

**CITY OF DELTONA, FLORIDA
CITY COMMISSION WORKSHOP MEETING
MONDAY, MARCH 31, 2015**

A Workshop Meeting of the Deltona City Commission was held on Monday, March 31, 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
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.

4. BUSINESS:

Mayor Masiarczyk explained the skype interview process will be as follows, W.D. Higginbotham will ask the candidates the questions and if a member of the Commission has a question for the candidate he will give them the floor to ask it.

Commissioner Nabicht stated read the last question for the candidates and he asked if W.D. Higginbotham would respond to that question. W.D. Higginbotham replied he will try to keep it narrowed down to what the time frame is because there is a limited time for each candidate interview.

A. Skype Interviews – Candidates for City Manager.

RICK DAVIS:

W.D. Higginbotham connected via skype with candidate Rick Davis and everyone went around the table and introduced themselves. He asked the following questions and explained the Commission may have questions at the end:

1. Why are you interested in becoming Deltona's next City Manager? Specifically, please tell us what about this position you find most inviting. What motivates you professionally?

Mr. Davis replied that the hardest question any candidate has to answer is why they would want to be the City Manager of a community especially without having the advantage of visiting the community or meeting the elected officials. One (1) of the things that attracted him to Deltona is the place that it is at in its history. Deltona is a new community, which is still trying to brand itself, that is trying to come out of the shadows of other communities, it offers a great base of diversity both culturally and otherwise, and is in alignment with some of the experiences that he has had in his career. He stated he worked in a community similar to Deltona in Arizona and what motivates him professionally is the opportunity to make a real difference in a community and elevate quality of life. If this is a community that wants to elevate the quality of life and make significant strides forward then that attracts him to that position.

2. Please identify the two management skills you possess and have used the most in managing your staff.

Mr. Davis replied when he became a City Manager he came from a large community to a small community that had not established itself in any meaningful way. The City Hall was built in 1914; there were eight (8) men, a dog, a truck and no policies and procedures. The City Council had asked him to make them a real City and that was one (1) of the greatest opportunities he has had in his career to build a City from the ground up and which later quadrupled in size. He learned that his management style needed to be tailored to that specific small community and he had not yet learned how to adapt to the new environment that he found himself in. One (1) of the skills he learned and that he brings to the table is his ability to adapt to the environment and to the circumstances of the community that he serves. He stated he is not coming to Deltona to change it to what he came from but, to learn how Deltona does things, take the positive things that are going right and work with the City to modify those things that need to be changed. He stated his primary skills are to adapt, learn and bring to the table what he has to be combined with what the City has to move the City forward.

3. Please tell us about your experience with labor negotiations and what is your role or participation in the process.

Mr. Davis stated he worked in two (2) "right to work" States and a lot of people think that means that the City Manager does not need to negotiate with labor groups or professional associations, particularly law enforcement and firefighters but, that could not be further from the truth. He stated he has had a long history and positive relationships with law enforcement, firefighters' and employee associations which have all been critical to the success of the organizations and he is happy to have worked productively with these groups to move his City forward. He is particular proud of his City's Employee Association President, a 40 year Veteran of the City and a lifelong resident of the community, recently stated that the Employee Association had never had a better relationship with administration than during his tenure. He stated he wears that as a badge of honor because the employees are the key to a community's success and he was taught long ago to treat employees like your best customers and the citizens are better served for it.

4. Considering what you know about Deltona, what would you say are the City's shortcomings and how would you propose to encourage Economic Development.

Mr. Davis stated that Deltona has an opportunity through its economic development strategy that was adopted to move the City forward, he is glad that the plan is in place because it is very important but, the plan needed to be executed. Deltona lives in an area with unparalleled access to tourism and the multiplier effect of those dollars in the area. Deltona is a community that enjoys some redevelopment opportunities and he would encourage Deltona to look at capitalizing on some of the strengths that is delineated in the economic development plan as well as capitalizing off the opportunities for redevelopment.

5. As the newly appointed City Manager of Deltona, what are some techniques you would employ to create an atmosphere of trust and unity within the City administration/government and the Community? What experiences will you draw upon to assist you in the transition?

