

**CITY OF RIVIERA BEACH
PALM BEACH COUNTY, FLORIDA
MINUTES OF THE CITY COUNCIL MEETING
HELD IN THE CITY COUNCIL CHAMBERS
APRIL 8, 2019 AT 6:00 P.M.**

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

CALL TO ORDER

CHAIRPERSON MILLER-ANDERSON: I'd like to call to order our special city council meeting, April 8, 2019, 6 p.m. Madam, roll call.

Roll Call

CITY CLERK ANTHONY: Mayor Ronnie Felder.

MAYOR FELDER: Here.

CITY CLERK ANTHONY: Councilperson Tradrick McCoy.

COUNCILPERSON MCCOY: Here.

CITY CLERK ANTHONY: Councilperson Shirley Lanier.

COUNCILPERSON LANIER: Here.

CITY CLERK ANTHONY: Councilperson Douglas Lawson.

COUNCILPERSON LAWSON: Here.

CITY CLERK ANTHONY: Chair Pro Tem Julia Botel.

CHAIR PRO TEM BOTEL: Here.

CITY CLERK ANTHONY: Chairperson KaShamba Miller-Anderson.

CHAIRPERSON MILLER-ANDERSON: Present.

CITY CLERK ANTHONY: City Manager Hoskins.

CITY MANAGER HOSKINS: Present.

CITY CLERK ANTHONY: City Clerk Anthony is present. Assistant City Attorney Lina Busby.

ASSISTANT CITY ATTORNEY BUSBY: Here.

CITY CLERK ANTHONY: You may proceed.

CHAIRPERSON MILLER-ANDERSON: We'll have a moment of silence followed

by the Pledge of Allegiance led by Chair Pro Tem Botel.

Invocation

Pledge of Allegiance

(Everyone stood for a moment of silence with the Pledge of Allegiance being led by Chair Pro Tem Botel).

AGENDA Approval:

CHAIRPERSON MILLER-ANDERSON: Okay. Can we have a motion to approve our agenda?

CHAIR PRO TEM BOTEL: So moved.

CHAIRPERSON MILLER-ANDERSON: Do we have a second?

COUNCILPERSON LANIER: Second.

CHAIRPERSON MILLER-ANDERSON: Madam Clerk?

CITY CLERK ANTHONY: Councilperson Lawson.

COUNCILPERSON LAWSON: Yes.

CITY CLERK ANTHONY: Councilperson Lanier.

COUNCILPERSON LANIER: Yes.

CITY CLERK ANTHONY: Councilperson McCoy.

COUNCILPERSON MCCOY: Yes.

CITY CLERK ANTHONY: Pro Tem Botel?

CHAIR PRO TEM BOTEL: Yes.

CITY CLERK ANTHONY: Chair Miller-Anderson.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: Unanimous vote.

CHAIRPERSON MILLER-ANDERSON: Okay.

Additions, Deletions, Substitutions

CHAIRPERSON MILLER-ANDERSON: We do not have any additions, deletions or substitutions. Um, disclosures by council.

Disclosures by Council

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April 8, 2019
2600 East Bay Drive, Suite 215
727-535-1066

CHAIR PRO TEM BOTEL: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CHAIR PRO TEM BOTEL: I did have very brief conversations with a number -- a couple, probably three of the candidates to the extent that I referred them to the City Manager and City Attorney. And I had discussions with Oel Wingo of the FCCMA.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else? Okay. Can I have a motion to adopt the agenda?

Adoption of agenda

CHAIR PRO TEM BOTEL: So moved.

CHAIRPERSON MILLER-ANDERSON: Do we have a second?

COUNCILPERSON LANIER: Second.

CHAIRPERSON MILLER-ANDERSON: Madam Clerk?

CITY CLERK ANTHONY: Councilperson Lawson.

COUNCILPERSON LAWSON: Yes.

CITY CLERK ANTHONY: Councilperson Lanier.

COUNCILPERSON LANIER: Yes.

COUNCILPERSON MCCOY: Councilperson McCoy.

CITY CLERK ANTHONY: Pro Tem Botel.

CHAIR PRO TEM BOTEL: Yes.

CITY CLERK ANTHONY: Chair Miller-Anderson.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: Unanimous vote.

CHAIRPERSON MILLER-ANDERSON: Okay. We don't have anything on the consent agenda; no unfinished business; no petitions and communications for filing; no awards and presentations; no public hearings.

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

UNFINISHED BUSINESS

PETITIONS AND COMMUNICATIONS FOR FILING AWARDS AND PRESENTATIONS

PUBLIC HEARINGS

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

Public Comments 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. Any person who would like to speak during public comments, please fill out a public comment card located on the table directly outside of the council chambers and give it to the staff before the public comments section is announced.

ITEMS TABLED REGULAR

1. Discussion and Deliberation Regarding Hiring an Interim City Manager

CHAIRPERSON MILLER-ANDERSON: Okay. Madam Manager.

CITY MANAGER HOSKINS: Madam Chair. During the City Council meeting on April 3rd, staff was directed to create a timeline for hiring an interim city manager and provided resumes from interested applicants from Florida City and County Management Association, also any other, um, persons that were interested in the position. Um, what you have before you tonight is a copy of the proposed timeline, um, a copy of the resumes and the job description for the position. You will also need to decide tonight, um, this position does not have a starting salary so you would need to start, um -- discuss the starting salary for this position.

CHAIRPERSON MILLER-ANDERSON: Okay. So for this particular item, is it Dr. Botel or Miss Eureka going to lead us in this process?

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CITY MANAGER HOSKINS: Um, Miss Eureka has not, uh, made it here yet so I can start the, um, discussion. We can start with the timeline if you would like.

CHAIRPERSON MILLER-ANDERSON: Okay. All right.

CITY MANAGER HOSKINS: So what you have before you, um, is a copy of the timeline and we are requesting that on April 9th after the council review the resumes that you provide, um, staff, Eureka and myself, with your top three candidates. You select your first choice by, um, noting your number one, your number two and your number three choice. And then we'll, um, put those candidates in a -- a matrix and with the matrix, we'll -- the matrix will decide the top three candidates and we're asking for that information by April 9th. And then on Saturday, April 13th, if everyone is available we will have interviews here at City Hall starting at 9 a.m.

CHAIRPERSON MILLER-ANDERSON: Madam Manager.

CITY MANAGER HOSKINS: Yes, ma'am.

CHAIRPERSON MILLER-ANDERSON: So for the -- when we select our first, second and third choice, it will be submitted by email. Is -- how are we submitting that --

CITY MANAGER HOSKINS: Yes --

CHAIRPERSON MILLER-ANDERSON: -- by tomorrow --

CITY MANAGER HOSKINS: -- ma'am.

CHAIRPERSON MILLER-ANDERSON: -- by email?

CITY MANAGER HOSKINS: Via email. Yes, ma'am.

CHAIRPERSON MILLER-ANDERSON: Okay. And then it says number three, if there are four candidates, council is to narrow to three candidates. How would that process work from there?

CITY MANAGER HOSKINS: We can either -- and, um, add it on the meeting for Wednesday --

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

CITY MANAGER HOSKINS: -- or, um, we -- we would have to send out the four candidates again for you to narrow, um -- come up with your top three and, um, keep sending the email until we receive a top three.

CHAIRPERSON MILLER-ANDERSON: Okay. All right. So any questions on that part from the, uh, council?

COUNCILPERSON LANIER: Yeah. I have a -- I have a question. Uh, first --

CHAIRPERSON MILLER-ANDERSON: Uh, go ahead, um, Councilperson --

COUNCILPERSON LANIER: I'm sorry.

CHAIRPERSON MILLER-ANDERSON: -- Lanier.

COUNCILPERSON LANIER: I'm sorry.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON LANIER: I'm supposed to say, um --

CHAIRPERSON MILLER-ANDERSON: Madam Chair.

COUNCILPERSON LANIER: -- Madam Chair.

CHAIRPERSON MILLER-ANDERSON: That's okay.

COUNCILPERSON LANIER: Madam Chair, um, if we are going to narrow it down to three candidates or four candidates, um, I certainly would not like to have it on the next meeting, which is Wednesday, uh, another special meeting. I don't want anything to, uh, interfere with that meeting so if we're going to have it or we're going to discuss it, um, it needs to be to the point where we get down to three candidates.

CITY MANAGER HOSKINS: Okay.

COUNCILPERSON LANIER: And then we can bring it back to the council for the public to also weigh in.

CHAIRPERSON MILLER-ANDERSON: Okay. So if we have the four and we can't get it down to the three publicly, the only way we will be able to do that is if we met and if we can't meet before, um, Friday, then we won't be able to have the interviews on Saturday. So that would be -- if -- hypothetically, if they, for whatever reason, we can't get it down beyond the four --

COUNCILPERSON LANIER: Okay.

CHAIRPERSON MILLER-ANDERSON: -- we're gonna have to come together at some point and have a conversation. And the only way we can have that conversation is if we're in the -- in the public. And so if we're not able to have a meeting between tomorrow and Friday, then we won't be able to have the interviews on -- unless we just agree to have four on Saturday.

COUNCILPERSON LANIER: Uh --

CHAIRPERSON MILLER-ANDERSON: And if we have the four on Saturday, then we'll just have to narrow it down from there.

COUNCILPERSON LAWSON: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Let's just hope we don't have more than three. Were you finished, Councilperson Lanier?

COUNCILPERSON LANIER: Yes, I am.

CHAIRPERSON MILLER-ANDERSON: Okay. Uh, Councilperson Lawson.

COUNCILPERSON LAWSON: Madam Chair. The four candidates that were narrowed down to were the ones given to us by ICMA, correct?

CHAIRPERSON MILLER-ANDERSON: Um, FCCMA, Florida City --

COUNCILPERSON LAWSON: FC -- okay.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON LAWSON: So are we opening up our selection pool to any of the department heads as well for this interim position?

CITY MANAGER HOSKINS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY MANAGER HOSKINS: Yes. That, um -- an email was sent to all departments on Friday to see if they were interested and they were given instructions to, uh, submit their resumes by 12 noon on Friday.

COUNCILPERSON LAWSON: Okay. Did we receive any?

CITY MANAGER HOSKINS: No, sir.

COUNCILPERSON LAWSON: Okay.

CITY MANAGER HOSKINS: All the resumes that I received are here. Um, I did receive one today but the person said that they would withdraw since it's late.

COUNCILPERSON LAWSON: Um, thank you.

CHAIRPERSON MILLER-ANDERSON: So it's only, um, those that are listed is Bob Vitas, Jay Drago, M. McNees, L. McNaul, Philip Harris and P. Taylor. Those are the only ones that we're considering, um, for this particular selection. So that's two, three, four, five, six. So out of the six, we need to -- we would be submitting our top three and, um, to Miss Hoskins and Miss Irvin. And from there, those three names will be revealed to us. If it's an issue where we're unable to get down to the three, I think it would be okay if maybe during a comment time, if you would like to maybe send an email out or on Wednesday, during a comment because, I mean, if we're going to stick to Saturday for the -- for the interview, we're gonna have to meet again to narrow it down if we can't get it down to three. And if we're -- if we wanna say we're okay with it being four, then that's fine, too, um, because at the end of the day on Saturday, we -- we're -- we're gonna have to narrow it down to one during the interview. So what is -- what's your pleasure?

COUNCILPERSON LANIER: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON LANIER: Um, I wanted to know how does it work if we do get, uh, people within the City to apply for the position?

CHAIRPERSON MILLER-ANDERSON: The time -- the deadline is up.

COUNCILPERSON LANIER: Was today --

CHAIRPERSON MILLER-ANDERSON: Friday --

COUNCILPERSON LANIER: -- uh, oh, it was --

CHAIRPERSON MILLER-ANDERSON: -- they had to --

COUNCILPERSON LANIER: -- past Friday. Okay.

CHAIRPERSON MILLER-ANDERSON: Uh-huh, yeah.

CHAIR PRO TEM BOTEL: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

CHAIR PRO TEM BOTEL: I wanna also make it very clear, uh, someone pointed out to me that the job announcement says "City Manager" rather than Interim City Manager. I wanna be certain that people are aware who are applying and from the general public, that this is an interim position until we have our full-time City Manager back. Okay. And if it would be of -- of any help to anyone, I listed all of the applicants, indicated whether or not they had a city manager -- had city manager experience, uh, indicated whether they had an MBA and how many years of service in administration. If -- if you like, I can pass this out to my colleagues --

CHAIRPERSON MILLER-ANDERSON: And then we can provide --

CHAIR PRO TEM BOTEL: -- and then (unintelligible).

CHAIRPERSON MILLER-ANDERSON: -- some to the Clerk so she can give it to the public.

CHAIR PRO TEM BOTEL: With the hope of, uh, examining the candidates.

CHAIRPERSON MILLER-ANDERSON: Um, Councilman McCoy, do you have any comments?

COUNCILPERSON MCCOY: Um, I have none.

CHAIRPERSON MILLER-ANDERSON: Um, Mayor Felder, do you have any comments?

MAYOR FELDER: No comments.

CHAIR PRO TEM BOTEL: Uh, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

CHAIR PRO TEM BOTEL: I do wonder and I would like to have some input from HR. They've been somewhat absent from this process, um, so far and I would like to know do they have any recommendations? I looked at whether or not the candidates had city manager experience, if they had an MBA and so on. Are there any other criteria by which we might judge their, uh, appropriateness that I haven't thought of?

CHAIRPERSON MILLER-ANDERSON: All right.

CHAIR PRO TEM BOTEL: So if HR could give us some guidance with that -- in that regard, I think it would be helpful.

CHAIRPERSON MILLER-ANDERSON: Um, Madam Manager, what time was the, um -
- Miss Eureka supposed to be here?

CITY MANAGER HOSKINS: Six. I understand she's on her way, though, I'll -- I'll -- however, she is on her way.

CHAIRPERSON MILLER-ANDERSON: Mr. McCoy, can you pull your mic.

COUNCILPERSON MCCOY: I don't have one.

CITY MANAGER HOSKINS: You don't have one? Okay. No, it's not.

CHAIRPERSON MILLER-ANDERSON: What is that bent down?

CITY MANAGER HOSKINS: No. That's something else.

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY MANAGER HOSKINS: Okay. We'll get it for you.

CHAIRPERSON MILLER-ANDERSON: All right. It's missing. All right. So, huh?

