

Riviera Beach Community Redevelopment Agency
Workshop Meeting
Via Communication Media Technology

Wednesday, April 22, 2020

6:00 p.m. to 7:07 p.m.

IN ATTENDANCE:

Chair Julia Botel

Vice Chair Douglas Lawson

Commissioner Shirley D. Lanier

Commissioner Tradrick McCoy

Commissioner KaShamba Miller-Anderson

Mayor Ronnie L. Felder

Interim Executive Director Scott Evans

General Counsel Michael Haygood

Senior Project Assistant/CRA Clerk Tamara Seguin

1 MR. HAYGOOD: Here.

2 THE CLERK: Scott Evans.

3 INTERIM EXECUTIVE DIRECTOR EVANS: Here.

4 THE CLERK: Also present, Tamara Seguin, CRA
5 Clerk.

6 CHAIR BOTEL: Thank you.

7 I'd like to have a moment of silence,
8 followed by the Pledge of Allegiance -- and thank you,
9 Walter, for putting the flag there -- led by
10 Commissioner Miller-Anderson.

11 (Moment of silence observed. Pledge of
12 Allegiance recited.)

13 COMMISSIONER MILLER-ANDERSON: Wow, did I
14 just forget the Pledge?

15 CHAIR BOTEL: Indivisible.

16 COMMISSIONER MILLER-ANDERSON: That was --

17 CHAIR BOTEL: And justice for all.

18 COMMISSIONER MILLER-ANDERSON: Oh, my
19 goodness, my kids are going to kill me. I say it every
20 day. Sorry about that.

21 CHAIR BOTEL: This is a workshop, so we have
22 one item on the agenda. A motion to approve the
23 agenda.

24 COMMISSIONER LANIER: So moved.

25 VICE CHAIR LAWSON: So moved.

1 COMMISSIONER LANIER: Second.

2 CHAIR BOTEL: Thank you.

3 Madam Clerk.

4 THE CLERK: Commissioner McCoy.

5 COMMISSIONER McCOY: Yes.

6 THE CLERK: Commissioner Miller-Anderson.

7 COMMISSIONER MILLER-ANDERSON: Yes.

8 THE CLERK: Commissioner Lanier.

9 COMMISSIONER LANIER: Yes.

10 THE CLERK: Vice Chair Lawson.

11 VICE CHAIR LAWSON: Yes.

12 THE CLERK: Chair Botel.

13 CHAIR BOTEL: Yes.

14 THE CLERK: Motion carries.

15 CHAIR BOTEL: Thank you.

16 I believe that there will be a presentation

17 by Mr. Haygood outlining the process for hiring a --

18 either doing a national search or doing it in-house.

19 So Mr. Haygood, please.

20 MR. HAYGOOD: Yes. Well, we were trying to

21 address, I guess, two areas, really not to recommend to

22 the Board one process over another. We talked with the

23 Clerk's Office, and I think the -- not the Clerk, the

24 Human Resource Office, and I think the Director's out,

25 she had a death in the family, so her assistant was

1 going to be here for backup.

2 Basically, I know of two ways that we can
3 proceed, or that the Board can proceed as far as the
4 recruitment is concerned. We've discussed it briefly
5 at the last meeting. The first is to do a national
6 search, which would require retaining a firm, I guess a
7 headhunter firm, to actually do a -- as I understand
8 it, the option is to do a national search. And the
9 other means of doing it is to do a search -- I guess
10 you could use a headhunter even to do just a search in
11 Florida as opposed to a national search.

12 I don't have a lot of information as to cost.
13 I asked her, I think it was the last City Manager
14 recruitment, and she said it could go from 25 to
15 \$30,000. I guess it's really how involved are you
16 going to have the headhunter.

17 The other option is to do it on a local
18 basis, local being statewide, using some various
19 publications and/or the Municipal League of Cities, the
20 Florida Department -- I mean the Florida, what is it,
21 Redevelopment Association. I know they have a site
22 that will publish, actually put up advertised
23 positions, as well as doing some other publications.

24 And then talking about, I guess, a timeframe
25 in which to do this, was the -- and then that's just

1 something we'd have to get directions from you all.

2 CHAIR BOTEL: Thank you.

3 COMMISSIONER MILLER-ANDERSON: Madam Chair.

4 CHAIR BOTEL: Go ahead. Thank you.

5 COMMISSIONER MILLER-ANDERSON: Ms. Dickerson

6 is here. Is she able to give more information? She

7 seems like -- well, she signed in. Is she able to

8 provide some of that information as well?

9 MR. HAYGOOD: You mean as far as cost is
10 concerned?

11 COMMISSIONER MILLER-ANDERSON: More details
12 about it.

13 MR. HAYGOOD: I don't know how much more
14 detail we could give you at this point. I mean you'd
15 advertise for a headhunter to come -- I mean to come
16 in, hire him, and then I guess we'd discuss the process
17 of how you wanted to actually do it.

18 COMMISSIONER MILLER-ANDERSON: Are we able to
19 hear from her?

20 CHAIR BOTEL: Rosilyn Dickerson, can you turn
21 on your microphone and your camera, please?

22 Ms. Dickerson? Thank you. And your camera?

23 Ms. Dickerson, are you there?

24 MS. DICKERSON: Good evening. This is
25 Rosilyn. I'm not able to turn on my camera, but I'm

1 happy to speak as much as I can.

2 Good evening, everyone. I do have Eureka
3 Young on the line as well, you know, in case there, you
4 know, are areas that I can't address due to limited
5 experience with the City.

6 But from what I understand, you're looking to
7 hire the Executive Director for the CRA. And
8 Mr. Haygood is correct, you could use an executive
9 search firm, which is often the best approach or the
10 best practice for the senior level positions of this
11 nature.

12 On average, a position of this nature costs
13 about 25,000 per position. They would do the extensive
14 search, sourcing, finding the candidates, presenting a
15 candidate slate to you, also performing background
16 checks, assisting -- it really depends on the level of
17 minutiae that you want them to be involved in. But you
18 would provide them with, you know, what you're looking
19 for in the next candidate, and they would do a broad
20 search for candidates who would provide a matching
21 skill set, knowledge, skills and ability. And they
22 would pretty much handle, mutually exclusively, of
23 course, and then present you with candidates after
24 they're screened and checked references and things of
25 that nature.

1 CHAIR BOTEL: Thank you.

2 COMMISSIONER LANIER: Madam Chair.

3 CHAIR BOTEL: Go ahead, Ms. Lanier.

4 COMMISSIONER LANIER: Madam Chair.

5 CHAIR BOTEL: Yes, go ahead, Ms. Lanier.

6 COMMISSIONER LANIER: I wanted to ask what
7 did the City use or what did HR use for the Police
8 Chief? How did they do that?

9 MS. DICKERSON: Regarding the Police Chief
10 position, it initiated prior to my arrival. But for
11 that position, internal to the City, there was a
12 selection committee. And when I came on board, I
13 was -- I developed the interview questions, and we
14 facilitated the process as a team.

15 It's my understanding though, and I don't
16 know if Eureka can speak to prior involvement with the
17 CRA -- that's the part that I don't know -- but for the
18 Police Chief, there was a selection committee prior to
19 my arrival, and then I participated at the point when I
20 arrived, which was the interview process. Eureka
21 can --

22 COMMISSIONER LANIER: So I just want to ask,
23 so was it HR that did the search or not?

24 MS. DICKERSON: Eureka, are you able to speak
25 to that?

1 I don't believe that HR performed the search.
2 I believe it was handled out of the City Manager's
3 Office.

4 COMMISSIONER LANIER: Okay. So if we did the
5 search out of the City Manager's Office, then we -- in
6 terms of trying to save money, you know, spending 25,
7 \$30,000 for a national search, I think that we should
8 look to what we did for the Police Chief.

9 VICE CHAIR LAWSON: I'm sorry, guys.
10 Commissioner Lanier is going in and out. I can't
11 really understand what she's saying.

12 COMMISSIONER LANIER: Okay, let me get my
13 earphones then.

14 VICE CHAIR LAWSON: Okay, thank you.

15 COMMISSIONER MILLER-ANDERSON: Madam Chair,
16 while she's doing that, I believe Mr. Evans -- can you
17 hear me?

18 CHAIR BOTEL: Yes, I can hear you. I could
19 hear Shirley okay. Could you hear Shirley?

20 COMMISSIONER MILLER-ANDERSON: She's getting
21 her -- yes, she's getting her earplugs. I heard her.
22 She's putting it in.