Mr. Davis stated there is no substitute for on the job training when it comes to this particular question. He has been able to establish a pattern that is founded on a couple of basic principles: 1. absolute honesty and consistency; 2. transparency and accountability; and 3. inclusion in problem solving. He stated he does not like to manage from the rearview mirror, in other words he does not have the energy nor the time or the will to constantly be worrying about whether or not someone is watching everything that the City is doing therefore he believes in a completely transparent environment where citizens are engaged and involved in problem solving and strategy making and there is never any question about what the City is doing. He stated there are very rare circumstances where the City does have to be confidential but, most of the time an environment can be created of inclusivity. He stated he is a big believer in the concept of community based strategic planning and he likes to involve the citizens not only in creating the plan but, executing the plan. He stated beyond that accountability is important; making sure that the City is accountable for delivering a return on investment to the taxpayers which will most likely take the form of increased quality of life.

6. What experience have you had in dealing with staff recruitment and development?

Mr. Davis stated in West Jordan he determined that most of the department heads were within five (5) years of retirement without identifying anyone to take their places within the organization so it was critical to begin a program of staff development. First, he established an education program that the employees could take advantage of to seek out and obtain professional education to further their careers. The City was the first to establish a leadership academy and the curriculum of the academy was based on the following three (3) things: civic mechanics, management and leadership principles. It took three (3) years to get through the course and has been well attended. By doing this the City was able to develop the next generation of leaders within the organization. He also worked with department heads to identify modified organizations within the departments and also identify the leaders of the future.

Mayor Masiarczyk asked how familiar Mr. Davis is with Florida Government in the Sunshine and the City Charter. Mr. Davis replied Deltona was incorporated in 1995, as a Commissioner/Management form of government, and there were a couple of attempts at incorporation and Mayor Masiarczyk worked hard to make sure Deltona was incorporated. He has had the opportunity to participate in a number of peer reviews by request by communities that ask

other City Managers to look at their operations and he has had the opportunity to work with Daytona Beach and Parkland Florida.

Commissioner Soukup asked what Mr. Davis' relationship is with his current City Commission. Mr. Davis replied he has an excellent relationship with his City Council, his current situation is that he has negotiated a separation with that City based on a couple of the elected officials wanting to take the City in a different direction with regard to form of government which did not include his position. He thought it would be wise to do some other things while his City goes through a very public debate and election that will determine the future of the community. The City Council's desire is to move into the direction of a strong Mayor form of government which would make major modifications to his role with the City. The separation has been cordial, he delivered a letter to W.D. Higginbotham with regard to some of the City Council's sentiments and there is a great deal of mutual respect for each other.

Mayor Masiarczyk asked if Mr. Davis had any questions for the Commission and Mr. Davis asked what the Commission was looking for in a City Manager. Mayor Masiarczyk replied someone to make Deltona their home, be a part of the community, to be an active influence on the Commission's decision making process, and that will guide and lead the City through the strategic plan for the future.

Mayor Masiarczyk thanked Mr. Davis for his time and W.D. Higginbotham explained that the Commission would be interviewing five (5) candidates, one withdrew, today and tomorrow, those candidates would be narrowed down to three (3) candidates to bring to Deltona, have a meet and greet with resident and then have face to face interviews in Deltona. The Commission's intent is to make that decision tomorrow night after the interviews are complete and if that occurs he will let all the candidates know, then the Deltona interviews will be scheduled, and he thinks the Mayor and Commission would like to move as rapidly as possible but, not hastily.

Mr. Davis thanked the Commission for the opportunity; that Deltona is a wonderful community and he wished the Commission the best of luck as he knows how difficult a decision it is.

Mayor Masiarczyk stated there is about 15 minutes before the next interview and that Commissioner Nabicht wanted to bring something up.

CITY COMMISSION COMMENTS:

Commissioner Nabicht stated regarding the sewer plant project, this is the fourth time this property has come before the City to develop. It is his understanding that staff has taken the application, processed the application and in order to meet the density that the developer wants of 77 homes they will either have to hook up to sewer or do a package plant which is a private sewer plant. He stated his position is that he is not in favor of anything that should be a City service being placed in the hands of a Homeowners Association (HOA). Any time that it has occurred in the City it has backfired and the City has been placed in an emergency situation or urgent situation where the City has to take action.

