

COMMISSION WORKSHOP

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Mayor Woods called the workshop to order to discuss the City Manager Position. Present were Commissioner Wilbur Waters, Commissioner Carolyn Spooner, Commissioner Tommy Chastain, Commissioner Danny Nugent, City Clerk Ricky Thompson, Attorney Paul Sanders and Mark Crawford, Bradford County Telegraph.

Mayor Woods explained Commissioner Spooner's committee has reviewed all 21 applicants and narrowed it down to five. He ask if any of the other commissioners would like to add any of the other applicants to be looked at in more detail.

Commissioner Spooner elaborated that he committee reviewed all the applicants and narrowed it down to the top five applicants that met the criteria for the position.

Mark Crawford ask which five names had been chosen.

Vincent Akhimie, from Lakeland, Florida; Alicia McMillian, currant city employee; Bruce T. Pagel, Keystone Heights, Florida; Thomas Ray Keith, Simpsonville, South Carolina; Tomlin Erhart, Harrisburg, Pennsylvania.

Mayor Woods asked if there are any additional applicants we need to look at beside the five.

Commissioner Waters asked the five the committee picked out, are we going to interview all five or narrow it down to three? Then see if they would be interested in the position for what the city can offer and then if they are not interested go back to the drawing board?

Mayor Woods stated Ms. McMillian would like to stay were she is at but have an interview for the position.

Commissioner Waters asked why she would need to be interviewed if she wants to stay in her currant position?

Clerk Thompson responded she does want an interview but there is a issue with her because it is a contract position and she is currently in the DROP.

Mayor Woods added if she would go to a contract job she would have to resign her position and leave the DROP.

He believed she has made the decision since she has knows what the options are she would prefer to stay were she is at.

Commissioner Nugent stated he doesn't see interviewing someone that doesn't want to go to the position. We need to focus on the person that would want the job.

Commissioner Waters stated if she has no interest in taking the position there is no sense in wasting time to interview her.

Commissioner Spooner agreed as well as Mayor Woods.

Commissioner Chastain asked Attorney Sanders if there is any obligation to interview her since she is a current employee?

Attorney Sanders stated to consider her if she is willing to make a job change, yes. If she isn't willing to make the job change then you are not obligated to interview her.

Commissioner Chastain asked if that needs to come directly from Ms. McMillian or are we hearing here say?

Clerk Thompson stated the personnel rules state employees are given first preference.

Attorney Sanders ask if she has stated she didn't want to change her position?

Clerk Thompson responded Ms. McMillian said if she had to mess with her DROP she would not do the job. She would like an interview.

Mayor Woods added the letter received from Attorney Ron Cohen, clearly states, if she wants to resign from her current position to take the contract position of City Manager then there is no sense interviewing her.

He also understood she told Clerk Thompson she doesn't want to mess up her DROP.

Attorney Sanders ask if she stated that after receiving the letter from Mr. Cohen? Mayor Woods responded after the letter was received.

Clerk Thompson elaborated on the letter. There were stipulations either affect her job or there was another option the commission could reword the current ordinance.

Attorney Sanders added if she has expressed to the commission that she is not interested in pursuing the position then it would depend on how you would want to handle her expression if it is verbal or written. There is no requirement for either one.

Clerk Thompson added she has never said she didn't want the job, she said if it messed with her DROP. She does want an interview.

Attorney Sanders suggested placing her on the interview list and then she would have to make her mind up but not to waste the commission's time. She can decide after the interview she doesn't want to take the position.

Clerk Thompson stated he will discuss it with her tomorrow and she can reduce it to writing if she wishes to be interviewed.

Mayor Woods stated he had some information on one other applicant. He along with Clerk Thompson looked up one of the applicants that seemed very qualified for the position, Mr. Akhimie. There was some information relating to him being dismissed from Avon Park and also found if he didn't resign he would have been ask to resign.

Mayor Woods stated he was not interested in interviewing his person but that is just his opinion.

Commissioner Spooner added when checking his background was there anything specific to his performance or was it a situation that the position was going to be done away with.

Clerk Thompson responded it was the lack of communicating to the commission.

Mayor Woods added he did what ever he wanted and never took anything to the commission for approval. They restructured where he worked to phase him out because if he would not have resigned they were going to ask him to leave.

Clerk Thompson added that is what happened at Avon Park he is working now at a different city or county.

Mayor Woods stated if he had that much problem working with two entities he didn't feel he would work out here.

Commissioner Chastain responded; he agreed.

Commissioner Spooner stated if the report says he doesn't comply with that then yes but was it a formal or informal report. It was articles written about him and things written on the computer about him?

Sometimes what is printed doesn't tell the entire story, and that is all she is saying.

Commissioner Nugent added the person has great qualifications but what you found on the internet does make him a little leery.

Commissioner Waters added if he had a difficult time communicating with that commission what makes us think he has changed.

Commissioner Spooner some of those things can be discussed in the interview process.

Mayor Spooner stated he would like to interview the three remaining applicants. We tried to call Avon Park to get some additional information but no one remembered him and they had an entire new commission and city clerk.

Commissioner Waters, Commissioner Spooner and Commissioner Nugent would like to interview him.

Commissioner Chastain suggested for Clerk Thompson to contact the applicants and request references.

Mayor Woods asked if the commission agrees to set up the last three for interviews. There are 10 questions on the scoring sheet he suggested that each commissioner ask 2 of the questions the same two questions to each of the applicants.

Commissioner Waters will do questions 1 and 2, Commissioner Nugent will do 3 and 4, Commissioner Spooner 5 and 6, Commissioner Chastain 7 and 8, Mayor Woods 9 and 10.

Clerk Thompson asked since two of the applicants one in South Carolina and the other Pennsylvania do you want telephone interviews or in person?

It was decided to have them in person for the interviews.

Commissioner Chastain asked if a salary has been established. That could make all the difference.

Clerk Thompson responded it was advertised for between \$45,000 and \$60,000. With the recent budget cuts there would be some money to go higher.

Commissioner Nugent suggested negotiating within that range.

Commissioner Chastain asked what is the average salary for a city manager for a city our size?

Clerk Thompson stated \$80,000 base.

It was decided to interview the five applicants unless we receive a letter from Ms. McMillian stating she doesn't want to interview.

The interviews will be held Tuesday, October 28, 2014 beginning at 6:00 PM; each interview will be scheduled for 30 minutes.

Mayor Woods stated four RFQ have been received for City Attorney. Would you like to have a workshop to discuss the applicants or set up interviews?

Clerk Thompson added Attorney Sanders contract is up on October 15th. Attorney Sanders stated he will extend the contract until a decision is made.

After a short discussion it was decided to hold a workshop to discuss the applicants, giving everyone time to review the RFQs . The workshop is scheduled for Thursday, October 30 at 6:00 PM.

With no additional discussion the workshop was closed.

Travis V. Woods, Mayor
Commissioner Tommy Chastain
Commissioner Daniel Nugent
Commissioner Carolyn Spooner
Commissioner Wilbur Waters

Attest: _____
Ricky Thompson, City Clerk