the assistant finance director, have we had to re-advertise or reschedule a public hearing because of, um, the advertisement or the -- having any issues with TRIM compliance.

Also, we've had a clean audit opinion. We have, um, not had any issues with the, um, independent auditor. The team, finance team, we work hard and, um, having a clean audit opinion, that's an -- an accomplishment.

The specific skill sets that I possess: I'm a hard worker; I'm dedicated; and, I'm committed and I'm here to serve the, um, public and you to get the City through this transition period. I believe it's important that we calm things down. I don't wanna create any issues, any problems. Just move through this 90-day period till we hire a permanent city manager and get the City moving forward. We have several capital projects that we need to complete. We have a 5-year capital plan, um, \$40 million for USD that we need to move those projects forward.

Also, with the specific skill sets, I know the budget. I know the, um, where the money is so, um, working with the department heads, I'm easy to work with. We can -- and I believe that they will support me in getting those projects done -- completed. Thank you.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Good? All right. At this time, you -- you have the floor for your closing statements.

CANDIDATE HOSKINS: Is that a -- ma'am?

HUMAN RESOURCES ADMINISTRATOR IRVIN: No.

CANDIDATE HOSKINS: Is that an hour? No?

HUMAN RESOURCES ADMINISTRATOR IRVIN: No.

CANDIDATE HOSKINS: As I stated earlier, I am a 29-year employee, committed, public servant. I am willing to help. I am here to offer my services and I wanna thank you for the opportunity and if you have any questions, I'm here to answer them.

CHAIRPERSON MILLER-ANDERSON: Any questions from anyone?

COUNCILPERSON HUBBARD: Nothing.

CHAIRPERSON MILLER-ANDERSON: No? You? You have some?

COUNCILPERSON DAVIS: I was just gonna make a statement.

CHAIRPERSON MILLER-ANDERSON: Yeah.

COUNCILPERSON DAVIS: Is that okay?

CHAIRPERSON MILLER-ANDERSON: He wants to make a statement.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Go ahead.

COUNCILPERSON DAVIS: Maybe I'll just wait till both of them finish and then I'll make it at that time.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS: Don't wanna be (unintelligible).

CHAIRPERSON MILLER-ANDERSON: All right. Thank you, Miss Hoskins.

CANDIDATE HOSKINS: Thank you.

COUNCILPERSON HUBBARD: Thank you, Miss Hoskins.

COUNCILPERSON DAVIS: Thank you.

COUNCILPERSON PARDO: Thank you.

CHAIRPERSON MILLER-ANDERSON: (Unintelligible).

COUNCILPERSON DAVIS JOHNSON: Yes. We need a second one. Now we need a second one. I'm not (unintelligible).

CHAIRPERSON MILLER-ANDERSON: I'm not done yet.

COUNCILPERSON DAVIS: Oh, I'm -- oh, okay.

COUNCILPERSON PARDO: Yes, ma'am.

COUNCILPERSON DAVIS JOHNSON: I'm not done yet.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS JOHNSON: Madam Chair, (unintelligible).

CHAIRPERSON MILLER-ANDERSON: I'm not done yet. (Unintelligible conversation).

COUNCILPERSON DAVIS: (Unintelligible).

(Unintelligible, unrelated conversation).

CHAIRPERSON MILLER-ANDERSON: All right. She's here. So, Miss Irvin, we're still live so are we -- is it gonna be a little bit or are we gonna call in the next person? (Unintelligible, unrelated conversation).

COUNCILPERSON DAVIS JOHNSON: I haven't completed mine.

CHAIRPERSON MILLER-ANDERSON: I haven't finished mine.

COUNCILPERSON DAVIS JOHNSON: I wanna fill -- I just have a note that I just wanna finish. You -- you want it now?

CHAIRPERSON MILLER-ANDERSON: Do you want it now?

COUNCILPERSON DAVIS JOHNSON: 'Cause you're gonna need to give us a second -- you're gonna give us a second sheet.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Yes.