CITY MANAGER HOSKINS: So he needs to slide down.

CHAIRPERSON MILLER-ANDERSON: Oh, this --

CHAIR PRO TEM BOTEL: More mics?

UNIDENTIFIED SPEAKER: The way we sit (unintelligible) kind of stuck --

UNIDENTIFIED SPEAKER: It's actually not missing, it's just y'all placed it wrong. Slide to your right over there.

CHAIRPERSON MILLER-ANDERSON: Oh, slide to your right. To your left?

CHAIR PRO TEM BOTEL: To the right? Do we have to do electric or regular?

CHAIRPERSON MILLER-ANDERSON: To the left. Everybody come down

CHAIR PRO TEM BOTEL: To the left.

CHAIRPERSON MILLER-ANDERSON: All right. There you go. There you go. All right. And pull that mic that way. No, that's yours. Pull it. Pull it out.

CHAIR PRO TEM BOTEL: Well, where's his then? Oh, that's just -- this way -- there you go. There we go.

CHAIRPERSON MILLER-ANDERSON: Are we good now?

COUNCILPERSON LANIER: There you go.

CHAIRPERSON MILLER-ANDERSON: Well, okay. Sorry about that. All right. Okay.

COUNCILPERSON LANIER: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: And so from that point there, we go on to item number four, Miss -- Miss Manager, can you finish the process?

CITY MANAGER HOSKINS: Oh, I'm sorry. Uh, and then interviews where we -- okay - - repeat the process until there are three candidates to interview and then item number five, interviews, uh, will be scheduled for Saturday, April 13th. Um, City Council has requested to meet here at City Hall at 8:15 and the interviews will -- will begin sharply at 9 a.m. Um, and then upon, uh, completion of the interviews, the City Council, um, via consensus will, um, choose their number one candidate. No vote, just consensus.

CHAIR PRO TEM BOTEL: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CHAIR PRO TEM BOTEL: Uh -- uh, City Manger indicated that we would be discussing salary tonight, but on this timeline, it says that the salary will be discussed at -- on Saturday. So I guess my question is what is the -- do we not have a range for an Interim City Manager or City Manager with which we can gauge, you know, how -- how --

CITY MANAGER HOSKINS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY MANAGER HOSKINS: There's no range for an Interim City Manager. However, uh, when I was -- when I served as Interim City Manager, my starting salary was 150,000 and that's what the council voted on, um, back in December -- uh, November for an Interim City Manager. So it would be up to you all -- to the board.

COUNCILPERSON LAWSON: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON LAWSON: Should we have that --

CHAIRPERSON MILLER-ANDERSON: Pull your mic down. Okay.

COUNCILPERSON LAWSON: -- should we have that already together before Saturday, the interview?

CHAIRPERSON MILLER-ANDERSON: Have what, the amount?

COUNCILPERSON LAWSON: That some -- yeah. The amount.

COUNCILPERSON LANIER: We should. I'm -- I'm sorry.

CHAIRPERSON MILLER-ANDERSON: I mean, that's something we can -- we can certainly discuss.

COUNCILPERSON LANIER: And, yeah, yeah.

CHAIRPERSON MILLER-ANDERSON: And so that they're aware of what -- you know, what the range is. Um, you know, we would like to try to identify -- have Miss Eureka give us or look and see what type of ranges there are for Interim City Manager, um, or we can go by what we've done in the past and be able to have that available for them when they come on Saturday.

COUNCILPERSON LANIER: Madam Chair.

CHAIR PRO TEM BOTEL: Madam --

COUNCILPERSON LANIER: I'm sorry.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON LANIER: Uh, I just want to express my disappointment at the, uh, just, um, confusion, um -- uh, disorganization of how this is being presented. Um, Councilwoman Botelo had to give us, herself, uh, some qualifying criteria for the people who we're trying to consider. There is no -- there's no spreadsheet to tell us, you know, if they had experience before as a City Manager. There is, uh, most City Managers have public administration degrees, Master's degrees. There's nothing to show us that. There is -- there was no salary range given to us, just suggested to us, to be able to even have a discussion about it. And it -- it's just very, uh, frustrating to come to a meeting and not have the stuff that you need to be able to make an informed decision.

CHAIRPERSON MILLER-ANDERSON: Um, anyone else?

COUNCILPERSON MCCOY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON MCCOY: Um, it was just my impression, or at least from the agenda, that we're discussing the process and the timeline, right, and we are not ranking anyone

at this point --

CHAIRPERSON MILLER-ANDERSON: We're not --

COUNCILPERSON MCCOY: -- am I right?

CHAIRPERSON MILLER-ANDERSON: -- ranking anyone today, no. We're just -- we need to agree that this is the process that we're going to move forward with, um, and identify if we need to meet another day to finalize it, that we could discuss that now 'cause we won't be able to, um, come together to figure out if we need to meet again to narrow it down, or if we're just gonna -- if it gets down to four then you know, we need to be on the understanding that we may need to meet again if we can't get it done -- get it down to three or four by -- by Saturday.

COUNCILPERSON MCCOY: Madam Chair.

COUNCILPERSON LANIER: So --

CHAIRPERSON MILLER-ANDERSON: Hold on one minute. Go ahead.

COUNCILPERSON MCCOY: So if I understand correctly, we're gonna send our top three back the City Manager --

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON MCCOY: -- by tomorrow?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON MCCOY: Is that 5 p.m.?

CHAIRPERSON MILLER-ANDERSON: Miss Manager?

CITY MANAGER HOSKINS: Yes, sir.

CHAIRPERSON MILLER-ANDERSON: Hold on one minute. Hold on.

COUNCILPERSON MCCOY: Now, um -- so the -- this is -- you know, I guess I wanna understand. So how was this advertised? Is there -- what was the publication to point to these six individuals to apply? Was there some framework? Is this the same advertisement right here? Because all of this happened so quick and you know, we were in between trying to get devices and email communications. Is this the advertisement that was presented to the applicants, what we have here in the backup?

CITY MANAGER HOSKINS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CITY MANAGER HOSKINS: The advertisement was through, um, Florida City County Manager's Association. They reached out to their managers-in-transition and, um, sent

them, um, a couple of newspaper articles and -- and, you know, stated that the City is looking for Interim Manager. Please, uh, notify her if you are interested in the position. That was the only advertisement, um, that was, uh, put out and via word of mouth. Um, I know at -- during the council meeting on last Wednesday, um, it was stated that, you know, we need to move quickly so that's why we are here tonight. The, um -- there was no formal advertisement for the Interim City Manager position.

COUNCILPERSON MCCOY: Okay. So of these six candidates that we have in front of us, you know, many of which we just got the information today and in my case, this afternoon, are they familiar or did they agree to work within the parameters that we have set forth because this may very well narrow out six down to three. So I guess my suggestion, what I'm going to, is saying whatever framework we have in place about the salary, about it being short-term, about working within these guidelines, be sent to them because we possibly can -- an applicant may wanna withdraw saying, Okay, well, clearly I'm not gonna relocate from I don't know where -- maybe the northern end of Palm -- of - of the State of Florida -- just to come down here for a two-month period if the salary is not something that's, you know, amenable to what they're looking for.

So -- because, you know, who knows? It may not even be worth their time because now, we're going back tomorrow to rank candidates. Um, I don't even know if they're even willing to come on a short notice. Like, I don't know were they told that this is a position that we're looking to fill in 2½ weeks or anything. So --

CHAIRPERSON MILLER-ANDERSON: So --

COUNCILPERSON MCCOY: -- we really need to kind of back up a little bit before we, uh, really get into ranking candidates. Make sure that everyone is understanding what is in front of us and what we have a need for.

CHAIRPERSON MILLER-ANDERSON: Um, so Councilman McCoy, um, being that Dr. Botel brought this issue to us last week, um, I think you've kind of done some of the background work, so perhaps you can bring everyone up to speed and do -- give their explanation --

CHAIR PRO TEM BOTEL: Sure.

CHAIRPERSON MILLER-ANDERSON: -- as to where we are and what it is that these people were told.

CHAIR PRO TEM BOTEL: Sure. I made it very clear to Oel Wingo, who is the person responsible for reaching out to managers-in-transition, uh, that this was a temporary position. She informed me that we could either do a 60 or a 90-day contract. I suspect we can do a 75 or whatever. Uh, everyone who was -- everyone who was reached out to -- everyone to whom the FCCMA reached out -- I hate that preposition at the end -- uh, understands that it's a temporary position. Uh, to my knowledge, none of them are expecting to become permanent City Manager here and they also understand that they - - we -- we -- that we need someone in the very, very near future. In fact, one gentleman

with whom I spoke said he was available right away. So I agree with -- with Councilperson, um -- uh, McCoy that we should provide these people -- I was gonna say men, but there is a woman here -- we should provide these people with the salary at least so that they can -- they can say, Well, I know -- I knew it was interim and I knew it was gonna be in the -- in the very near future but I'm not coming to Riviera Beach for 150,000. So I -- I -- I think, well, maybe they'll say, yeah, great idea. But I think that's an important piece of information that we need to provide them with. I agree -- I agree completely.

Uh, but as far as I know, with the exception of the person who came to us, not through the FCCMA, but by a recommendation from a -- a citizen, uh, all of those people were informed by Oel Wingo that it was, in fact, an interim and that it was something that would -- would be needed in the very, very near future.

COUNCILPERSON LAWSON: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON LAWSON: Timeframe that was advised to the candidates, uh, of how long we would need them. What was disclosed to these potential candidates?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CHAIR PRO TEM BOTEL: Sixty to 90 days.

COUNCILPERSON LAWSON: Okay. A follow-up with that. The concern I have with that is that with a 60 to 90-day process, uh, it took us to receive our last permanent City Manager about six months to find -- to --

CHAIRPERSON MILLER-ANDERSON: No. You're saying how long will the process be to bring them on?

COUNCILPERSON LAWSON: Well, for them to be here. How long are they expecting to be here as the interim?

CHAIRPERSON MILLER-ANDERSON: To stay here?

COUNCILPERSON LAWSON: To stay here.

CHAIRPERSON MILLER-ANDERSON: Yeah.

CHAIR PRO TEM BOTEL: Sixty to 90 days.

COUNCILPERSON LAWSON: Okay. So I guess my follow-up to that is that if it took us almost six months to find our last permanent City Manger, and these interims are only expecting 60 to 90 days, this is gonna be a -- a process that's gonna put us in a predicament in the next 60 to 90 days if we do not have a permanent City Manager in place. Um, on Wednesday, we do have further discussions about the City Manger that we've spoken about. But as of right now, the process that we have is -- I don't wanna put ourselves in a position to be jeopardized in the next 60 to 90 days with an interim person.

Um, also, follow-up to that is I would like for us to open up the ability to look at some of our current department heads because from my understanding, is that if they receive notice on Friday and they had a deadline of Friday -- of Friday afternoon for a resume, that period may not give them enough time if they don't have a ready -- a resume to submit that's sufficient for council review.

So, uh, two of the things I'd like for us to take a look at is also, um, City Manager, what timeframe was the staff given to submit a resume and also the current timeframe for the Interim individuals from FCCMA and the individuals that we're looking at right now, if they're only expecting 90 days, that's gonna put us in the position for hiring, for searching and for bringing in a City Manager.

CHAIRPERSON MILLER-ANDERSON: So Madam Manager, what was the timeline for the department heads to apply and -- and put in their resume?

CITY MANAGER HOSKINS: The -- an email was sent out on Friday morning and, um, they were, um, asked if they were interested in the position then they should submit their resumes by 12 noon on Friday. Um, on Thursday, during our introduction meetings with the new council members, I did also, um, notify or I spoke with the department heads and asked them if they were interested in the position then, you know, they should get -- be getting their, uh, resume updated and prepared. So it was mentioned on Thursday morning and then again on Friday morning, an email was sent out to all the department heads to submit their resumes by 12 noon on Friday.

COUNCILPERSON LAWSON: So, uh, sorry. So Madam --

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON LAWSON: So a formal request was given them Friday morning to submit by the 12 noon, that's kind of short notice to expect a qualified individual to submit their resume and I would not, as a department head, submit a resume for a City Manager position and then be turned down because of an inferior product. So what I would like to do is give them an opportunity to possibly reach out again and see if we have enough time to submit. I just don't wanna rush this process. It seems like that's what we're doing right now because we're in a position and I understand that we've been left into this position. But at the same time, we have to make the right decision. So I want us to figure out what that is together.

CHAIRPERSON MILLER-ANDERSON: Okay. So what amount of time do you want her to open it back up for the department heads to be able to submit?

COUNCILPERSON LAWSON: If it's the pleasure of the board, if we can have at least till Wednesday, give them another 24 to 48 hours to submit.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON LAWSON: To give the council enough time to review the applicants and still do a interview process for Saturday. Uh, my question would be to, um, City

Manager, when do we need that list of names for interviews by?

CITY MANAGER HOSKINS: Um --

COUNCILPERSON LAWSON: And does that have to be put onto the public, too? Does that have to be discussed in front -- with the public?

CITY MANAGER HOSKINS: The initial, um, timeline had April 9th --

COUNCILPERSON LAWSON: Uh-huh.

CITY MANAGER HOSKINS: -- so we could contact, um, the candidates and make sure they are here on Saturday. Um, if you're going to, um, open it up for the department heads, then, um, are you saying you would, um, give them to Wednesday, maybe 12 noon and then I would have to send out another list for you all to rank your number one, number two and number three candidate and, um, we would have to --

CHAIRPERSON MILLER-ANDERSON: Can I make a suggestion?

CITY MANAGER HOSKINS: Yes.

CHAIRPERSON MILLER-ANDERSON: Can you just go ahead and find out from them, have them tell you by tomorrow morning whether or not they're interested. At least we'll know the names.

CITY MANAGER HOSKINS: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: They have until Wednesday, um --

CITY MANAGER HOSKINS: Okay.

CHAIRPERSON MILLER-ANDERSON: -- Wednesday at 12 or -- at 12 to submit to the resume. At least we'll have the names, um, and they can be added in to that bunch that we have and we can submit our names. Um, they need to let you know by tomorrow, um, maybe 12:00 tomorrow, just a verbal -- I mean, a email contact to let you know that department head, if they're interested.

CHAIR PRO TEM BOTEL: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: Okay?