23 CHAIR BOTEL: Doug, can you check your audio,
24 because I could hear Shirley fine.

25 COMMISSIONER MILLER-ANDERSON: You can't hear

1 me?

2 CHAIR BOTEL: I can hear you.

3 Doug. Can you hear me, Doug? Doug's having
4 trouble. Doug couldn't hear Shirley, and I just want
5 to be sure he can hear going forward.

6 COMMISSIONER MILLER-ANDERSON: Oh.

7 CHAIR BOTEL: I could hear Shirley fine.

8 COMMISSIONER MILLER-ANDERSON: He's on mute
9 now though, Doug is.

10 CHAIR BOTEL: Well, that's okay. Go ahead,
11 Ms. Miller-Anderson.

12 COMMISSIONER MILLER-ANDERSON: I believe
13 Mr. Jonathan Evans kind of handled the Police Chief
14 whole dynamics. So if we were to go that route, we
15 might want to check with him and see how he set that
16 up, if we could go that route internally.

17 CHAIR BOTEL: Do you have any other
18 questions?

19 COMMISSIONER LANIER: No, I was just -- you
20 know, and for the sake of expediency, for the sake of,
21 you know, not spending, you know, 20, 30, \$40,000 for a
22 search, you know, why not use the same process that we
23 used for our Police Chief? I mean that's one option.

24 CHAIR BOTEL: Thank you.

25 Mr. Lawson, did you have a question or a

1 comment? I don't think he can hear. Doug. He can't
2 hear. Doug. He can't hear.

3 MR. HAYGOOD: At some point --

4 CHAIR BOTEL: Go ahead, Mr. Haygood.

5 MR. HAYGOOD: At some point I think the Board
6 should approve not a scope of services, but exactly
7 what you're looking for in a Director, years of
8 service, familiarity with the CRA statute or any other
9 things that you would think would be needed in a --
10 would be needed in your new Director.

11 And then if you want to follow that, we could
12 then give you some publications that you would
13 advertise in and then come up with a process of how
14 you're going to review the candidates and come up with
15 a -- how you're going to make a selection, whether
16 you're going to actually, you know, narrow it down to
17 five people, where you're going do an interview process
18 and so forth.

19 CHAIR BOTEL: Thank you, Mr. Haygood.

20 Yes, go ahead, Ms. Lanier.

21 COMMISSIONER LANIER: Yes, I just wanted to
22 say that, you know, at this point, you know, this is
23 the first step of the process. We're just trying to
24 figure out how we're going to move forward. So I think
25 the first step that we need to do is figure out what

1 the actual process is. Do we use a headhunter, or do
2 we pay a consulting firm to do a national search, do we
3 do it locally, do we do it through the City Manager's
4 Office? I mean what is the -- we need to figure out
5 what that process is before we start talking about how
6 many candidates and that kind of thing.

7 CHAIR BOTEL: Right, I agree. And what I'm
8 hearing from you -- correct me if I'm wrong,
9 Ms. Lanier -- is that you are reluctant to spend 25 or
10 \$30,000 on this, and if I hear you correctly, you're
11 saying that your preference would be to do it
12 internally first and let the process come out of the
13 City Manager's Office. Is that correct?

14 COMMISSIONER LANIER: Well, yes, and at least
15 give us something to start with. You know, we see
16 something from the City Manager's Office or internally
17 that we wanted to change, or if we see it and we say
18 no, we should go out for a national search, at least it
19 gives us a starting point.

20 CHAIR BOTEL: And Mr. Haygood, I'm
21 thinking -- and Ms. Dickerson, if you're listening as
22 well, I'm thinking that perhaps what you suggested
23 could be accomplished first by our HR Department, to
24 give us a straw man to work with, something that you
25 would suggest from HR that could give us a starting

1 point in terms of a direction, a description of the job
2 and so on, that that would be much appreciated, I would
3 think.

4 Mr. McCoy, did you have a comment?

5 COMMISSIONER McCOY: Yes, I did. Can you
6 hear me?

7 CHAIR BOTEL: Yes.

8 COMMISSIONER McCOY: Okay, I wanted to
9 suggest a search firm, because that's what we've used
10 in the past. And our Manager, Mr. Evans, and even
11 prior to Mr. Evans, Ms. Jones, as well as our previous
12 CRA Director were all recruited by a search firm.

13 And I'm concerned because we have to first
14 establish what kind of qualifications that we're
15 looking for. I mean be it locally, in our own HR, or
16 nationally, I don't want anybody to make the decision
17 for me. If I'm stuck having to actually make a
18 decision on hiring somebody, it should be based on the
19 criteria that we set as a Commission and not something
20 that, you know, the search firm just goes out
21 arbitrarily and says what's best for the City.

22 I mean so certainly I would think if we
23 established a criteria, but I'm certainly leaning
24 toward a search firm. That way we can complete -- keep
25 it completely separate from the City, because the first

1 thing I noticed was the Manager was not the personnel
2 responsible for receiving the applications and sorting
3 through those applications. So certainly that was done
4 at the HR level.

5 So perhaps Ms. Dickerson was not aware, but I
6 know certainly I had already seen that the position was
7 advertised, and it was being held through our Police
8 Department. And at one point, I remember hearing
9 somewhere over 50 applications.

10 So certainly I know the Manager didn't have
11 the responsibility of going through as the first round
12 of screening out all of those Police Chief candidates.
13 So I would certainly like to see that we establish a
14 criteria and then rely on someone that specializes in
15 solely recruiting of executive positions.

16 CHAIR BOTTEL: Mr. McCoy, you'd rather not
17 have our HR Department lead it, you'd rather have a
18 search firm, and it's okay with you if we spend money?
19 Just asking.

20 COMMISSIONER McCOY: I mean I think the money
21 is immaterial. We've operated without an Executive
22 Director, so there are dollars that are there. So it
23 shouldn't be necessarily a situation where we're trying
24 to do it on a meaning budget, like 25,000. I think
25 that's typical when you're searching for an Executive

1 Director.

2 CHAIR BOTEL: Okay, thank you.

3 Mr. Lawson, can you hear us? I don't think
4 he can hear. Mr. Lawson, can you hear us? Would you
5 turn your mic on.

6 VICE CHAIR LAWSON: I can hear you, but it's
7 just going in and out, so I'm not sure if I'm going to
8 try to -- I'm going to go out and come back in. Maybe
9 it's my connection. But let me go out and come back
10 in, and then I just have two comments that I want to
11 make.

12 CHAIR BOTEL: Okay, we'll wait for you.
13 Let the record show that Mayor Felder --

14 VICE CHAIR LAWSON: Thank you.

15 CHAIR BOTEL: -- has joined the meeting.

16 Ms. Miller-Anderson, did you have a
17 preference as to using a search firm or doing it
18 in-house with our own HR Office?

19 COMMISSIONER MILLER-ANDERSON: I would just,
20 you know, if we did our own in-house -- and I mean
21 Mr. McCoy was correct, I mean from the ones that I
22 participated on, they've always been a national search.
23 If we did the local in-house, I would need to know
24 exactly how we reached out to other people outside.
25 You know, I know the national -- the only downside to

1 that with sometimes with a national search is that you
2 have a recycling of the same people who have been
3 trying to get a certain position, they've been hanging
4 out there for a while, so you do have to kind of think
5 about that.

6 But I would suggest that we try to, first of
7 all, identify what the scope of work, what the job
8 description is going to be. And then we can determine,
9 you know, if that is something that we want to do based
10 on, you know, do we have the talent right here in Palm
11 Beach County, do we know if there's some people in the
12 state of Florida. We may not even find anyone here in
13 the state of Florida; it may be out. And I think if we
14 go outside of the state, you may look into having to
15 have a national reach, and that's where that search
16 firm would come in.

17 I think that, one, I don't think we need to
18 concern ourselves with the money, like Mr. McCoy said.
19 I mean 20, 30,000 is typically what it is. But if we
20 want to get a -- cast our net pretty wide, I would
21 think the national search would be the way. However,
22 if we spoke with not going through the City to do it,
23 but surely, you know, hopefully someone in the HR could
24 handle that process, and if not, then a national search
25 would probably be the way to go --

1 CHAIR BOTEL: So it sounds to me like --

2 COMMISSIONER MILLER-ANDERSON: -- although
3 the applications do come in, you know, even when we did
4 the national search, they came in through HR. But they
5 weren't heavily involved as the search firm was.