COUNCILPERSON DAVIS JOHNSON: Okay. All right. (Unintelligible conversation).

COUNCILPERSON PARDO: Thank you, Madam.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Wait. Is that one?

COUNCILPERSON PARDO: No. You know what it is. It's -- that one's not stapled. Thank you.

COUNCILPERSON DAVIS: Oh, I ain't scored yet. So --

(Unintelligible conversation).

CANDIDATE SMITH: What's your preference? Can I --

HUMAN RESOURCES ADMINISTRATOR IRVIN: No. No.

CANDIDATE SMITH: No? Okay.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. We are ready to continue with the --

CHAIRPERSON MILLER-ANDERSON: I'm not ready yet.

COUNCILPERSON DAVIS: Miss Irvin --

HUMAN RESOURCES ADMINISTRATOR IRVIN: Oh, you're not ready? (Unintelligible conversation).

COUNCILPERSON DAVIS: Anyone else need one?

CHAIRPERSON MILLER-ANDERSON: No, thank you.

COUNCILPERSON DAVIS JOHNSON: (Unintelligible) second -- the second one. This is yours, right?

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. Are we ready? Okay. We are ready to continue with the second interview. Dr. Smith, we want to thank you for coming out this evening and being a part of this process in aiding the City in selecting its next interim city manager.

Your interview time is slated for, um, one hour. You have five minutes with a, um, opening remarks. Um, the interview questions are printed next to you for you to follow along with. I will be reading the question. The Council will be, uh, rating you or making notes of your responses. Okay?

CANDIDATE SMITH: Okay.

HUMAN RESOURCES ADMINISTRATOR IRVIN: All right. Do you have any questions before I begin this process?

CANDIDATE SMITH: No, ma'am.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. Okay. Please begin with your opening remarks.

CANDIDATE SMITH: Hello.

CHAIRPERSON MILLER-ANDERSON: Hi.

COUNCILPERSON DAVIS: Hi.

CANDIDATE SMITH: Thank you for having me here today. My name is Dr. Lydia Smith. Uh, my journey with the City started almost 20 years ago. I first moved here, uh, when I was about 14 years old and I really love this City. And, um, it started because I was given a job opportunity out of high school from one of your small businesses, Port [phonetic] Printing Company. Uh, that has helped to shape who I am and pursue a career in business, ultimately, finance.

Uh, I've had a lot of, um, dealings with relationships with customers, contractors and helped to develop business relationship. I've also have knowledge in marketing, sales, operations, budget, H.R., productions and management. I -- I love to, um, develop businesses and I love to help businesses, especially through difficult times. I -- I love dealing with organizations and people. I consider myself a leader. I -- I am energetic. I'm an effective communicator and I've been instrumental in hiring local employees,

dealing with contractors and implementing strategies.

I have -- I left the City, uh, about -- a few years ago to further my education and I -- that's where I attained my doctorate degree. Uh, I'm passionate about what it is that I do and I love the City and, um, I am so happy that you have me here and have given me the opportunity to help serve along with you. Thank you.

HUMAN RESOURCES ADMINISTRATOR IRVIN: First question is, given the recent publicized event in the media and the challenges that impact the citizens and the employees of the community, please provide the Board with your plan to move the City forward and build a consensus among parties.

CANDIDATE SMITH: Thank you for the question. When I completed my dissertation, there was a theory that, um, I came across called adaptation-level theory and that simply states that when whatever is happening, we have the ability to change the perception or the way people see us no matter how bad it is as a business owner or -- or an organization. We can change that perception, whether good or bad and we see it all the time. So in order to change the narrative in the media, we must go out and reshape the thinking of how they see it. Give them good things to talk about our City. Um, create public relations where it talks about all the great qualities of our City like the marina, or all the wonderful events that we're having or the things that we are doing for youth. That's what needs to be in the media. That's what we need to be talking about. Even if something might come up that deviates from that we'll keep on showing the positive image because these images are what will reshape and invite more investors in our City. That's what will want people to live here that will make citizens be proud that they're from here. So in order to shape the perception, we would have to rebrand the City itself.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Please provide the Board with an overview of your experience and knowledge related to the preparation, implementation and management of operating and capital improvement budget. In addition, please -- please describe a previous situation that required you to make a difficult recommendation related to fiscal controls within the organizations. Please detail the desired outcome.

