

## MALABAR TA SELECTION COMMITTEE WORKSHOP MEETING

August 10, 2015

7:30 PM

This meeting of the Malabar Town Council was held at the Malabar Town Hall, 2725 Malabar Road, Malabar, Florida.

### A. CALL TO ORDER:

The meeting was called to order at 7:30 pm by Chair Mayor Beatty. Prayer & Pledge were said by Committee Member Grant Ball.

### B. COUNCIL/COMMITTEE:

COUNCIL CHAIR:

VICE-CHAIR:

COUNCIL MEMBERS:

COMMITTEE MEMBERS:

PAST MAYOR:

DEPUTY TOWN CLERK:

MAYOR CARL BEATTY, need

MARISA ACQUAVIVA, *excused*, need

GRANT BALL, need

BRIAN VAIL ✓

DON KRIEGER, need

DICK KORN ✓

BOB WILBUR, *resigned*

JOHN SEYBOLD ✓

DAVID STACK, *not present*

LIZ RITTER ✓

WAYNE ABARE, *excused*, need

BUD RYAN, arrived at 7:35 pm ✓

JOE MANCINI ✓

TOM TAYLOR ✓

KARLENE CONROY ✓

PATRICIA FOSTER ✓

SKIP HARD ✓

HANS KEMMLER ✓

PHIL CREWS ✓

CYNTHIA KELLEY

### C. WORKSHOP ACTION:

Mayor Crews stated that they did something a little different with this interview. They called during the work day and had TC Franklin take notes during the call. Both Mayor Crews and CM Vail took notes as well but this assisted in getting the notes completed quicker. In reviewing the notes TC Franklin took, neither Mayor Crews nor CM Vail made any significant changes at all. As they did with the other phone interviews, both took turns going over the questions and answers of Mr. Johnson.

Bud Ryan arrived at the meeting at 7:35 pm.

After going over the information for Mr. Johnson, Mayor Crews was going to provide his ranking order. He stated that Mr. Wilkinson would be his first choice; he got no further as he was asked to hand in the information. Council wants to review how the Committee viewed the candidates.

CM Korn stated he had a question for Mayor Crews about the education requirement. There was one candidate who had college listed on his resume but no degrees listed. CM Korn stated that this information would be needed. Mayor Crews stated that the candidate attended graduate school; without a bachelor's degree, you can't get into graduate school.

Mayor Beatty stated that the homework assignment of the ranking of the candidates needed to be collected; turn them into the Deputy Clerk. Hard asked if there was a ranking sheet. DTC Kelley stated she would make copies for everyone to have the names available to them. CM Krieger stated that the assignment was to have the members rank the candidates and turn the information in. It will be reviewed by Council.

CM Korn stated that he wasn't comfortable with ranking these people without meeting them. CM Krieger stated that the assignment given from the last meeting was to rank the candidates and bring to this meeting to have them turned in. CM Korn stated that he thought this meeting was set to go through everyone's rankings and narrow the list down to those Council wanted to have a face to face interview with. We don't want to leave the committee members in the lurch. CM Vail stated that the information collected this evening will be used to help make a decision. The list may or may not be used; Council makes the final decision and they could, if they chose, pick someone that isn't on the list right now.

CM Vail asked if the members of Council were supposed to hand in their rankings. CM Krieger stated that the committee members were the ones to hand in their information. DTC Kelley stated that the members of Council are part of the committee and their ranking sheets should also be turned in. Mayor Crews stated that this committee was set up to function as a whole; you can't change it now. Mayor Beatty stated that Council shouldn't put a ranking of the candidate in the mix. CM Krieger stated that Council would like to have a week or two to review what the committee came up with. Give your paperwork to DTC Kelley; you don't have to put your name on it if you don't want to. After the papers are turned in, we will take comments from the committee members. CM Krieger stated he would base his decision on what he hears from the committee, from Council comments and his own thoughts.

CM Vail stated that we are a committee as a whole and we need to operate as a committee as a whole. He stated that Council should participate in the ranking of the candidates. Skip Hard stated we should do the ranking as we have in the past with a show of hands; separating out the votes from Council.

