

**CITY OF RIVIERA BEACH
PALM BEACH COUNTY, FLORIDA
CITY COUNCIL WORKSHOP MINUTES
HELD IN THE CITY COUNCIL CHAMBERS
APRIL 16, 2018 @ 6:30 P.M.**

CITY CLERK CALL TO ORDER

ROLL CALL

CITY CLERK ANTHONY: Mayor Thomas Masters?

MAYOR MASTERS: Present.

CHAIRPERSON DAVIS JOHNSON: Well, it says you will call this to order.

CITY CLERK ANTHONY: Oh, what? It did?

CHAIRPERSON DAVIS JOHNSON: You don't have this here?

CITY CLERK ANTHONY: I didn't get that, Madam Chair.

CHAIRPERSON DAVIS JOHNSON: Okay. So I shall do it. I'd like to call the City Council Workshop for the City of Riviera Beach, April 16, 2018, to order. Madam Clerk?

CITY CLERK ANTHONY: Mayor Thomas Masters?

MAYOR MASTERS: I'm still here.

CITY CLERK ANTHONY: Chairperson Tonya Davis Johnson?

CHAIRPERSON DAVIS JOHNSON: Here.

CITY CLERK ANTHONY: Chair Pro Tem Lynne Hubbard? Councilperson KaShamba Miller-Anderson?

COUNCILPERSON MILLER-ANDERSON: Present.

CITY CLERK ANTHONY: Councilperson Julia Botel?

COUNCILPERSON BOTEL: Here.

CITY CLERK ANTHONY: Councilperson Terence Davis?

COUNCILPERSON DAVIS: Here.

CITY CLERK ANTHONY: City Manager Karen Hoskins?

CITY MANAGER HOSKINS: Here.

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

CITY ATTORNEY DeGRAFFENREIDT: Here.

CITY CLERK ANTHONY: You may proceed.

CHAIRPERSON DAVIS JOHNSON: We'd like to take a moment of silence followed by the Pledge of Allegiance led by the Mayor.

INVOCATION

PLEDGE OF ALLEGIANCE

(Everyone stood for a Moment of Silence with the Pledge of Allegiance being led by Mayor Masters).

CHAIRPERSON DAVIS JOHNSON: Madam City Manager?

CITY MANAGER HOSKINS: Madam Chair, the purpose of this workshop is to talk about the city manager candidates. Based on the timeline -- Justin, can you put up the timeline, please, on the screen?

SYSTEMS ADMINISTRATOR WILLIAMS: Oh, oh, oh, you got it.

CITY MANAGER HOSKINS: Based on the timeline --

CHAIRPERSON DAVIS JOHNSON: Let the record reflect Chair Pro Tem Hubbard is on the dais.

CITY MANAGER HOSKINS: Okay.

CHAIRPERSON DAVIS JOHNSON: Proceed.

CITY MANAGER HOSKINS: The City Council individually were to select 10 candidates for further review and for their selections to the Human Resources Department. And then based on the timeline on today, Monday, April 16th, the Mayor and City Council members will conduct a workshop to narrow the pool of candidates to five. So Councilwoman Lynne Hubbard sent her -- sent four names in on April 13th. Councilperson Terence Davis sent six names in on Friday. Chairwoman Tonya Davis Johnson submitted nine names on today. I did not -- I received a memo, an e-mail communication from Councilwoman Miller-Anderson and Councilwoman Botel has not submitted any information at this time. I need to get clear -- or further direction from you all how would like to proceed so we can move forward with the selection of a new city manager.

CHAIRPERSON DAVIS JOHNSON: Comments?

CHAIR PRO TEM HUBBARD: I think that --

COUNCILPERSON MILLER-ANDERSON: Madam --

CHAIR PRO TEM HUBBARD: -- we've submitted --

CHAIRPERSON DAVIS JOHNSON: Chair Pro Tem.

CHAIR PRO TEM HUBBARD: I'm sorry. I thought you -- were you not --

COUNCILPERSON MILLER-ANDERSON: Go ahead.

CHAIRPERSON DAVIS JOHNSON: Chair Pro Tem.

CHAIR PRO TEM HUBBARD: Thank you, ma'am. I think that we should work with -- from -- from what has been submitted. We agreed to this timeline and I think that that's what we should adhere to. And we would work -- and we should continue to work from what has been -- what has actually been submitted.

COUNCILPERSON MILLER-ANDERSON: Madam Chair?

CHAIRPERSON DAVIS JOHNSON: Commissioner -- Councilwoman Miller-Anderson.

COUNCILPERSON MILLER-ANDERSON: From the candidates that we have -- that applied, I think I said some time ago I was not overly impressed with many of them. I think that -- well, it appears that, one, because we did open it up to those with corporate experience, we did get a few more in that kind of went out of the direction in which I thought we should be going. But even with that we still had a lot of candidates that applied that I did not feel were probably in the best interest of the city.

Many of them have not always operated in the -- the best -- in the best interest of their city. I truly feel that we are receiving candidates who are at a lower standard because of the image in which we've portrayed over the last few months. And it appears that those who have -- who are very qualified or highly respected in their field are not applying to come and work here. And I could certainly understand why, given the climate over the last few months. But I do not feel comfortable in just going with the names that are before us, just because we need to identify someone. We have a lot of work to get done. We have a lot of things that are taking place that we need to correct. We need to make sure we have someone in here who is gonna -- not going to come in and just go along to get along. They need to be able to be -- they need to be able to come in and do what we need to be done. And I'm just not comfortable with the group that we have. I will allow the others to speak, but I did not submit any names in because I was not satisfied with the pool of candidates that we had. And you know, like I said before, I do believe it has a lot to do with our -- with the climate here. And the -- the candidates that are applying, many of them I -- I truly believe are just in need of a job or want a job.