CITY MANAGER HOSKINS: Okay.

CHAIRPERSON MILLER-ANDERSON: And then that way, you're able to give it to us.

CHAIR PRO TEM BOTEL: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CHAIR PRO TEM BOTEL: I have a serious concern about opening this up to

department heads. They were given an opportunity on Friday. My concern is this. We have a serious lack of administration in this district, we know that. District -- listen to me. I'm back in the school district. In this City and we know that. We have interims here, interim -- we have interims everywhere. If we choose a department head to serve as a City Manager, Interim City Manager, what happens to that person's department? Let's say we choose Dawn Wynn for example. What happens to Lina Busby over there? She gets dumped with every -- all the work that Dawn would have been doing?

I have a serious problem with appointing a department head when we have so many people in interim positions, we have so many people who are, you know, holding together -- holding the City together who are -- who are running departments. I -- I do not believe we should choose, uh, an existing department head to put in this position. I believe strongly that we should choose someone who has City Manager experience. A number of the people on this list have City Manager, one, two, three -- half of them have City Manager experience and others have other administrative experience whether it -- it's at the county level or -- or a district level.

So I -- I am concerned about opening this up to, uh -- uh -- uh -- a district, rather a -- a City -- City, uh -- um --

CITY MANAGER HOSKINS: Department head.

CHAIR PRO TEM BOTEL: -- department head. Thank you.

CHAIRPERSON MILLER-ANDERSON: All right. Um, anyone else have any comments regarding that issue?

COUNCILPERSON LAWSON: Yes, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON LAWSON: My thought process with opening to a department head would give us an opportunity because what was disclosed to these individuals was a 60 to 90 day period. Um, we have another meeting coming up this week. So to discuss the elephant in the room, if we go forward with the direction of bringing in our previous City Manager, which is on the topic of discussion on Wednesday, then a lot of these individuals that we're going to be vetting on Saturday will maybe be here for 30 days, 60 days. Where we can appoint an Interim City Manager for a short period of time depending on what process we're taking. Wednesday is gonna dictate a lot of the direction that we have to go which will be a follow-up to this. But right now, to interview someone from the outside when we have the ability of staff that can handle it.

Most of our department heads have assistants. They have assistants to the department that will allow for them to get their work done and to still operate effectively. We have over 60 vacant or interim positions in our City. So, yes, I do agree with Dr. Botel when there are a lot of tasks and roles. But we're looking at a 30 to 60-day -- day window if we're going with the direction of a previous City Manager or a 6-month window if we're

going out to a national search. So we really have to take this process seriously and I understand and I do agree with Dr. Botel that she has concerns with the level of work that the department heads have. But I just don't wanna rush this process like we're doing right now.

CHAIRPERSON MILLER-ANDERSON: All right.

CITY CLERK ANTHONY: Madam Chair, we do have public comment cards on this -- on discussion.

CHAIRPERSON MILLER-ANDERSON: Okay. How about we stop for a minute and then since we've explained the process and let public comment go and then you come back or do you wanna speak before? They're -- the agenda item, public comment.

COUNCILPERSON MCCOY: Madam Chair, I just wanted to -- if I can --

CHAIRPERSON MILLER-ANDERSON: Yeah, yeah.

COUNCILPERSON MCCOY: -- just follow up to Mr. Lawson. While I understand his concern, I don't wanna start that conversation until he finishes out the timeline and that's what I was looking for. So if he suggests -- miss -- Councilman Lawson, if you suggest that we open it back up for department heads till Wednesday, I'm asking you if you can lay out the rest of the timeline because we're up against the clock. I wanna be open and fair but I mean, in theory, we gotta come up with some sort of relative -- relative timeframe before we just arbitrarily decide on Wednesday, then what happens to the remaining time because we're already set to be here on Wednesday -- excuse me -- um, and Saturday. So now all of that, you know, systematically has to be pushed back. So if you can kind of offer up something beyond Wednesday, I'm certainly open to hearing it. Uh, I'm not so sold on it but I just wanna see what's your idea for the rest of the process.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON LANIER: Madam Chair. We're -- we're essentially asking for an additional 24 hours if that's the timeframe we're giving our department heads to submit a resume because we have to, as a council, decide on who we're reviewing. So we're asking for an additional 24 hours added to this timeframe and still keeping our schedule in -- intact.

COUNCILPERSON MCCOY: So everything else remaining equal?

COUNCILPERSON LANIER: Yes.

COUNCILPERSON MCCOY: Okay. That's it, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: All right. Councilwoman, um, Lanier, did you wanna add something before we go to comments?

COUNCILPERSON LANIER: Uh, no. I just --

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON LANIER: -- trying to figure out --

CHAIRPERSON MILLER-ANDERSON: All right.

COUNCILPERSON LANIER: -- where we're gonna put that.

CHAIRPERSON MILLER-ANDERSON: Madam Clerk?

CITY CLERK ANTHONY: Reverend William Burrs, Bessie Brown, Willis William.

CHAIRPERSON MILLER-ANDERSON: Burrs is gone?

UNIDENTIFIED SPEAKER: No, he's not gone.

CHAIRPERSON MILLER-ANDERSON: Oh, okay.

UNIDENTIFIED SPEAKER: He stepped out.

CHAIRPERSON MILLER-ANDERSON: Okay. We'll come back to him.

BESSIE BROWN: Good evening, Bessie Brown.

CHAIRPERSON MILLER-ANDERSON: Good evening.

BESSIE BROWN: I, um, I don't know how much more discussion you all plan to do after the public speaks, but I would just like to know if we could be given an opportunity to speak, you know, if you all continue, we -- you know, we -- we get some more information. Um, tonight, I'm saying, well, I don't think we would be in this predicament provided Miss -- Councilperson Botel just have -- I think a email could have been sent to Karen to go to HR and have -- and have all this taken care of instead of councilmen reaching out. That's like you doing HR's work and -- and -- and, you know, and that's not necessary. For all the protocol and let it happen and then you all had some -- this is not the first time you got this because you got this -- you got copies of this at the meeting Wednesday. So you had time to read -- you should have had time to read all of that because I have the same copies and one person in there, Van Lees [phonetic] or Van Nees [phonetic] or something, I don't -- he was in there twice. I don't know if it's a he or him. I'm gonna tell you right now.

But, uh, but the idea of it is that I don't know why you're struggling because it should have been -- you have the information. Um, it should have gone -- you know, but if it had gone to HR and HR had done what, you know, they needed to do instead of having Botel to interfere in the process instead of having it done the -- you all may have gotten the things that you -- the way that you need it. I -- my -- my concern is that, um, you all please follow protocol. HR is -- is for -- for -- has a responsibility and a job to do some things that she needs to do properly without, um, anybody else interfering and I -- and -- and that way you all will be within the timelines and -- and whatever needs to be done and you can follow the process as, you know, that -- that you need to follow. Uh, I -- I -- I really would

appreciate it if you all would just -- I don't think -- I don't think -- I don't see where's the rush because I -- I don't know when they went out and got -- and -- and advertised for that position at that time, how long is that -- it has been sitting.

But if you -- I just -- I'm sorry that you all are, um, in the predicament that you're in tonight because it really was not advertised -- you know, I don't -- I -- uh, it's so much stuff that just -- that you don't know and I -- and I'll -- you know, I -- and I'm in the same position. Only thing is is that you know, we can -- we can procrastinate, procrastinate, but this should have been done by (sound effect) by three months after -- after Karen was, uh, made, um permanent. And I -- but you -- you here now so you have to deal with it and I hope y'all deal with it in a better manner.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Reverend William Burrs, Willis Williams.

REVEREND BURRS: Uh, Madam Chair, Council and Mayor.

CHAIRPERSON MILLER-ANDERSON: Good evening.

REVEREND BURRS: Congratulations to all of you all what's won. I is here just talking about a, uh, Interim City Manager. You all inherit, uh, may I say a bowl of spaghetti. Now you gotta try to straighten it out and they're, uh, not starting much with this past council. I worked for the City for 30 years and I know for a fact that there used to be assistant to every department head in this City and that's what you need to get back to. How would you feel if you come to a job and you worked there and applied yourself for position when it come, they can overlook you. You wouldn't feel too well about it. I feel that Miss -- Miss Karen, she worked here for the City for a long time. She ought to know somebody by now who could step in her place and take over this position without your interfering. It's just a interim job. You don't have to have a Ph.D. to run this City. I urge each of y'all, check the history of this City.

Department -- assistant to department head was created for a purpose and it's -- it's train is off the track when it's come to that. And I wish you all was new now 'cause somebody gonna try to pull some tricks over y'all head because they think you don't know. Now thank you, lady, for, madam. Excuse me (unintelligible) for what you did by giving me all these resumes when somebody give you part of them. Think for yourselves and check somebody who you can trust. Don't work for the City and history of the City and give you some pregnant information and you will be not somebody who looking for something for themselves. I don't want no job. I'm not looking for no job and the City can't do anything for me what they done done for me already and I appreciate the City 'cause I worked for it and they've been good to me.

I never came to this podium ask nobody since I retired and do me a favor, no times. I'm concerned about the total City and for employees what come here, give them the incentive to go to school and prepare themselves when a position come open. When I came to this City in 1969, I worked in the garage as a mechanic here but I went to school for mechanic.

And then I went and started working in the -- in the -- in the Public Works Department over in the, uh -- and was a mechanic for a carpenter helper. I went to school for a carpenter then I became the carpenter. I kept going to school. I became a foreman of that department. I kept going to school. When I retired, I was assistant director of that department 'cause I went to school and opportunities came. Let your employees go to school and prepare themselves and give them the job. I'm quite sure somebody in this City as a department head could take over this job until y'all get a permanent City Manager. Don't overlook the -- the employees.

I'm quite sure you all will feel bad if you work on a job all these years and a position come up and they overlook you. Think about your employees. That would give them an incentive to go to school and apply themselves. Please, look -- and it save -- it'll save you some time. It'll save the City some money and like I said, don't think -- don't think these peoples are too dumb to run this City. It don't take a Ph.D. to manage a City. It don't. You got assistant. The smartest person got people smart around them to help them do the job. I'm quite sure if y'all will let the -- let her make that decision, y'all -- that probably -- that probably will be over y'all here. Let her look through these employees and find somebody could step in her place. It just on a -- a -- a temporary job. That's all it takes. And y'all will have less problem. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Willis Williams, Mary Braham.

WILLIS WILLIAMS: Good evening, Council.

CHAIRPERSON MILLER-ANDERSON: Good evening.

WILLIS WILLIAMS: And congratulations to all of you on your victory. You know, you hear this go on and on and we back where we started from and I know -- I'm -- I'm like Reverend Burrs, we've been kicking this can down the road for 47 years. We all been working for the City in and out. I probably worked in every department that the City has had. And me, I'm gonna put something on your shoulders this afternoon because a lot of y'all probably don't even remember that Clara Williams took over the City Manager's position at one point in this City because we got -- we got without a City Manager. So if you get to the point where you cannot make a firm decision, you're running a -- a non-profit organization over there every day. Uh, some food for thought.

I mean, don't bring somebody in here with this turmoil that we supposed to have and have these people, uh -- uh, saying that things are -- are -- are totally up -- in a uproar in our City. It's not that. We can do better if we want to but we gotta start doing the right thing. Start looking among yourselves. Some of you guys right here, I know you're qualified. It -- it -- and we -- and I know it's a lot of qualified retirees in this City that can take care of this job for 30 to 60 or 90 days. Why bring somebody in here to create animosity between your employees and stuff. That just doesn't make sense. But you gotta think on those basis, too. Just don't -- just throw the baby out with the bath water. It -- we gotta do better. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Mary Brabham.

MARY BRABHAM: Good evening. Uh --

CHAIRPERSON MILLER-ANDERSON: Good evening.

MARY BRABHAM: -- Mayor Felder, Chair Botel, Assistant Chair -- uh, Chair Miller, Botel and the rest entire Council. I totally agree with -- with Miss Lanier when she suggested that this was suggestions that was given. Suggestions that was given. I totally disagree about appointing this position to the interims. That word interim speaks there also. Because it was said that, okay, we do not have time for on-the-job training. It is so much at stake here and I would suggest Miss Billie Brooks. Why I would suggest Miss Billie Brooks? She's a part of this community. She knows the fundamentals of the government. She have sat there. She has that managerial and she has that skill set and plus on top, she is a connector. There you go. Sixty days or 90 days. We can give this position to Miss Billie Brooks. She is familiar with the history here. She knows how to read budgets. Billie is well-rounded. I do not have anything against a interims peoples in these departments, but, no, no, no.

You -- you -- you -- you have to look at Karen was the City Manager. She have yet -- she did -- she didn't appoint any of them as directors. So that, too, speaks another volume there. So obviously, too, if they want to go to school, this City provides that type of education. But we are in a critical moment here in our City and then even if you brought someone else in here, it's so many devils here, they would be entwined in their ears. Miss Braham is gonna say that. And that's a true fact with this City here. We will be right back to the same old skill set that we have here now. Miss Brooks, she would do well in those 60 or 90 days. And then the timeframe is just obsolete. You all are new Council people here and I said before, do not allow them to rush you. I know that she wants to get out of here. That's why Miss Billie Brooks would fit perfectly in this criteria.

And when this was brought up it will -- it was talked in the communities in different settings that Miss Brooks would be fine for this City here. So I'm asking you along with others, to consider that. You bring somebody new in here and the devil assuredly get in their ears and you'll be right back to the same moment of time as we are here today. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you. All right. That's the end of public comment. All right. Council, so we -- have we come to a consensus to include department heads, provide them an opportunity to get with Miss Hoskins by tomorrow to, um, express their interest in, um, the Interim City Manager position. They will have until Wednesday -- until Wednesday at 12 p.m. to submit their resumes? Department heads? Council?

CHAIR PRO TEM BOTEL: (Unintelligible).

CHAIRPERSON MILLER-ANDERSON: I know. I heard your opinion already. So, um,

Miss Eureka, we were waiting for you. Thank you for coming. Um, can you come up, please?

EUREKA IRVIN: Yeah.

CHAIRPERSON MILLER-ANDERSON: So I know there was a question regarding the salary range, um, with the job advertisement that went out. First of all, when it went out, did it say "Interim City Manager," or where was it advertised? Was it just to FCCM?