6 CHAIR BOTEL: I think we might all agree that
7 the first step, even before we decide how we want to do
8 it, is for the HR Department to develop something for
9 us to look at in terms of a job description and
10 necessity qualifications. And once we have that, we
11 can make our changes and modifications to it, and then
12 we have to decide whether or not we're going to do it
13 with a search firm or first with our HR.

14 Mr. McCoy.

15 COMMISSIONER McCOY: Thank you, Madam Chair.

16 So Mr. Haygood and Mr. Scott Evans, were we
17 able to come up with anything on how this process was
18 done in the past as far as language and what that, I
19 guess, baseline criteria that was used in the past when
20 we last recruited an Executive Director for the CRA?

21 MR. HAYGOOD: I have not quoted yet. I don't
22 remember, to be honest with you, whether it was done by
23 a -- maybe Scott might -- whether it was done by a
24 search firm or whether HR did it. I don't recall.

25 INTERIM EXECUTIVE DIRECTOR EVANS: My

1 recollection is we advertised it in multiple places,
2 and then received the applications, and then had the --
3 I think the Commission went through, selected their top
4 ranked ones, and then they made a choice when they got
5 it narrowed down about, I want to say maybe five or
6 six. Then they started an interview process with the
7 selected.

8 CHAIR BOTEL: So it sounds like you didn't
9 use a search firm. You advertised widely and did it
10 in-house.

11 INTERIM EXECUTIVE DIRECTOR EVANS: I'd have
12 to research it, but I believe that was the case.

13 COMMISSIONER LANIER: Madam Chair.

14 CHAIR BOTEL: Yes, Ms. Lanier.

15 COMMISSIONER LANIER: I just also wanted to
16 say that we also need to, when we're talking about
17 scope of service -- let me see my phone a second.

18 MR. HAYGOOD: All right --

19 COMMISSIONER LANIER: When we talk about --
20 that's okay. When we talk about scope of service, we
21 also need to talk about the makeup of the CRA. There
22 are a lot of CRAs across the state that work closely in
23 conjunction with the City.

24 We're going to look at, you know, especially
25 in the whole framework -- and I say this all the

1 time -- in the whole framework of COVID-19. We need to
2 be realistic about the next few years and how we're
3 going to move forward in terms of saving money, in
4 terms of how we look at the CRA structure and the City
5 structure and how either we can combine those or that
6 we can make sure that we're getting the most bang for
7 our buck for this whole -- because it is a part of the
8 City.

9 CHAIR BOTEL: Thank you.

10 COMMISSIONER LANIER: I just want to put that
11 out there in terms of scope of service.

12 CHAIR BOTEL: I'm glad you did. It sounds
13 like perhaps we want not only a description of the job
14 from HR, but also potentially how the structure could
15 look and if they could provide us with a couple of
16 different options.

17 So for example, does the CRA become a
18 department of the City? Does the CRA -- you know, how
19 does that interrelationship work? I think it would be
20 good for us, as you say, Ms. Lanier, to have a
21 discussion, a conversation. And I think that
22 conversation should be we'll have that with the City --

23 MS. YOUNG: Hello?

24 CHAIR BOTEL: Who's there?

25 MS. YOUNG: This is -- I'm sorry to

1 interrupt. This is Eureka, the HR Department. I know
2 prior, the HR Department was not involved in the
3 selection of the CRA Director. And so if there is --
4 if HR wasn't being involved (inaudible) --

5 COMMISSIONER LANIER: Madam Chair.

6 CHAIR BOTEL: Cutting out a little.

7 MS. YOUNG: What happened?

8 CHAIR BOTEL: Right, let me just finish.

9 Eureka, let me just finish what I was saying.

10 So in addition to providing --

11 MS. YOUNG: Can you hear me?

12 CHAIR BOTEL: Yes, but can you hold one
13 second, please? We heard you say that HR was not
14 involved in the search process.

15 What I was saying was based on what
16 Ms. Lanier was saying with regard to not only should we
17 look at a job description, we also might want to look
18 at the organization itself to see does it serve us
19 better as a community to have the CRA come under the
20 City, or what is the relationship between the CRA and
21 the City, are there any cost benefits to combining
22 certain things.

23 So I'm thinking that perhaps Mr. Evans and
24 the HR Department could provide us with some examples
25 for us to look at of where the CRA, in other cases, in

1 other cities where the CRA is, in fact, a part of the
2 city so that we can begin to have a discussion about
3 that. And I think we should have that discussion
4 (inaudible) possible. Could we have that within, the
5 next, say, 30 days, even two weeks? It shouldn't take
6 long to do it.

7 And what I mean by that is not only a job
8 description if we were to go out either with a --
9 depending on -- it doesn't matter how we do it. If we
10 were to go out with a search firm or if we were to
11 allow the City to do it for us, the HR Department of
12 the City to do it for us, in either case we need a good
13 job description, we need a set of qualifications that
14 we want for that person. And in addition to that, we'd
15 like to have some examples of other ways the CRA and
16 City relationship could be structured.

17 Does that make sense to everybody? And I'll
18 go alphabetically.

19 Ms. Lanier, does that make sense to you?

20 COMMISSIONER LANIER: Yes, it makes perfect
21 sense to me. As I said before, you know, framing
22 everything in COVID-19, framing everything with, you
23 know, what for sure is going to be a recession, framing
24 everything in terms of trying to keep people safe and
25 how you're going to -- every city, every municipality

1 now is talking about cutting costs and how we're going
2 to go down this road in terms of trying to consolidate
3 services, trying to move forward whole. So yes, I
4 agree with that.

5 And I also agree with the fact that I do have
6 some models that are from across the state, from City
7 of Jacksonville, City of Palatka, City of Northwest
8 Miami that has a consolidation, but it's like a hybrid.
9 It's not really a consolidation, but it's a hybrid of
10 the City and the CRA doing business together. So there
11 are different models that are out there that are in the
12 state, they're in south Florida, that operate the same
13 way, so that if we can get an idea of how the person
14 who's going to run the CRA is going to do it, we also
15 need to have an idea of how the CRA itself is going to
16 be presented.

17 CHAIR BOTEL: You'll share that information
18 with HR.

19 And Mr. Haygood has a question.

20 MR. HAYGOOD: No, while we were talking,
21 Tamara sent me the advertisement for the position that
22 was sent out in 2009, which includes educational
23 requirements, examples of work and so forth. So we'll
24 share that with the Board.

25 CHAIR BOTEL: Thank you.

1 So back to Ms. Lanier. You'll share that
2 information you have with -- let's run everything
3 through the HR Department so as not to --

4 COMMISSIONER MILLER-ANDERSON: Madam Chair.

5 VICE CHAIR LAWSON: Madam Chair.

6 CHAIR BOTEL: Miller-Anderson first, and then
7 Mr. Lawson.

8 COMMISSIONER MILLER-ANDERSON: I know Lawson
9 wanted to make his comments, but I just wanted to point
10 out about the announcement about how the public can
11 comment, provide their comments.

12 CHAIR BOTEL: Yes, thank you. I'll read
13 that. I'll read it for the next -- public doesn't
14 comment in a workshop, right?

15 COMMISSIONER MILLER-ANDERSON: You're right,
16 you're right. I'm so sorry, yes; yes, you're right.

17 CHAIR BOTEL: The next meeting, okay, thank
18 you. Did you have a comment about this while I have
19 you with regard to --

20 COMMISSIONER MILLER-ANDERSON: No, no, no. I
21 was thinking this was an agenda item. No.

22 CHAIR BOTEL: Mr. Lawson.

23 VICE CHAIR LAWSON: Thank you, Madam Chair.

24 All right, so kind of recapping, and I was
25 hearing only bits and pieces of the conversation, but

1 from my notes and what I see with our national
2 searches, I would actually prefer that a national
3 search firm develops that scope of work, because if
4 we're truly looking for the best and the brightest
5 across the nation to come to our City and to be the
6 Director of our CRA, I want us to have a broad scope,
7 not just based upon what we used in the past, but also
8 be a little bit more transparent with what the
9 residents want to hear.

