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**CITY OF DELTONA, FLORIDA
CITY COMMISSION WORKSHOP MEETING
MONDAY, MARCH 9, 2015**

A Workshop Meeting of the Deltona City Commission was held on Monday, March 9, 2015 at the City Hall Commission Chambers, 2345 Providence Blvd., Deltona, Florida.

1. CALL TO ORDER:

The meeting was called to order at 5:30 p.m. by Mayor John Masiarczyk.

2. ROLL CALL:

Mayor	John Masiarczyk	Present
Vice Mayor	Nancy Schleicher	Present
Commissioner	Heidi Herzberg	Present
Commissioner	Mitch Honaker	Present (6:32 p.m.)
Commissioner	Chris Nabicht	Present
Commissioner	Diane Smith	Present
Commissioner	Brian Soukup	Present
Acting City Manager	Dale Baker	Present
City Attorney	Becky Vose	Present
City Clerk	Joyce Raftery	Present

3. PLEDGE TO THE FLAG:

The City Commission and staff said the pledge to the flag.

Mayor Masiarczyk opened and closed the meeting for public comments.

Acting City Manager Dale Baker stated Commissioner Honaker had provided in an e-mail his suggested six (6) candidates which the City Clerk has and can read later in the meeting if it becomes applicable. City Attorney Becky Vose suggested the e-mail be read out loud for the record.

Commissioner Nabicht replied he is opposed to allowing Commissioner Honaker's comments to be heard, the comments could be read into the record but, the Commission has no ability to debate it with him tonight.

Vice Mayor Schleicher stated Commissioner Honaker's comments should be read at the end of the comments by the present Commissioners because at regular workshops each Commissioner is heard.

Commissioner Soukup stated he values Commissioner Honaker's opinion and he would like to hear what his choices are.

4. BUSINESS:

A. Discussion and review of City Manager applications.

Mr. W. D. Higginbotham with The Mercer Group summarized the list of 12 semifinals which was

1 distributed late last week to the Commission, hard copies of the total list of candidates (74 total)
2 was delivered to the City in its entirety, he is here tonight to answer questions, he spent no less
3 than an hour speaking with each candidate, resumes sometimes being misleading or did not cover
4 everything the Commission is looking for, he is prepared to go over any of his observations and
5 answer any questions he can.

6
7 The Commission discussed eliminating those candidates they all agree were not what they are
8 looking for in a City Manager, expectations of what candidates would apply being too high,
9 disappointment with the list of 12 semifinalists, candidates that have google or internet searches
10 that show a civil rights issue or an emotional breakdown in a big box store regarding a contractor,
11 the option of receiving a list of candidates that did not have the public comments attached, possibly
12 re-advertising the position, and having to settle on the candidates that were presented because of
13 time constraint.

14
15 Mr. Higginbotham stated the candidate, Terrance Stewart, referenced in the big box store he is
16 familiar with because he personally knows him. He stated he interviewed each candidate, an
17 internet search of each was done and sometimes politics is involved but, he does not make that
18 determination. He stated unless something criminal shows up in his research he leaves it up to the
19 Commission to decide and the Commission wants someone with experience in a comparable size
20 City which eliminated a lot of candidates (approximately 30).

21
22 The Commission discussed that internet research is what any of the Commission or the public
23 would do, it being better to have things disclosed, candidates being far above the candidates the
24 City received for Interim City Manager, re-advertising only if the Commission cannot get through
25 the elimination process today, the candidates deserving the courtesy of the Commission going
26 through the process, City Managers only lasting approximately three (3) to five (5) years with a
27 City, the State having a different format for severance packages, continuing with the 12
28 semifinalists to determine if the Commission can narrow down the list to five (5) to interview and
29 at that point if there are still no candidates the Commission is interested in then re-advertising the
30 position. There was discussion about there being a lot of qualified candidates, going down the list
31 one by one to see which candidates a majority of the Commission are interested in interviewing, if
32 necessary going through the list a second time, and having conversations about each candidate after
33 the list is narrowed down.

34
35 Mr. Higginbotham stated Terrance Stewart mentioned that after he left the west coast, he was the
36 Interim City Manager at Del Ray Beach and he has received letters of recommendation from the
37 Del Ray Beach Mayor and Commission.

