

ROBERTA M. CORREA
MAYOR - COMMISSIONER

ANNIE H. DAVIS
COMMISSIONER

JUSTIN R. CAMPBELL, SR.
COMMISSIONER

WILL JONES
COMMISSIONER

RUFUS J. BOROM
COMMISSIONER



MARCIA G. CARTY, CPA, CGFO
INTERIM CITY MANAGER
FINANCE DIRECTOR

JANE WEST, ESQ.
CITY ATTORNEY

KAREN HAYES, MMC
CITY CLERK

JASON L. SHAW, SR
CHIEF, POLICE DEPT.

CHRIS TAYLOR
CHIEF, FIRE DEPT

MINUTES
CITY OF PALATKA
February 19, 2025

The minutes of the proceedings of the regular meeting of the Palatka City Commission held on Wednesday, February 19, 2025 at 5:00 PM at City Hall, 201 N. 2nd St., Palatka, FL 32177.

1. CALL TO ORDER

a. Invocation

Invocation By;
Pastor Mulberry

b. Pledge of Allegiance

Pledge of Allegiance led by:

Commissioner Davis

c. Roll Call

Roll Call:

Mayor Roberta Correa, Commissioner Annie Henderson-Davis, Commissioner Justin Campbell, Commissioner Will Jones, Commissioner Borom.

Staff: City Attorney Jane West, City Clerk Karen Hayes MMC, HR Director Virginia Jones.

2. PUBLIC COMMENTS

a. Public Comments - (Speakers limited to three minutes - no action taken on items)

No public comments

3. REGULAR BUSINESS Emergency Agenda Item

Vote: Commissioner Davis moved to add an agenda item, the blue crab contract. Commissioner Jones seconded the motion which passed unanimously.

a. Objectives and Goals for the City Manager performance appraisal.

Virginia Jones gave a description of the goals listed. Commissioner Campbell stated the City Commission has already established these goals except for commissioner Davis. He recommended the Commissioner Davis add to the document if she chose to. Commissioner Davis stated she would like to see the Comprehensive Plan, Strategic Plan and the CRA Plan on the list for goals.

Commissioner Davis also stated she would like to see an item which will identify and implement a performance-based approach to address concerns from a community survey.

Commissioner Campbell recommended using the ICMA evaluation form and keeping the goal document as it is, so it is more useful, and not make the document out of reach.

Commissioner Campbell is requesting staff to bring back an evaluation document for the City Manager, so the Commission will be able to go over the document in a timely manner.

b. City Manager negotiation discussion.

Jane West stated the Commission did receive the counteroffer from Redman Jones, so the City will need direction on how to proceed. Time is of the essence, and she believes the Commission was informed in the letter that he is interviewing for a City Manager position in GA.

The Commission discussed the salary range for the City Manager position. They also discussed having a 6-month performance review but starting at the \$170,000 salary.

The Commission agreed to offer Mr. Jones \$170,000 with performance increments every six months.

Commissioner Davis stated she is not opposed to increasing the relocation fee to 10,000, however it should be a flat fee. She disagrees with the severance package.

Mayor Correa stated her maximum for relocation would be 8,000, and severance she stands firm with 10 weeks.

Commissioner Borom stated he agreed with both the Mayor and Commissioner Davis, however we should put the preference, stating we would like for the city manager to live within the city limits.

Commissioner Campbell stated he is set on the severance package as well. He also stated he is not comfortable with the salary as well. Commissioner Campbell also stated he didn't care for the breakdown on the counteroffer for moving expenses.

Redman Jones counteroffer was: 15,000 to move within the city limits 10, 000 for county and 5,000 for beyond the city limits.

Vote: Commissioner Campbell made a motion to move forward on the relocation assistance for the 10,000 flat rate. Commissioner Davis seconded the motion which passed unanimously.

Vote: Commissioner Davis moved to have the City counter with the base salary of 170,000 with a bonus structure agreed upon metrics at 6 months and 12 months. Commissioner Borom seconded the motion which passed 3-2 with Commissioner Campbell and Mayor Correa dissenting.

Vote: Commissioner Davis moved to supplement her motion to the City counter with the base salary of 170,000 with a bonus structure agreed upon metrics for 6 months and 12 months. with the max of 189,000.

Commissioner Jones seconded the motion. which passed 3-2 with Commissioner Campbell and Mayor Correa dissenting.

Vote: Commissioner Borom moved to decline the insurance and retirement proposed settlement. Commissioner Jones seconded the motion which passed unanimously.

Vote: Commissioner Campbell moved to revise the contract to March 1, 2025. Commissioner Borom seconded the motion which passed unanimously.

Vote: Commissioner Davis moved to have Mr. Jones respond by the close of business Friday. Commissioner Campbell seconded the motion which passed unanimously.

c. Emergency Item: Approval of the Blue Crab Festival Contract

Jane West stated the dates will be a 3-day weekend, we are going to require that RQ Music provides the fire extinguishers ever 75 feet along St Johns Avenue, the city will be responsible for all city staff fees. RQ Music has agreed within 36 hours of the festival being done, all the paraphernalia will be picked up. It was also agreed the potter potties cost will be split.

Vote: Commissioner Campbell moved to accept this agreement. Commissioner Davis seconded the motion. The motion passed 3-2 with Commissioner Borom and Commissioner Jones dissenting.

4. COMMISSIONER COMMENTS Commissioner Campbell stated if Mr. Jones does not accept the offer, he would like to keep things going as they are. Mayor Correa concurred with Commissioner Campbell. Commissioner Davis agreed with Commissioner Campbell to start the process again.

The next meeting was scheduled for 5:00 p.m. on February 24, 2025, to discuss the City Manager Contract.

5. ADJOURN **Vote:** Commissioner Campbell moved to adjourn the meeting. Commissioner Jones seconded the motion, which passed unanimously.

NOTICES: PERSONS WITH DISABILITIES REQUIRING ACCOMMODATIONS TO PARTICIPATE IN THIS MEETING SHOULD CONTACT THE CITY CLERK'S OFFICE AT 329-0100 AT LEAST 24 HOURS IN ADVANCE TO REQUEST ACCOMMODATIONS.