

CITY COUNCIL SPECIAL MEETING MINUTES
COUNCIL CHAMBERS, CITY HALL
1000 CITY CENTER CIRCLE
JULY 11, 2015

THE CITY COUNCIL SPECIAL MEETING of the City of Port Orange was called to order by Mayor Allen Green at 9:00 a.m.

Pledge of Allegiance

Silent Invocation

Roll Call:	Present:	Councilman Bob Ford Councilman Donald Burnette Councilman Scott Stiltner Vice Mayor Drew Bastian Mayor Allen Green
	Also Present:	David Harden, Interim City Manager Margaret T. Roberts, City Attorney Robin Fenwick, City Clerk

Discussion items:

4. 9:00 a.m. - 9:30 a.m. - Interview with Christopher Rose

Mr. Rose answered questions from Council regarding his skills and abilities. Mr. Rose advised that he has the ability to run an effective staff. He has a high expectation for staff and believes in follow up.

Councilman Burnette asked what his top two priorities are for the City. Mr. Rose believes there are three top priorities: hiring a police chief and an administrative services director; and pass a budget.

Councilman Stiltner asked Mr. Rose how he would exploit the assets of the City to provide more revenue. Mr. Rose would look into new businesses and new places for people to work, for instance, business incubators. He has had success with business incubators in the past.

Councilman Ford asked for details on Mr. Rose's approach to the budget. Mr. Rose believes it is a communication and prioritization issue.

Mayor Green asked Mr. Rose for his experience with labor negotiations and unfunded liability. Mr. Rose advised that his experience with the City of Miami was projecting out the cost effects with labor proposals. He has looked at the City of Port Orange's unfunded liability and would like to work on a plan to decrease the amount over time.

Councilman Ford asked for details regarding contract management. Mr. Rose said it's similar to managing staff. The expectations need to be in writing. It takes communication.

Councilman Burnette asked Mr. Rose to describe his management style. Mr. Rose said laying out expectations clearly and following up often.

Councilman Stiltner asked about partnering with the community. Mr. Rose has had experience in Miami. He believes connecting with homeowner's associations, Chamber of Commerce and other groups is important to find out what their priorities are.

Vice Mayor Bastian asked where he sees Port Orange in five years with Mr. Rose as the City Manager. Mr. Rose believes Port Orange is in a good place with the citizens and believes service is important. He would see Port Orange as it is today with a step up of service.

Mayor Green asked Mr. Rose to discuss his experience with projects similar to Riverwalk. Mr. Rose has not been involved in great detail on projects such as Riverwalk but has been on the project teams.

Vice Mayor Bastian asked Mr. Rose to discuss how he addresses employee morale. Mr. Rose believes awards and recognition can help build employee morale.

Councilman Stiltner asked Mr. Rose how he communicates with citizens who may not agree with his management decisions. Mr. Rose advised that he will protect staff so that they can do their jobs. He understands the position is not a popularity contest. He doesn't believe communication with the Council will be an issue. He will provide all information to Council.

Councilman Burnette asked how he implements new systems and controls. Mr. Rose discussed the audit findings. He believes technology improvements are needed and can help with procedures. Follow up after new systems and controls is key.

Councilman Ford asked what his approach would be to improve the image of Port Orange. Mr. Rose doesn't want limelight and believes the image comes from the Council rather than the City Manager. He believes the image of Port Orange is still good.

Mr. Rose thanked Council for the opportunity. He enjoyed the community reception. Council thanked Mr. Rose for his interest in Port Orange.

5. 9:40 a.m. - 10:10 a.m. - Interview with Randall Dowling

Councilman Stiltner asked Mr. Dowling how he would exploit the assets of the City to provide more revenue. Mr. Dowling would exploit the Riverwalk area, as well as exploit the golf course and review other rate revenues.

Councilman Burnette asked for the three top priorities. Mr. Dowling said he will meet with the Council for their priorities, as well as meet with Staff to discuss their needs. He would complete the budget currently being worked on. He would also work with citizen groups and the Chamber of Commerce.

Councilman Ford asked for Mr. Dowling's approach to budgeting. Mr. Dowling advised that he has a hands-on approach to budgeting. He has over 30 years of budgeting experience within the City/Council Manager's office. He follows up each budget year with accountability from each department's goals.