38
39 The Commission went one by one down the list of 12 semifinalists to determine which candidates
40 the majority of the Commission are interested in looking at further. After going through the list of
41 candidates one by one, twice, the Commission narrowed them down to the following five (5):
42 Scott A. Adkins, Michael Brillhart, Richard Davis, Patrick Salerno, and Russell Wetherington.

43
44 Commissioner Herzberg asked the consultant if he felt the Commission was missing out on any of
45 the candidates that were eliminated and then she suggested the Commission could discuss any
46 personal research on the candidates.

1 Mr. Higginbotham stated any of the 12 semifinalists could do the job, he avoids ranking
2 candidates, he selected the candidates carefully for a variety of reasons, all the candidates are
3 different, the five (5) candidates the Commission has narrowed down can do the job the
4 Commission wants done, the candidates are strong leaders who can keep staff accountable and the
5 candidates are well educated and have experience which is demonstrated in their abilities with
6 cities they worked for in the past.

7
8 The Commission discussed the five (5) candidates one by one.

9
10 **Scott A. Adkins**

11
12 Mayor Masiarczyk stated after review of Mr. Adkins' application he wanted to talk to him more, in
13 2012 he took a risky contract to become a City Manager and it gave him the impression of
14 someone willing to take a shot because he could do the job.

15
16 Commissioner Soukup stated for Mr. Adkins to take the position of City Manager without any
17 severance pay meant that he believed in his abilities, he has been in the position for three (3) years
18 but, he is a candidate for several other cities. He stated he does not want to hire someone who
19 wants to move to Florida to retire. Mr. Higginbotham replied the candidate wants to move to
20 Florida due to family, his kids are grown and he has a desire to move to this area of Florida. He
21 stated none of the candidates gave him the indication that they were looking to move to Florida to
22 retire.

23
24 **Michael Brillhart**

25
26 Commissioner Nabicht stated Mr. Brillhart has some significant utility experience.

27
28 Vice Mayor Schleicher stated he has a bachelor's and a master's degree, he has done strategic
29 planning, he has done economic development, and he is a strong candidate who has worked in
30 Florida so he is familiar with the area and has Sunshine Law knowledge.

31
32 Commissioner Herzberg agreed with Vice Mayor Schleicher and she stated Florida's Public
33 Records Laws and Sunshine Laws are different from what other States have and this candidate
34 already has that knowledge.

35
36 **Richard Davis**

37
38 Mayor Masiarczyk stated Mr. Davis did not have a positive internet search and he tried to contact
39 former City Manager Fritz Behring in Arizona to see if he knew anything about the candidate but,
40 he was unable to contact him.

41
42 Commissioner Nabicht stated this is the candidate who had a civil rights issue in his past history
43 but, he placed 5th on his list of candidates for the position. He stated he is a strong candidate, he
44 has a lot of the features that would suite the City well, he is married with three (3) kids, he has 20
45 years of experience and a master's degree, and he has worked with a comparable staff to what
46 Deltona has.

1 Mr. Higginbotham stated the candidate has a strong academic background; he is well written and
2 published.

3
4 Commissioner Soukup stated the candidate started with a City of 12,000 residents, then moved on
5 to a City with 30,000 residents and then to a City with 110,000 residents learning as he from each.

6
7 Commissioner Smith asked if the candidate was currently working because the resume shows his
8 City Manager position ended in 2014 and there is nothing current. Mr. Higginbotham replied he
9 left in August, 2014, there was a political change, the City was pursuing a strong Mayor form of
10 government, and he has been selectively looking for a new City Manager position which are not
11 always easy to find.

12
13 Commissioner Smith stated City Manager positions can be very political and if she were a City
14 Manager she would be defending her work, fighting for her position and not just up and resigning
15 which is what this candidate did.

16
17 **Patrick Salerno**

18
19 Commissioner Soukup stated there are a lot of negative comments on this candidate and when
20 there is that much bad information in multiple places everyone in the City will be googling him.

21
22 Vice Mayor Schleicher stated in reading some of the information words like “control freak” and
23 “my way or the high way” came up and it sounded like there was a lot of friction which the City
24 has already gone through and does not need to go through again.

25
26 Mayor Masiarczyk stated several members of the Commission liked this candidate.

27
28 Commissioner Soukup stated the candidate abruptly left the City of Coral Gables.