CANDIDATE SMITH: I consider myself a creative person where I'd like to see things from the design implemented and the complete process of it. And, um, the overall management of it where this is where we find out where we went wrong and how we can improve it. So, um, this is something that I'm familiar with in being able to prepare any form of -- okay. Given a budget and what it is that you want us to do, it would be my job to go out and do the research, find the most cost-effective way to do stuff, be able to find the proper employees or volunteers or staff to be able to get this done.

If we need additional funding, this is where we'd need sponsors or, um, people to volunteer to be able to get the projects completed. If, um -- and overall, heading into, um, implementing it and watching what -- making sure that the people that are over -- over the project itself have the proper training to be able to put what it is that we've -- we have in place come to life. Effectively, when the project is in progress, this is where you would be, uh, even though you have a plan, this is where all the mistakes or anything that needs to be improved, this is where it will normally show itself so this is where we, you know,

like, fail, try again, and figure out the new ways of how to get what it is that we are trying to get done.

There was a time I had a -- as an executive, we had this project that we had to get done and, um, the -- the part -- we were way -- it was costing way over budget so we had to eventually scrap the project. I did not shy away from the decision to scrap the project because after we looked at the numbers and the forecast, it was best for the overall organization and this is something that needed to be done. I was invested because of the people that were involved and, you know, you never really want to lay people off but what is best for the overall organization, it turned out to be great. Okay.

HUMAN RESOURCES ADMINISTRATOR IRVIN: The City of Riviera Beach -- this is a two-part question --

CANDIDATE SMITH: Yes.

HUMAN RESOURCES ADMINISTRATOR IRVIN: -- the City of Riviera Beach has multiple employee Bargaining Units.

CANDIDATE SMITH: Uh-huh.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Please describe your experience with employee relations, labor negotiations, responding to grievances and general complaints.

CANDIDATE SMITH: Okay. In order to have an effective company, employees must be satisfied -- an employee satisfaction rate must be high. Um, and when employees are happy, they want to stay with a company for as long as they possibly can and, effectively, until they are retired. This is where, you know, employee relation really come hand-in-hand and being an executive, my job would be to motivate them to make sure that they're inspired to do their job on a daily basis and negotiating the proper hours that they're supposed to work, uh, making that they are paid for their experiences, accordingly, and their skills and, um, dealing with if the employee needs some form of training to improve their skills, this is where this would be done.

Responding to grievances, if something needs to be done, it would be up to me. I would bring it to the Board to be able to see the best outcome or how -- you know, I would present to you different options of how we would possibly move forward and, um, upon agreeing, we would move forward with whatever action is necessary.

General complaints, I feel as though, um, all complaints or grievances within the City or an organization should be looked at. Uh, the person who made the complaints needs to know that they're being heard and when they're being heard, they feel valued and that's a big thing to, um, have lasting employees. Um, for general -- right. So my plan would be to -- the first thing is, if an, uh, complaint comes in, for them to be able to receive an email that, okay, we've heard this or we've received this and we're taking a look into it of how to, you know, move forward. And then the other thing would be to follow-up with them and kind of give them the overview and that would increase -- you know, the -- it would be like an open-door policy where they would know that it's okay to come and talk to us, right? Communication only -- do not only flow one way where I'd tell you exactly

what to do every single time because we want our employees to be open, to be able to give us their ideas, too, to be able to effectively make our processes and policies efficient.

HUMAN RESOURCES ADMINISTRATOR IRVIN: What strategies do you find most helpful in building a solid working relationship with the community that you feel you may contribute to and increase public involvement?