Vice Mayor Bastian asked how Mr. Dowling would handle the Council if he disagrees with the Council's decision. Mr. Dowling would discuss it with Council privately but would implement the Council's decision no matter what.

Mayor Green asked Mr. Dowling to discuss his approach regarding labor negotiations. Mr. Dowling has had no experience in Georgia but has had dealings previously in Florida.

Vice Mayor Bastian asked where Mr. Dowling sees Port Orange in five years under his direction. Mr. Dowling would see high employee morale, financially sound, plenty of resources. Externally he would see the image of Port Orange being good. He would see Riverwalk development being done.

Councilman Ford asked Mr. Dowling to address the image issues of the City. Mr. Dowling believes communication is the key. He would work with the Chamber of Commerce, as well as retaining Tree City USA and Safe City designations. He would ensure good, positive press is published.

Councilman Burnette asked Mr. Dowling to discuss his time in Gordon County and why he's looking to leave Barrow County after less than two years. Mr. Dowling said he was in Gordon County for almost 12 years and a lot of good things happened during his tenure, including building of parks and other county facilities. The millage rate was reduced. After 12 years, new officials were elected and the Board wanted to alter the form of government with the Department Heads reporting to the Board Members. He was fired because he didn't agree with the direction of the Board. He was hired within two months. He is interested in Port Orange because of the community but believes he has a great job.

Councilman Stiltner asked Mr. Dowling to discuss how he would partner with the community for private-public funding partnerships. He would communicate with the Chamber of Commerce, and have good relationships with the people within the community.

Mayor Green asked if he has experience with full service communities. Mr. Dowling said yes, both Gordon and Barrow Counties are full service.

Councilman Stiltner asked Mr. Dowling to address how he will handle citizens who don't agree with his decisions. Mr. Dowling believes communicating with citizens and providing the full story to the citizens has worked for him in the past.

Councilman Burnette asked for a time Mr. Dowling made a decision and it didn't work out and what he did to fix it. Mr. Dowling explained a situation when he promoted an internal 9-year employee to director. After new facts arose, he was forced to fire the employee.

Councilman Ford asked Mr. Dowling about his approach to contract administration. Mr. Dowling explained the need for a well written contract to begin with, along with clear expectation. Then follow up and accountability.

Vice Mayor Bastian asked for examples of ways to build trust among Council, Staff, and the public. Mr. Dowling advised that he provides an update every two weeks of every project so that Council is always aware. He believes communication to Council and Staff is key to building trust.

Mayor Green asked for his experience regarding community redevelopment agencies. Mr. Dowling said yes, and provided examples.

Mr. Dowling asked Council what they are looking for in a City Manager. Councilman Ford is looking for a manager who can get day to day activities done in an efficient and effective manner. Councilman Burnette wants someone who can plan, organize, lead, and control. Vice Mayor Bastian wants someone progressive who can manage day to day who can communicate with everyone. Councilman Stiltner agreed with all comments of Council and is also looking for someone who fits in with the Council, community, and Staff. Mayor Green agreed with all.

Council thanked Mr. Dowling and he thanked Council.

6. 10:20 a.m. - 10:50 a.m. - Interview with Michael "Jake" Johansson

Councilman Burnette asked Mr. Johansson to discuss his first three priorities. Mr. Johansson would get to know the Staff to find out what their needs are and help to move the organization forward. He would also ensure the emergency management functions are intact and stable. Third, he would work on economic development, including Riverwalk.

Councilman Ford asked Mr. Johansson to discuss staff development and recruitment in key positions. Mr. Johansson explained his leadership which involves a succession plan. He believes in helping staff to grow professionally.

Vice Mayor Bastian asked where he sees Port Orange in five years. Mr. Johansson believes Port Orange is the premier city in Volusia County and he would expect it to remain and exceed current expectations.

Councilman Stiltner asked for details regarding his plans for exploiting City assets to obtain more revenues. Mr. Johansson believes Riverwalk will provide the desire to new citizens as well as businesses that will build revenues. Economic development is key to growing and providing a desirable place to live, work, and play.

Mayor Green asked Mr. Johansson to discuss his experience with wind generation. Mr. Johansson explained a project he is working on with the U.S. Navy, the State of North Carolina, and the State of Virginia. He has effectively used federal grants to bring in solar and wind development.