29
30 Commissioner Nabicht asked the City Clerk if the candidate had ever been a candidate for the City
31 before and Ms. Raftery replied yes, he was interviewed in 2008 when the City hired Faith Miller.

32
33 Commissioner Herzberg stated the candidate is a strong candidate as a person which may be what
34 the City needs, someone with a strong personality but, there are transparency issues which would
35 caution her a little bit.

36
37 Commissioner Smith stated she has caution with this candidate also, she would want to know more
38 about the key resignations, what tipped her in his favor was the financial turnaround he had in
39 Coral Gables and in Sunrise where he modernized a business friendly community, and that he may
40 be abrasive but, she needed to know more about why this and other candidates resigned. She stated
41 this candidate hung in there and kept fighting unlike some of the other candidates who resigned
42 without fighting for their position.

43
44 Commissioner Soukup stated the candidate resigned abruptly in 2014 and Commission Smith
45 replied yes but, without an allegation, he just resigned.

46
47 **Russell Wetherington**

1
2 Commissioner Nabicht stated of all the candidates he seemed to have the most Florida experience.

3
4 Vice Mayor Schleicher stated her concern is that his experience is predominantly in purchasing and
5 negotiations and not in running an actual City.

6
7 Mr. Higginbotham replied he is the Assistant County Administrator with Hernando County, he is
8 in a leadership role, he has 112 employees under his direct management, and he is looking to move
9 to the east coast because he has a home in Daytona Beach that he commutes to.

10
11 Vice Mayor Schleicher stated her concern is he does not have a broader overview of running a
12 City.

13
14 Mayor Masiarczyk stated in some cases that is good, he has a lot of experience with the Utilities
15 Commission, he was the Deputy Director of Central Services for the Polk County Sheriff's
16 Department which covers a lot of ground and he can only do what is assigned to him as an
17 assistant.

18
19 After discussion, the Commission showed their strongest support for Scott Adkins, Michael
20 Brillhart, and Russell Wetherington and then with the next highest amount of support was for
21 Richard Davis and Patrick Salerno.

22
23 Commissioner Nabicht stated the majority of the Commission selected Scott Adkins, Michael
24 Brillhart and Russell Wetherington but, he is not on board with Patrick Salerno at all and both Vice
25 Mayor Schleicher and Commissioner Herzberg agreed.

26
27 The Commission discussed whether to look at the other candidates included in the 74 total
28 received, whether to continue discussion of the candidates, some of the Commissioners having
29 concerns about Patrick Salerno which needed to be discussed, Richard Davis leaving his position
30 abruptly and being a consultant on the side, having paid the consultant to go through and narrow
31 down the 74 candidates, either rejecting the current list of candidates and starting over or moving
32 forward with the current list, needing a strong City Manager, a late application which was not
33 presented to the Commission, reconsidering taking Patrick Salerno off the list and advocating for
34 Jane Shang in his place who has a strong background in transportation which drives a good portion
35 of economic development, getting a City Manager that is not a headhunter, hiring someone so that
36 staff is not walking around on egg shells, hiring a strong manager with people skills and is able to
37 work with staff, needing someone who can get staff up to speed or send them down the road if
38 necessary, that there will probably be some department heads that the new manager will not want
39 to keep, and needing a manager with strong people skills internally and externally.

40
41 Commissioner Soukup suggested adding Jane Shang to the list of interviewees, in her application it
42 stated she is "a can do leader" and the Commission is looking for a "can do leader" to find a way to
43 make things happen and to have that spread throughout all the departments and Commissioner
44 Herzberg agreed.

45
46 Mayor Masiarczyk stated if the Commission was interested in Jane Shang then she could be added
47 to the five (5) candidates the Commission already chose and all six (6) could be brought in for

1 interviews.

2
3 **After discussion, the Commission agreed to add Jane Shang to the list of candidates to**
4 **interview.**

5
6 Commissioner Smith questioned why Jane Shang chose a seven (7) month leave option in lieu of
7 the six (6) month because it gave her a higher pension than what she was actually entitled to, she
8 was criticized for work on several major transportation projects, and she was experiencing
9 relationship issues with some of the City Commissioners.