EUREKA IRVIN: Eureka Irvin, Human Resources Department. This position had -- it wasn't advertised. The, um, FCCMA came about from the contact from, uh, Dr. Botel. Um, so there was not an official advertisement, uh, therefore there has not been -- and a salary set. Previously, uh, when we started a couple of years ago, you all made a determination that we would start at the minimum of 150 and it's up to you where you want to, um, set this -- the salary for this particular, um, filling at this time.

CHAIRPERSON MILLER-ANDERSON: Okay. All right. So are we comfortable with the 150, um, at least for initially and then we can get past that part of it and if we are looking at at least being the minimum, um --

COUNCILPERSON LANIER: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: -- go ahead Councilman Lawson.

COUNCILPERSON LANIER: What does our budget say in regards to the salary? What is the range for our budget for the City Manager position?

CITY MANAGER HOSKINS: Madam Chair, the, um, FY '19 budget, um, I think was close to 180 or 190 for the position for City Manager.

CHAIRPERSON MILLER-ANDERSON: For the permanent City Manager position.

CITY MANAGER HOSKINS: Right. For the permanent.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON LANIER: Um, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON LANIER: I -- I just, um -- the HR director said it wasn't officially advertised. I -- I, uh -- I don't -- I have a little problem with that that it wasn't actually officially advertised so that, you know, more than one group of people can see it. I mean, if it wasn't advertised then nobody really saw it.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CHAIR PRO TEM BOTEL: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CHAIR PRO TEM BOTEL: Um, I asked whether or not it was appropriate in an emergency situation to reach out to the FCCMA and was told it was -- it was appropriate, yes? I wanna confirm that with the City Attorney. I -- I -- I was --

ASSISTANT CITY ATTORNEY BUSBY: Correct.

CHAIR PRO TEM BOTEL: -- as you might have seen from my reaction at our last meeting, I am fully aware that HR is not my job. I am fully aware that it is not up to a councilperson to go out there and look for an Interim City Manager. We are in a desperate situation. Our current City Manager is leaving on April 18th. What's today, the 8th? Ten days from now. Oh, no, is it the 8th? Yeah. Yeah. Ten days from now, we will be without a City Manager. I had asked the City Attorney to reach out over a month ago -- over a month ago -- to the ICMA to see if they had somebody. These are people who have been acting as City Managers. They have been in a position of City Manager. They have as much as 30 years' experience and they are between jobs. These are very appropriate candidates.

The FCCMA isn't well-known -- uh -- uh, actually they have an international organization of City Managers. This one happens to be the Florida CCMA. They are very appropriate in terms of the person to -- to whom we should look for guidance in regard, especially given that it -- it is an emergency situation. Now would it have been better if our HR Department had advertised this three months ago? Absolutely. But they didn't. Okay? They didn't. And so we are looking for some -- and you talk about rushing the process, you're right. We are rushing the process because we have 10 days. Ten days and this City is without a City Manager and if you don't think that rushing the process is -- is important and appropriate then I guess we'll just have to agree to disagree. Because I do think it's appropriate to rush this process.

CITY MANAGER HOSKINS: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CITY MANAGER HOSKINS: Um, and no disrespect to Councilwoman Botel but, you know, during several City Council meetings, I asked for direction on hiring a City Manager and none was given. No one wanted to talk about it. No one wanted to bring it up, mention it. So several City Council meetings, you know, I asked for direction. Um, so, um, I wouldn't put it all on HR. Um, the Council has to give direction and everything was wait till after the election.

COUNCILPERSON LANIER: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON LANIER: Well, I am, um, thankful for Dr. Botel taking the initiative to try to get this done. I have, uh, pause and hesitation with it not being advertised with us reaching out to just one organization for this pool of candidates and for Dr. Botel having interaction with the candidates already and reaching out and speaking to them

individually. So for us to have transparency with the entire body, I would say we do have ten days, yes. But we, as a Council, have the ability to appoint a City Manager. So if it gets to a position where we have to appoint a City Manager in the interim, we can do that to allow for us to have somebody oversee our City. We're not in desperate need. We're not gonna make desperate moves. So I want us to take our time and we will make the right decision but we're gonna decide as a Council to do it the right way. If we haven't advertised this publicly, I don't want this small pool of individuals to be our only base that we're gonna pick to oversee our City for the 60, 90, 180 days.

CHAIRPERSON MILLER-ANDERSON: All right. So with that being said, so we have a couple of options here to think about. One, to go with the process in which we've already started, that we've talked about tonight or to amend the timeline and if we're going to amend the timeline, we need to hash out exactly what that looks like and, um, and if we're talking about allowing department heads as well as publicly posting this, what amount of days are we going to allow for this to be posted and advertised? What is going to be the commitment in terms of having the interview process and hopefully, being able to get this somewhere around in the middle of next week if we had to push it back any days. Um, today is the 8th. So the 17th will be the Wednesday and the 18th is your last day, right?

CITY MANAGER HOSKINS: Yes, ma'am.

CHAIRPERSON MILLER-ANDERSON: So with knowing that -- well, let me back up in - - in response to Miss, um, Hoskins comment. She was absolutely correct in that, um, many -- several of us did not want to move forward with hiring of a City Manager, um, so close to election time. So that did happen and you know, I'm sure most of us understood where that put us and -- and I'm okay with that. I -- I don't regret not moving forward at that time. I thought for me, that was the best thing that should be done, you know. Um, but I did understand that we would have a very short time between her leaving and the time that the elections happened. And so for me, I'm -- I'm okay with the fast pace of the, um, hiring of an interim because it's just that, an interim. Um, but I do feel that there are probably a few department heads if they are interested, that could participate in this process.

Um, and as I said before, I know a lot of those departments have interim people in it, um, and you know, a lot of them are understaffed as it is. But I -- I feel that with some support, if there are some areas where we need to hire temporary people in -- in certain lower positions to make sure that we continue. We'll only talking about a 60, 90-day period. Um, obviously, we're not gonna pull someone and -- and let a department suffer. So that is not, you know, what we're looking to do either. But I am in support of if there's a department head that is able to, um, carry out the position.

Um, so with that being said, we do have an opportunity to open it up if that is what you all would like to do but I think we have to leave here tonight knowing exactly what this timeline is going to look like, um, from beginning to end in terms of how many days that we want it to be advertised. Um, once it's closed off, when are we gonna come back to discuss or are we gonna just submit the names and what would be the final day to do the interview?

So if there's someone that wants to weigh in on how we would like to move forward or at least --

CHAIR PRO TEM BOTEL: Sure.

CHAIRPERSON MILLER-ANDERSON: -- give some suggestions on the other options. Yes.

CHAIR PRO TEM BOTEL: Well, it seems that there is at least some interest in having department heads be participants and so why don't we go with the deadline of Wednesday, which was mentioned earlier? Doug, is that right? Deadline of Wednesday for department heads to submit their names. If we can get -- we -- it's not like we would have to look at their resumes deeply. We -- we know them all. So we -- we know if there's a department head that's interested, we know who that person is. Uh, so we could take a look at these six plus whoever -- whichever department heads come in and then the timeline, as I believe, uh, Councilperson, uh, McCoy mentioned earlier, the timeline could pretty much remain the same. Uh, we get the -- the name -- the extra names in on Wednesday, um, we can still interview on Saturday.

CHAIRPERSON MILLER-ANDERSON: Now -- okay. Is that with opening it up to the public? Um, we would be able to only advertise it for, what, two or three days or so. Um, so is that still the thought, to open it, Mr. Lawson?

COUNCILPERSON LAWSON: The timeline that we have to open it to the public would be the only fair process to avoid any issues within our City. Um, now I guess my question is, the resumes on the individuals that we're going to be interviewing, do we have to meet again as a board and disclose who we're gonna be interviewing on Saturday if we open it to the public? Because now that's gonna be a concern on who we're interviewing. So if we don't have those names by Wednesday's meeting to identify who we're interviewing at the time, it's a moot point to open it to the public 'cause it could simply come back that individual was just chosen by the Council at will as opposed to being fairly done.

CHAIRPERSON MILLER-ANDERSON: Right.

COUNCILPERSON LAWSON: So those are my concerns with having, uh, the public know exactly what -- who we're interviewing this Saturday and where we got these names from.

MAYOR FELDER: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

MAYOR FELDER: Is there anybody in this City that can take this job for 60 to 90 days? Could we please identify somebody to take this interim position for 60 to 90 days because we have to be transparent with the community, number one. We don't wanna do things as of old, so we have to do it right. We're new -- we're new coming in but that's not an excuse. We need to move forward. Um, if we can find somebody that's here that knows the system, I don't think we're gonna miss that much in 60 to 90 days to bring them in,

um, so we can move forward. I think Wednesday determines a lot, like, Councilman Lawson said. Um, what we move in that, it can be 30 days, it can be 60 days. I think the biggest thing is we need to be talking about a permanent City Manager so we don't keep coming down this lane. But if we can find somebody in-house, I think that's the right way to go.

CHAIRPERSON MILLER-ANDERSON: Thank you. So if we can just -- we can open it up publicly. There are people -- there's a -- at least one or two that I know of that are not a part of the organization, um, who did apply. So the word was out there from --

UNIDENTIFIED SPEAKER: Right.

CHAIRPERSON MILLER-ANDERSON: -- us discussing it last week.

UNIDENTIFIED SPEAKER: Right.

CHAIRPERSON MILLER-ANDERSON: So we can very well put the word back out there again as of tonight, that we're going to open it back up and leave it open until Wednesday. We will close it out on Wednesday. Um, but in order for her to post those names, you could post the names by Wednesday evening or, um, Thursday morning, giving enough time for Saturday's interviews if we provide the names, the -- the breakdown of the three to come down to -- for your posting. I guess I'm just asking you in terms of the posting of the names that's on the agenda --

CITY CLERK ANTHONY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: -- for Saturday's interview.

CITY CLERK ANTHONY: Madam Chair. When we do a posting for interviews, we do not list names.

CHAIRPERSON MILLER-ANDERSON: Anyway --

CITY CLERK ANTHONY: We just noticed that interviews will occur and the timeframe that they will occur and that the public is welcome to, um, to be in attendance. They don't participate. They just be in attendance to hear the questions.

CHAIRPERSON MILLER-ANDERSON: Okay. So if we have additional people that apply, we can just add -- at least have their resumes available so the public is aware of who these individuals are. 'Cause they have these already, this list of six people.

CITY CLERK ANTHONY: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: But if we can just have the additional people's resumes and names available, it'll still be available to the public so that they know who they are.

CITY CLERK ANTHONY: The sooner, the better.

CHAIRPERSON MILLER-ANDERSON: That will -- okay.

COUNCILPERSON LANIER: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON LANIER: I -- so -- so how -- so we gotta move forward like post it publicly, uh, with a deadline of noon Wednesday. Is that right?

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON LANIER: And that we, Council, get a copy of those that submit it by noon Wednesday.

CHAIRPERSON MILLER-ANDERSON: Well, at least by the -- yeah.

COUNCILPERSON LANIER: Well, by that afternoon.

CHAIRPERSON MILLER-ANDERSON: A little bit -- yeah.

COUNCILPERSON LANIER: So then we come back and send our top three to HR?

CHAIRPERSON MILLER-ANDERSON: We're gonna go ahead and send in our -- our -
- it won't be the 9th anymore.

COUNCILPERSON LANIER: Right.

CHAIRPERSON MILLER-ANDERSON: Okay? It won't be the 9th. We can have it for, um, Wednesday night but we have a Council meeting on Wednesday night so if we can just make sure we have those names sent to Miss Hoskins and Miss, um, Eureka by Wednesday evening and then that way you all can reach out to the three or four individuals. Um, I think we should just put, like, a comment time or, um, at least be able to make comments regarding the names or during that meeting that we have, just say the names that we have and at least we're advertising who those people will be.

COUNCILPERSON LANIER: Uh, that will -- uh, okay.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON LANIER: Let me get this straight. All right. So we're gonna get those names by noon on --

CHAIRPERSON MILLER-ANDERSON: Wednesday.

COUNCILPERSON LANIER: -- on Wednesday.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON LANIER: We will.

CHAIRPERSON MILLER-ANDERSON: A little bit after. They have until Wednesday --

COUNCILPERSON LANIER: Okay. Well, say --

CHAIRPERSON MILLER-ANDERSON: -- at 12.

COUNCILPERSON LANIER: -- say 2:00 that day.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON LANIER: We'll get those names so that we have to go through those names plus the ones we have.

CHAIRPERSON MILLER-ANDERSON: Well, these we can already go through.

COUNCILPERSON LANIER: Right.

CHAIRPERSON MILLER-ANDERSON: It'll just be the additional ones.

COUNCILPERSON LANIER: And we each have to pick the top three out of all of those.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON LANIER: Okay. Got you. And we have those to HR by, what, that same day?

CHAIRPERSON MILLER-ANDERSON: By that night. Yeah, that night.

COUNCILPERSON LANIER: You think.

CHAIRPERSON MILLER-ANDERSON: 'Cause we'll be here that night. Um, remember now if they're department heads, department heads need to let her know that tomorrow. Okay? They have until Wednesday to submit their resumes, too, until Wednesday. But we'll at least have these names already, which we have now. We'll have the department head names tomorrow and then any other additional people --

COUNCILPERSON LANIER: I see.

CHAIRPERSON MILLER-ANDERSON: -- it -- so it shouldn't be a whole lot, I don't think --

COUNCILPERSON LANIER: Right.

CHAIRPERSON MILLER-ANDERSON: -- by then. But those will be the only ones that are new coming to you on Wednesday afternoon and then you can work through it on Wednesday evening and just make sure before we leave here, we're able to provide those names. And, um -- and then you could reach out to those individuals and -- and let them know that we'll be having -- have you all given them any heads up? Oh, you haven't had any contact with them? You -- okay.

EUREKA IRVIN: We haven't had any contact with them.

CHAIRPERSON MILLER-ANDERSON: Okay. So can we at least reach out to these people and just make them aware that should they be selected, we do have interviews scheduled for Saturday.

EUREKA IRVIN: Yes.

CHAIRPERSON MILLER-ANDERSON: And unfortunately, that's going to be the day. If they have a wedding or somewhere to go that day, they're just out.