And I don't mean to be disrespectful or, you know -- it's -- it's the truth for me for some. Just looking at some of the history of many of them, for me I'm just -- I do know we have to meet this timeline because we do want to make sure someone can get into the position and -- and so that Miss Hoskins can, you know, move forward which direction she's going in. But I don't think we're at a desperate point of just selecting someone just to select. Thank you.

COUNCILPERSON BOTEL: Madam Chair?

CHAIRPERSON DAVIS JOHNSON: Commissioner Botel -- Councilperson Botel.

COUNCILPERSON BOTEL: I agree completely that the candidates that were put before us were not acceptable. I -- I couldn't in good conscience give you any names of any of them. And so that's why I didn't provide you with any, and I apologize for not communicating that. I probably should have and I'm -- I'm sorry that I didn't put that in writing to you earlier.

But I have an alternative suggestion to make. I've been in contact with someone who has spoken with Dr. Richard Orman from Barry University. And I feel strongly that we can delay this decision and perhaps engage the services of Dr. Orman and his staff at Barry University to give us some guidance over the course of the next few months. They -- they perform this service and -- and have done it in the past for other -- other organizations, an evaluation. If I can explain a little bit about what -- what they would intend to do, it might take a little time but I think it's something that we ought to take a look at.

CHAIRPERSON DAVIS JOHNSON: Well, before you do that --

CHAIR PRO TEM HUBBARD: We all got the e-mail.

CHAIRPERSON DAVIS JOHNSON: -- we -- we did get -- we all got the e-mail.

COUNCILPERSON BOTEL: Oh.

CHAIRPERSON DAVIS JOHNSON: But I want to hear from our -- our colleagues before we even get into that, because there was also an offering prior to your arrival to have Anita Favors Thompson, who was a very seasoned city manager, to come in and provide some of what was offered in that e-mail.

COUNCILPERSON BOTEL: Oh. Oh. Okay. Okay.

CHAIRPERSON DAVIS JOHNSON: So let's just have -- let's allow --

COUNCILPERSON BOTEL: Okay. Thank you.

CHAIRPERSON DAVIS JOHNSON: -- all the colleagues to speak and then we have some additional conversation.

COUNCILPERSON BOTEL: Thank you.

CHAIRPERSON DAVIS JOHNSON: Thank you. Mr. Davis, no comments?

COUNCILPERSON DAVIS: (No audible response).

CHAIRPERSON DAVIS JOHNSON: Mr. Mayor, did you have any comments?

MAYOR MASTERS: No comment.

CHAIRPERSON DAVIS JOHNSON: All right. Okay. All right. So with that being said, you can come back and have the discussion that you'd like to share, but we all did receive it so we're aware of what was in it.

We certainly need to think about what is -- if there is no consensus on a group of names, because we had a gentleman in here that was a previous candidate for city manager and there were some others. I cannot support the statement and certainly it is every individual's right to express themselves, but I don't think that -- I don't want to disparage the reputations or the names of any one that has submitted. Quite frankly, I can understand hesitation based on issues and situations that have happened. But we fully had an opportunity to engage former City Manager Favors Thompson who had agreed to come in and to provide assistance to us prior to us getting to the point of actually selecting. There were some time -- some timing issues for her but she certainly has reached out.

COUNCILPERSON BOTEL: She was here?

CHAIRPERSON DAVIS JOHNSON: She's out of Tallahassee.

COUNCILPERSON BOTEL: Oh, okay.

CHAIRPERSON DAVIS JOHNSON: But she is a city manager that had tenure for 30 plus years in the City of Tallahassee. And so she got it right somewhere.

COUNCILPERSON BOTEL: Yes.

CHAIRPERSON DAVIS JOHNSON: And she extended herself to us and so we don't want to let that go under the rug and not give consideration to her with that. So if you -- if there's anything further that you'd like to add about that e-mail that you received --

COUNCILPERSON BOTEL: Did she come and present to -- to the council?

CHAIRPERSON DAVIS JOHNSON: No. We -- we -- we spoke to her by phone.

COUNCILPERSON BOTEL: Okay.

CHAIRPERSON DAVIS JOHNSON: But she was willing to come down and provide her expertise in any shape, form or fashion that we thought necessary.

COUNCILPERSON BOTEL: Uh-huh.

CHAIR PRO TEM HUBBARD: Madam Chair?

MAYOR MASTERS: Madam Chair, will she be -- I'm sorry.

CHAIRPERSON DAVIS JOHNSON: Mr. Mayor?

MAYOR MASTERS: Yeah. With -- I just have a question. If -- if that's the will of the board, would she -- she would just come here for a certain amount of time or just -- I wasn't quite understanding what you were saying. She's willing to come to be our city manager, period?

CHAIRPERSON DAVIS JOHNSON: She is willing to help us in any form or fashion that we need. So if that would be, you know -- we've already agreed to allow City Manager Hoskins to continue. And I think that we need to go along in that vein. And if we want to craft some other process then certainly we need to entertain the offering of Miss Favors Thompson in addition to the information that was provided. But there is an option for her to do whatever it is that we need her to do. We just need to engage in conversation just as we would have with the information that was provided to us in the e-mail.

MAYOR MASTERS: Okay. Thanks.

COUNCILPERSON MILLER-ANDERSON: Madam Chair, is Miss -- you're next. Go ahead. Is she still available? That's all I wanted to know.

MAYOR MASTERS: Yes.

CHAIRPERSON DAVIS JOHNSON: We will reach out to her. I believe that she is.

COUNCILPERSON MILLER-ANDERSON: Okay.

CHAIRPERSON DAVIS JOHNSON: Uh-huh.

CHAIR PRO TEM HUBBARD: Madam Chair, there are two things that I wanted to -- to point out was -- was one, that the -- the names that were submitted, I made sure that I submitted quality names, people that had, you know, experience. There is a truth to it that everybody was not in that stack was one that I would put their names forward. As you noticed I only put four names forward. So I found that there was some quality names to -- to be submitted that would enable us to -- to move forward and narrow it down based on what we have.