CANDIDATE SMITH: As I said before, I consider myself an effective communicator and I love people. I'm a people person. And the -- in order to build a solid working relationship, that one-on-one relationship, to know that you can count on me to listen to you and to hear what it is that your business needs in order to increase budget -- it's -- you -- a mutual working relationship and that is what it is that, um, we would like to have with our business relationships or the public themselves to know that we're here for them and we're here to serve them and we appreciate their business as well as, um, them -- their business and we appreciate them being here.

Um, these -- the strategy would be to -- to let them know that we are here for them. Not just to serve them or to shrug them aside. That we're here to listen to them and our goal is to resolve whatever issues that they're facing.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Please describe any major accomplishments that you have demonstrated or any specific skill sets that you possess that make you the best candidate for the interim city manager position.

CANDIDATE SMITH: I am passionate about what it is that I do. I love people. I have top notch, uh, financial and business and leadership communication skills, management skills. I have dealt with different departments. I -- I am able to inspire employees to get the best out of them. I'll bring that to the table. The -- these are the best qualities that is what's needed at this time in order to move the City forward in the right direction to make sure that -- or our citizens love being here and they want this to be the best place that they live, work and play, and, um, the same for businesses. We want to -- with my communication skills and that one-on-one that I talked about and going -- being -- being able to greet and listen to their needs and being able to bring it back to the Board and for us to have open dialogue to be able to solve whatever issues that are having. This would -- would be what it is that's needed. I have the skill sets, the education and the background to be the best candidate to be able to help you move the City forward and to serve with you.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. That concludes your interview, Dr. Smith. Thank you so very much, um, for being out here with us this evening and helping us make this decision.

CANDIDATE SMITH: Thank you so much.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Are there any comments, questions from the Council?

CHAIRPERSON MILLER-ANDERSON: Any questions, comments from the Council?

HUMAN RESOURCES ADMINISTRATOR IRVIN: All right. Okay.

CHAIRPERSON MILLER-ANDERSON: Thank you.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Thank you, Miss Smith.

CANDIDATE SMITH: Thank you.

COUNCILPERSON HUBBARD: Closing statement.

CHAIRPERSON MILLER-ANDERSON: Oh, she'll get a closing statement.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Oh, I'm sorry. Dr. Smith, you may provide your closing statement.

CANDIDATE SMITH: Thank you for having me here today. As I said before, I've studied long and hard and I -- I want to bring my talents and my skills and my experiences to help you and to help serve the people within this City. If given the opportunity, I'll be an asset to your company to help move you -- to help move forward. I'll be an asset to the residents and, um, I'll do what's necessary to help us move forward through this time. Thank you so much for your time. Have a great day.

COUNCILPERSON PARDO: Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

HUMAN RESOURCES ADMINISTRATOR IRVIN: (Unintelligible).

COUNCILPERSON PARDO: Thank you.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. The sheets have been tallied, however, before I give the scores, um, we need to make an -- an adjustment in the total possible scores that can be earned. Um, Chairperson Miller-Anderson, um, did not provide, uh, scores for either candidate. Um, therefore, instead of being 100 possible scores, it is now adjusted to 80 possible score -- points. Okay?

Therefore, um, Karen Hoskins has earned 67 possible points out of 80 and Dr. Lydia Smith has 46, uh, points out of 80. Therefore, Miss Karen Hoskins, uh, is tonight's winner.

CHAIRPERSON MILLER-ANDERSON: The interim city manager -- selected as the interim city manager.

HUMAN RESOURCES ADMINISTRATOR IRVIN: So Miss Hoskins is selected as the interim city manager.

CHAIRPERSON MILLER-ANDERSON: Thank you. All right. What are we doing next?

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Um, I just wanna, um, make a quick statement. Is that okay?

CHAIRPERSON MILLER-ANDERSON: Yeah.