Mayor Masiarczyk asked because this item has not been heard by the Planning and Zoning Board that the Commission could make a statement but, could not propose anything. City Attorney Beck

Vose stated the item has to be heard by the Planning and Zoning Board before the Commission could consider the item, the Commission could talk about it but, not vote on it.

Commissioner Nabicht stated one (1) thing he is investigating is removing package plants from the Land Development Code (LDC) and Comprehensive Plan. He stated it makes no sense to him to spend \$24 million on a sewer plant when the City is facing Amendment #1 issues where at some point the City may be charged with taking people off septic and package plants. In what is being proposed the homes would have to come off central sewer in 10 years anyway. He stated the City needed to look at fixing its own problem; staff followed the code and ordinance and he stated this is an option which is an option the developer is looking at. There are opportunities along the Ft. Smith Blvd. corridor for economic development that is adjacent or parallel to this property on Ft. Smith Blvd. that is all commercial and he thinks it would be wise to explore extending the sewer line down Ft. Smith Blvd. because the City is going to have to do it eventually anyway. He stated if the City can do some engineering at some point in time, he has already had a conversation with Representative Santiago is willing to assist next year with funds if the City can put something together that he can bring before the Legislature. He stated both of the issues, regardless of what happens at the Planning and Zoning Board meeting, the City needed to move in that direction. This would need to be in the strategic plan to identify areas with existing zoning, look at the infrastructure and have staff put together overlay maps in order to see what is needed based on the intensity of the maximum zoning in the area.

Commissioner Herzberg stated Live Oak has reclaimed lines and the residents were upset when they had to pay a regular water bill because there is no reuse. The lines are in, the developers told them as there are reuse lines but, there is not the capacity of water to provide reuse. She stated she worries the same thing will happen down the road, the residents will be told in 10 years the homes will be hooked up to sewer but, where is the money going to come from and in 10 years is the City going to be on the hook for it. Amendment #1 is the distribution of dollars but, what worries her are those bills like the one being proposed by Senator Simmons that are looking at cleaning up. When looking at putting septic tanks or package plant on a body of water, that makes her nervous.

Commissioner Nabicht stated the intent is only for this new construction to hook up to sewer and it is not his intent that anyone along Ft. Smith Blvd. would have to come off of septic as a resident and be forced to hook up to sewer, only new construction. In 2004 the City had at the sewer plant a massive amount of water coming in on the sewer line, there were some individual property owners who saw a manhole cover on the ground, they were pumping water into sanitary sewer which caused the plant on Fisher Drive to have a hazmat situation. He stated the point about being next to a body of water and being a privately operated package plant can become very problematic.

Mayor Masiarczyk stated it was the same thing with Stone Island, as soon as a developer leaves when all the lots are sold; the HOA takes it over and can never anticipate the cost or the changes in the laws in the State of Florida that requires additional work to be done. It is the same with Saxon Ridge with the roads and it is not that the HOA does not want to but, they do not have the funding mechanism to do it and it falls on the municipality to take it over. This is something to look at long term and the City needed to attack every method possible to do it.

5. CITY MANAGER COMMENTS:

Mr. Baker stated on April 7th, staff will be killing the grass at City Hall for reseeding, so for about two (2) weeks the grass will look dead. Mayor Masiarczyk suggested that staff use herbicide that has a short life span.

Mr. Baker stated he received a call from Barry with Congressman Mica's office and if the City is still interested in looking at the study from SR 442 to SR 417 the City will need to write a letter to the Volusia County Council to get them to request the Expressway Authority to come and do the study. He stated the City of Edgewater is interested and are going to be writing a letter.

After discussion, the Commission concurred to have the Acting City Manager write a letter to the Volusia County Council to ask them to request the Expressway Authority come and do a study from SR 442 to SR 417.

Mr. Baker stated a gentleman by the name of Scott Chesley with Festival Designs puts on festivals and is interested in coming to Deltona to do that. He has asked for an introduction so that he could contact each of the Commissioners.

After discussion, the Commission concurred that the Acting City Manager could provide Scott Chesley the phone numbers and e-mails addresses of the Commissioners so that he could contact them.