And the professional service of Miss Anita Favors Thompson that I see would be valuable to us to bring forward is to continue to work with Miss Hoskins as she's here. And as we pointed out last week, Miss Hoskins has no collateral administrative persons to help her. And I think this, too, would allow the both of them to try to move forward and fill some of the positions that we have here in the -- in the City. We have to start filling some of the positions. There's so many city managers that comes into a city where there are no vacancies. But I think with Mrs. Thompson's assistance, Mrs. Hoskins and she could both continue to work to fill some of those positions while we continue to move along on -- on this particular timeline.

CHAIRPERSON DAVIS JOHNSON: Any other comments?

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON DAVIS JOHNSON: Mr. Davis.

COUNCILPERSON DAVIS: Correct me if I'm wrong but did we not take a vote 5-0 to move forward with this process? I -- I just want to make sure I'm not in the "Twilight Zone." Did we take -- not take a 5-0 vote to move forward with this process? With the understanding that some folks may or may not agree with all the candidates? I mean, we -- we -- we -- whatever -- and the reason -- I just want to hear -- I want to hear somebody say that so we can move forward right, because we can't keep acting as if -- was there a 5-0 vote to move forward with this process?

Well, we extended it giving our fellow commissioner here the opportunity, because she was new, to -- opportunity to review all the applications so she can have a chance to implement what she may feel is an efficient number of applicants. Now, wasn't that -- if I'm correct, there was a motion put on the floor and a second. It was a 5-0 vote for that.

CHAIRPERSON DAVIS JOHNSON: So Mr. Davis, you are correct. However, from the seat that I sit in --

COUNCILPERSON DAVIS: Yes, ma'am.

CHAIRPERSON DAVIS JOHNSON: -- the one thing that I don't want to see --

COUNCILPERSON DAVIS: Uh-huh.

CHAIRPERSON DAVIS JOHNSON: -- is a split vote and we have issues and concerns. Right?

COUNCILPERSON DAVIS: No. No. No.

CHAIRPERSON DAVIS JOHNSON: So yes, we did. Yes, we did.

COUNCILPERSON DAVIS: I -- I want to move --

CHAIRPERSON DAVIS JOHNSON: However --

COUNCILPERSON DAVIS: -- forward with my comments.

CHAIRPERSON DAVIS JOHNSON: Okay. But yes, we did.

COUNCILPERSON DAVIS: Now, listen. Let's -- let's not go any further. The reason I say that, because --

CHAIRPERSON DAVIS JOHNSON: They're not submitting any names.

COUNCILPERSON DAVIS: -- this is -- look.

CHAIRPERSON DAVIS JOHNSON: I'm sorry. She asked me a question. That would mean if there is no -- if there are no other names submitted, then it would be only the names that we have submitted.

COUNCILPERSON DAVIS: Correct.

CHAIRPERSON DAVIS JOHNSON: And -- and they have indicated that they have no faith or -- I don't know if faith is the right word. But they are not interested in moving any of those names that were submitted forward.

COUNCILPERSON DAVIS: Okay.

CHAIRPERSON DAVIS JOHNSON: Is that correct? Is that a correct --

COUNCILPERSON BOTEL: Yes.

COUNCILPERSON MILLER-ANDERSON: Yes.

CHAIRPERSON DAVIS JOHNSON: Okay.

COUNCILPERSON MILLER-ANDERSON: Yeah.

CHAIRPERSON DAVIS JOHNSON: All right. Hold on. Mr. Davis still has the floor.

COUNCILPERSON DAVIS: Thank you. Now, you're new, Dr. Botel, but we've been down this road on other issues where we made decisions and then we kicked it down the road. Now, I'm a team player. Whatever decision that this board chooses to do tonight, can we all agree that we're going to commit and stick to whatever we agree to do tonight moving forward? I just want to make sure. And I -- I -- I'm saying I'm willing to support what the board wants to do. But let's make a decision to make a decision but don't change our minds every time we get to the finish line.

CHAIRPERSON DAVIS JOHNSON: Uh-huh.

COUNCILPERSON DAVIS: So I just want to make sure that we all are committed to doing that and state that on the record so when we come back to whatever it is we decide to do tonight, that we're consistent and we're together on this issue. And I'm willing to do whatever this board --

COUNCILPERSON MILLER-ANDERSON: Madam Chair?

COUNCILPERSON DAVIS: -- want to do to go to the next step. That's all I'm stating.

COUNCILPERSON MILLER-ANDERSON: Madam Chair?

CHAIRPERSON DAVIS JOHNSON: Councilwoman Miller-Anderson.

COUNCILPERSON MILLER-ANDERSON: In regards to the vote for me the vote was to allow Dr. -- Miss -- Councilwoman Botel additional time. That's what I voted for. That did not indicate I was in support of any of the candidates. We weren't talking about candidates. I -- I extended the time. I agreed with that.

CHAIRPERSON DAVIS JOHNSON: Well, we -- we agreed that we would --

COUNCILPERSON MILLER-ANDERSON: That's -- that's my -- that's why I answered the way that I answered.

CHAIRPERSON DAVIS JOHNSON: Right. However, we were going to -- we -- we provided an opportunity for Councilwoman Botel to review and she -- she was to provide her list of names. She has indicated that she has not come forward with any names based on her thought process and/or decision.

However, I cannot say that all of the candidates that were put forth in the package were sub standard in my opinion because I -- I held fast and true to what I was looking for by way of experience. And I -- my experience had four categories. Those four categories were city manager, assistant city manager, county administrator and assistant county administrator. So based on that criteria, that was how I got to where I got to. I am not in total agreement that there is no one from this list.