10 So we provide information to the national
11 search firm to allow for them to know what we're
12 looking for, what we want to establish, in addition to
13 actually working with our County and seeing what
14 they've done. And we could possibly piggyback on all
15 these searches that they've done as well, and then
16 having a national search firm develop the entire scope
17 of work.

18 Right now my concern with HR is that the last
19 post that I've seen from HR was back in March 6th for
20 job descriptions. And they normally were posting every
21 week. HR is currently flooded with work. We have
22 seven executive positions currently being advertised on
23 the HR City side. So I don't want to add additional
24 work when our CRA and our City -- even though we want
25 them working in a cohesive manner, we're still separate

1 entities, so I want to make sure that we keep it
2 transparent and keep them separate.

3 CHAIR BOTEL: Thank you, Mr. Lawson.

4 Mr. McCoy, did you have --

5 COMMISSIONER McCOY: (Inaudible.)

6 CHAIR BOTEL: Please, you're muted. I know
7 that's hard for you, to be muted, but --

8 COMMISSIONER McCOY: Yes, Madam Chair.

9 So I'm not sure why we are at the
10 conversation of speaking of operations. I think we
11 started this two weeks ago and we had the conversation.
12 These are two mutually exclusive things. The CRA
13 Director and the operations are something totally
14 different.

15 As it stands, just from the current structure
16 of the CRA, it reports to the Board. So about
17 consolidating operations, that's a whole different
18 conversation that I don't think is even germane to this
19 topic. And I think when you start talking about
20 structures, at this point I mean I think we should
21 address it from the City side.

22 If you're really concerned that the
23 operations are better suited as a department within the
24 City, then that shouldn't be a part of this discussion,
25 I mean because we started off talking about the

1 process, but, you know, I'm really -- and I'll share
2 this with you.

3 I was the one that brought the item before
4 from the special meeting agenda, and Madam Chair and
5 Commissioner Lanier, you guys were very much against us
6 even having the conversation. But I definitely wanted
7 us to at least explore the options, but definitely not
8 the options of trying to do some conglomerate move to
9 both look to hire a CRA Director and also to, I guess,
10 streamline operations. I think that's a little bit
11 much to bite off, especially being that we're in this
12 current situation. And currently the Manager is
13 operating under EOC. And I don't want this process to
14 become another priority in the City, meaning from the
15 City side.

16 You know, it was my idea that we can go back
17 out, and I started the conversation by asking, you
18 know, what was the plan and was there any kind of
19 performance evals done, which kind of led me to believe
20 that this wasn't a permanent position for Mr. Evans,
21 Mr. Scott Evans, and that's why we needed to start the
22 conversation. It was not my desire for us to
23 restructure the organization. I think we have to
24 really take one step at a time. And before we do that,
25 I think the most important thing is establishing the

1 criteria.

2 And I really am disappointed, Mr. Haygood and
3 Mr. Evans, that two weeks ago I was hoping that we were
4 coming back to have these same items provided to us.

5 And I was very clear when I asked Commissioner Lanier
6 if she could clarify what those models meant. And I
7 asked the question as what should we expect when we get
8 here today. And if we're here today and we're still
9 talking about we're going to go back and look, it seems
10 like we just wasted two weeks of what could have been
11 we being presented with options that were used in the
12 past, or, you know, industry trends on what it takes to
13 hire an executive position such as the CRA Director.

14 That's all I have, Madam Chair.

15 CHAIR BOTTEL: Thank you. I was attempting to
16 honor Ms. Lanier's concerns, Mr. McCoy.

17 And I think I would have to disagree with you
18 with regard to, you know, what comes first, the chicken
19 or the egg. If we do eventually decide that the CRA
20 would come under the umbrella of the City, I would
21 think that the qualifications of whomever that person
22 at helm would be might be somewhat different than an
23 Executive Director of a stand-alone CRA, which is why I
24 think if we are going to have that conversation about
25 changing the structure of the organization, that's the

1 conversation that has to happen first.

2 How do you all feel about that?

3 VICE CHAIR LAWSON: Madam Chair.

4 COMMISSIONER LANIER: Madam Chair.

5 VICE CHAIR LAWSON: Madam Chair.

6 CHAIR BOTEL: First Ms. Lanier, and then
7 Mr. Lawson.

8 COMMISSIONER LANIER: I think that I don't
9 want to get off track here. And I certainly understand
10 Mr. McCoy's position that we came here to talk about a
11 CRA Director, and as he said, you know, we were
12 supposedly to look at some, you know, job criteria, you
13 know, what were we looking for, we could add this, we
14 could take away that. That's what I was thinking that
15 would happen tonight. But as we are -- that was two,
16 you know, two weeks ago.

17 When we're looking down the barrel of this,
18 and I keep saying this COVID-19 issue, it's not going
19 away. And if we're going to be talking about moving
20 the City forward and we're going to be talking about
21 huge development projects, we're going to be talking
22 about trying to streamline and save and cut corners and
23 cut costs in terms of how we're going to move forward
24 with the City, the CRA is a part of the City. So it's
25 not mutually exclusive. They go hand in hand.

1 If we -- you know, there are different models
2 out there that have hybrid. It doesn't have to be one
3 or the other. It can be a hybrid situation, the same
4 way our City Council is a hybrid. We have a small --
5 we have a Mayor on this Council that does not vote.
6 Some cities have a Mayor on the Council that does vote.
7 So there are different hybrids of how we can move this
8 forward.

9 But we also have to talk about this
10 simultaneously, because we're trying to make sure that
11 we're using the money that we do have in the best
12 interest of the City. So I think that we can talk
13 about both at the same time, we can have discussions
14 about both of them at the same time.

15 But as for Mr. McCoy's point, first let us
16 look at what are we looking for in a CRA Director, and
17 at the same time, how are we going to look at our CRA
18 and how are we going to try and streamline our services
19 at the CRA side, at the City side, at the Utility
20 District side.

21 We sit on three Boards, three Boards. So we
22 have to be able to understand that going forward, we're
23 going to have to look at how we're going to streamline
24 some of these services, because it is not going to be
25 the same as usual. And I just say that because at

1 least we can have a discussion about it. We're not
2 making a decision tonight. We're just having some
3 discussion, we're looking at different options. I
4 think those should be on the table.

5 CHAIR BOTTEL: Thank you.

6 Mr. Lawson.

7 VICE CHAIR LAWSON: Thank you, Madam Chair.

8 And thank you for your comments, Ms. Lanier.
9 I agree with you in regards to we can do both, we can
10 have the conversation. But I also agree that tonight's
11 topic is about hiring the Executive Director. And like
12 Councilman McCoy, I'm a little disappointed, because I
13 wanted some additional information so that we could
14 make a decision tonight to move forward.

15 Mr. Evans, I have a question. What is
16 currently your spending limit as a CRA Director?

17 INTERIM EXECUTIVE DIRECTOR EVANS: 25,000.

18 VICE CHAIR LAWSON: Okay. And Mr. Haygood,
19 in the event that we selected a national search firm
20 that was 25,000 or less, would that allow for us to
21 avoid having to go through the RFP process?

22 MR. HAYGOOD: Yes. But what I would suggest
23 is that you do an informal, get quotes from three
24 firms, identify three firms and get quotes.

25 VICE CHAIR LAWSON: Absolutely. I would

1 definitely recommend that so that the RFP process
2 doesn't have to lengthen what we're trying to go
3 through with bringing in a national firm. But again,
4 that would be my recommendation, just to allow for the
5 national firm to come in and to develop that scope and
6 to do the work.

7 And I do agree with Councilman Lanier that we
8 have to be frugal with our spending. But we also have
9 to make sure we bring in the best candidate, because
10 we're looking to have a CRA Director that's going to be
11 here for 10, 15, 20 years. So if we can bring that in
12 and allow us to get the right hire, get the right
13 person that's going to work cohesively with the City, I
14 think we need to just look on the national level.

15 Thank you, Madam Chair.

16 CHAIR BOTEL: Thank you. Anyone else?

17 All right, the sense I'm getting is that this
18 committee -- it's a Board, right?

19 COMMISSIONER MILLER-ANDERSON: Commission.

20 CHAIR BOTEL: Commission. And you're right,
21 Ms. Lanier, we have a Board, a Commission and a
22 Council.

23 This Commission wants to go forward and do a
24 national search -- correct me if I'm wrong, anyone --
25 and at the same time, we want to take a look at the

1 structure of the CRA to see whether or not we can have
2 any cost savings because of things that we might do
3 with the City. And in order to accomplish that, we'd
4 probably need a workshop where the City is involved,
5 you know, so that we can have this conversation with
6 both Messrs Evans in the room. Have I got that right,
7 everyone?