**MOTION:** Hard/Vail moved to take a vote by show of hands as a group and separate the votes by Council Members.

John Seybold stated a better way to do this is to have two (2) lists; a ranking of the candidates and a yes/no vote from the committee members. There would be two ways to look at the information. CM Krieger stated that this meeting was to get the information on Mr. Johnson and to collect the ranking information. We will then open it up to comments regarding the candidates. He wants to see the raw data.

**MOTION RESCINDED:** Hard/Vail.

Mayor Beatty stated that if any committee member did research on any of the candidates and it wasn't favorable to please provide the website(s) to the Clerk's Office so it could be provided to Council for their review. CM Vail stated that when making comments this evening, please keep them in a positive light. Mayor Beatty stated that this would be good because we don't want to open ourselves up for liability.

CM Korn stated he did research on the towns for the candidates to see what the size of the towns were; he also spoke to people he knew in those towns to see where the candidates were coming from. Bud Ryan stated to CM Korn that he needs to be stating factual information and not hearsay information. CM Korn stated that he wasn't passing on any here-say and asked Ryan why he would say that.

Mayor Beatty brought the meeting back to order. CM Vail stated that the comments should be based on what you have read and documentation that was seen. Let the source and the credibility be known for their comments; there is a huge difference between hearsay and facts. Please make sure you delineate between saying I've heard (we need to minimize that) and I've read when making comments about any of the candidates. CM Vail stated the decision he makes will be based on the information and the credibility of that information. He stressed to the members to be careful when making comments about the candidates. He asked that they provide the source of the information and the credibility to Council as well.

CM Korn stated that each candidate had to provide personal references. He asked when the references would be called and who would be making the calls. Mayor Crews cautioned too many people making

phone calls. He stated that this should take place when the list is narrowed down, possibly when background checks are being done and Council should appoint someone to do the calling. A background check is definitely necessary.

CM Krieger stated that when he came on the Council, he found that the Town's website was lacking in information; he made a call or brought it up at a meeting and it was corrected. If he looks at a website where one of the candidate's may be employed and their website is lacking information, he would wonder who is operating that town. He also stated that if he goes to a website and sees a city picture of the area, he knows that's nothing like Malabar. These are just some examples of what he will be looking at when doing his research on the candidates.

Liz Ritter stated that sometimes the committees are not listened to when giving information and making recommendations. Council needs to give all the candidates the same playing field. Hopefully Council will give a little weight to what the Committee has to say; they know it is, ultimately, Council's choice. Hans Kemmler stated that he's been on a few boards; Council has always taken the recommendations and done what was asked, even if it had money costs involved. CM Vail stated that Council is listening more.

CM Ball stated that he is not horribly ready to rank the candidates. He hasn't had the face to face interviews. He wants to see how many people we're going to interview and then the process will start all over again. He felt it could be a possibility that the rankings could put a cloud on the interviews if everyone selects the same person with the rankings.

Tom Taylor, while looking at the faces at the dais, stated that there are two (2) home town boys in the top 11 listing. He is looking at the faces of Council and wants to know if they are friends or enemies. He felt that having someone from here would be good as they know what the issues are for Malabar: drainage; it has been since he moved here 20 years ago. He would like to see someone come in here and fix the issues; not say they can fix it and then it doesn't happen. Hans Kemmler stated that he knows both of the people; he would support either one.

Skip Hard stated that something that hasn't been explored are the local people; they will have a history with the town. Someone out of state may come in and blow smoke. Local people will have a history and will know what the issues are and what needs to be done; their heart is already in the town. Liz Ritter stated that someone coming from out of town will not be blowing smoke; they will have to make a move to get here and they will probably be doing their own findings about Malabar.

Bud Ryan stated that he has been deeply involved with the town for 20 years. We need somebody we know. He is voting for two (2) people only. The first choice is someone who has lived in Malabar since 1996, is a person of honesty and integrity and needs no learning curve. Changes are needed and this person knows what is needed and can get it done.

Karlene Conroy stated that we are speaking about the people in the town; how do you reconcile the issue of the salary requirements? Mayor Beatty stated that would be up to Council and the negotiations for the person. CM Korn stated that people that live within 20 miles, he would consider them to be local as well.