EUREKA IRVIN: Also, we need to know, um -- I know it -- the list to offer to, uh, members-in-transition and the State of Florida, I can't recall if they're all local so we need to know if you are paying, uh, travel accommodations to say, someone from Pensacola --

CHAIRPERSON MILLER-ANDERSON: I'm gonna --

EUREKA IRVIN: -- who needs a overnight stay.

CHAIRPERSON MILLER-ANDERSON: -- think we need to just try to stay local as much as possible.

COUNCILPERSON LANIER: Yes.

CHAIRPERSON MILLER-ANDERSON: We have enough people that are local. Yeah.

CHAIR PRO TEM BOTEL: Yeah.

COUNCILPERSON LANIER: Okay.

CHAIRPERSON MILLER-ANDERSON: Yeah. We don't need to do all that for 30, 60, 90 days.

EUREKA IRVIN: Okay. So -- so someone in Tallahassee or Pensacola --

CHAIRPERSON MILLER-ANDERSON: They're on their own.

CHAIR PRO TEM BOTEL: They're on their own.

EUREKA IRVIN: -- not paying -- they're on their own.

CHAIRPERSON MILLER-ANDERSON: Yeah.

CHAIR PRO TEM BOTEL: Yeah.

EUREKA IRVIN: Okay.

CHAIR PRO TEM BOTEL: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

CHAIR PRO TEM BOTEL: Thank you. I wanna make something very clear. I did not at any time have any extensive conversations with any of the people on this list. When they called me because Oel Wingo at the FCCMA gave them my number, I said to them very clearly, "I am not involved in this process. I'm giving your name and number to the City Manager and the City Attorney for them to deal with this." This is the first time I'm hearing that -- that Human Resources was not involved at all.

UNIDENTIFIED SPEAKER: Right.

CHAIR PRO TEM BOTEL: So -- but I had -- there was the -- there was an implication earlier by someone that I had had conversations. I had no conversations other than to say, "I am not involved in this process. I'm a City Councilperson. I'm not an HR person. I'm asking the City Manager and the City Attorney to reach out to you to deal with this." Thank you.

COUNCILPERSON LANIER: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Okay. Uh, Miss, um, Lanier --

COUNCILPERSON LANIER: Um, yeah. I wanna just --

CHAIRPERSON MILLER-ANDERSON: -- can go ahead and --

COUNCILPERSON LANIER: -- say that when you -- when you say you're gonna open it up to the public and to department heads, I wanna make sure that that means that any City employee can apply for that position. Uh, Miss Hoskins was not a department head when she became interim and permanent. So I think that it should be extended to, (phone ringing) uh, all the employees in the City.

CHAIRPERSON MILLER-ANDERSON: Could you please silence your phone? Okay. As long -- yeah. As long as they meet the criteria --

COUNCILPERSON LANIER: Yeah. Right.

CHAIRPERSON MILLER-ANDERSON: Yeah.

COUNCILPERSON LANIER: Okay.

CHAIRPERSON MILLER-ANDERSON: I would think that's only fair. What are you all thinking?

CHAIR PRO TEM BOTEL: Are you --

COUNCILPERSON LAWSON: So there is a criteria?

CHAIR PRO TEM BOTEL: Yeah. Exactly my -- my question.

COUNCILPERSON LANIER: I'm sorry.

CHAIRPERSON MILLER-ANDERSON: What -- where's the advertisement? The

advertisement.

COUNCILPERSON LANIER: What -- okay.

CHAIR PRO TEM BOTEL: Madam. Uh, go ahead. I'm sorry.

CHAIRPERSON MILLER-ANDERSON: So what -- there was no advertisement.

EUREKA IRVIN: There was no -- there was no advertisement for the interim. However --

CHAIRPERSON MILLER-ANDERSON: Uh, what is this one here?

EUREKA IRVIN: -- there is a criteria set for the City Manager position.

CHAIRPERSON MILLER-ANDERSON: Which is the one that is on NOVUS [phonetic].

EUREKA IRVIN: Yes. That was done, I think it was about -- well over a year ago when it was --

CHAIRPERSON MILLER-ANDERSON: Okay. Right.

EUREKA IRVIN: -- the last change of three years from seven to three.

CHAIRPERSON MILLER-ANDERSON: Right, right, right, yeah.

EUREKA IRVIN: Right.

CITY MANAGER HOSKINS: And Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CITY MANAGER HOSKINS: When I applied, the, um, requirements that are in the document were waived, so you know, no Master's degree. Um, college degree, years of experience. What you have before you requires a Master's degree in Public Administration with five -- five to 10 years of City Manager experience. Since this was supposed to have been 90 days for me as the interim, those requirements were waived.

CHAIRPERSON MILLER-ANDERSON: Okay. So essentially, that would be what we're asking to do tonight.

COUNCILPERSON MCCOY: So -- so Madam Chair.

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

COUNCILPERSON MCCOY: Okay. So -- all right. Anybody with an associate's degree come -- come to Riviera Beach. Is that what we're saying?

CHAIRPERSON MILLER-ANDERSON: That's not what I'm saying.

COUNCILPERSON MCCOY: So let -- let's -- like, members, you know, here -- here's

what I was thinking, uh, and I don't know if this is a question for Miss Hoskins and Miss Busby but this is just gonna get more and more difficult because we didn't have an advertisement, we didn't have a criteria. We already know and Miss Botel, let me correct you. I don't know the department heads so I definitely wanna see their resume.

CHAIR PRO TEM BOTEL: Oh, I'm sorry.

COUNCILPERSON MCCOY: So nobody gets a free pass in Riviera Beach because you were here already. My other concern is that we can't just make it open for anyone to apply simply because while you're saying now that there's no criteria, I don't wanna wait till Wednesday and we get 30 resumes and we're expected to review them and make a decision on this. And I know I heard someone from the public suggest that we got this information. Well, I beg to differ. There was a power outage on Friday at the City. Emails have been not even working so I only got this information today and that was in --

UNIDENTIFIED SPEAKER: (Unintelligible).

COUNCILPERSON MCCOY: Excuse me. That was in between --

CHAIRPERSON MILLER-ANDERSON: Uh, point of order, please.

COUNCILPERSON MCCOY: -- all of these meetings that we've been going through. So don't suggest that we've gotten this stuff and been sitting on it. I've been in a lot of meetings and a lot of this stuff is new to me so what I would like to ask the question, I don't think we're gonna get to a place that's gonna, um, reach everyone's satisfaction. But I wanted to know the restrictions on Miss Hoskins staying here beyond that even after -- hear me out. So, uh, if I understand, there are some restrictions regarding FRS and that sort of thing. But to bring her back potentially as a contractor who is not an employee of the City, who's not gonna be on FRS, is that an option at this point as opposed to -- now -- because now we're -- everything seems like a rush and we've already seen pitfalls and obstacles that's gonna be in our way. So I wanna see if she come on as a interim contracted City Manager as opposed to an employee.

And if, first of all, the question is for you Miss Hoskins, if that's something you would even be open and entertain at this point.

CITY MANAGER HOSKINS: No, sir.

CHAIRPERSON MILLER-ANDERSON: All right. All right. So with the -- it -- it's almost going to get to a point of making an appointment, as, uh, I mean, that's what we're doing anyway. But in terms of the -- the criteria, um, I -- you know, I totally support and agree with what you're saying, um, Councilman McCoy, I'm not looking to just bring anybody in and everybody just start applying. So we do have -- but -- but you know, we made some mistakes some time ago when the actual job advertisement for City Manager was lowered. You know, so that's what happened then. We started getting a lot of people applying that, in my opinion, were not qualified for the position.

And that's not the road I'm trying to travel. Um, so you know, it -- in terms of a criteria, the

one that is on the -- on NOVUS is the City Manager which is what you pointed out, um, Dr. Botel. And it talks about the -- the public administration and, you know, having those experiences. Um, we have the ability to waive it as Miss Hoskins mentioned a few minutes ago. Um, but keep in mind if we stay with our timeline, we're only talking a couple of days. Um, we're not paying for anybody to move here so I'm sure that will probably cancel some people out if they wanted that expectation that that was going to happen. Um --

COUNCILPERSON MCCOY: I'm sorry, Madam --

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON MCCOY: -- Madam Chair, to move here for permanent position or move here --

CHAIRPERSON MILLER-ANDERSON: The 90 days -- the 90 days. 'Cause some of the people are out of town, they are out of town. So we will not be --

COUNCILPERSON MCCOY: Well --

CHAIRPERSON MILLER-ANDERSON: -- providing them --

COUNCILPERSON MCCOY: -- here's the other limitation. These resumes, I couldn't find an address for any of these people.

CHAIRPERSON MILLER-ANDERSON: I -- well, I saw somewhere on the, um, list that some of them were, like, Newport, Tampa, different areas. I saw -- it was on one of the -- I think it was from last week's, um -- the email that we received and you may not have received it. I don't know. It came last week, I believe. The email that we had prior to -- that was available for last week's meeting. Somebody sent it with the -- uh, you sent it, right --

CITY MANAGER HOSKINS: Yes.

CHAIRPERSON MILLER-ANDERSON: -- Miss Hoskins?

CITY MANAGER HOSKINS: Yes. The -- an email was sent, uh, when Councilwoman Botel sent the list of managers-in-transition. I believe there were about 12. Um, and that list had the, um, where they currently lived or resided.

CHAIRPERSON MILLER-ANDERSON: Right. So if at any point, if they -- the new council members do not have that, please forward that information to them as well. But I said all that to say, um, with this interim position, if we open it up, what -- what job announcement are we going to use because the current one that is listed as the City Manager one, has Master's degree in public administration, business administration or other public related field as -- as required. Um, there would need to be some sort of disclosure or -- or -- that we would accept a little lower if that's what we're looking for.

CHAIR PRO TEM BOTEL: Madam Chair, Madam --

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CHAIRPERSON MILLER-ANDERSON: Well, Miss Lanier --

COUNCILPERSON LANIER: | -- | --

CHAIRPERSON MILLER-ANDERSON: -- was about to and then Miss Botel.

COUNCILPERSON LANIER: I don't think that we need to lower this. I think that the minimum is a Master's and three to five years' experience.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON LANIER: I think that's -- that's basic when it comes --

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON LANIER: -- to a person coming here.

CHAIRPERSON MILLER-ANDERSON: So go ahead. Uh, you were gonna say --

CHAIR PRO TEM BOTEL: I was gonna say that.

CHAIRPERSON MILLER-ANDERSON: Okay. So what the -- the job announcement that is listed as the City Manager one, we can use that and just make it -- just make sure it says "Interim City Manager," um, position. And the -- at the job salary amount, the minimum of 150.

CITY MANAGER HOSKINS: Correct, yes.

COUNCILPERSON LANIER: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: Okay. All right. And, um, all right. So Madam Manager, do you have what you need to get through the next few days, a timeline sketched out here?

CITY MANAGER HOSKINS: Um, Miss Irvin, are you -- are you clear?

EUREKA IRVIN: Uh-huh.

CITY MANAGER HOSKINS: Are we -- did you have any questions?

EUREKA IRVIN: No.

CITY MANAGER HOSKINS: Okay.

CHAIRPERSON MILLER-ANDERSON: So you'll reach out -- once we give you the names on Wednesday evening, you all will reach out to those individuals, um, and you would also let us know that night if you were not able to narrow it down to the three or four for whatever reason.

CITY MANAGER HOSKINS: What time, um, Madam Chair, will you all, um -- do you all

-- what time do you all need because I know some of you, uh, work --

CHAIRPERSON MILLER-ANDERSON: Need for what?

CITY MANAGER HOSKINS: -- um, to submit your names on Wednesday. Are we saying -- 'cause we have a special meeting scheduled for 6. So we're saying, um, before 4? Um --

COUNCILPERSON LANIER: But we get them at 12.

CITY MANAGER HOSKINS: -- would that work for --

COUNCILPERSON LANIER: I thought that the --

CHAIRPERSON MILLER-ANDERSON: 12:00 is the cutoff time for the department heads to -- to give the resumes. They're gonna give the name -- her name -- the names --

COUNCILPERSON LANIER: The names.

CHAIRPERSON MILLER-ANDERSON: -- if they're interested, tomorrow. So -- and we -- once she gets those tomorrow, she needs to go ahead and forward that to us so we'll have that. The only thing we will be waiting on is if there are additional people outside that apply.

COUNCILPERSON LANIER: Okay. Okay.

CHAIRPERSON MILLER-ANDERSON: And so those names would come to us, um, we can get those right before the meeting, a couple -- maybe 4:00?

COUNCILPERSON LANIER: I -- I would -- yeah. Maybe -- that -- that's fine. Getting them -- I'm sorry. I didn't -- Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON LANIER: Um, I just wanted to make sure that I can, uh, be able to put my, uh -- uh, three or four in after 5.

CITY MANAGER HOSKINS: Uh-huh.

COUNCILPERSON LANIER: Okay?

CITY MANAGER HOSKINS: Okay. After 5?

COUNCILPERSON LANIER: Okay.

CITY MANAGER HOSKINS: Okay.

CHAIRPERSON MILLER-ANDERSON: Yeah. Um, we wanna do say 8:00 that night?

COUNCILPERSON LANIER: Yeah, that's fine. That's fine, 8:00, yeah.

CHAIRPERSON MILLER-ANDERSON: Okay. 'Cause we will have the bulk of them already tomorrow.

COUNCILPERSON LANIER: Right, right.

CHAIRPERSON MILLER-ANDERSON: 8:00 on, um, Wednesday evening --

COUNCILPERSON LANIER: Wednesday.

CHAIRPERSON MILLER-ANDERSON: -- we have to have our three names submitted to Miss Hoskins and Miss Irvin.

CITY MANAGER HOSKINS: And then as far as advertisement, um, did you just want something on the City's website for --

CHAIRPERSON MILLER-ANDERSON: Uh --

CITY MANAGER HOSKINS: -- for, um, the interim.

CHAIRPERSON MILLER-ANDERSON: How -- how -- I don't -- what --

CITY MANAGER HOSKINS: Because it would take too long for a newspaper --

CHAIRPERSON MILLER-ANDERSON: That's what I was gonna ask what is --

CITY MANAGER HOSKINS: -- and any other --

CHAIRPERSON MILLER-ANDERSON: Well, we can't do newspaper 'cause it's --

CITY MANAGER HOSKINS: Right.

CHAIRPERSON MILLER-ANDERSON: -- not enough time.

CITY MANAGER HOSKINS: No.