And I did some research and, you know, city managers -- the life span of a city manager is typically about three to five years. And so I looked at those who had, you know, eight years, 12 years. So I prepared my list, my names based on that criteria for me because that was most important when looking for a city manager. It was not for me to take a look at anyone with the corporate experience. Not saying that they would not be able to fulfill the job; however, it was important for me to see governmental experience which the candidates in which I narrowed it down to the nine out of the --

COUNCILPERSON MILLER-ANDERSON: Twenty-nine.

CHAIR PRO TEM HUBBARD: Twenty-seven.

CHAIRPERSON DAVIS JOHNSON: -- 29 -- so that's how I was able to get to where I -- I got to. So I am prepared and I provided the names that I would be interested in -- in reviewing. We can still utilize the services of a Dr. -- not Dr. -- the services of Anita Favors Thompson or I believe the gentleman's name was Dr. --

COUNCILPERSON BOTEL: Richard Orman.

CHAIRPERSON DAVIS JOHNSON: -- Richard Orman. That's not to say that we cannot utilize those services. But I can tell you what I am seeing in light of everything that we're doing, we have placed the proverbial arm behind the back of the existing city manager. And we cannot continue to operate in the manner in which we are operating with these very vital positions unfilled.

I know that we had a conversation about allowing a city manager to choose; however, we cannot, in my mind, continue to allow our city to go without these very vital positions filled. And so therefore, if we are going to allow Miss Hoskins, we need to -- to -- with us allowing Miss Hoskins to stay in this position until such time as we have identified our permanent city manager, we need to be able to give her the authority to hire some of those very critical positions. And if we don't do that we're going to just continue to have these shortcomings, shortfalls and pitfalls in place.

And so I would ask -- I would humbly ask my colleagues to consider the allowance of Miss Hoskins to fill a couple of those critical positions. You know, we -- an HR director. A Public Works director. We need an IT director. We need those things. And I believe that Miss Hoskins -- Miss Hoskins has the wherewithal to go through an evaluation process and look at the experience of those individuals. And if she wants to put some special criteria in place for the experience, then let that be a consideration. But we cannot continue as a -- as an organization to operate in the manner in which we are.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON DAVIS JOHNSON: Hold on. I believe --

COUNCILPERSON BOTEL: Yeah. I -- I --

CHAIRPERSON DAVIS JOHNSON: -- Councilperson Botel.

COUNCILPERSON BOTEL: -- I agree. We have to move on these positions quickly. But I do think -- I don't know Dr. Orman, nor do I know Anita Favors Thompson, but I think it's really important that we get someone with that level of experience. I believe he was the Riviera Beach City Manager at some point and I've only heard very, very good things about him.

I would like to see us get a written proposal from both of them and maybe a third. I don't know that such an entity exists but if -- if it does, then we could get proposals from a couple of entities like this and see which of them looks to be the best fit for us and make a decision as to which one we would move forward with. I think it would give us the

strength of someone who has that kind of -- 30 years of a city manager, that's a great background.

And as is the background of Dr. Orman with the support of the people from Barry University. I think that this -- what I read here sounds like a really good plan for us. And if you've all gotten this e-mail you know what I'm talking about. This is -- these are good steps that we can take to support Miss Hoskins in this role, to give her some -- some support so that she can move forward and -- and get these jobs filled.

CHAIR PRO TEM HUBBARD: Madam Chair?

COUNCILPERSON BOTEL: So that -- that would be my recommendation.

CHAIRPERSON DAVIS JOHNSON: Thank you. Councilwoman?

CHAIR PRO TEM HUBBARD: Also I think it's important that Miss Hoskins be comfortable with who -- with Mr. Orman or Miss Favors, whom she would be comfortable in -- in -- also in working with and it's -- it's not so much to put -- to give us a proposal, but to -- to -- to -- for them to talk about -- to present their capabilities for us to understand their qualifications and their fit for us, as well as the fit to work with Mrs. Hoskins.

And I think that's going to be a key role, as well, among the things that we -- that we look for. So I -- so I -- I -- I will say again, I think that we stick to the timeline. We have submitted those. I think we had 29 people and there were qualified people and those are the only ones that I submitted. I didn't submit the people that -- that I didn't feel were -- that -- that met our criteria or our qualifications. And I think we just gotta keep -- we gotta keep moving. We can't get stagnant.

MAYOR MASTERS: Madam Chair?

CHAIRPERSON DAVIS JOHNSON: Mr. Mayor.

MAYOR MASTERS: I -- I want to go back to what Mr. Davis said, 'cause I -- I agree with the principle that it is frustrating if we decide that we're going to do one thing and something else comes up the next two weeks and we -- we say we're going to get -- do this or do that. So I -- I understand his -- his point. And it's well taken.

But for me and my house I -- either we're going to select a city manager or we're not. And I don't really understand why we need to bring anyone in to help, I mean, to -- to -- to choose this one or choose that one. Why don't we just select whoever the big person's going to be?

And if it's going to be Miss Hoskins as city manager, so be it. I've -- I've always had a very good working relationship with Miss Hoskins down through the years. And I have been satisfied with work that she is doing to today, and now if I have anything to say to her I say it in her office when I have questions or so -- concerns. But if you all have turned in names, wasn't it something about we're supposed to get to five and then -- and so I'm -- I'm a little confused as what we're trying to do. And Mr. Davis, I'm sorry.

CITY MANAGER HOSKINS: Madam Chair? I'm sorry. Go ahead.

CHAIRPERSON DAVIS JOHNSON: Well, Mr. Mayor?

MAYOR MASTERS: Yes.

CHAIRPERSON DAVIS JOHNSON: That would seem to be the proper direction. We have two councilpersons who have not submitted any names.

MAYOR MASTERS: Okay. So we can't --

CHAIRPERSON DAVIS JOHNSON: So --

MAYOR MASTERS: -- keep going, those two?

CHAIRPERSON DAVIS JOHNSON: -- oh , I don't -- I don't say that we cannot.

COUNCILPERSON DAVIS: We have to.