Bud Ryan stated that the person he is supporting was on Council for three (3) consecutive years. Liz Ritter stated that Council is a different position than the Town Administrator; just because someone has been on Council doesn't mean they are qualified as a Town Administrator. Bud Ryan stated that he disagreed with Ritter. Hans Kemmler stated that you have to deal with people on a day to day basis every day. Ryan stated that being on Council, the person is aware of all aspects; there's no substitutions. Kemmler stated that there's no way Council has supervised the Fire personnel and taken care of Human Resources issues.

Tom Taylor asked, again, what will happen if the salary is out of the budget. Mayor Beatty stated that it would be up to Council to make that decision. Kemmler stated that he feels they would offer a little more money but not a lot. CM Vail stated that Council is in the middle of budgeting now. Taylor stated that once the person is in; they are here. CM Korn stated he thought Council said something about a six month probationary period; the first 90 days would have no insurance coverage. CM Krieger stated 90 days for insurance but this is something that has to be discussed with the town's attorney. CM Korn stated that nothing is in stone right now. The job posting stated salary was DOQ (depends on qualifications). It will depend on Council's mood when this is decided on. CM Krieger stated that he is all for giving a mission and say this is what we want done; categorizing them and see what the results are. The list was 64 and has been narrowed down to 12. These could be for other positions; Council has been discussing an Assistant Town Administrator; there's all kinds of things that might occur when you say "change without change".

Bud Ryan spoke to his second choice for the Town Administrator. This person hasn't been on Council but is qualified to do the job. If there is ever a time for the Town to hire this person, they should jump on it. The person could be the Assistant TA or a replacement for the current Town Clerk or whatever.

John Seybold made a suggestion regarding salary one of the things that might be of interest to Council is considerable cost savings to the budget and maybe making this a condition of the salary. Tell them the base salary and this it will be this if they can come up with considerable cost savings to the Town. Mayor Beatty stated you mean "bonus". Skip Hard asked if he meant based on performance. Seybold stated yes. Liz Ritter stated that Council must perform reviews to the performance of the Town Administrator; Council had been very lax with the last three (3) Administrators with their reviews for the performance. CM Vail stated that the goals have to be set to have a review. Did they meet the goals or go over the goals. Mayor Beatty stated that we need to set things up for accountability. In the past, we have had a list of unfinished business that disappeared and projects that have not been completed and such. We need to charge the new Town Administrator with what we want done; they need to let Council know where they are with each project. Seybold stated that as long as Council and the Town Administrator are in agreement to the criteria. Mayor Beatty stated that they need to be reasonable. Hard stated its one thing to say you can do it and don't get it done as opposed to Council saying they want something done and the person says they don't think they can get it done. That way the person doesn't feel responsible because they didn't get it done.

CM Korn stated that a few years ago, we had an action report that faded out; it needs to be resurrected. Also, the current TA contract was done without detail. We have two (2) life insurance policies; we've got a \$600/month car allowance for her to drive 20 miles a day. His suggestion is to take that money and add it to the salary to make it more attractive and pay the TA a per diem. Ritter stated that most people list that as an expense. He thinks Council is prepared to pay attention to the detail of the contract.

Mayor Beatty brought the meeting back to order; Council needs to discuss what they want to do before hiring a new TA. Karlene Conroy asked about a town car for the TA. DTC Kelley stated that she has never had a town car; she's always had a car allowance. CM Korn stated that there are two (2) cars here at the town. Bill Hall used to have a car that he drove to beachside. The point is that we need to pay attention to the detail.

Joe Mancini asked if there are any more comments to be heard. CM Vail stated only with regards to the applicants. Mancini stated we've heard all there is; CM Krieger asked if he would like to make a motion. Mancini stated if you are going to disband the committee than yes he would like to make a motion. He started to make a motion to disband and he was told that Council must do this but he could make a motion to adjourn the meeting.

**D.** Chair Beatty, without any further discussion, asked for a motion to adjourn.

**MOTION:** Joe Mancini / Patricia Foster moved to adjourn the meeting. **VOTE:** All Ayes.

This meeting adjourned at 8:41pm.

BY: Carl A Beatty  
Mayor Carl Beatty, Council Chair

(seal)

TRANSCRIBED BY:

Cynthia N. Kelley  
Cynthia Kelley, C.M.C.  
Deputy Town Clerk

ATTEST BY:

Debby K. Franklin  
Debby K. Franklin, Town Clerk/Treasurer

Date Approved: 8/24/15