Councilman Stiltner asked for long term partnerships for the community. Mr. Johansson believes the region needs exposure and is a win for the City because it will bring citizens.

Vice Mayor Bastian asked how he would handle a disagreement with the Council. Mr. Johansson would ensure that Council receives an unbiased and complete explanation and understands the politics involved in votes.

Councilman Ford asked Mr. Johansson to discuss how he ensures projects are complete on time and on budget and how he handles contract administration. Mr. Johansson explained that the contract is most important so that the contractor is held accountable. Staff must monitor the work.

Councilman Burnette asked how internal controls are evaluated and how new ones are put in place when necessary. Mr. Johansson would come forward with a "trust but verify" management style. He would learn the workings and see if barriers need to be removed. He is not a micro-manager.

Mayor Green expressed his concerns with Mr. Johansson learning Florida Laws quickly enough. Mr. Johansson advised that he moved within 2-3 years in the military and must adapt quickly. He works hard to not fail. He has already done a lot of research and is comfortable with the Florida Statutes, especially the Sunshine Law.

Councilman Stiltner asked Mr. Johansson to discuss how he will handle citizens who don't agree with his decisions. Mr. Johansson believes in strategic communications. He sets expectations ahead of time through good communication.

Vice Mayor Bastian asked if there are any areas of improvement within Port Orange specifically with public safety. Mr. Johansson believes in citizen engagement with the police officers. He also believes in community partnerships for emergency management.

Councilman Ford asked Mr. Johansson to discuss what he would bring to the City regarding emergency management. Mr. Johansson believes his network of FEMA contacts would help the City in emergency management planning.

Councilman Burnette asked Mr. Johansson to discuss a time when he made a bad decision and how he corrected it. Mr. Johansson explained an issue with the wind farm project that he had to fix after making the wrong decision.

Mayor Green asked for Mr. Johansson to discuss his skill set with budgets. Mr. Johansson wants the budget items tied to the goals of the Council. He would also like to move the budget process up in the year so communications can happen earlier with Council.

Mr. Johansson asked what Council believes is the biggest issue in Port Orange. Councilman Ford believes it's management and getting from a project idea to completion. Councilman Burnette is looking for a manager who can move the organization forward together. Vice Mayor Bastian wants an effective leader who can move things forward, protect the brand, and do things in a positive manner with good communication. Councilman Stiltner wants a manager who loves the community and can protect the image, as well as development the staff. Mayor Green is looking for a manager who can address the issues and work well with each Council member so that weaknesses are not shown as much.

Council thanked Mr. Johansson for his interest. Mr. Johansson thanked Council.

7. 11:00 a.m. - 11:30 a.m. - Interview with Robin Hayes

Councilman Ford asked Ms. Hayes to discuss her management style regarding contract management. Ms. Hayes explained her process to include accountability and follow up.

Councilman Burnette asked Ms. Hayes what her three top priorities are for the City. She would evaluate the issues with Staff as well as filling the open positions. She would look at immediate issues and create a plan to fix those issues.

Vice Mayor Bastian asked for her thoughts on where Port Orange is now and how she will help it move to the next level. Ms. Hayes sees the City continuing to prosper. She believes there is potential for further growth. She would see a more customer service friendly environment from all employees.

Councilman Stiltner asked how Ms. Hayes would exploit City assets to raise revenues. Ms. Hayes believes there is huge potential in the Eastport CRA to bring businesses into the community. She believes the Riverwalk area will also provide growth.

Mayor Green asked what her strengths and weaknesses are. Ms. Hayes is a planner and an organized person. A weakness is development services.

Councilman Stiltner asked how she would obtain community partnerships. Ms. Hayes would communicate with the community organizations and get feedback. Communication is important.

Vice Mayor Bastian asked how Ms. Hayes would handle a disagreement with Council. Ms. Hayes would speak to Council privately and make sure everyone has all the facts.

Councilman Burnette asked she has handled a time when she made a bad decision and how she dealt with it. Ms. Hayes would first take ownership of the bad decision and then revisit the issue to see how to fix it.

Councilman Ford asked for her strategy on budgeting. Ms. Hayes would review the costs of the employees then the needs of the departments before looking at maintenance needs and training needs for employees. She discusses budget items with department heads and has them prioritize those items.