The Commission discussed Mr. Chesley being a for profit entrepreneur who wants the buy in from the Commission, Mr. Chesley having to submit a proposal of what he wants to do, Mr. Chesley having great ideas, and that a City the size of Deltona should have an event every weekend. Also discussed was during the budget process last year it was decided that the City would put on a National Multi-cultural Festival and staff needed to start asking some organizations to see if they want to be a part of the festival, the City not funding the Latin Festival, having a National Citizen's Day, and in the past Gus Dowles had put on an All Nations Food Festival.

RUSS WETHERINGTON:

W.D. Higginbotham connected via skype with candidate Russ Wetherington and everyone went around the table and introduced themselves. He asked the following questions and explained the Commission may have questions at the end:

1. Why are you interested in becoming Deltona's next City Manager? Specifically, please tell us what about this position you find most inviting. What motivates you professionally?

Mr. Wetherington replied that he has the capability, knowledge and skills to be the City Manager. He is an easy person to work with, get along with and one (1) of the key things that he looks at in anything he does is attitude which makes a difference when dealing with people. What motivates him is getting the job done, done well, and working as a team. He has the capabilities of doing what the City is looking for and he can be a big asset to the City.

2. Please identify the two management skills you possess and have used the most in managing your staff.

Mr. Wetherington replied he is a forward thinking and an adaptive manager, he participates as a manager which is a skillset he has learned over the years as well as to be flexible, and utilize staff in the best way.

3. Please tell us about your experience with labor negotiations and what is your role or participation in the process.

Mr. Wetherington replied he participated in the local union negotiations for Hernando County this past year, previously he was not a party to it and there were significant problems. The Business Manager and he professionally treated the local union as their best clients to get negotiating done in two (2) years and he was the chief negotiator.

4. Considering what you know about Deltona, what would you say are the City's shortcomings and how would you propose to encourage Economic Development.

Mr. Wetherington replied Deltona is diversified, has a lot of ethnic groups it needed to work with and the biggest struggle is not recognizing the diversity and working all areas of it. There is no downtown area to focus on, Deltona and Saxon Blvds. are key areas, it takes a good game plan and find out what the citizens want. First he would work with the Mayor and Commissioners to see what they want and second he would work with the community to see what they want developed so that he could decide what the best course of action would be to make it happen.

5. As the newly appointed City Manager of Deltona, what are some techniques you would employ to create an atmosphere of trust and unity within the City administration/government and the Community? What experiences will you draw upon to assist you in the transition?

Mr. Wetherington replied he would first meet with the Mayor and Commissioners to create a rapport with them. He would have quarterly meetings with the employees and not the Directors and the conversations would be confidential. He would then work with the Directors to come up with goals and solutions to the issues and nobody would know where the information came from. He stated his integrity is more important than any other part of his character.

6. What experience have you had in dealing with staff recruitment and development?

Mr. Wetherington replied he has revised job descriptions, developed community groups, contacted schools for internships, worked with education systems and the young work force where the knowledge is and this is the same processes he would use for the City of Deltona.

Mayor Masiarczyk asked if Mr. Wetherington had a chance to review the City Charter. Mr. Wetherington replied any time someone looks at a City Charter there are challenges, he looked at it and he had some questions as far as the way it is structured as far as language. There are a couple of areas such as the diversity side, giving more latitude as far as how the City can do economic development and get the growth in the City itself.

7. Do you have any questions of us?

Mr. Wetherington asked the Mayor and each Commissioner why they live in the City of Deltona. Mayor Masiarczyk replied he has been here since the 60's, he loves it here, it is everything you want it to do, he will continue to do public service until he is on the other side of grass to make the City better, it is the best place to live, it is a beautiful area, he settled here fishing and raising his kids and gone all the way to retirement, he loves the community, there is so much potential here and the City needed the right guy to steer it for the next 20 years.

Vice Mayor Schleicher replied she kind of feels like the parent that birthed the baby, watching it grow and she is not about to abandon it now. It is a place that she enjoys, she has watched it grow and change and she loves it.

Commissioner Soukup replied he has lived here for 27 years, he moved here in 1987 when he was 12 years old, he grew up here and went to school here, this is where he has decided to raise his family, some people think Deltona has a bad rap but, it is home and it is what he loves. He lives here because of everything that was brought up the diversity and everything that makes Deltona what it is.