10
11 Mayor Masiarczyk stated what he read about Jane Shang is that there was some negotiations that
12 went on for her to leave. Mr. Higginbotham replied the position in El Paso, Texas was eliminated,
13 she was not retiring, she is a high energy person, she is well educated and her undergraduate degree
14 is in organizational behavior.

15
16 Vice Mayor Schleicher stated her only concern with Jane Shang was that most of her experience
17 was in transportation and airport, she was a Deputy City Manager but, not a full City Manager.

18
19 Mayor Masiarczyk stated the Commission will need to discuss whether to do interviews for an
20 entire day, the length of time for each interview, allowing time for questions and allowing time in
21 between each interview.

22
23 Commissioner Honaker arrived at 6:32 p.m.

24
25 The Commission and Mr. Higginbotham discussed the interview process and whether to do them
26 individually, in a group or both. Also discussed were the candidates possibly bringing family
27 members when they come to be interviewed, group interviews being intimidating, the option of
28 doing skype interviews, doing interviews on the weekend, all the candidates having their own
29 unique qualities, and the Commission having touched on the strong points of each of the six (6)
30 candidates.

31
32 Mr. Higginbotham recommended doing group interviews because the candidates will be dealing
33 with the Commission as a group in this setting and will see them in the public arena. He stated as a
34 candidate he would know a lot about each of the Commissioners if doing individual interviews
35 with them.

36
37 The Commission and staff discussed doing preliminary skype interviews and then doing final
38 interviews in person, not making a final decision based on a skype interview, possibly doing skype
39 interviews with all 12 candidates, where to conduct skype interviews, and if the candidates have
40 the capability to do skype interviews.

41
42 Mr. Higginbotham stated skype interviews are not uncommon, in his experience the six (6)
43 candidates will be narrowed down considerably from the skype interviews, skype interviews being
44 revealing, that the candidates should be asked all the same questions and skype interviews would
45 work better in a conference room setting so the candidates can see the entire Commission.

46
47 The Commission discussed adding more candidates to do skype interviews with, having a final list

1 of candidates to interview by the end of the meeting, each Commissioner advocating to interview
2 additional candidates, narrowing down the candidates to three (3) from the skype interviews and if
3 the Commission cannot come up with three (3) to revisit the list of candidates and whether to
4 conduct one on one interviews.

5
6 Mayor Masiarczyk asked if all the candidates had to be asked the same questions as that is what he
7 had been instructed in the past by the legal staff and Mrs. Vose replied the questions should be the
8 same, however, there will be particularized questions about individual candidates to clarify things
9 in their background. Commissioner Nabicht stated a Commissioner may have a question based on
10 a candidate's response and Mrs. Vose replied absolutely and she would be briefing the
11 Commission on what can or cannot be asked of a candidate prior to the interviews.

12
13 Mr. Higginbotham suggested that he ask the candidates the questions and the Commission could
14 follow up after each question or at the end of the questioning.

15
16 **After discussion, the Commission concurred to having preliminary skype interviews with the**
17 **six (6) selected candidates in an effort to narrow them down to three (3) candidates to have**
18 **final interviews with, and that during the skype interviews Mr. Higginbotham would ask**
19 **each candidate the same set of questions and the Commission could follow up after each**
20 **question or at the end of the questioning of each candidate.**

21
22 Commissioner Honaker agreed with all six (6) candidates selected by the Commission, he is in
23 favor of doing the skype interviews and to narrowing the six (6) candidates down to three (3) for
24 final interviews.

25
26 The Commission discussed whether to have the skype interviews on a Saturday or two (2) nights
27 during the week, staff to find out the availability of the candidates for skype interviews, if the six
28 (6) candidates cannot be narrowed down to three (3) then the Commission will go back to the list
29 of the 12 semifinalists, and how long to spend on each skype interview.

30
31 Mr. Higginbotham suggested having 30 minutes for each skype interview, scheduling the
32 interviews 45 minutes apart in case an interview runs over, and if interviews are done in the
33 evening scheduling them three (3) on one night and three (3) on another night or all six (6)
34 candidates could be interviewed in one (1) day.

35
36 Mayor Masiarczyk asked Mr. Higginbotham to send out an e-mail to the candidates that the six (6)
37 candidates had been chosen for skype interviews, the Commission is planning on choosing from
38 those three (3) candidates to bring to Deltona for final interviews at a later date and the
39 Commission has the option of bringing in other candidates if unable to narrow the selection down
40 to three (3) final candidates.