8 COMMISSIONER LANIER: Yes. Madam Chair, and
9 I would just add that if you want to, if the Board
10 wants to move forward with a national search, then
11 that's fine. But I still say it's a waste of money
12 when we have people internally who can do that. But if
13 that's where the Board wants to go, then that's fine
14 with me.

15 CHAIR BOTEL: Now, maybe it's not fine with
16 you. Ms. Miller-Anderson, did you want to say
17 something?

18 COMMISSIONER MILLER-ANDERSON: Well, you
19 know, it just reminded me this is a workshop, so we
20 can't make that total decision to (inaudible), but we
21 can bring it back maybe during the meeting to vote on
22 if that's what (inaudible) over two options, and then
23 we vote on which way we're going to go from there.

24 CHAIR BOTEL: So we'll bring it up --

25 COMMISSIONER MILLER-ANDERSON: But you would

1 have more information, because Mr. McCoy, you're still
2 wanting information, or you just want to go straight
3 with the national search?

4 CHAIR BOTEL: Mr. McCoy.

5 COMMISSIONER McCOY: I would like to see,
6 Mr. Haygood, is it possible for us to have whatever
7 information you received about the criteria that you
8 received during the meeting sent to us right now, and
9 then --

10 MR. HAYGOOD: Certainly. I'll e-mail it to
11 you now; I'll try to e-mail it to you now. If for some
12 reason my skills aren't that good, we certainly will
13 get it to you no later than after the meeting I'll send
14 it out.

15 COMMISSIONER MILLER-ANDERSON: Everybody
16 needs to have it.

17 MR. HAYGOOD: Yes.

18 CHAIR BOTEL: I'm a little concerned about
19 getting information, you know, it's 6:38, and then
20 trying to act on it in some way at our meeting. I
21 would prefer to have the information and at least have
22 a day or so to digest it myself. You all feel --

23 MR. HAYGOOD: I wasn't suggesting that you do
24 that in order to vote on it this evening.

25 CHAIR BOTEL: I think Mr. --

1 MR. HAYGOOD: My suggestion would be that you
2 bring it back to your regular meeting. We'll circulate
3 the information we have from the last meeting and bring
4 you back quotes from three firms. Either we can -- I
5 would think that you'd want to be involved in that
6 decision on hiring the search firm.

7 CHAIR BOTEL: We would.

8 MR. HAYGOOD: So we'll bring that to you at
9 the next meeting and a proposed scope of services or
10 job description.

11 CHAIR BOTEL: Yes, I sense an urgency on the
12 part of Mr. McCoy, at least, in that he is already not
13 happy about the fact that he didn't have that
14 information for this evening's meeting. So my sense is
15 that perhaps we might want to have a workshop with the
16 City and combine a workshop with the City where we
17 discuss the structure of the CRA as it relates to the
18 City, and at the same time in that meeting that would
19 happen prior to whatever next month, May's meeting
20 would be so that we don't drag this on for another
21 month.

22 Am I right, Mr. McCoy?

23 COMMISSIONER MccOY: You're wrong, Madam
24 Chair.

25 CHAIR BOTEL: Then correct me, please.

1 COMMISSIONER McCOY: Wow. Would you say that
2 again? I just want -- ask me again.

3 CHAIR BOTEL: He doesn't want to say I was
4 right.

5 COMMISSIONER McCOY: You're wrong, Madam
6 Chair, respectfully.

7 No, actually, so I really was concerned,
8 Mr. Haygood, so does this criteria speak to who the
9 search firm was, because it seems like we're taking
10 baby steps. I don't want us to go back and have
11 another meeting to find out then we need to select
12 three more firms.

13 Is there any indication from the information
14 that you have from Ms. Tamara who one of those search
15 firms are? Are we going to identify criteria of, you
16 know, I mean just through -- I don't know if it's just
17 a Google search on some of the top executive search
18 firms, but I don't want us to get back here again and
19 figure out we should have had a discussion about who
20 those top three firms are, because we're not going
21 out -- I don't think this is something to go out for
22 bid for. Who would go out and bid on something like
23 this? We really get what we pay for when it comes it a
24 search firm.

25 So I want to know that we have some plan to

1 address who those top three are, those top three search
2 firms. And this is separate and independent of
3 whatever other substantive discussion you want to have
4 about CRA and City operations.

5 MR. HAYGOOD: Well, again, there was not a
6 search done the last -- when we hired the last
7 Executive Director, we didn't use a search firm, so we
8 don't have information on a search firm. What we do
9 have is, and if you -- I don't know if you want
10 Mr. Evans to choose a firm. That's the only way I know
11 we could do it without bringing it back to you.

12 CHAIR BOTEL: Ms. Miller-Anderson.

13 COMMISSIONER MILLER-ANDERSON: I mean we can
14 get with HR to get some of the search firms that we've
15 used over the past. We've used them for City Manager a
16 couple times, if I'm not mistaken, at least I think
17 twice maybe. And so we can -- they should have some
18 contacts that they've used before, and then we can --
19 you can have those. I don't think Mr. Scott Evans
20 should be the one deciding on what search firm to use.

21 If we're not having another meeting for
22 another month, maybe we need to have one sooner. I
23 mean nothing is stopping us from having another CRA
24 meeting sooner. We can do that so that we don't have
25 this lapse in time. But I mean the information does

1 have to come to us so we can see it and discuss it and
2 vote on it. So if we need to have a special meeting,
3 then we need to have a special meeting. It doesn't
4 have to be long. But we don't need to wait a whole
5 month. And we definitely need to meet before we, you
6 know, can have a search firm.

7 So getting with HR, I mean, Mr. Haygood,
8 contact a few other -- contact Florida League of
9 Cities, I mean a number of places that you all can do
10 research on and find these people, because the search
11 firms are out there. That's not hard to find. But
12 those that we've used in the past, we can certainly at
13 least start there and get those names from HR who we
14 used in the past. And Ms. Eureka was there, so she
15 definitely knows who they are.

16 That's it. Thank you, Madam Chair.

17 CHAIR BOTEL: Mr. Haygood, can you go ahead
18 and get some information for us, and let's set a
19 meeting for, I would say two weeks?

20 MR. HAYGOOD: Yes, ma'am. But I want to know
21 exactly what you want. You know, you all weren't very
22 specific last time as to what you were looking for, so
23 if you can, be specific as to what you want me to do.
24 I know you want me to bring back, as I understand it --
25 let me summarize. You want me to bring back three

1 firms, at least three firms, and bring back quotes from
2 those three firms as to the search. We would also have
3 on that agenda the scope of services and education and
4 other qualifications you'd be looking for in an
5 Executive Director.

6 CHAIR BOTEL: Yes.

7 MR. HAYGOOD: Okay, I understand.

8 CHAIR BOTEL: Is there anyone else that
9 Mr. Haygood should be asking?

10 COMMISSIONER LANIER: Well --

11 CHAIR BOTEL: Go ahead, Ms. Lanier.

12 COMMISSIONER LANIER: Well, now, I was just
13 going to say that, you know, we're looking for HR to
14 lay out this process. You know, and we have the CRA to
15 lay it out or we have the City to lay it out.

16 Now, I was thinking that the HR Department,
17 who is well-versed in this area, I mean, that's what
18 they do. They, you know, I'm sure that they have, as
19 Miller-Anderson, Councilwoman Miller-Anderson has
20 suggested, that they have, you know, numerous search
21 firms that they can bring back to us to be able to
22 choose and make that decision. And (inaudible) with
23 us, and not with, you know, anybody else.

24 CHAIR BOTEL: Thank you.

25 Mr. Haygood, would you please work with

1 Ms. Dickerson on that and bring back -- would you
2 please work with Ms. Dickerson on that.

3 And Ms. Dickerson, would you please be at the
4 meeting in two weeks and be able to have -- answer any
5 questions we might have.

