



City of Eustis, Florida

City Hall
10 North Grove Street
Post Office Drawer 68
Eustis, FL 32727-0068

Meeting Minutes - Final City Commission

Tuesday, March 3, 2015

6:00 PM

City Hall

CALL TO ORDER: Mayor Eckian - 6:02 p.m.

ACKNOWLEDGEMENT OF QUORUM AND PROPER NOTICE

Present: 5 - Commissioner Karen LeHeup-Smith; Commissioner Linda Bob; Commissioner Bill Brett; Vice-Mayor Michael Holland; and Mayor Albert Eckian

I. FINALIST INTERVIEW

15041 City Manager Finalist Interview

Mayor Eckian explained the special meeting format with only one subject that of interviewing the City Manager finalist. He provided an overview of the process used in seeking applications for the City Manager position. He introduced Andrea Sims as the representative of the Waters Group. He recognized the City's Human Resources Director Ann Isaacs and the Acting City Manager Dianne Kramer for their efforts.

Andrea Sims, the Waters Group, thanked the Commission for allowing their participation and explained the process used for narrowing down the candidates. She reviewed the candidate Ronald Neibert's background and experience.

The Commission took turns asking the interview questions provided by the Waters Group.

Mayor Eckian opened the floor to the public for questions of the candidate.

Kress Muenzmay, 3312 Indian Trail, commented on Mr. Neibert's background and noted that he had looked at the Mt. Vernon website and budget. He commented on the difference in budgeting between Eustis and Mt. Vernon and the City's desire to maintain control of its infrastructure. He also cited the amount of debt that Mt. Vernon has undertaken.

Mr. Neibert noted that is the authority of the Council to approve debt. He explained Mt. Vernon's previous financial situation and their Council's approval of a bond issue.

Mayor Eckian commented on how different cities operate and then asked Mr. Neibert if he would be receptive to an offer from the City if the decision is yes.

Mr. Neibert responded affirmatively and then stated his desire to work with a community that is interested in growing and bettering itself.

Commissioner Bob confirmed that Mr. Neibert was aware of the lawsuits involving the City.

II. COMMISSION DISCUSSION

Mayor Eckian opened the Commission discussion and asked for input from the department heads.

Dianne Kramer, Acting City Manager, commented on the meeting with the directors noting that they each gave him a brief overview of their departments. She noted how brief the meeting had to be and stated they did not observe any major red flags.

The Commissioners discussed their impressions including the individual interviews with Mr. Neibert.

III. PUBLIC INPUT

Mayor Eckian opened the floor to public comment at 6:59 p.m.

Larry Turnbow, 2810 Pineapple Lane, commented on the amount of his disposable income that he has to spend outside the City and cited his desire to be able to shop in town. He expressed support for whatever decision the Commission makes.

Kress Muenzmay, 3312 Indian Trail, expressed support for selecting Mr. Neibert. He noted that the issues he brought up were those that are controlled by the Commission.

Emily Lee, 705 E. Washington Ave., commented on her discussion with Mr. Neibert and how to address various community problems.

There being no further public comment, Mayor Eckian closed the floor to public comment at 7:04 p.m.

IV. COMMISSION DIRECTION

Mayor Eckian asked the individual Commissioners for their position with four strong yesses and one medium yes. He then explained the procedure to be used and that there is a total compensation package not just the salary including deferred compensation, base salary and other items.

The Commission asked for the recommendation of the City's HR Director.

Ann Isaacs, HR Director, commented on how closely Mr. Neibert meets the profile set by the Commission. She noted they don't normally make an offer without seeing the individual's personnel file. She also commented that she would have preferred to have obtained more references.

A motion was made by Vice-Mayor Holland, seconded by Commissioner Brett, to have the City Commission offer the position to Ronald Neibert and for the HR Director and the Mayor to meet to discuss the offer with a salary not to exceed \$150,000. The motion carried by the following vote:

Aye: 5 - Commissioner LeHeup-Smith; Commissioner Bob; Commissioner Brett; Vice-Mayor Holland; and Mayor Eckian

Mayor Eckian requested and it was a consensus of the Commission for him to negotiate the salary based on the median salary in the surrounding 12 cities. He then asked to have Mr. Neibert brought back in.

Ms. Kramer informed the Commission that Mr. Neibert had not booked his return flight and that the City Attorney has cleared time for Wednesday to work on a contract.

Mayor Eckian informed Mr. Neibert that the Commission had voted to offer him the position with a salary cap and for him and the HR Director to negotiate his compensation package based on the surrounding area median salaries.

V. ADJOURNMENT - 7:18 p.m.


MARY C. MONTEZ, City Clerk


ALBERT G. ECKIAN, Mayor/Commissioner

*These minutes reflect the actions taken and portions of the discussion during the meeting. To review the entire discussion concerning any agenda item, go to www.eustis.org and click on the video for the meeting in question. A DVD of the entire meeting or CD of the entire audio recording or verbatim transcript of the meeting can be obtained from the office of the City Clerk for a fee.