CHAIRPERSON DAVIS JOHNSON: I -- I certainly don't say that. I mean, it would be what the will of this board is. If we want to move forward and get to five and get to interview, then I say let's move. There is no reason -- I was trying to be conciliatory in my approach and make sure that everyone's voice is heard. But if it is the will of this board to move forward with the names or to consider Miss Hoskins as -- as the permanent city manager, then that's the will of this board. And they need to convey that. Colleagues?

MAYOR MASTERS: Or -- or choose the person that -- or those other two to come in on a temporary basis or what?

CHAIRPERSON DAVIS JOHNSON: Well, I --

COUNCILPERSON DAVIS: Well, hold on.

MAYOR MASTERS: Or what Dr. Botel -- I mean, it's just been a whole lot of -- I'm just confused.

COUNCILPERSON DAVIS: I -- I --

MAYOR MASTERS: I'm old. Thank you.

COUNCILPERSON DAVIS: Madam Chair?

MAYOR MASTERS: Maybe I'm just old and --

CHAIRPERSON DAVIS JOHNSON: Councilman Davis.

COUNCILPERSON DAVIS: This community needs whole and we need to do it not for ourselves; we need to do it for the people. Whatever decision we make we need to move forward with the understanding there's some parameters in place that -- we all

received the e-mail that Councilperson Botel is talking about. We also had Miss Favors at the table to maybe potentially bring in -- and maybe Miss Favors would be the perfect person to talk about, Hey, let me look at your applications. Let me look at -- interview some of those folks myself and bring some names to you guys. 'Cause what better person than -- from my experience. I never -- never even spoken to her. But she's like a city manager -- she's like the -- the -- the --

MAYOR MASTERS: Queen.

COUNCILPERSON DAVIS: -- the queen of city managers across the country. Not the State of Florida.

CHAIRPERSON DAVIS JOHNSON: Okay.

COUNCILPERSON DAVIS: I've never met the lady -- young lady, never spoken to her. But from what I hear, they all say the same thing about her. Maybe we get -- allow her to go through our applications, allow her to interview some of the folks, have conversation with some of the applicants, the names that we submitted. Of all the names and let her come back and make some recommendations of who -- who should get an interview and -- and why they deserve an interview. And then we can go from there, because you have a neutral party.

MAYOR MASTERS: She's got the expertise.

COUNCILPERSON DAVIS: She don't have no skin in the game other than her reputation, right?

MAYOR MASTERS: Yeah.

COUNCILPERSON DAVIS: And what are some of the goals and the things we would like to submit to her in our own personal interviews so we can get some consistency coming back. Is that -- is that, like, consistently fair, you know, to talk -- just at least have that dialogue of allowing her to assist us in this role and moving forward with Miss Karen -- Miss Hoskins. I apologize, Miss Hoskins -- as city manager. Hiring the head -- we don't need to -- now, this is the third conversation we've had about allowing her to do job. You know, and that needs to take place at her pace.

But -- but she has a -- I mean, I don't know what's going on from when we leave a meeting till now, why is she not allowed to hire somebody. But that's very clear. But let's look at the step on allowing Miss Favors to help us with the applicant pool we have in place. And if she says you don't have anything, then we can all come back and say, All right. We have a -- we got a real guru that says, You don't have nothing that will work for your community. 'Cause every community, it has its own unique fit. And someone like herself as a professional could talk about what would be a unique fit for us.

It's not about what you see on the résumé. It's about what fits you as a community. And I think she will probably be the perfect person to sit down with Miss Hoskins or sit down with us as one-on-ones and our interviewing -- just 'cause it will start with us, what

our goals and what we see. Not with names but put some goals and things and submit it to her and then she can kind of go from there. Give her a blueprint to work with.

COUNCILPERSON BOTEL: Madam Chair.

CHAIRPERSON DAVIS JOHNSON: Councilwoman Botel.

COUNCILPERSON BOTEL: I -- I think that's a good first step. But I -- I hesitate to say that, yes, let's just jump in and ask Anita Favors Thompson to do that. I think we need to look at at least a couple of organizations or individuals that could perform that function. But that's just a first step.

When I look at the myriad list of things that this Dr. Orman could provide, it includes things like reviewing and updating policies and procedures. It -- it looks at developing evaluation and qualification procedures and requirements for current and future employees. It looks at overseeing the budget process and developing best practices policies and other things that I think we need help with in this city. And -- and I think these are the people -- the -- this or someone like this can help us over the course of the next few months and this will improve our image as a city and it will attract better applicants for city manager positions. So yes, the -- either Anita Favors Thompson or Richard Orman or someone else.

COUNCILPERSON DAVIS: I agree.

COUNCILPERSON BOTEL: Who has that level of experience. We need that. We need -- because we need to hire the best possible city manager. And so if we can -- if we can engage the services of someone like this to do it, let's do it. Let's -- let's get someone like this who can really help us make these decisions.

MAYOR MASTERS: Madam Chair, could we -- I'm sorry.

CHAIRPERSON DAVIS JOHNSON: Mr. Mayor.

MAYOR MASTERS: Yeah. Would Mr. Davis -- would you be -- I just kind of want to dialogue with you for a second if it's okay with the Chair. I want to know would you be amenable to allowing both of those -- those two people to come before the board for we -- 'cause I haven't met either one -- for we can make a decision?

COUNCILPERSON DAVIS: Listen, I -- neither have -- have I. But one of the things I'm --

MAYOR MASTERS: I would like to meet them to make a decision.

COUNCILPERSON DAVIS: -- but I would like to -- I mean, here's -- here's where I am with that. I think the proposals, like just stated --

MAYOR MASTERS: Right. We're all on the same page.

COUNCILPERSON DAVIS: -- is the initial step.

MAYOR MASTERS: Right.

COUNCILPERSON DAVIS: I think professionals' tendency, like to sit down and have one-on-one conversations to give you their opinion and give you reports of some of the work they've done, some of the information, versus with the climate that we've been in, to come sit and have a public meeting, worrying what folks are going to say.