6 And Mr. Evans can set a meeting for us for
7 two weeks hence.

8 Does that satisfy everyone?

9 COMMISSIONER LANIER: Yes, ma'am.

10 CHAIR BOTEL: Is there anything else for this
11 workshop?

12 COMMISSIONER McCOY: Question. So two weeks
13 puts us at the 6th, and I believe we have a City
14 Council meeting that date.

15 COMMISSIONER LANIER: We can do it the day
16 after or the day before.

17 INTERIM EXECUTIVE DIRECTOR EVANS: If I could
18 just add, if you want to wait to the date of the 13th,
19 that would be our regular CRA meeting, and I would like
20 to have some COVID related new items ready for that.
21 So I would just offer that the 13th might be a good
22 date to both do that and for me to bring back some
23 potential COVID related examples.

24 COMMISSIONER LANIER: Well, that sounds --
25 I'm sorry, Madam Chair.

1 CHAIR BOTEL: Ms. Miller-Anderson raised her
2 hand, like a good student.

3 COMMISSIONER LANIER: Oh, oh.

4 CHAIR BOTEL: So she can go ahead.

5 COMMISSIONER MILLER-ANDERSON: That's right,
6 you're right.

7 COMMISSIONER LANIER: The teachers, okay, I
8 see now; I see now.

9 COMMISSIONER MILLER-ANDERSON: We have
10 structure here. No, she can go ahead.

11 CHAIR BOTEL: Go ahead, Ms. Lanier.

12 COMMISSIONER LANIER: No, I was just going to
13 ask that I don't -- you know, and the workshop and this
14 meeting came at the same day. I don't like a workshop
15 and a meeting at the same time, on the same day,
16 because you may get into -- you know, a lot of times,
17 and people, you know, we know we get into the weeds a
18 lot with a lot of these issues.

19 So I don't want to have a workshop and we
20 start talking about an issue and then it runs over, and
21 then, you know, we're here to 10, 11:00 at night with,
22 you know, another meeting. I think that these two
23 meetings should be separate and that, you know, I mean
24 it's only 6:44, so it should only be, you know, an hour
25 or so, or an hour and a half at the most to be able to

1 have a conversation about this.

2 And then also, I want to add that at this
3 next meeting in two weeks, are we going to add the
4 models to that agenda item as well?

5 CHAIR BOTEL: I think that we should begin to
6 talk about that. I don't know whether we want to --
7 whether we would have time at that meeting to do that.
8 We'd have to ask --

9 COMMISSIONER LANIER: Well, if it's on a
10 separate -- I'm sorry; I'm so sorry. If it's on a
11 separate date, we could.

12 CHAIR BOTEL: True. How is the 7th for
13 everyone?

14 Ms. Miller-Anderson.

15 COMMISSIONER MILLER-ANDERSON: So were we
16 scheduled to have a regular meeting on the 13th,
17 because we haven't been meeting every two weeks
18 recently, lately. Are we scheduled, Scott?

19 CHAIR BOTEL: Yes, it's on my --

20 INTERIM EXECUTIVE DIRECTOR EVANS: Yes, we
21 can have a regular meeting on the 13th. I hadn't put
22 out the May schedule yet due to the COVID restrictions,
23 but we can have a meeting on then.

24 COMMISSIONER MILLER-ANDERSON: So we would be
25 having a workshop and a meeting, or would you just be

1 having the workshop, and the regular meeting the
2 following, the fourth --

3 INTERIM EXECUTIVE DIRECTOR EVANS: Just
4 following the conversation, it seemed like the Board
5 wanted to make a decision on this at the next meeting,
6 so --

7 COMMISSIONER MILLER-ANDERSON: Okay, but I'm
8 saying it wasn't a regular agenda? I mean did you have
9 a regular agenda with other items, or was it just going
10 to be a meeting?

11 INTERIM EXECUTIVE DIRECTOR EVANS: Yes, I
12 would like to have some special COVID items that I
13 would like to bring on the 13th.

14 COMMISSIONER MILLER-ANDERSON: I'm fine with
15 it being on that day, I mean as long as the agenda is
16 not long. I don't know, with the workshop and then --

17 INTERIM EXECUTIVE DIRECTOR EVANS: I'm sorry,
18 does the Board need a workshop? Can you just -- it
19 could just be a regular agenda item where you review
20 the job description, take a proposal that you like from
21 one of the firms and direct us to issue it.

22 COMMISSIONER LANIER: But we're not going to
23 have -- sorry, Madam Chair.

24 CHAIR BOTEL: Mr. McCoy was first, I think,
25 and then Ms. Lanier.

1 Mr. McCoy.

2 COMMISSIONER McCOY: Madam Chair, so I'm
3 looking at the calendar for the City. It appears that
4 our next City Council meeting is not until the 20th of
5 May. So it's not actually on the 6th. And I believe,
6 if I'm not mistaken, I believe we decided to go once a
7 month as City Council.

8 CHAIR BOTEL: So you think we could have this
9 meeting on the 6th?

10 COMMISSIONER McCOY: It's open. I'll say
11 that.

12 CHAIR BOTEL: Why don't we plan it for the
13 6th then, and then if it turns out that we have to have
14 a City meeting, that will have to take -- you know,
15 we'll speak with Mr. other Evans and see what he thinks
16 about having a meeting at another time. You think
17 that -- you're pretty sure that the 6th is open, yes,
18 Mr. McCoy?

19 COMMISSIONER McCOY: I see Doug Lawson two
20 times. Did he duplicate himself?

21 CHAIR BOTEL: Twice, okay? Get over it.

22 COMMISSIONER McCOY: So Mr. Evans, is that
23 (inaudible) to you to move forward with whatever items
24 you have for two weeks from today, which would be the
25 6th, for us to deliberate on related to COVID?

1 INTERIM EXECUTIVE DIRECTOR EVANS: Certainly
2 I'll be ready for discussion. I don't know if I'll
3 have resolutions and action items, but we're working on
4 a couple things that we'd like to bring back to you, as
5 well as, which I'll talk about at the next, during our
6 regular meeting, participating in the Manager's
7 initiative. So we could get something, we'll have
8 something on there, yes.

9 CHAIR BOTEL: Okay, so we can meet on the
10 6th.

11 Ms. Lanier.

12 COMMISSIONER LANIER: Madam Chair, can I make
13 a suggestion that we have our workshop on the 6th, and
14 because Mr. Evans is trying to put together the items
15 for the next meeting, that we have the workshop on the
16 6th and then have the regular meeting on the 13th?

17 CHAIR BOTEL: I think that's a good idea.
18 Anybody object to that? All right, we'll have our
19 workshop on the 6th, and we'll have our CRA meeting on
20 the 13th. Any other, anything else for this agenda,
21 for this -- yes, Ms. Miller-Anderson.

22 COMMISSIONER MILLER-ANDERSON: So why are we
23 having two separate meetings?

24 CHAIR BOTEL: Because Ms. Lanier does not
25 want to have a workshop on the same evening as a

1 meeting. And if we have a workshop, it will only
2 probably be about an hour long at most, and then we'll
3 have that done. And because Mr. Evans will not have
4 the items ready by the 6th, but we can have the
5 workshop on the 6th about this topic, and then the
6 items will be ready by the 13th.

7 Is that right, Mr. Evans?

8 INTERIM EXECUTIVE DIRECTOR EVANS: (Nods
9 head.)

10 CHAIR BOTEL: Yes.

11 MR. HAYGOOD: So may I ask, what is the
12 purpose of the workshop? I thought you were going to
13 take action on the items, at least selecting the search
14 firm, and I guess approving a scope of service or
15 whatever. You can't do it in your workshop.

16 CHAIR BOTEL: Ms. Lanier.

17 COMMISSIONER LANIER: Madam Chair, we were
18 supposed to have information tonight about making this
19 decision, or at least trying to move forward. So the
20 workshop will have us, afford us the opportunity for
21 you to bring all the information that we have in terms
22 of scope of service, information that you have in terms
23 of criteria for the position, information that you have
24 in terms of how we're going to -- the process that's
25 laid out.

1 You know, we don't want to piecemeal this.
2 We want a whole process; how we're going to start with
3 this, how we're going to end with this. We're going to
4 do a national search, okay, bring a national search to
5 the table so that we can be able, on the 13th, to make
6 a final decision. But I don't want to have information
7 piecemeal and sent to me over the next two weeks and
8 then we get to the meeting on the 13th and we still
9 don't know what's really going on here.