Councilman Burnette asked how she envisions the role of the Assistant City Manager. Ms. Hayes sees that position as a special projects position.

Vice Mayor Bastian asked where she sees Port Orange in five years. Ms. Hayes would like to see Riverwalk completed, as well as improvement of the Ridgewood Corridor. She believes the CRA areas can be improved.

Councilman Stiltner asked how she will handle communication aspects of citizens who don't approve of her management decisions. She supports the diversity and is open to listen to their concerns. She would need to investigate the issue and request time from the citizens to research it.

Mayor Green asked how she handles labor negotiations. Ms. Hayes is involved with labor negotiations for budgeting at this time. She has had experience on both sides in the past.

Councilman Ford asked what the role of the manager is for the brand of the City. Ms. Hayes is accustomed to working with the media and social media to provide information to the public.

Ms. Hayes asked where the Council sees the City in five years. Councilman Stiltner wants to see Riverwalk move forward, as well as Eastport. He wants to continue to protect the brand of the City and maintain the quality of the services in the City. Vice Mayor Bastian agreed and would like to address infrastructure issues. Councilman Burnette wants all of the parts of the City to work properly. He wants more opportunities in the community so our children come back after college or stay here. Councilman Ford is looking to improve the east side of the City. He is looking for improved stewardship of the infrastructure. He would also like to improve traffic issues because of growth to the west. He wants public safety to move to a community policing style. Mayor Green is looking for stability, leadership, and a vision.

She asked what their top three characteristics are of a City Manager. Council agreed chemistry and a good leader who is committed to the community and can get things done in a timely and effective way.

Council thanked Ms. Hayes for her interest and she thanked them.

8. Council Discussion and Deliberation

Council discussed their thoughts on the process and candidates as a whole before ranking the candidates.

Michael Johansson was ranked #1 (7 points), Robin Hayes was ranked #2 (12 points), Randall Dowling was ranked #3 (13 points) and Christopher Rose was ranked #4 (18 points).

Margaret Roberts, City Attorney, will discuss the Florida laws with Mr. Johansson.

Discussion was held regarding Mr. Johansson's qualifications and lack of City Manager experience.

Motion to negotiate with Michael Johansson was made by Councilman Ford, and Seconded by Vice Mayor Bastian. Motion failed 2-3 with Councilman Burnette, Councilman Stiltner, and Vice Mayor Bastian voting no.

Motion to negotiate with Robin Hayes was made by Councilman Burnette, and Seconded by Mayor Green.

Council discussed the option of not selecting a candidate today.

Motion failed 1-4. Councilman Ford voted yes.

Motion to reconsider the motion to negotiate with Mr. Johansson was made by Councilman Burnette, and Seconded by Vice Mayor Bastian.

WD Higginbotham, Mercer Group, explained the process to re-advertise.

Newton White, citizen, asked what Council is looking for. He believes each is well qualified.

Motion to reconsider carried unanimously by roll call vote.

Motion to withdraw the motion to negotiate with Mr. Johansson was made by Councilman Ford, and Seconded by Councilman Stiltner. Motion carried unanimously by roll call vote.

Motion to vote only considering Mr. Johansson and Ms. Hayes was made by Councilman Stiltner, and Seconded by Councilman Ford. Motion carried unanimously by roll call vote.

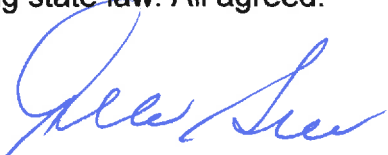
Motion to negotiate with Mr. Johansson was made by Councilman Burnette, and Seconded by Councilman Ford. Motion carried unanimously by roll call vote.

Ms. Roberts asked Council for contract questions and concerns.

Councilman Burnette asked if Council would be interested in discussing an open ended contract vs. an end date (3-year, 5-year, etc.) Ms. Roberts advised that the difference may include some of the benefits that would follow the City Manager even if he doesn't work for the City any longer. Council agreed to an open ended contract with no set term. The City Manager serves at the will of the Council.

Ms. Roberts asked for severance package matching state law. All agreed.

ADJOURNMENT: 1:03 p.m.



Mayor Allen Green

Attest:


Robin Fenwick, City Clerk