COUNCILPERSON DAVIS: Um, one thing I would like to say today is that, uh -- I wish the two young ladies were in the room -- is that it take a great deal of courage, um, to come here today in such a atmosphere, um, to really put yourself out there in front of the world to -- and display, um, your talents. Um, I believe both of these young ladies bring a different skill set, um, to the table. Um, one thing I can say about Miss Hoskins from hearing her talking about 29 years of experience working her way from the bottom all the way to the top and when this City was at its worst time financially, where employees almost lost their jobs, she was the instrument that made sure, um, that no one was laid off. No children had to see their mothers or fathers come home hurt. That said a lot.

Um, to Dr. Smith, her spirit is something that -- oh, let me start over then. Yeah. Well, since they're here I don't -- so I gotta start over. Hello, ladies. (Candidates enter the room).

CHAIRPERSON MILLER-ANDERSON: So -- uh, hold on one minute, Mr. Davis. So with both of the candidates coming in, um, I don't know, has -- has it already been announced to them who --

HUMAN RESOURCES ADMINISTRATOR IRVIN: No, it hasn't yet.

CHAIRPERSON MILLER-ANDERSON: -- has been selected? Okay. So would you like to do that at this time since they weren't in the room?

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay. Okay. Sure.

CHAIRPERSON MILLER-ANDERSON: And then, um, you know, Mr. Davis can continue or start over. However he wants to do it.

HUMAN RESOURCES ADMINISTRATOR IRVIN: All right. Dr. Smith, Miss Hoskins, the scores have been tallied, um, this evening. Um, there was a modification to the total points, um, earned for tonight. Instead of it being, uh, 100 points earned, it was reduced to 80 points earned. Miss, uh, Karen Hoskins earned 67 out of 80 points and Dr. Lydia Smith earned 46 out of 80 points. Therefore, Miss Karen Hoskins is selected as the interim city manager. Congratulations, Miss Hoskins.

COUNCILPERSON DAVIS: I'll start my comments over. First of all, to both of you, I would like say, um, congratulations for coming. I mean, in a time as we rebuild and move forward this City, it take a great deal of courage to put yourselves in a position. Uh, Dr. Smith, um, people may not know you but to get in your car and drive over 15 hours to your hometown and really show where your heart is, I commend you for that.

Um, the morale in this City is building up. I hope that somewhere in this City, in some department, that we can use your spirit of loving people and willing to work with one another, to be an asset to this community. I think that should take some consideration for something as you apply, just as well as anyone else, for any of these vacancies. All right? And I commend you for that. Thank you so much for showing up. That means a lot. I hope that some young lady or some young man see someone with your drive that

got in your Winnebago and drove down here for your hometown. And you put your resume to the test. And that, to me, deserves a great deal of respect and a round of applause for that. Let's give Miss -- Dr. Smith a round of applause.

Um, to Miss Hoskins, um, I've been elected 5 years and been a resident all my life in this community, come back home, and the 29 years of experience of walking in the door and then being, um -- doing my research for Mr. Dennis Lewinsky [phonetic], uh, Lasky [phonetic], who's someone that put this City in a great financial position many, many, many, many years ago. And to be able to come up under -- uh, train and -- train up under someone of his stature, weighs a great deal. Uh, like I was stating before you walked in the door, you made -- you mentioned, um -- and I didn't realize this -- from 2010 to 2012, that we was in a great turmoil across this country and a lot of mothers and fathers could have potentially went home unemployed.

Um, I couldn't fathom and I -- I've experienced it in 1995 when my father came home when the City laid off jobs. And I know the look in the mothers' and the fathers' face when they walked through that door of that's it. What's next? And you was a part of a solution. That means a lot to me. I hope that it means a lot to Riviera Beach and I hope it means a lot to the entire world that you a person that come with great morale, you perform. And I just wanna say thank you for -- for what you done this far. Um, I'm excited to see what it is that -- the talents that we have growing up in this community. We don't see that much when someone comes up and get an opportunity and exercise what they've been trained to do.