10 So if we have a workshop on the 6th, because
11 as Mr. McCoy has said, that he wanted to -- you know,
12 he expected this information tonight. We have this
13 workshop on the 6th, we can move forward, we can look
14 at all this information. On the 13th we can make a
15 decision.

16 COMMISSIONER MILLER-ANDERSON: Madam Chair.

17 CHAIR BOTEL: Ms. Miller-Anderson.

18 COMMISSIONER MILLER-ANDERSON: I believe we
19 are having a meeting on the 6th for the City. I just
20 checked. I don't know if you have that e-mail. And
21 then the other thing is, you know, we could have a
22 discussion and deliberation on a regular agenda so we
23 don't have to have all of these different meetings. I
24 mean typically our CRA meetings don't last as long as
25 City meetings.

1 I mean if we can get this information ahead
2 of time, like we should, you can have your meetings,
3 your agenda meetings with Mr. Haygood and Mr. Scott
4 Evans if you need to, or HR if there are some
5 additional questions that you need to get hammered out.
6 And then during the discussion and deliberation, which
7 would be a regular agenda item, if there's some
8 additional questions that you may have that you, you
9 know, may have come up with since you've had that
10 discussion with them, then that would be the time for
11 us to do it.

12 And it should not take long if we get all of
13 the information ahead of the meeting and a week in
14 advance. We have the discussion with the HR and
15 Mr. Haygood, and then we can come to our regular
16 meeting, have it as a discussion and deliberation item,
17 and if we have any other additional questions that you
18 may need to ask, ask it at that time, and then we could
19 just make the motion to go ahead and do that.

20 We really don't have to have a separate
21 workshop per se, because that -- if we got all of that
22 information in advance, at least a week in advance, I
23 mean more than that if we can, but definitely it needs
24 to be posted, all of that should be posted as well a
25 week in advance, and that would allow us to meet with

1 them so we can have the one-on-one discussions, and
2 then we can have the -- come together during a regular
3 meeting. We don't necessarily have to have a workshop.

4 CHAIR BOTEL: It looks to me like I've been
5 told that we have a City meeting on the 6th. So our
6 only option is to allow you to get the information that
7 we need, present it to us well in advance of the
8 meeting and have our meeting on the 13th, at which time
9 we can take a vote. We can have the information
10 provided -- sorry, Ms. Lanier, that we can't have a
11 separate workshop, but it looks like we don't have the
12 time for it.

13 COMMISSIONER LANIER: Well, the only -- I'm
14 sorry. The only reason that I suggested the workshop
15 was the fact that we wanted to -- I wanted to have some
16 conversation about talking about not only the CRA
17 Director, but the structure of the CRA as it relates to
18 the City. So then I --

19 CHAIR BOTEL: Let's put that on the agenda as
20 a --

21 COMMISSIONER LANIER: Okay, okay.

22 CHAIR BOTEL: -- as two separate. But let's,
23 I agree, let's have both those conversations at our
24 meeting on the 13th.

25 Ms. Miller-Anderson, and then we're going to

1 cut this off.

2 COMMISSIONER MILLER-ANDERSON: So can we give
3 Mr. Haygood a specific date? The 29th, can you get
4 this within a week? Is a week good enough, everybody,
5 for him to make sure that we have everything, and then
6 we'll all have at least two weeks to look over it and
7 to meet with them before that 13th meeting?

8 MR. HAYGOOD: I'm not -- the only -- we
9 certainly can get the job description information for
10 you. The only thing I'm not sure of is we would have
11 quotes from the three firms, at least three firms for
12 you all to consider for the national search.

13 COMMISSIONER MILLER-ANDERSON: Okay, can you
14 at least attempt that --

15 MR. HAYGOOD: Yes.

16 COMMISSIONER MILLER-ANDERSON: -- just
17 attempt to try to get that information? They may
18 already have something. You know, we just need
19 ballpark type things. We may not have a specific quote
20 because we don't know what the specific scope of
21 services is going to be as of right now. So if we
22 could at least get whatever documentation we need to
23 help us make a decision, at least by the 29th -- the
24 1st, say May 1st, that gives you all of next week --

25 CHAIR BOTEL: Thank you. Mr. --

1 COMMISSIONER MILLER-ANDERSON: -- all of next
2 week.

3 CHAIR BOTEL: Mr. McCoy and then Mr. Evans.

4 COMMISSIONER McCOY: Can I defer to Mr. Evans
5 and then come back?

6 CHAIR BOTEL: Mr. Evans.

7 INTERIM EXECUTIVE DIRECTOR EVANS: So just to
8 clarify, so we'll have an agenda item on the May 13th
9 CRA agenda that will include job description for
10 approval, and hopefully, if we can get it, three
11 proposals to do a national search based on that job
12 description. Is that correct?

13 CHAIR BOTEL: And also a conversation/
14 discussion/deliberation about the structure of the CRA
15 as it relates to the City.

16 INTERIM EXECUTIVE DIRECTOR EVANS: Well,
17 that's -- now, that was described as a separate agenda
18 item, and who do you want to prepare that agenda item?

19 CHAIR BOTEL: Well, I'd like someone to take
20 a look at the samples that Ms. Lanier has. Perhaps you
21 and Mr. Evans, the other, can take a look at those and
22 provide us with those and any others that you might
23 have in advance of the meeting so that we can take a
24 look at what the possibilities are.

25 COMMISSIONER LANIER: Okay, I can do that.

1 CHAIR BOTEL: All right, good.

2 I think Mr. McCoy --

3 COMMISSIONER McCOY: Madam Chair, I must be
4 hallucinating, but I'm seeing Commissioner Lawson two
5 times on my screen.

6 CHAIR BOTEL: I've got active cameras. Wait
7 a minute. Let me go back to everyone.

8 COMMISSIONER McCOY: You're going to have two
9 times. Now he's gone.

10 VICE CHAIR LAWSON: He's hallucinating, Madam
11 Chair. Madam Chair, they're hallucinating.

12 COMMISSIONER McCOY: Yes. So actually, so I
13 wanted us to be very specific, because I'm looking at
14 the minutes that we had at our last special meeting,
15 and ironically, I said this: I want to see if we can
16 retain a search firm and have the discussion, as
17 opposed to, you know, setting another meeting to have a
18 meeting to talk about what needs to happen.

19 And here we are today, setting another
20 meeting to talk about what needs to happen.

21 And I think we have to be very specific or
22 ask our City -- I'm sorry -- our CRA attorney if this
23 is something that he can accomplish, because I don't
24 think we can send him out with something as vague and
25 expect him to come back with all of the sentiment and

1 thoughts of every single Commissioner. It has to be
2 very specific, and I don't want us to repeat the same
3 process.

4 CHAIR BOTEL: Wait. Mr. Haygood, Michael
5 Haygood.

6 MR. HAYGOOD: Yes, ma'am.

7 CHAIR BOTEL: Do you feel that you have
8 specific enough direction?

9 MR. HAYGOOD: Well, what I've been told to do
10 is to circulate a scope of services and qualifications,
11 and to bring back quotes from at least three firms to
12 do a national search.

13 CHAIR BOTEL: Right. Mr. McCoy, are you
14 satisfied that Mr. Haygood has sufficient explicit --

15 COMMISSIONER McCOY: Well, I thought we were
16 good at our special meeting. But that sounds good to
17 me.

18 VICE CHAIR LAWSON: Madam Chair.

19 CHAIR BOTEL: Yes, Mr. Lawson.

20 VICE CHAIR LAWSON: Thank you.

21 Also in regards to the qualifications, can we
22 have that discussion so when Mr. Haygood comes back
23 with those qualifications, that he can make sure it
24 fits within our scope of what we're looking for so we
25 don't have to go back and try to add that in later?

1 CHAIR BOTEL: He's going to send us these
2 examples.

3 Mr. Haygood, is that correct?

4 MR. HAYGOOD: Yes. What I'm going to send
5 you was the -- I guess I could get some additional
6 ones, but my intent was to send the one that we used
7 the last time when we did a search for the Executive
8 Director. I can circulate those. If you want to send
9 me comments on those, I'll then try to change up and
10 incorporate your comments and bring that back to you at
11 the meeting on the second meeting in May.