MAYOR MASTERS: Well, I'd just like to meet them. One-on-one, that's fine.

COUNCILPERSON DAVIS: Right. I think the one-on-one is going to be a comfortable way --

MAYOR MASTERS: If that's what --

COUNCILPERSON DAVIS: -- but, you know --I -- but --

MAYOR MASTERS: -- the direction that you guys are going in.

COUNCILPERSON DAVIS: -- as things have been slowly -- and have been cooling off, I don't want to put somebody in a position where they have to come in our room and worry about somebody saying something to them as they're doing a presentation.

MAYOR MASTERS: (Unintelligible). Right.

COUNCILPERSON DAVIS: I don't think that's -- we're at that -- we're at that place right now. You know what I mean? But the one-on-ones, I'm with you on that, Mayor. That needs to happen. Bring their proposals. And it might be someone else. You know, also that -- 'cause I know we've used people in the past that worked on our policies and procedures and made recommendations and done wonderful jobs previously, as well, that we've had under the contract. So there's people that we have in our list that I'm sure the city manager can sit back and look and she might bring some other names. And I said --

MAYOR MASTERS: And like the -- what the Chair said --

COUNCILPERSON DAVIS: -- well, (unintelligible) all the above.

MAYOR MASTERS: -- that makes a lot of sense.

COUNCILPERSON DAVIS: Yeah.

MAYOR MASTERS: If we got somebody with that kind of experience and expertise --

COUNCILPERSON DAVIS: Yeah.

MAYOR MASTERS: -- and Dr. Botel has someone that she's comfortable with --

COUNCILPERSON DAVIS: Has -- has some information, too.

MAYOR MASTERS: -- then we can sit one-on-one and make a decision from there. But we do need some --

COUNCILPERSON BOTEL: I think we need the help.

MAYOR MASTERS: Right.

COUNCILPERSON MILLER-ANDERSON: Madam Chair?

CHAIRPERSON DAVIS JOHNSON: Well, I -- I think that before we jump the gun we need to make sure that we do the proper solicitation so that we don't find ourselves in a --

COUNCILPERSON DAVIS: Right.

CHAIRPERSON DAVIS JOHNSON: -- another quagmire. So therefore, we need to have a conversation with the Purchasing Department to determine whether or not this will be a request for (unintelligible), a request for services, etc. So if that is the will of the board -- and I'll pause for a moment to acknowledge Councilwoman Miller-Anderson.

COUNCILPERSON MILLER-ANDERSON: Well, I certainly support bringing in one of two of the people to be able to work along with Miss Hoskins to get us where we need to go. If you all are in favor of moving forward with the names that you have, that is fine, as well. But my position hasn't changed on where I am. And that was, you know, where I was with the applicants. But I -- I certainly would be in favor of Miss Favors Thompson or Dr. Orman coming in, doing a presentation. I -- I'm not opposed to them doing a presentation, either, so that the community has an opportunity to see --

UNIDENTIFIED SPEAKER: Right.

COUNCILPERSON MILLER-ANDERSON: -- what it is that -- who we're talking about bringing on, as well, to help out. But I'm certainly in favor of doing that and allowing those two to come in and try to help us out a little bit so that we can get those positions filled and start moving forward somewhat.

And then -- and when we start making some progress such as that, then we may possibly get an opportunity to get some qualified people to apply and -- and not have to worry about their reputation being damaged. Now, I'm not certain as to what Miss Hoskins' timeline is. I know you mentioned that you were going to be going on vacation or some sort in June, you said? Is that June?

CITY MANAGER HOSKINS: Yes, ma'am. June 19th through the 25th.

COUNCILPERSON MILLER-ANDERSON: Okay. All right. And so --

COUNCILPERSON DAVIS: That's my birthday week. I'll be on vacation, too.

COUNCILPERSON MILLER-ANDERSON: -- if -- Miss Davis Johnson, you were talking about getting with -- having someone get with Mr. Little or whoever to see about whether or not we're going to put a proposal out, and then maybe someone can contact Favors Thompson and Orman to see if they are still available and what their amount of time of availability is. I mean, our -- would they be willing to be here for two months, three months, six months? And then I think that would kind of help out, too, with which way we really could move forward with -- towards. And then at that point maybe we can, you know, kind of open the -- the field back up so that we can get people to apply -- additional people to apply later on.

CHAIRPERSON DAVIS JOHNSON: Well, we would certainly include all of that information in the solicitation that will go out. It would not be -- we could not do a presentation until such time as proposals are received and have been distributed to this board. So we would certainly allow or direct City Manager Hoskins to reach out to the Purchasing Department to determine the best type of solicitation for what it is that we are trying to accomplish and once that is done, she can communicate that to each of us by way of e-mail.

We don't need to reconvene a meeting or call a special meeting. We can do just that. Additionally, I don't know that holding up -- and it -- it really depends upon what the outcome of the solicitation is and -- and where we stand. But I don't want to continue to tie her hands, waiting for them to come aboard. I don't believe that that is in our best interests. I believe that it is important for us to support her as our city

manager --

COUNCILPERSON DAVIS: Uh-huh.

CHAIRPERSON DAVIS JOHNSON: -- in making the decision to put the solicitation out and if it -- whatever the requirements are for the individuals that we are looking to serve this city, she should be able to put that together and have that out and advertised so that we can begin to recruit and -- and hire those individuals. So that would be my position with regards to the subordinate positions that are out there open and available.

COUNCILPERSON DAVIS: That's fair.

CHAIRPERSON DAVIS JOHNSON: I see nodding of the heads?

COUNCILPERSON DAVIS: Yeah. Yeah. Yes.

CHAIRPERSON DAVIS JOHNSON: Is that the consensus?

CHAIR PRO TEM HUBBARD: I -- well, I --

COUNCILPERSON DAVIS: I'm fine with it.