Commissioner Herzberg replied she moved here in 1983 from the mid-west, she stays in Deltona because as a working person the proximity to Orlando and Daytona, the availability of affordable housing and it is a financial situation that a lot of families find themselves in. She stated the reason to live here for here aside from the fact that she likes the community, she enjoys the diversity but, from a standpoint of economics it is an economically feasible community with the benefit of Orlando and its airports and the beaches. Deltona has a great residential community, business wise as a working person it struggles with that and she has lived here longer than she has ever lived anywhere, she loves the greenery of it, it is a green City and not all asphalt.

Commissioner Smith replied she is a 25 year resident, she has raised her daughters here who have stayed local, one (1) of the things she loves best is the diversity, it is a culturally and ethnically rich community and she appreciates it, respects it, honors it, celebrates it and she believes it is the best City in Volusia County and the Commission is looking for a City Manager to lead it.

Commissioner Nabicht replied his grandparents bought property in 1963 and his family used to vacation here from Chicago, in 1977 his parents had the good sense to move here, he finished high school here, he became one (1) of the first firefighters in Deltona and served on the department for 31 years, he retired as Deputy Fire Chief and Fire Marshal and he decided he still had a place in public service and he would make policy instead of following it. He stated he loves it here, his son is a Deltona firefighter and is raising his family here, it is affordable, it is close to the beach, it is located close to Disney and Orlando, it has a tremendous opportunity in front of it to continue to grow, it is the largest City between Orlando and Jacksonville and still has great potential to become a centerpiece of Central Florida.

Commissioner Honaker replied he is the baby of the City, the newest to Deltona and he would not live anywhere else. He has traveled a lot in the military, he has seen to other cities, States and countries and Deltona has it all for him. He moved here, got married and he loves raising the kids here and he considers Deltona a family destination City with a population of 23,910 kids age 19 and under. Deltona is a family destination and tries to develop programs for the kids, the City has

a lot of potential and he wants to be a part of it and grow with it which is why he ran for Commissioner.

Mr. Wetherington stated Deltona has gotten a bum rap and he chose to apply for Deltona because he thinks he can change that image that it has gotten from people outside the area. His Commission has told him they do not want him to leave, he encouraged the Commission to contact them and that he has a great rapport with his current Commission.

W.D. Higginbotham explained the Commission would be interviewing five (5) candidates today and tomorrow, narrow down those candidates to three (3) to bring to Deltona after the interviews are done tomorrow, and have a meet and greet with the residents and after interviews with the Commission. If the Commission narrows down the candidates tomorrow he will let all the candidates know and schedule them to come to Deltona for the next step in the process and background checks will be done and will take 10 days to two (2) weeks to complete.

Mayor Masiarczyk asked IT staff about the bad connection with Mr. Wetherington and Mrs. Connelly replied that it was on the candidate's side and that she thinks he was on a DSL connection.

W.D. Higginbotham stated candidate Scott Atkins who withdrew was well liked by his Commission who offered him something that made him stay. He was one of the candidate for Plant City that he saw but, they had chosen not to go out of the State for a candidate. He stated he has a daughter who lives in Orlando but, he felt an obligation to his current Commission.

Mr. Baker stated in talking to the City Attorney and City Clerk, the agenda for tomorrow will be changed to a Commission meeting instead of a workshop so the Commission can vote.

Mayor Masiarczyk opened and closed the public forum as there were no public comments.

Commissioner Honaker stated he apologized to the Commission for an e-mail he sent to the Volusia County Council asking them to bring up on the radar the Graves Road extension, he could not send it to the Commission because of the Sunshine Law and one (1) of the Councilmembers thought he was a point of contact for the project which was not his intention and he only wanted it moved up on the radar screen so the Commission could get it sooner to look at and discuss.

Mayor Masiarczyk stated policy usually is to go through the City Manager who will have the Mayor send a letter if it goes to an elected official and the City Manager would send it if it goes to the County Manager and Commissioner Honaker replied he did it from his personal e-mail account as a resident.

6. ADJOURNMENT:

There being no further business the meeting adjourned at 6:42 p.m.