I. CALL TO ORDER: The meeting was called to order at 6:31 p.m.
   1. Invocation
   2. Flag Salute

II. ROLL CALL: Mayor Chazez, Vice Mayor Benfield, Council Members Bacon, Butlien, and Stevenson are present.

   Others present: Ron McLemore, City Manager; Kurt Ardaman, City Attorney; Eric Frankton, Information Technology Director; Roger VanAuker, TOD Director; Alan Williamson, Public Works Director; and, Annette Hatch, City Clerk.

III. PUBLIC PARTICIPATION FOR ANY ISSUES ON THE AGENDA:

IV. NEW BUSINESS:

   1. City Manager Search Selection Discussion and Selection Schedule

      W.D. Higginbotham, Jr, Sr. Vice President of the Mercer Group Florida, LLC, addressed the Council. Mr. Higginbotham stated his recruitment process had been compromised by one of the City’s Council Members and was exercising his right to terminate his agreement with the City, and submitted a letter of termination to the City Clerk. Copy attached to minutes.

      Mayor Chazez called a recess at 6:47 p.m. The meeting was resumed at 6:55 p.m.

      Mayor Chazez asked each Council Member to state their ideas on the process going forward. Each Council Member offered their suggestions. Vice Mayor Benfield distributed a candidate comparison chart. Copy attached to minutes.


      Mayor Chazez asked for and received Council consensus to have the City Attorney perform candidate background checks through a third party.
Motion by Council Member Bacon to add Carmen Rosamonda to the candidate list. Seconded by Council Member Stevenson. Motion passed unanimously.

Motion by Vice-Mayor Benfield to add Glenn Irby to the candidate list. Seconded by Council Member Bacon. Motion passed unanimously.

Motion by Council Member Stevenson to add Jamie Croteau to the candidate list. Seconded by Mayor Chasez. Motion passed unanimously.

Motion by Vice-Mayor Benfield to add Raphel Maddox to the candidate list. Seconded by Council Member Stevenson. Motion did not pass; 2-3. (Mayor Chasez, Council Members Bacon and Butlien opposed).

Motion by Council Member Bacon to add John Drago to the list of candidates. Motion failed for lack of a second.

Motion by Council Member Butlien to close the nominations. Seconded by Vice Mayor Benfield. Motion passed; 4-1 (Council Member Bacon opposed).

Motion by Council Member Butlien that City Attorney communicate with the candidates. Seconded by Council Member Bacon. Motion passed unanimously.

Motion by Council Member Butlien to accept and proceed with the revised schedule. Seconded by Vice Mayor Benfield. Motion passed unanimously.

V. COUNCIL MEMBER/STAFF REPORTS:

1. Board/Committee Appointments: None.
2. Member Reports/Communications:
   a. Mayor and Council Members: None.
   b. City Manager: Requested consensus from Council to change the January 30, 2019, Workshop to a Special Meeting
   c. City Attorney: None.

VI. DATE OF UPCOMING MEETING AND/OR WORKSHOP:

1. Special City Council Meeting – January 30, 2019, at 6:30 p.m.
2. Regular City Council Meeting – February 6, 2019, at 6:30 p.m.
VII. ADJOURNMENT: The meeting was adjourned at 8:42 p.m.

CITY COUNCIL
CITY OF DEBARY, FLORIDA

Karen Chazez, Mayor

ATTEST:

Annette Hatch, City Clerk
January 23, 2019

Mayor and Councilmembers
City of DeBary
16 Colomba Road
DeBary, Florida 32712

Madam Mayor and City Councilmembers,

Getting right to the point, it has been brought to our attention that our recruitment for DeBary’s next City Manager has been compromised beyond repair/salvaging by one of the City’s Councilmembers.

Without my knowledge, this one Councilmember has contacted several of the candidates; some recommended by us for further consideration and one or more not recommended.

The most damaging activity (in our opinion) is the background questioning and/or research conducted by the Councilmember without written approval (according to the candidate).

As I have been advised, researching or “digging” into a candidate’s background without their written permission is prohibited by law. Neither I nor The Mercer Group authorized or was even made aware of that activity by the one Councilmember.

As provided in the agreement between The Mercer Group, Inc and the City of DeBary dated November 14, 2018, we are exercising our right and convenience to terminate the referred to agreement as provided in paragraph Page 2, paragraph 8 of the referred to agreement.

Sincerely,

W.D. Higginbotham, Jr
Senior Vice-President
<table>
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<tr>
<th>Applicant</th>
<th>Budget</th>
<th>Last Pay</th>
<th>Still Emp.</th>
<th>Mayor Strg Gov</th>
<th>Length last CM</th>
<th>State</th>
<th>Population/ICMA</th>
<th>Applied</th>
<th>Assis. Mng</th>
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<td>125k</td>
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<td>23,38k</td>
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<td>Dixon</td>
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<td>Y</td>
<td>7 (3/4Publ W) 3</td>
<td>FL</td>
<td>3k,40k</td>
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<td>3</td>
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<td>Irby</td>
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<td>51k</td>
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<td>14k</td>
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<td>Y</td>
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<td>11k</td>
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<td>151, 136</td>
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