12 CHAIR BOTEL: The 13th?

13 MR. HAYGOOD: The 13th.

14 CHAIR BOTEL: Okay, is there anything else?

15 COMMISSIONER MILLER-ANDERSON: So how about
16 our third direction?

17 CHAIR BOTEL: Ms. Miller-Anderson.

18 COMMISSIONER MILLER-ANDERSON: He said he's
19 going to give us the information at the meeting or
20 before the meeting, before we have the meeting so we
21 can take a look at it?

22 MR. HAYGOOD: I'm going to circulate it
23 tomorrow.

24 COMMISSIONER MILLER-ANDERSON: Okay. Okay,
25 that's it, Madam Chair.

1 CHAIR BOTEL: Ms. Lanier.

2 COMMISSIONER LANIER: And the last thing is I
3 wanted to make sure that Mr. Evans, the other
4 Mr. Evans, HR and we come up with an item for just a
5 discussion of the direction of the CRA.

6 CHAIR BOTEL: Yes. He has that as a separate
7 agenda item. Mr. Evans. We have it. Anything else
8 before we call this meeting to a close?

9 COMMISSIONER MILLER-ANDERSON: Yes, Madam
10 Chair.

11 INTERIM EXECUTIVE DIRECTOR EVANS: I'll wait.

12 COMMISSIONER MILLER-ANDERSON: Madam Chair.

13 CHAIR BOTEL: Go ahead.

14 COMMISSIONER MILLER-ANDERSON: Who are you
15 talking to?

16 CHAIR BOTEL: You.

17 COMMISSIONER MILLER-ANDERSON: Okay. It was
18 brought to my attention that on the website it was
19 advertised that we were taking public comments for this
20 workshop, and it's on the City's website. Normally we
21 don't take comments for workshops, but it was put on
22 there that comments were being accepted. Do we know if
23 some came through to the public comments at rbcra.com,
24 because that was on the web -- that is on the website
25 currently.

1 CHAIR BOTEL: Mr. Evans, did any public
2 comments come in?

3 INTERIM EXECUTIVE DIRECTOR EVANS: Yes. My
4 staff is monitoring that.

5 Sherley, did you get any comments?

6 MS. DESIR: Yes, I received one comment from
7 Ms. Brabham, and she stated that: CRA Director Clark,
8 make sure that you chime in to let them know that you
9 do have public comments.

10 COMMISSIONER MILLER-ANDERSON: Who is Clark?

11 MR. HAYGOOD: I think it meant clerk.

12 COMMISSIONER MILLER-ANDERSON: Oh. Yes, so,
13 but are there comments, other comments that came in,
14 because we advertised that. Like it's normally we
15 don't have that on there. I don't know, I guess that
16 was an oversight with adding that section on there,
17 but --

18 CHAIR BOTEL: Well, I think it would be
19 appropriate to take any public comments during our
20 regular meeting. You know, if there are none -- you're
21 saying there are none, Mr. Evans, at this point? There
22 are no public comments except Ms. Brabham's?

23 INTERIM EXECUTIVE DIRECTOR EVANS: That's the
24 only one.

25 MS. DESIR: There are no public comments at

1 this moment.

2 CHAIR BOTEL: Well, we will take public
3 comments during our regular meeting, which is going to
4 start in about a minute and a half from now. Anything
5 else from the rest of us on this topic?

6 Mr. Evans.

7 INTERIM EXECUTIVE DIRECTOR EVANS: So I'm
8 very clear on the first agenda item, but the discussion
9 of the structure, I'm -- there has to be clarity on
10 what the Board expects for that. So you want like the
11 City Manager's Office and the HR Office to prepare
12 potential structures for your discussion?

13 CHAIR BOTEL: I would like with you and
14 Mr. Jonathan Evans (inaudible) information she has
15 about different structures different cities in Florida
16 have so that prior to our next meeting, we can have a
17 discussion about that on this very agenda, yes. Are
18 you clear about that?

19 VICE CHAIR LAWSON: Madam Chair, was that the
20 consensus of the Board?

21 CHAIR BOTEL: Yes. Well, do you have strong
22 objections to that?

23 COMMISSIONER McCOY: I do.

24 VICE CHAIR LAWSON: Well, yes, I do, Madam
25 Chair. I didn't realize we were going through

1 Mr. Evans and our HR Department to do these steps. I
2 thought our legal and the national search was going to
3 kind of create the expectations for us.

4 CHAIR BOTEL: All we're getting now from
5 Mr. Haygood is a sample job description and three
6 (inaudible). Someone's got -- I'm hearing --

7 COMMISSIONER McCOY: I think it's Mr. Lawson.
8 The static's coming out of two --

9 CHAIR BOTEL: What Mr. Haygood is going to
10 do -- he's gone -- is provide us with some samples,
11 with the sample job description and three search firms,
12 which perhaps by then we'll have some information about
13 their costs. And that's it on that topic. And we are
14 not using HR.

15 Is that your question, Mr. Lawson? Your mic
16 is off now again. Your mic is off.

17 VICE CHAIR LAWSON: Yes.

18 CHAIR BOTEL: Thank you.

19 VICE CHAIR LAWSON: Yes, Madam Chair, that
20 was my question, what were we directing our staff to
21 do, because from Mr. Scott Evans, his recap was that he
22 was going to contact HR and Jonathan Evans to outline
23 this process, so I didn't know that's the steps we were
24 taking.

25 CHAIR BOTEL: No. That had nothing to do

1 with the search. The search is Haygood, three search
2 firms; three search firms, potentially with costs. We
3 don't know yet. He's going to try. And he's going to
4 give us a sample of the job description, qualifications
5 and so on.

6 Item number -- different from this, number
7 two, we want to have a discussion, not a vote or
8 anything, a discussion based on some things that
9 Ms. Lanier is going to provide to both Mr. Evanses with
10 regard to structures of different CRAs. That's
11 separate. It has nothing to do with this search. Are
12 you okay with that?

13 VICE CHAIR LAWSON: Thank you.

14 And Mr. Evans, if you could outline exactly
15 what you're going to be doing between now and the next
16 meeting so we can be prepared with that, because I
17 wasn't clear with your last explanation, so --

18 INTERIM EXECUTIVE DIRECTOR EVANS: My -- I
19 was trying to recap what the Board said, that I was --
20 I did not come up with that. I was just trying to --

21 VICE CHAIR LAWSON: But so now I understand.
22 I'm asking you again: What are the next steps,
23 Mr. Evans?

24 INTERIM EXECUTIVE DIRECTOR EVANS: Okay, so I
25 will review what Ms. Lanier has, will send to us. And

1 I'll meet with the City Manager, and we'll outline the
2 various different structures that are utilized around
3 Florida and have that as an agenda item for your
4 discussion.

5 VICE CHAIR LAWSON: I'm sorry, I wasn't
6 talking about the consolidating departments. I was
7 talking about the executive search.

8 CHAIR BOTEL: Mr. Evans, Scott Evans has
9 nothing to do with that.

10 VICE CHAIR LAWSON: Okay.

11 CHAIR BOTEL: Mr. Haygood is going to provide
12 us with three firms, potentially with dollars attached,
13 but maybe not, and a job description, qualifications,
14 et cetera, that we can use as a straw man to take a
15 look at to see what modifications we want. That's it.
16 We're going to be doing that with Mr. Haygood, search
17 firm, et cetera.

18 Are you all good with that? It's 7:07.
19 Anything else?

20 VICE CHAIR LAWSON: Thank you, Madam Chair.

21 CHAIR BOTEL: In that case, I call this
22 meeting. This meeting is adjourned. I like the gavel.

23 INTERIM EXECUTIVE DIRECTOR EVANS: I think we
24 just got one other comment that came about in one
25 minute ago.

1 CHAIR BOTEL: Can we take it during the --
2 we'll take it during the meeting; we'll take it during
3 the regular meeting. Let's take, what, a five minute
4 break? Do we need it?

5 COMMISSIONER LANIER: Yes, five; five
6 minutes.

7 CHAIR BOTEL: That would be 7:12 by my -- all
8 right, five minutes. I'm just setting my timer.

9 (Whereupon, at 7:07 p.m., the proceedings
10 were concluded.)

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ADJOURNMENT

The CRA Budget Workshop was adjourned at 7:07 P.M. The minutes were approved by the Board of Commissioners on _____.

Juia Botel, Chairperson

Interim Executive Director Scott Evans

/cw
Florida Court Reporting