CHAIRPERSON MILLER-ANDERSON: But in terms of, um, putting it in the system when people go to apply for a job, would it go through there or they'll just send in --

EUREKA IRVIN: To go to, um -- to place on our website, it's there immediately.

CHAIRPERSON MILLER-ANDERSON: Okay.

EUREKA IRVIN: Um, to place on the Florida League of Cities, it's posted, um, normally within the same day. Um, FCCMA, I'm not exactly certain of their turnaround time. That's normally one to two days.

CHAIRPERSON MILLER-ANDERSON: Okay.

EUREKA IRVIN: But I -- FCMA, they -- they have, um, a time certain that the

advertisements are -- are up.

CHAIRPERSON MILLER-ANDERSON: Okay.

EUREKA IRVIN: So that advertisement will be up beyond your decision, um, time.

CHAIRPERSON MILLER-ANDERSON: Okay. But they've already been reached out to so those who were interested, I'm assuming are only these --

EUREKA IRVIN: Yes.

CHAIRPERSON MILLER-ANDERSON: -- that are listed here. So --

EUREKA IRVIN: I, um -- is it Dr. Wingo -- Winglo [phonetic] emailed, um, all the members that were on the list to respond to the City's request.

CHAIRPERSON MILLER-ANDERSON: Okay. So that organization we can say has pretty much been advertised to.

EUREKA IRVIN: Yes.

CHAIRPERSON MILLER-ANDERSON: Okay. And so you -- we could reach out to the Florida League of Cities to have them advertise it and we'll put it on our website so that it's available.

EUREKA IRVIN: Yes.

CHAIRPERSON MILLER-ANDERSON: Okay. Everybody good with that?

COUNCILPERSON LANIER: Yeah.

ASSISTANT CITY ATTORNEY BUSBY: Chairperson Miller-Anderson, Lina Busby, Assistant City Attorney. May I make one suggestion --

CHAIRPERSON MILLER-ANDERSON: Yes.

ASSISTANT CITY ATTORNEY BUSBY: -- um, for the advertisement? I would suggest if you're gonna put "Interim City Manager" that you also include that this term, consistent with our Charter, um, will not exceed 120 days.

CHAIRPERSON MILLER-ANDERSON: Okay. Okay. And we'll just make sure they understand that it could be less than that, it -- it just won't exceed 120. It could be 30 and we'll make that clear when we have our, um, interview and other (unintelligible) things.

ASSISTANT CITY ATTORNEY BUSBY: That might -- that might narrow some of the, um, applicants.

CHAIRPERSON MILLER-ANDERSON: Right, right. Okay. So on Wednesday evening by 8, we'll submit our three names to them. Um, from that point, they will make contact with those individuals if it's -- if we're able to narrow it down to three. If we're not -- unable

to narrow it down to three, then we will have in the comments where Miss Hoskins would give that update -- provide that update on, um, Wednesday evening during our meeting.

Um, so just start thinking in your head, if there -- if -- what we're gonna have to do. If we're gonna have to meet -- meet on Friday or Thursday or whatever we're gonna have to do to narrow it down so we can stay on schedule if that's needed.

COUNCILPERSON MCCOY: So we're -- we're possibly gonna meet on Thursday?

CHAIRPERSON MILLER-ANDERSON: Not necessarily. I'm just saying put in your head that if we're not able to narrow it down to three, where we will be at. You know, we'll have to do something to get it where we need it if we're going to stay on the timeline or we will be saying that we'll have to modify the interview time and not be on Saturday.

ASSISTANT CITY ATTORNEY BUSBY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

ASSISTANT CITY ATTORNEY BUSBY: May I also add that we have to make sure that we are complying with the special meeting requirements and also there's currently a scheduled Planning & Zoning meeting Thursday evening.

CHAIRPERSON MILLER-ANDERSON: Okay. Thank you. All right. And from Saturday Council meet at City Hall, 8:15. Interviews begin at 9. Um, Council will provide consensus -- consensus on the best qualified candidate and on Monday, April 15th, staff will negotiate the contract and the -- Wednesday, the 17th, Council will vote on the contract. So on Monday, the 15th we need to negotiate the contract which it should be. Can you go ahead and send, like, the standard contract out to everyone so they already knows [sic] what -- what that possibly like. I mean, the only thing you'll be negotiating -- we're not gonna have in there about the vacation and all of that different stuff. What -- what would the interim contract look like? In --

ASSISTANT CITY ATTORNEY BUSBY: You know, we can refer to Miss Hoskins original interim City Manager contract, however, she did negotiate some items even on that initial contract. So, um, I will provide a draft from my office just, um, very basic contract and at your direction and the remaining members of Council, you then are directing that this contract will solely be for a term not to exceed 120 days.

CHAIRPERSON MILLER-ANDERSON: Yes.

ASSISTANT CITY ATTORNEY BUSBY: And the only benefit you are providing is, um, salary.

CHAIRPERSON MILLER-ANDERSON: Right, correct.

ASSISTANT CITY ATTORNEY BUSBY: Okay.

CHAIRPERSON MILLER-ANDERSON: Uh, everybody in agreement with that?

CHAIR PRO TEM BOTEL: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: We have a hidden phone somewhere I think.

CHAIR PRO TEM BOTEL: Um -- uh, just a quick question. Are we allowed to rank outside the Sunshine? In other words, the ranking that we're doing, we're doing on our own so I guess it becomes in the Sunshine once we have a conversation about those who are ranked.

ASSISTANT CITY ATTORNEY BUSBY: You are correct. Absolutely do not have conversations about your ranking with other members of the --

CHAIR PRO TEM BOTEL: Oh, no, no. No, no.

ASSISTANT CITY ATTORNEY BUSBY: -- Council.

CHAIRPERSON MILLER-ANDERSON: That's not what she said.

ASSISTANT CITY ATTORNEY BUSBY: So we can -- we can rank on our own without the Sunshine and then it becomes open to the public once we have announced which -- the people we have ranked. So we're okay.

ASSISTANT CITY ATTORNEY BUSBY: You're correct.

CHAIRPERSON MILLER-ANDERSON: All right. Um, so that's Monday, April 15th and then it will be brought to us to vote on the contract on April 17th.

ASSISTANT CITY ATTORNEY BUSBY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

ASSISTANT CITY ATTORNEY BUSBY: I would also suggest in the advertisement you make clear that, um, no other benefits will be provided as a condition of this contract.

CHAIRPERSON MILLER-ANDERSON: Okay. So we'll add that in to the, uh, job -- in - in the advertisement. Okay. Is there anything else you all need from us, Miss, um, Irvin, Miss Hoskins, Miss Busby?

ASSISTANT CITY ATTORNEY BUSBY: No, Chair.

CHAIRPERSON MILLER-ANDERSON: Okay.

EUREKA IRVIN: No.

CITY MANAGER HOSKINS: No.

CHAIRPERSON MILLER-ANDERSON: All right. Council, are we comfortable with the forward move we're trying to make here tonight?

COUNCILPERSON MCCOY: Um, yes.

CHAIRPERSON MILLER-ANDERSON: Yes. Mayor, are you comfortable with this?

MAYOR FELDER: Yes.

CHAIRPERSON MILLER-ANDERSON: All right. All right. So we will go into -- no motions are needed? Do we need any motions? We're good with the consensus. Miss Busby and Miss, um, Anthony.

CHAIR PRO TEM BOTEL: I have a question. Madam --

ASSISTANT CITY ATTORNEY BUSBY: Please clarify what your consensus is.

CHAIRPERSON MILLER-ANDERSON: To go ahead and advertise -- talking in terms of being able to go ahead and move forward with the advertisement in the manner we just discussed. Um, the timeline that we just discussed as well as, um, having staff go out and negotiate the contract.

ASSISTANT CITY ATTORNEY BUSBY: For all clarity, I suggest that you make a motion for this process.

CHAIRPERSON MILLER-ANDERSON: Okay.

CHAIR PRO TEM BOTEL: So moved.

CHAIRPERSON MILLER-ANDERSON: All right. Do I have a second?

COUNCILPERSON LANIER: Second.

CHAIRPERSON MILLER-ANDERSON: All right. Madam Clerk.

CITY CLERK ANTHONY: Councilperson Lawson.

COUNCILPERSON LAWSON: Yes.

CITY CLERK ANTHONY: Councilperson Lanier.

COUNCILPERSON LANIER: Yes.

CITY CLERK ANTHONY: Councilperson McCoy.

COUNCILPERSON MCCOY: Yes.

CITY CLERK ANTHONY: Pro Tem Botel.

CHAIR PRO TEM BOTEL: Yes.

CITY CLERK ANTHONY: Chair Miller-Anderson.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: Unanimous vote.

CHAIRPERSON MILLER-ANDERSON: All right.

CHAIR PRO TEM BOTEL: Oh, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

CHAIR PRO TEM BOTEL: Just a final thing about the FCCMA. Have they been informed that we did, in fact, vote at the last meeting to allow them to help us in this process?

CHAIRPERSON MILLER-ANDERSON: Huh?

CHAIR PRO TEM BOTEL: That was a question.

CHAIRPERSON MILLER-ANDERSON: Question to who?

CHAIR PRO TEM BOTEL: I guess to the City Manager.

CITY MANAGER HOSKINS: Madam Chair, um --

CHAIR PRO TEM BOTEL: Or HR.

CITY MANAGER HOSKINS: -- HR spoke with Miss --

CHAIRPERSON MILLER-ANDERSON: Wingo?

CHAIR PRO TEM BOTEL: You -- you will. Okay.

CHAIRPERSON MILLER-ANDERSON: Wingo.

EUREKA IRVIN: Um, I contact, uh -- reached out to Miss Carol Russell in the main office in Tallahassee, um, and I'm waiting to hear back from her.

CHAIR PRO TEM BOTEL: Thank you.

EUREKA IRVIN: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: All right. And we will keep public comment open until 7:30. At 7:30, we will cut off the acceptance of public comment.

CITY CLERK ANTHONY: Reverend William Burrs, William -- Willis Williams, Bessie Brown.

REVEREND WILLIAM BURRS: Madam Chair, Council, Mayor.

CHAIRPERSON MILLER-ANDERSON: Good evening.

REVEREND WILLIAM BURRS: Again, uh -- uh, appreciate the old concerns about trying to look within the boundary within this, uh, City employee to try to find someone to carry on which will save the City some -- some money and -- and (unintelligible) and some time as well because you won't have to worry about trying to cover these peoples with insurance. They're already covered, uh, and all this type things. So, uh, again, it -- it -- it

really makes an employee more, uh, may I say more concerned or more anxious to try to -- to enhance themselves educational-wise to, uh, when a position come up on there if -- if they see now that I don't have a chance of getting the position when it come up. I'm not gonna be applying myself just, you know, stay neutral and etcetera.

So, again, not being redundant, that I'm quite sure you all would feel the same way if you was on the job and a position come available, you would like to be promoted if you were qualified. And, uh, you could -- like I -- I said before, I could say the criteria where nobody won't qualify to be anything in this City you can set -- set the standards so high when -- when it don't take all those -- all those criterias to run the City.

As, uh, Willis said, uh, earlier that, uh, the past mayor, Clara Williams, she was the, uh, City Manager for a while when they needed a City Manager. She did a good job so don't try to think that a person need to have a Ph.D. or Bachelor degree to manage this City. You don't need that. Uh, every department prepare his own budget and give it to the City Manager. City Manager go through it and bring it to the Council. Simple as that. So look within the -- in -- within your ranks and try to find somebody to do the job and move forward to save yourself some problems, some headaches instead of somebody. Thank you.

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Bessie Brown, Doretta Paulk, Horace Towns.

BESSIE BROWN: Um, good evening.

CHAIRPERSON MILLER-ANDERSON: Good evening.

BESSIE BROWN: Bessie Brown. I just, um, would like to say welcome everybody to the City of Riviera Beach. Because there's work to be done and, you know, and take the time, read your agendas and read -- read other things, too. And I would just like to say all of our new, um, councilman, you should ask for them about the last three, um, OIG reports and all the in -- and -- and the findings from the Ethics Committee, because you - - that will help you understand better that there is no corruption in the City.

Also, I'd like to ask, um, could -- could I get -- how -- how can I get some information on the one cent, that penny tax and what's going on with it and what's happening and how much do we have. And do you still have to put somebody on the Committee or anything of that? Uh, 'cause I'd like to be on it. But -- but basically, I'd like to get some real information on what's going on and if -- when you all are gonna take care of that?

CHAIRPERSON MILLER-ANDERSON: Thank you.

CITY CLERK ANTHONY: Doretta Paulk, Horace Towns, Mary Brabham.

DORETTA PAULK: Good evening, Council.

CHAIRPERSON MILLER-ANDERSON: Good evening.

DORETTA PAULK: My name is Doretta Paulk and I would just like to, um -- there was

a young lady by the name of Marvelous Washington. She was running for Council and she brought out at -- at the debate, brought up a subject concerning that other municipalities that's larger than ours only have one chief executive assistant and just to try to save some money in this, uh, City, which we need to do with the budget, that you all look into having only one chief executive assistant and if that he or she needs a -- a help, of course you can hire another aide. But I think with, uh, everyone having the individual -- which she made a very good point concerning that 'cause this is like a part-time job. So I think if we're gonna consider -- and I hope you all will have a response to that -- that you consider just having one chief executive aide and if he or she needs, uh, any -- any assistance, that you all hire a second one. But let's just cut down on the costs and when our roads, uh, you know, uh, so terribly need improvement. Our Water Department.

And these are the things that you all, the new Council, should look in as a budget at ways of cutting -- of cut -- and another thing, with the 67 credit cards that are out there, I think they should be rescinded and taken back. I don't think all of these heads or whoever has the cards needs to have that. That's another agenda of trying to save money for all the citizens of Riviera Beach when our infrastructure needs to be and our Water plant needs to be so much correction in that.

And I had one other thing. Oh, I'd like to, uh, comment also and, um, maybe put a name out there, possibly, um, Mrs. Billie Brooks for consideration, also being interim, uh, City Manager. She has had -- she has been on this board, councilwoman before, prior to this and I think she has a lot of valuable information that can help each and every one of us in it, also the -- also the, uh, residents of Riviera Beach. So please, please consider her name as being also, uh, as one of the interested people who could be on serving our City very well. And -- and that's about it.