41
42 **After discussion, the Commission concurred to do skype interviews for three (3) of the**
43 **candidates on Tuesday, March 31st and the remaining three (3) on Wednesday, April 1st at**
44 **5:30 p.m. in the 2nd Floor Conference Room.**

45
46 Mr. Baker asked who would be coming up with the questions for the candidates and Mr.
47 Higginbotham replied he would recommend a list of questions (10) that he would submit to the

1 City Attorney for review but, that if a Commissioner had a specific question to ask a candidate to
2 submit it to the City Manager to be forwarded to him. He stated he will do an in-depth background
3 check on only the selected final three (3) candidates before the final interviews take place and he
4 will notify each of the six (6) candidates of the skype interview process.

5
6 Commissioner Nabicht asked that the set-up for the skype interviews be coordinated with the IT
7 staff, tested, retested and for staff to have a backup in place if needed.

8
9 Larry Kent, stated he has been attending more meetings and is impressed with the Commission, he
10 read a passage from the resume of an unselected candidate, the City's core values for 2016 which
11 he felt should be core values for 2015, improving the business community, there being thousands
12 of businesses in Deltona, setting the expectations for the candidates, the City's unusual needs, and
13 that the Commission is heading in the right direction.

14
15 **COMMISSIONER COMMENTS:**

16
17 Commissioner Soukup stated the City is paying \$907 a month for water on the nine (9) islands on
18 Howland Blvd. from Deltona High School to Providence Blvd. and that is not to water them but,
19 the right to water them. He suggested if that is the case, maybe installing brick pavers in the
20 islands or hold the County accountable.

21
22 Mayor Masiarczyk stated the City asked the County to provide a higher level of service, it was his
23 understanding that the City would plant the plants and maintain them but, at no time did he know
24 that the City was paying a set amount to have the right to water the islands. He suggested
25 reviewing all the contracts that the City has with the County.

26
27 Commissioner Soukup stated he spoke with Mr. Casey who is possibly willing to trade off his land
28 (45 acres) for the land across the street where Fire Station #65 sits (17 acres). He stated he spoke
29 with Dale who suggested he ask for the Commission's approval to have staff look into contacting
30 Larry Cavallaro to see if the Homeowners Association (HOA) will allow what Mr. Casey would
31 like to do with the land by Fire Station #65, to see if some kind of negotiation is possible and to
32 bring back the information to the Commission.

33
34 The Commission discussed the Homeowners Association having a right of development and each
35 parcel having a vote, always allowing each Commissioner to look into items through staff, not
36 being in favor of researching the option of land trading, one (1) property being pad ready and the
37 other needing to be developed completely and Mr. Casey trying to push his property for years.

38
39 **After discussion, the majority of the Commission approved allowing staff to contact Mr.**
40 **Casey to see what his intention is for the property at Fire Station #65 and bring back the**
41 **information to the Commission.**

42
43 Mayor Masiarczyk stated at the Volusia Roundtable there was discussion about homelessness,
44 water, and transportation. There was one (1) thing that came up that was new to him which was
45 that there are two (2) types of one (1) cent sales tax the City can go after. One (1) is strictly for
46 operational and the other is for maintenance. He stated Joe Forte, City Manager for the City of
47 Holly Hill, brought up that it depends on the projects that are out there and the City did send a list

1 of projects. He stated capital projects are covered by one (1) sales tax, the other sales tax is on
2 operational and the Commission does not want to put forth a recommendation yet but, the City
3 could put half toward operational and half toward capital. The City needs to send both types of
4 projects, those that are capital and those that are operational. He stated transportation/water, there
5 is a commercial that states “we voted 74%, we want to buy..” and the City has to fight that. He
6 questioned where the City is with public service announcements and possibly obtaining them
7 through Brighthouse. He stated the City has purchased acreage with tax payer dollars that needs
8 funding for projects, upkeep, maintenance, and the City needs to push the idea as much as possible.
9

10 **5. CITY MANAGER COMMENTS:** None.
11

12 **6. ADJOURNMENT:**
13

14 There being no further business the meeting adjourned at 7:28 p.m.
15
16
17

18 _____
19 Joyce Raftery, CMC, City Clerk