This is an opportunity for this City, this Board and our Mayor, to really see what have we been doing to train our staff that's in place and to give us an opportunity to see what we done right and where we can improve. And you're gonna be our light to help us, uh, stabilize things and get us going to the next ship. I have a great deal of respect for you and I wish you well. Um, I'm here as a -- one Board member, um, and I'm open and I will listen to what it is that are your ideas and what you recommend to this Board or what it is that you ask of this Board, and specifically, me, myself. And thank you and congratulations.

COUNCILPERSON HUBBARD: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON HUBBARD: I, too, wanna thank both of you young ladies for applying for the job. Lydia, indeed, uh, we were pleased to have you come here to apply for the job and I, too, think that there is some other jobs that might come along in the City that you might find yourself interested in. By all means, do apply. And we're glad that you did come back home to give it a try, to offer your services to be a servant unto the City and thank you for that.

And to Karen, congratulations. We wanna thank you, uh, Miss Hoskins, from having been a servant to this City and to serve as -- in the many years that you have put in and the many hours and the time that you've put in, we thank you for that and we thank you for what you're about to do -- for stepping up. And, you know, I'm so glad that -- that you did.

I want us to continue to build a bench. I -- you know, I'm all for betting on us first on -- on our own home-grown people and to give us a chance, if we can give somebody a chance from all across the world, I'm all for giving our own residents, um, a chance first, someone that's committed. You have the -- you, indeed, have the management experience. You have -- you have managed people and you have supervised people. And, um, as it was pointed out by Councilman Davis to come up with, uh, the furlough, uh -- uh, an idea that was a win-win for everybody so no one would have to lose their jobs. But we all stayed employees and bit the bullet and we made it through and we wanna thank you and we look forward to you leading us, um, through this -- these next 90 days and I am here to work with you, to help you in any way that I can, um, so feel free to call on me if you have any, uh, desire and need for my help.

COUNCILPERSON PARDO: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON PARDO: Okay. So Dr. Smith, thank you, again, for applying. Um, you were very impressive and your future is very bright and I'm sure you're aware of that. We're all very aware of that. And to Miss Hoskins, congratulations and thank you for stepping up.

So I was here back during the recession and things were scary, to say the least, and like you said and some of the councilpeople said, the first thing that we wanted to do was to make sure we didn't have to lay off employees. And to come up with the, um -- the furlough, and to ride out the recession like you were able to do as the interim finance director, was, you know, just incredible. Everyone was talking about it.

Um, you know, you have the respect of the community and you have the respect of the employees and you have the respect of the elected officials. So I think our future is bright right now with you at the helm. And if there's anything that I can do or any of us can do, you know, to help you, you know, steer us in the right direction, you know, we're all here. We want you to succeed as much as we want the City to succeed. So thank you and, um, when are starting? Tomorrow? 9:00 or is 7:30? All right. Thank you, again, ladies.

COUNCILPERSON DAVIS JOHNSON: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON DAVIS JOHNSON: I would just like to take this opportunity to say thank you to both of you for, um, being selected to interview. Uh, Miss Smith, thank you so much for, um, some of the statements that you brought forward. It was refreshing to hear. Miss Hotchkins [sic], I look forward to working with you and seeing -- having you see us through the next 90 days as we work towards identifying a permanent city manager. So I thank you for your service. I thank you for your commitment and your ability to step up and offer to provide assistance to us during this time. Thank you.

CHAIRPERSON MILLER-ANDERSON: Hello. I just wanna say congratulations to you, Miss Hoskins, and, again, I think everyone has pretty covered -- pretty much covered everything but I do want to thank both of you for, um, putting your names in the hat to be

considered. And, um, although I did not rate anyone -- either one of you, um, I did make sure that I wrote a note on there so that it was very clear as to why I did not do any ratings.