Oh, another thing, uh, one other point I wanted to make out. Um, City Councils also, you all have a credit card of \$9,000 if I'm correct about that. If not, yeah, and/or -- and a car allowance of \$9,000, whatever, that should be rescinded also and not so much money. That \$9,000 each one of you all? No, no, no, no, no.

CHAIRPERSON MILLER-ANDERSON: Thank you.

DORETTA PAULK: So please consider that also a way we can save money in the City of Riviera Beach and I thank you very much.

CHAIRPERSON MILLER-ANDERSON: Thank you.

DORETTA PAULK: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: If I could get you all to kind of keep your voices down a little bit. It is carrying up here to the dais.

CITY CLERK ANTHONY: Horace Towns, Mary Braham.

HORACE TOWNS: Good afternoon. The Horace Towns.

CHAIRPERSON MILLER-ANDERSON: Good evening.

HORACE TOWN: Uh, excuse me in my voice troubles. I just had surgery. Uh, this is my first meeting. I wanna say congratulations to the new Council, uh, Lawson, Lanier and McCoy. Um, I really -- well, I notice Wednesday you guys have a meeting regarding Jonathan Evans. In my opinion, it's kind of like we're spinning our -- our wheels in the mud. This meeting should have been Thursday if we were gonna have a discussion about Jonathan Evans on Wednesday. That's my personal opinion.

Um, I want to say -- how to -- how to express this? We was talking about fiscally -- being fiscally responsible and I know that there's been so much mention -- and this is gonna put me out there but -- so much mention about the credit cards and the travel -- I mean, not the travel, the car allowances. A lot of people were outraged with the council members that left but I really want this Council to kind of educate people on some of the necessities and why you may have a credit card, why you may have a car allowance. It may be more or less than other municipalities, but they -- they do have these items. So I don't want to, um, I guess into a point where I joined the -- the noise and the, um, confusion. You guys have a lot of work ahead of you because of the instability and the constant turnover every election, you guys do have a lot of work to do. You guys do need executive assistance because of the prior Councils and all the damage that was done.

Right now, maybe in the future, you guys can look at going to one or two but right now, you guys are gonna have a lot of work. You still have a water, uh, issue to discuss. But I'm sorry about my voice. The thing I wanted to discuss tonight, the City Manager's position. I think we do have a new Council, but we need to explore, uh, talking about how we're gonna spend money. We're gonna go out for 90 days to bring in another City Manager and then we're gonna go back and discuss having a permanent manager.

The -- Mr. Willis Williams discussed earlier how the City, um, the mayor possibly could retain those -- those duties for 60 to 90 days. We have a city attorney. You have a mayor. No matter what's presented, it still has to come to the Council for a vote. So if we're talking about going out and paying a portion of 150 for three months, I think that's something to consider. That way that allows the Council still to be in control instead of going out and have a potential issue -- a potential issue. So those are my thoughts. Or even if we would go to a, um -- Miss Hoskins did leave and we went to a state of emergency, it allows you guys to maneuver a little differently. So, um, and Miss Hoskins, as I close, thank you for your years of service. Thank you. Have a good night.

CHAIRPERSON MILLER-ANDERSON: Thank you, there.

CITY CLERK ANTHONY: Mary Brabham.

MARY BRAHAM: Mary Brabham. Uh --

CHAIRPERSON MILLER-ANDERSON: Good evening.

MARY BRABHAM: -- to the Council in general, I do agree with Mayor Felder. It is

someone right here in this necessity here for these 60 or 90 days. We are not paying no one to move here, no travel accommodation, no vacation time, no sick time and not to exceed 120 days. We do have someone right here now. Last -- as I have said, and other people that are in the communities too, that can step right in here and hit the ground.

You have to rein in a lot of this excessive spending in this City. You were elected for that accountability and we would not accept anything else or any less. No, the criteria should not be lowered. We should have qualified people to lead us in the next future. And we should have that vision. It is nothing wrong if you have an Associate degree. But this City here, like I said and the rest of the residents who spoke loud and clear, we need a better face on who we are and who we elect as our leaders. Yes, we do want the best of the best. We've had some very, very rough times and -- and rough notches. We now can rise above that. That criteria, do not lower it. They need a Master's degree. They need to have some management experience somewhere. They need to know how to dialogue. They need to know how to read, like I encourage all you all to read. This is what help moves you. This is what help moves your City and we will not settle for anything lesser than that.

You need to also know if these peoples have been fired. Sometimes they don't tell you. They just come and then we have to research them and we do that in-depth research. You do need to know that about these peoples. Have they ever been fired? If they -- have they ever been abusers? Have they ever had any misgivings on their previous job? See, everybody comes here. They come with a package. We are better than that board. You are better than that and we would not expect any lesser.

I'm gonna tell you this. Miss Braham church is Mount Zion Primitive Baptist and we are in the process of celebrating our 117th year. My church is a beautiful church. Yes, I'm gonna say it. It is very fluent and Miss Braham advocates for the good of you all and for the good of every City that Miss Braham sits at those tables. So my patronize, if you desire -- I'm not gonna push you. I'm not gonna push you but I have to have it back Sunday. A whole page is \$100; half a page is \$50; and, a quarter page is \$25. I see you news channel. You all know Miss Braham, so I would like for you all to be partakers and I would like for you all to come visit Miss Braham. 'Cause we do wonderful things over there. Right, Dr. Botel?

CHAIR PRO TEM BOTEL: Yes, ma'am, yes, ma'am.

MARY BRAHAM: We do wonderful things over there and my church is a united church. We do not parlay in any -- any foolishness. So if you come there, I do not attend out here. My church is -- my great church is Mount Zion Primitive Baptist Church. A lot of --

CHAIRPERSON MILLER-ANDERSON: Thank you, Miss Brabham.

MARY BRAHAM: -- the churches in Riviera Beach has come out of that church.

CHAIRPERSON MILLER-ANDERSON: Thank you.

MARY BRAHAM: So come see Miss Brabham. Okay?

CHAIRPERSON MILLER-ANDERSON: We'll make sure we get those patron ads to you and visit. Is that it? All right. Um, Miss Hoskins, do you have any answers for any of the questions that were posed for public comment?

CITY MANAGER HOSKINS: Madam Chair, uh, Miss Brown, Bessie Brown, spoke about the, um, one cent sales surtax.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY MANAGER HOSKINS: Um, to date, we've collected approximately \$4.1 million and, um, she also talked about the oversight committee. The citizens oversight committee is to provide public review of the expenditures of the surtax proceeds and that item is scheduled to go on the agenda for the, um, 17th, April 17th meeting where I am asking you all to appoint, uh, the oversight committee. Uh, none of those funds have been appropriated or expended from the sales surtax. You actually need to, um, choose some projects that you would like to, um, fund with that money. So, um, as I stated, the, um, the agenda item for the oversight committee will be on the, um, April 17th agenda so the Council can appoint, um, that oversight committee.

And the OIG reports, um, I can provide those to you all if you would like, but they are on the, um, Office of Inspector General's website and that's all I have Madam Chair.

DISCUSSION BY CITY ATTORNEY

CHAIRPERSON MILLER-ANDERSON: All right. Thank you. Um, discussion. Do you have anything to add, City Attorney for anything regarding that issue that we just addressed earlier?

ASSISTANT CITY ATTORNEY BUSBY: It was just one suggestion made about the mayor serving also as City Manager.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

ASSISTANT CITY ATTORNEY BUSBY: Um, I would have to research, but there could be an issue of dual office-holding.

CHAIRPERSON MILLER-ANDERSON: Okay.

ASSISTANT CITY ATTORNEY BUSBY: So you would have to relinquish, um, your position for that temporary period of time, I believe. But I'll do the further research and send you an email if you are interested in that option.

STATEMENTS BY THE MAYOR AND CITY COUNCIL

CHAIRPERSON MILLER-ANDERSON: Thank you. And, um, comments by the board. We'll start with, um, Councilman Lawson and then work our way down.

COUNCILPERSON LAWSON: So I just wanna tell everyone, all the residents, that this is just a work in progress right now. I want you all to just be mindful that we're taking our time with this aspect because this has been the discussion over the last 17 months. So we're gonna get it right. So I just want everyone to be patient and we're gonna do it right. We're not gonna go too slow, but at the same time, we're gonna not make any missteps. So I want the public to be ready for us to make the right decision for an Interim City Manager and then a permanent City Manager and that is our focus. And we still are all on the same page with unifying and working together on that process. So I have no other comments then.

CHAIRPERSON MILLER-ANDERSON: Thank you. Councilwoman Lanier.

COUNCILPERSON LANIER: Uh, I'd just like to say that I'm -- I'm happy that the residents came out tonight. Um, I would encourage, uh, the residents to come out on Wednesday night, um, to come out on Saturday for the interviews, uh, if they're to be held and, uh, for future meetings. Uh, there's a Planning & Zoning board meeting on the -- on the -- on Thursday. Um, I want to be able to -- a lot of times, a lot of the Council -- a lot of the residents come to this meeting but there are a lot of committee meetings that we make decisions. We sit as a utility board. We sit as the CRA board. So there are a lot of meetings that the public needs to attend to weigh in to be able to understand what's happening with the City and also to help us to make the right decision. I really appreciate the fact that residents do come out and I know a lot of times that they, you know, they talk on television or they -- they watch it on television but I would encourage them, uh, in TV land, uh, to come in -- in -- in person and see the meetings and to give us feedback and to come to the public comments and to talk to us about what it is that you need from us.

And I just want to say that, uh, I'm happy to, uh, be serving in this capacity and I look forward to -- to doing great things for the City.

CHAIRPERSON MILLER-ANDERSON: Councilman, uh, McCoy.

COUNCILPERSON MCCOY: Thank you, Madam Chair, members, public. Uh, few things. I wanted to take the opportunity to announce a proposal that I will be bringing or I've asked the City Manager to put on the agenda and that is the renaming of West First Street as Inez Mickens Street and that'll be on next week's agenda. Um, and with all due respect to Miss Lanier who's the councilperson of that district, I certainly wanted to, um - - uh, it's not like I could pick up the phone and call her and tell her that that was initiative that I wanted to, uh, do but I think it's fitting that I now announce it publicly that we -- we could be prepared and I ask for your support on that item. Um, certainly, it is customary, at least from my time working in the legislature that you cross into another member's district, it's a common courtesy to give them a call. But this is not the legislature and if you call somebody about an item that's gonna be discussed on the agenda, there's, uh, repercussions. So Miss Lanier, let this be my ask of you for your permission to, um, put the resolution forward for Miss Mickens renaming First Street.

COUNCILPERSON LANIER: Certainly, sir.

COUNCILPERSON MCCOY: Thank you, Councilmember Lanier. Secondly, um, Miss Hoskins, the interlocal agreement -- so let me back up. The one cent sales surtax that was just mentioned that's gonna be placed on the agenda for next week, you know, I'm a little curious as to how that works because if I can remember correctly, and this goes back to 2015 when this interlocal agreement was first initiated with the one cent sales surtax and I wanna ask the City Attorney's Office to look at this, too.

If I can remember correctly, the provisions of the interlocal agreement provide that this oversight review board be independent.

ASSISTANT CITY ATTORNEY BUSBY: Yes.

COUNCILPERSON MCCOY: Now, what independent mean is very subjective but I'll tell you what Palm Beach County School District did 'cause I was asked to serve on that board. Obviously, you can't serve on every board but Palm Beach County School District reached out to various organizations within the community and they in turn picked appointees to serve on that board. And that actually provides for a true definition of independence. And while I certainly wanna see members in my community participate on this oversight review committee to see how our tax dollars are being spent, I don't want to have a specific appointee who reports back to me because that really, to me, doesn't define the level of independence. I want people to participate in this process through no influence of us.

Because here's what happens. If we appoint these people as council members, we still have to come back and vote on the project because it exceeds, in most cases, the signing authority of the City Manager. So let's dare to be different and let's think outside the box. I would suggest we use the model that has been used at Palm Beach County School District and let's think of some organizations throughout, um, Riviera Beach, specifically, like, non-profit organizations or organizations that have some real commitment. So that way if they select someone, then it's not a decision that was made by City Council. So I would certainly look to see that we do that and also if that defines and suffices for the definition of independent oversight review committee.

The other item that I wanted to discuss was I wanted to also, again, re-mention that I wanted to see the agent of record for group insurance placed on the agenda next week and, um, I want to find out if there's an opportunity between staff that we can kind of see the agenda before it gets published because, you know, I may have some concerns but, you know, it seems like once it's published it's published. It becomes open for the public and I don't wanna find out at that point, what's on the agenda. So Madam Manager, I'll be, um, reaching out in the next, I guess, the next day to find out what we can expect to be on the agenda just so we're prepared. So those are my comments.

CHAIRPERSON MILLER-ANDERSON: Okay. Um, Chair Pro Tem.

CHAIR PRO TEM BOTEL: Thank you. I -- I completely support the suggestion made by Councilperson McCoy with regard to, uh, the process for determining the oversight review committee members. I think the -- as much as we can take it out of the realm of politics

and put it into the hands of community members without influence is -- is a good idea.

I wanna remind folks on Singer Island that we're having our quarterly Singer Island town hall meeting on April 18th, Thursday, at 6:00 at the Ambassador Center on Blue Heron. I also wanted to let you know that there's an event sponsored by the Fish and Wildlife Committee, uh, to celebrate the no-take zone under the Blue Heron Bridge on April 11th at 4:00. And I'm gonna ask the City Manger, uh, with permission from the Chair, if we can begin to plan for a retreat for, uh, Council so that we can take a look at discussing our priorities for the City. Um, I'm sure that my colleagues have a list like I have -- uh, similar to mine -- but a laundry list of things that we wanna get done in this first year and it would be wonderful to have a -- a meeting that's a little less formal than, uh, something that has to be televised, uh, for us to really get down and figure out what it is we wanna do.

And the issue of car allowances, credit cards and legislative aides has come up on a number of occasions and I would ask that although we certainly don't wanna burden one meeting with those three heavy topics, I would like to be able to have those topics put on an upcoming agenda so that we, as a Council, can come to a decision and I -- I think we're probably all of one mind on this one -- come to a decision about the car allowances, the credit cards and the legislative aides. Thank you.