CHAIR PRO TEM HUBBARD: -- I agree with bringing someone in, as well as our -- moving forward -- and still going to move forward or whatever -- so what -- if you don't mind, Madam Chair, you were saying to bring someone in -- bring one of the professionals in in addition to what?

CHAIRPERSON DAVIS JOHNSON: Well --

CHAIR PRO TEM HUBBARD: And then move forward or don't move forward or what were you -- I'm sorry.

CHAIRPERSON DAVIS JOHNSON: No. My position is that Miss Hoskins be -- be permitted to move forward with preparing the solicitations for those key positions that are open.

CHAIR PRO TEM HUBBARD: Absolutely.

CHAIRPERSON DAVIS JOHNSON: And that require filling. I don't believe that we need to wait for someone else to come in and to help with an evaluation and an overall -- because there is so much that has been left unattended that needs to be attended to. So my first position is that this body provide the direction and support of Miss Hoskins in order for her to identify individuals to go ahead and -- and put that out there, let it hit the street. Let the solicitations for those positions hit the street.

CHAIR PRO TEM HUBBARD: Absolutely. We say -- yeah.

CHAIRPERSON DAVIS JOHNSON: Yeah. So I saw his -- I don't know. I -- I haven't seen your response, Commissioner -- Councilwoman Miller-Anderson. But I did see Davis and Botel nodding in support of allowing her to hire and to put those positions out.

COUNCILPERSON MILLER-ANDERSON: Well, we're in a workshop so we're not able to make a vote on anything at this point tonight.

CHAIRPERSON DAVIS JOHNSON: Well, we'll bring it back on Wednesday -- on Wednesday night.

COUNCILPERSON MILLER-ANDERSON: Okay.

CHAIRPERSON DAVIS JOHNSON: But I -- we are having a discussion about what we would ultimately like to see and there seems to be consensus in moving forward --

COUNCILPERSON MILLER-ANDERSON: Okay.

CHAIRPERSON DAVIS JOHNSON: -- in that vein so we can -- I'll add -- we'll add that to the agenda to take action out of the workshop and then the other action that we need to take is to have her address the Purchasing Department to find out the best solicitation. Because it's -- it will take a lot of work and -- and it requires great expertise

in what has to happen because we've not had an overhaul and a review of our policies and procedures. There's so much that needs to be done.

CHAIR PRO TEM HUBBARD: Yes.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON DAVIS JOHNSON: Uh-huh.

COUNCILPERSON DAVIS: You -- we -- I do recall. Was it back in 2013/'14, we did have some issues. We -- didn't we hire a consultant to do that?

CHAIRPERSON DAVIS JOHNSON: I wasn't here but when I was elected I --

COUNCILPERSON DAVIS: Well, I --

CHAIRPERSON DAVIS JOHNSON: -- the very first thing that I asked was --

COUNCILPERSON DAVIS: -- was --

CHAIRPERSON DAVIS JOHNSON: -- a review of policies and procedures.

COUNCILPERSON DAVIS: So let me ask you a question. To -- to accomplish what you're suggesting --

CHAIRPERSON DAVIS JOHNSON: Uh-huh.

COUNCILPERSON DAVIS: -- can't we have staff go back and look at, see how -- how current and recent we've had this stuff done and paid for before?

CHAIRPERSON DAVIS JOHNSON: Let's look at them. Let's look at them but I'm telling you --

COUNCILPERSON DAVIS: Because you're going to have to somebody come to public --

CHAIRPERSON DAVIS JOHNSON: Right.

COUNCILPERSON DAVIS: -- do a public (unintelligible), "You guys paid for this. Where did that money go?"

CHAIRPERSON DAVIS JOHNSON: Well --

COUNCILPERSON DAVIS: So let's get that resolved now. You know what I mean.

CHAIRPERSON DAVIS JOHNSON: -- point taken. Point taken. But these are actions that we have to take outside of this workshop. But, you know, I asked for that coming in the door. I asked for it.

COUNCILPERSON DAVIS: You did.

CHAIRPERSON DAVIS JOHNSON: And we are still, you know -- we don't -- they're not even on the website. They're not -- you know, I haven't been able to find them. So, you know, there are so many things that need to be done and, you know, it didn't -- all of this didn't happen overnight. It's, you know, as a result of years. So we just need to start moving in the proper direction to make sure that we have what we need in order to operate this city.

COUNCILPERSON DAVIS: Madam Chair.

CHAIR PRO TEM HUBBARD: I think in bringing the professional aboard --

COUNCILPERSON DAVIS: And --

CHAIR PRO TEM HUBBARD: -- well, is going to help with that.

CHAIRPERSON DAVIS JOHNSON: Miss -- Councilman Davis?

COUNCILPERSON DAVIS: -- I just want to just -- when we make comments about all this happened overnight with respect to your position, I -- I want to understand what you mean. I just want to make sure folks understand that, like, I do support you when you're referencing -- are you referencing just the department head positions? Are you referencing department heads and the policies and procedures?

CHAIRPERSON DAVIS JOHNSON: There's --

COUNCILPERSON DAVIS: 'Cause I do know that there was some things done.

CHAIRPERSON DAVIS JOHNSON: Yes.

COUNCILPERSON DAVIS: And I sat in these three-, four-hour workshops that may not be popular and reviewed some of this information. And I'd just like -- you know, don't like wasting nobody's time.

CHAIRPERSON DAVIS JOHNSON: No. But you know what?

COUNCILPERSON DAVIS: Yeah.

CHAIRPERSON DAVIS JOHNSON: There are things that we're just going to have to do that's going to require our time as policymakers.

COUNCILPERSON DAVIS: Yeah.

CHAIRPERSON DAVIS JOHNSON: We're going to have to put those things forward and -- and move.

MAYOR MASTERS: Make sure we do it.