Um, I do feel that, um, with Miss Hoskins being in this position, that I can certainly work with you and -- and support you 100 percent and that is actually a conversation we had before this afternoon. So, um, I -- I -- I definitely look forward to working with you. I have a lot of respect for you, as I told you before. Um, I do believe you have the City at heart. You will do your job with the utmost integrity and that I do appreciate about you. You've done it all along and I think that you will continue to be that way as we -- we get through these next 90 days. And, again, it's always been a pleasure working with you and I look forward to working with you as the interim city manager. Thank you.

Anything else? All right. We have a motion to -- do we need to go through the discussion by the city manager, discussion by the attorney, City Council committee reports, statements by the Mayor and City Council?

COUNCILPERSON PARDO: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON PARDO: All right. So just for clarification, how are we moving forward? Will Miss Hoskins go into this position tomorrow since she is City staff and you've already done the background check on her?

HUMAN RESOURCES ADMINISTRATOR IRVIN: Uh-huh. Yes, ma'am, we have.

COUNCILPERSON PARDO: Okay. So is that the plan? She takes the helm tomorrow morning? I just want it to be clear --

HUMAN RESOURCES ADMINISTRATOR IRVIN: Mr. Perry.

COUNCILPERSON PARDO: -- you know, for the residents, for the press. I think we just need to be clear. Mr. Perry?

INTERIM CITY MANAGER PERRY: It -- it -- as we state at the bottom of that agenda, we'll -- H.R. and the Legal Department will work on finalizing all of Miss, uh, Hoskins, uh, paperwork and as soon as she's ready -- I'm assuming she might -- may wanna transition tomorrow, whatever the case might be but it's definitely up to her. I'm here to support her. So if she wants to take over tomorrow, that's fine, or Monday morning. However she wants to do it.

COUNCILPERSON PARDO: Okay.

INTERIM CITY MANAGER PERRY: Okay?

COUNCILPERSON PARDO: Thank you.

CHAIRPERSON MILLER-ANDERSON: I -- I do have a question. Um, in regards to her -- her current position, will there be an interim vacancy for her position or is she still gonna be doing that, too, or is someone in the office stepping up for her? How are we looking

to move forward with that part?

INTERIM CITY MANAGER PERRY: That's something I have a discussion with, uh, Mr. Sherman about and if he needs somebody within his department, identify someone that -- he can always just promote somebody within the department.

CHAIRPERSON MILLER-ANDERSON: Okay.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Also, we, uh, should discuss our -- her compensation, the amount that she should -- that she will receive payment for. Um, that hasn't been --

CHAIRPERSON MILLER-ANDERSON: We -- we discussed that.

COUNCILPERSON PARDO: We discussed that.

CHAIRPERSON MILLER-ANDERSON: 150, I think we said, right?

HUMAN RESOURCES ADMINISTRATOR IRVIN: It was 150,000.

INTERIM CITY MANAGER PERRY: And -- and that's one of the things I wanna do.

HUMAN RESOURCES ADMINISTRATOR IRVIN: 150, that's right. It's the 150.

INTERIM CITY MANAGER PERRY: I want -- that's why I wanted to meet with the Legal and H.R. tomorrow so we can finalize the whole --

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay.

INTERIM CITY MANAGER PERRY: -- those issues. That, uh --

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay.

INTERIM CITY MANAGER PERRY: -- those grounds that Council --

HUMAN RESOURCES ADMINISTRATOR IRVIN: All right.

INTERIM CITY MANAGER PERRY: -- had, uh -- had set.

HUMAN RESOURCES ADMINISTRATOR IRVIN: Okay.

CHAIRPERSON MILLER-ANDERSON: All right. Anything else? All right.

DISCUSSION AND DELIBERATION

DISCUSSION BY CITY MANAGER DISCUSSION BY CITY ATTORNEY

CITY COUNCIL COMMITTEE REPORTS

STATEMENTS BY THE MAYOR AND CITY COUNCIL

ADJOURNMENT

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

COUNCILPERSON PARDO: So moved.

COUNCILPERSON DAVIS: Second.

(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