CHAIRPERSON MILLER-ANDERSON: Okay. Uh, one of the things I wanted to mention is in regards to the Citizen Leadership Academy. We will have our brief ceremony during presentations on April 17th. So those of you that participated in the Citizen Leadership Academy, I will be reaching out to you but we will have our -- our end of the year, end of session, graduation ceremony on April 17th during the Council meeting during presentations.

In mentioning regard -- and has Dr. Botel has said, several times they've talked -- people have talked about the credit cards, the promotional and travel and all of that. I do want to make mention that during our last budget session on last year, I did cut my promotional in half. I cut my travel, um, amount in half as well and with the Citizen Leadership Academy, I was trying to make sure that that was a -- an initiative that would be a City -- City-sponsored and City event not something that, you know, Councilwoman Miller-Anderson is putting on. Um, that did not get agreed to during our budget session so the amount of money that I cut from my promotional and travel, which is -- well, I was just gonna give it back to General -- I, in turn, had to take that half of that money and put it towards the Citizen Leadership Academy so that that program could run.

So I -- and I also cut my legislative assistant position at the end of December. So I have made some attempts to, um, drop my budget for -- for District 2 already.

UNIDENTIFIED SPEAKER: (Applause).

CHAIRPERSON MILLER-ANDERSON: Thank you. And then for the -- Miss Hoskins, at the -- after I'm done, could you just kind of speak a little bit about the water main break that happened over on, um, Palm Beach Shores? And the meeting for Wednesday is a

discussion and deliberation and it says it was posted today, updating, modifying, disposing of, and/or amending the settlement agreement with Mr. Jonathan Evans to allow for him to return as City Manager in Riviera Beach. Also start negotiation on his City Manager contract. That is a discussion and deliberation item. It will be held at the, uh, Riviera Beach Marina Event Center. So those of you that are available, please come out, um, to participate in that discussion.

Also, we have Mr. McCoy, a response to your, um, wanting to review the agenda, I'm not -- most of you may or may not be aware that you can meet with the attorney and the City Manager, um, prior to the agenda coming out. Obviously, she'll be here only on maybe one more agenda, but just set your schedule up with the City Manager, the Interim City Manager and -- and permanent one later on and the attorney to review the agenda. Um, you know, McCoy wanted to do it before it was posted and -- and that's fine and then if you want to do it after it's posted as well, that's fine, too. But just make sure you let them know what dates you wanna meet on a regular basis. And same thing for CRA. You'll have to set up a, um, time for that as well, to be able to meet. You wanted to ask something about that?

COUNCILPERSON MCCOY: No, ma'am. I wanted to ask about the Wednesday meeting. Did you say it was at the Marina?

CHAIRPERSON MILLER-ANDERSON: It's at the -- yes. It -- she revised it.

COUNCILPERSON MCCOY: Okay.

CHAIRPERSON MILLER-ANDERSON: Um, she has not emailed that to us yet, though, but it was revised at --

COUNCILPERSON MCCOY: Okay.

CHAIRPERSON MILLER-ANDERSON: -- the beginning of this meeting. That was a typo. It should have been, um, the Event Center from the beginning.

CITY CLERK ANTHONY: And Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: I did send out a email to the elected officials advising that I did receive a call from Miss Hoskins advising that the meeting was gonna be held at the Event Center.

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY CLERK ANTHONY: So a revised notice will be posted on tomorrow.

CHAIRPERSON MILLER-ANDERSON: Okay. Thank you. And, um, the -- I think that's -- oh, the retreat and I do support the retreat. Um, that's something I wanted to make sure that we have for City and CRA. We could possibly do a joint retreat. And I mean, Miss Hoskins can kind of get it started but understand she -- she will be leaving next

week, you know. So she -- I mean, she can get the ball going but we'll probably -- that'll be a conversation for us to have with the person that's coming in and -- and if nothing else, the interim person can help us get with someone to facilitate that. We just let them know what it is that we wanna discuss. Um, I would imagine a lot of it will be -- I would like to see, um, each department head presenting, you know, information, just providing you all updated information as well from every department so that it would be like somewhat of an orientation for you as well. So that's something we can discuss and -- and have that for our retreat coming up. For CRA, City -- City, CRA and Utility District.

And that's it for me. I'm just gonna have Miss Hoskins address the water leak and then we'll be ready to adjourn.

CITY MANAGER HOSKINS: Madam Chair, I received a call at approximately 2:00 this afternoon from the executive director of the Utility District and he stated that a contractor and he's, uh, working in Palm Beach Shores, hit a 6-inch water main, a 6-inch potable water main and, um, it only effected the Palm -- Palm Beach Shores residents. Um, and there were about 5 to 600 people affected. They would have to -- in order to, uh, repair the break, they would have to shut down the water and they -- at that time, they were waiting on the vendor to show up, uh, to repair the -- the break. I haven't received any updates as of yet, but once I receive an update, I will have Mr. Horton send out an email. He did send out a email, uh, to you all, um, right after the break so I will have him send out an update.

CHAIRPERSON MILLER-ANDERSON: All right. And I almost forgot. Mr. Felder, Mayor, don't let me leave you out. That's why I wanted to bring everybody down. I was trying to bring us all together and --

MAYOR FELDER: Thank you, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: -- we're gonna fix these microphones 'cause I don't recall this being this way. We're gonna work that out.

MAYOR FELDER: Thank you.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

MAYOR FELDER: I won't be long. Um, I agree with everything they're saying. Listen, you guys have one of the smartest boards and I'm just pleased to work with you guys and move the City forward. Just a couple of things I do want and I don't know if we can put it on the agenda for next week or upcoming but something Councilman McCoy said about the IT Department and we were gonna wait till we get a City Manager. But he said something that spot me and I've kind of just been playing it back over in my head, that I - - IT is connected to our first responders and I -- I know we've been having some troubles with email so I really want us to take that serious and maybe we can do, um, chew gum and walk at the same time if we have a budget for it. I think it's something that we need to really take serious --

COUNCILPERSON MCCOY: (Unintelligible).

MAYOR FELDER: -- seriously and -- and look at how can we get an IT person as soon as possible because if it's gonna effect anybody that needs help, um, I'm very concerned about that and I think we all need to be concerned about it. So --

CHAIRPERSON MILLER-ANDERSON: Well, I do think we should be clear. We do have IT people in place, correct? We're in -- and this is a brand-new position that has not been filled in a year. Am I correct, Miss Hoskins?

CITY MANAGER HOSKINS: Yes, ma'am.

CHAIRPERSON MILLER-ANDERSON: Okay. So we've been operating without this person, but just so you know, it is a new position and we've had it for a year but never filled it.

MAYOR FELDER: Okay. So with that, um, I'm excited. Let's -- let's go to work. Let's - - let's make them happy.

CHAIRPERSON MILLER-ANDERSON: All right.

MAYOR FELDER: All right. Thank you, guys.

CHAIRPERSON MILLER-ANDERSON: Thank you. Mr. McCoy, you wanted to follow up right quick?

COUNCILPERSON MCCOY: Yes. Thank you for reminding me about that, the CIO position. Miss Hoskins, where are we at on that because if I can remember, there was a conditional offer extended. Did, um -- so you know, I don't know -- I think the direction was to go back and see if the applicant would take the 98. I don't even recall what -- what we left at.

CHAIRPERSON MILLER-ANDERSON: Maybe --

CITY MANAGER HOSKINS: We reached out to the applicant on Friday and, um, he would not take anything less than the 122, uh, that was offered. Um, you know, he stated that, you know, the market is at 122. So, um, you know, he expressed his, um, thanks for the interview and, um, meeting with City staff. So at this point, um, I believe the Council directed to move on to number two or --

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY MANAGER HOSKINS: -- was it to wait? To move on to number two.

CHAIR PRO TEM BOTEL: If I may.

CHAIRPERSON MILLER-ANDERSON: Hold on. All right. Are you done Mr. McCoy?

COUNCILPERSON MCCOY: Go ahead, Miss.

CHAIR PRO TEM BOTEL: I -- I believe we tabled it but I think the intention was that we take a look at the second candidate -- the second place candidate.

CITY MANAGER HOSKINS: So is that a consensus?

COUNCILPERSON MCCOY: Follow-up, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go -- go back and check the records, uh, on the -- if you're not familiar.

CITY CLERK ANTHONY: Uh, hold on, Mr. McCoy. Madam Chair. If the item has been tabled, remember a tabled item has to be taken off the table prior to it being discussed. Okay? So you have to take -- make a motion to take it off the table. Then you have to make a motion for -- to proceed with discussion on however you all want to proceed.

CHAIRPERSON MILLER-ANDERSON: And that would be at another meeting where we have it on the agenda.

CITY CLERK ANTHONY: If it's not on the agenda, I will check the minutes to see what the motion actually was. If it was to table or to postpone and get back to you all on it and to see if you all put a time certain on the item to come back to you all.

CHAIRPERSON MILLER-ANDERSON: Okay. All right. So she'll follow back up and let our -- let us know where we were with that. Um, and if it is something that you all -- if it's something to come back, then we could have it put onto another agenda.

CITY CLERK ANTHONY: If it is not time certain, Madam Chair, for the next City Council meeting, then the elected officials would need to advise staff on when they will want for it to be on the agenda.

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY CLERK ANTHONY: Because you know, as -- you know, after our meeting on the 17th, Miss Hoskins would not be in place.

CHAIRPERSON MILLER-ANDERSON: Right.

CITY CLERK ANTHONY: And so it would have to be discussed with the person who will be in the City Manager position.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON MCCOY: Point of clarification, Madam Chair. So let me make sure I'm clear, Miss Anthony.

CITY CLERK ANTHONY: Uh-huh.

COUNCILPERSON MCCOY: So we have to have a motion to take it off the table for just discussion? And I'm not speaking of deliberation because all I'm asking for right now is

inquiry and information so you're suggesting that in order for the City Manager or the Chairperson to respond to my request for inquiry or information, it has to be a motion?

CITY CLERK ANTHONY: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CITY CLERK ANTHONY: If it is placed on the agenda, okay, as a discussion item, you have to take it off the table. If you are submitting an inquiry to the City Manager via email or something then it does not have to be taken off the table. If you do it during your statements by the Mayor and City Council just asking for the City Manager to provide you with information, it does not have to be taken off the table.

COUNCILPERSON MCCOY: And that's what I'm doing right now.

CITY CLERK ANTHONY: Okay, then.

COUNCILPERSON MCCOY: So I -- I don't wanna bring up the -- the conversation for us to deliberate on it, but my question was where did we leave off because I think what - and members, if I can just get you -- your attention on this. I think where we left off, there was a lot of confusion about when we were discussing this last Wednesday, whether or not -- for some reason, whether this guy was eligible or whether he was deserving of that amount and I think what should have been kind of clearly explained, which I think probably would have been something that I wanted to do but before I got to it, a motion was already made. But we were not really considering any other applicant at that point. Am I right, Miss -- because there was already an offer extended.

CITY MANAGER HOSKINS: A conditional offer that was extended.

COUNCILPERSON MCCOY: So he came back to you and said that he cannot come back for 98.

CITY MANAGER HOSKINS: For less than the 122.

COUNCILPERSON MCCOY: Okay. So right now, that means he's rejecting the offer?

CITY MANAGER HOSKINS: Correct.

COUNCILPERSON MCCOY: Okay. So, uh, and I mean, here's what I'm -- I'm confused about. I understand what you're saying but I'm not understanding what the position of the board was because if I can remember correctly, members of the board said we need more time. We need to look at other applicants. That's two different things, Miss Hoskins. If - it's the board's position that we're looking at other applicants, we shouldn't be asking this guy -- we should be withdrawing our -- our offer to him because you know, I don't understand the temperature of what we were discussing relative to what the offer is. Do you follow what I'm saying? The offer is there. Our role as members of the board is to accept the offer or decline the offer. Is the -- the issues that I heard raised, we need more time, us declining the offer? Because if that's the case, then we need to move right on

into number two and there shouldn't be any more discussion about number one.

But my understanding when we left that meeting was that we needed more time. Now here's what's important about it. I don't want this guy -- or I'm sorry, Mr. Dunn -- waiting around for us if we've already moved on to --

CHAIRPERSON MILLER-ANDERSON: He's not.

COUNCILPERSON MCCOY: -- a number two.

CITY MANAGER HOSKINS: Right. And, um, Miss Irvin can confirm, we spoke with him and I told -- I communicated to Mr. Dunn that the, um, Council would not approve the 122 and, you know, he stated that he would not take anything less. And thank you for the interview and that was it.

COUNCILPERSON MCCOY: Okay. Well, members, I just wanna remind you that we don't hire people on this board. That is the function of staff and I just hate it that we lost a candidate because, in my opinion, some members weren't comfortable or weren't ready. This application process had occurred -- did it occur in December, uh, the interview process?

CITY MANAGER HOSKINS: The interview process, uh, was it November or December. Yeah. It was December 'cause we've -- no.

EUREKA IRVIN: No. It was -- we actually did the interviews in February.

COUNCILPERSON MCCOY: In February.

CITY MANAGER HOSKINS: Right.

COUNCILPERSON MCCOY: So and that was interviews after they had been through the evaluation committee?

EUREKA IRVIN: Correct. The evaluation, um, started maybe late December, early January. Started the -- reducing the number of applicants. There -- we had a -- it was very large applicant pool. Um, it was reduced down to, I believe, about 25 applicants. Um, we mailed questionnaires to further reduce that number of applicants. Twenty-one applicants responded from the questionnaire and the committee rated the, uh, responses and we selected the top five applicants to interview.

COUNCILPERSON MCCOY: Thank you. Thank you, Madam Chair.

ADJOURNMENT

CHAIRPERSON MILLER-ANDERSON: All right. We stand adjourned.

APPROVED:

RONNIE L. FELDER
MAYOR

KASHAMBA MILLER-ANDERSON
CHAIRPERSON

ATTEST:

CLAUDENE L. ANTHONY
CERTIFIED MUNICIPAL CLERK
CITY CLERK

JULIA A. BOTEL, Ed.D
CHAIR PRO TEM

TRADRICK MCCOY
COUNCILPERSON

SHIRLEY D. LANIER
COUNCILPERSON

DOUGLAS A. LAWSON
COUNCILPERSON

MOTIONED BY: _____
SECONDED BY: _____

T. MCCOY _____
K. MILLER-ANDERSON _____
S. LANIER _____
J. BOTEL _____
D. LAWSON _____

DATE APPROVED: MAY 15, 2019