CHAIRPERSON DAVIS JOHNSON: So we'll come back at our meeting with direction for the -- for City Manager Hoskins to put in place and we will then move forward with hiring -- the issue of hiring as well as the issue of having someone come in to help us with the various things that were so noted. And I believe Miss Favors Thompson mentioned some of those things in our conversation as to what her abilities were and what she could look at and how she could handle those things. So I don't think that they're very far apart in what they're offering.

UNIDENTIFIED SPEAKER: Not at all.

CHAIRPERSON DAVIS JOHNSON: Any further comment? There being no further business --

MAYOR MASTERS: Do we have --

CHAIRPERSON DAVIS JOHNSON: Do you -- well, before that, I guess we would have -- oh, we have Public Comment cards. Sorry, Miss Larson.

MAYOR MASTERS: So there are further comments.

UNIDENTIFIED SPEAKER: There's no comment in a workshop.

CHAIRPERSON DAVIS JOHNSON: There's no comment in a workshop.

COUNCILPERSON MILLER-ANDERSON: Right.

CHAIR PRO TEM HUBBARD: (Unintelligible).

CHAIRPERSON DAVIS JOHNSON: There are no public comments in a workshop.

CITY MANAGER HOSKINS: I put it on the agenda. No, I didn't put it on the agenda.

CHAIRPERSON DAVIS JOHNSON: Okay. (Unintelligible). Y'all have more comments? You have more comments? You don't have any more comments? Let me see my agenda here. One moment. Let me look at this agenda really quickly.

CITY MANAGER HOSKINS: Not -- it's not on it. Public Comment's not. Just City Council.

CHAIRPERSON DAVIS JOHNSON: Okay. So comments from City Council members. Mr. Mayor?

MAYOR MASTERS: Yeah. I just want to get a second bite of the apple just I'll -- I'll abbreviate it. Thursday, April the 19th, is Celebration, Family and Friends sponsored by the City. That's tomorrow night, well, April the -- the 19th. And then April the 20th, Friday, please, if you're looking for a job or a job possibility. Job fair so you just get a chance to meet the employers and you take it from there. Please bring a résumé and be properly dressed and then I will -- let me make it clear. Everyone who comes to a job fair doesn't walk off -- doesn't walk out with a job. But at least you'll have an opportunity and we'll do all the that we can to accommodate you. That's it. That's Friday, April the 20th. Doors open at 9 a.m. and they'll close at 10 so please be on time. Thank you, Madam Chair. You did a great job tonight.

CHAIRPERSON DAVIS JOHNSON: Chair Pro Tem?

CHAIR PRO TEM HUBBARD: No, ma'am.

COUNCILPERSON MILLER-ANDERSON: I have nothing.

CHAIRPERSON DAVIS JOHNSON: Mr. Davis?

COUNCILPERSON DAVIS: I'd just like to say to the public I feel good that we -- that we finally are coming to a consensus to take a -- make a unified decision on behalf of what our role is as city commissioners. And I think this was a great step towards that as we prepare to make the most important decision for our -- for our community. And I think that's -- that goals, they should be commended for that.

CHAIRPERSON DAVIS JOHNSON: Thank you, Mr. Mayor, for your comment. I want to --

COUNCILPERSON DAVIS: You're welcome.

MAYOR MASTERS: You're the mayor? You're the vice mayor.

CHAIRPERSON DAVIS JOHNSON: So what we did not discuss, members and I know that we are packed up and ready to go. However, we did not discuss what we were going to do with this timeline.

MAYOR MASTERS: Ain't no timeline now.

COUNCILPERSON DAVIS: Oh, it's a timeline.

CHAIRPERSON DAVIS JOHNSON: There is a timeline.

COUNCILPERSON DAVIS: We just never discussed we were going to postpone or --

CHAIRPERSON DAVIS JOHNSON: We just did not discuss.

COUNCILPERSON DAVIS: -- right.

CHAIRPERSON DAVIS JOHNSON: -- what we were to do with -- what -- what the pleasure of this board is regarding the timeline as it exists.

COUNCILPERSON DAVIS: You want to do it tonight? Wait till Wednesday. Let's do it tonight.

CHAIRPERSON DAVIS JOHNSON: Any comment?

COUNCILPERSON MILLER-ANDERSON: Madam Chair?

CHAIRPERSON DAVIS JOHNSON: Councilwoman Miller-Anderson.

COUNCILPERSON MILLER-ANDERSON: If we're going to look into the solicitation, then on Wednesday maybe we could see how far off we would be with our timeline.

CHAIRPERSON DAVIS JOHNSON: Okay.

COUNCILPERSON MILLER-ANDERSON: I mean, we may be able to still be able to keep it.

CHAIRPERSON DAVIS JOHNSON: And then maybe what we also can consider is, depending upon what we do with regards to allowing whomever the consultant -- the selected consultant is, is to work backwards with their plan.

COUNCILPERSON MILLER-ANDERSON: Yeah. Okay.

COUNCILPERSON DAVIS: Okay. That's fair.

CHAIR PRO TEM HUBBARD: I guess we can see how far we would be off but I -- but the -- my thing is I want to -- you know, we talked about kicking the can down the road. We -- and we've talked about moving -- to moving -- moving forward. We -- I just would like to see us move forward and decide what we're going -- we're going to do. Nothing -- I'm not saying anything about taking away the -- the discussion we just had. Definitely we want to move forward with that. And this timeline is -- well, I guess I can wait till Wednesday and see what the dates look like and what the time frame looks like.

CHAIRPERSON DAVIS JOHNSON: All righty. Any further comments? There being no further business, we stand adjourned.

COUNCILPERSON DAVIS: All right.

UNIDENTIFIED SPEAKER: Thank God.

ADJOURNMENT

CHAIRPERSON DAVIS JOHNSON: There being no further business, we stand adjourned.

COUNCILPERSON DAVIS: All right.

UNIDENTIFIED SPEAKER: Thank God.

(CONCLUSION OF WORKSHOP)

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