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 24, 2025

The minutes of the proceedings of the regular meeting of the Palatka City Commission held on Monday, February 24, 2025 at 5:00 PM at City Hall, 201 N. 2nd St., Palatka, FL 32177.

1. CALL TO ORDER

    a. Invocation

Invocation By;
Commissioner Campbell

    b. Pledge of Allegiance

Pledge of Allegiance led by:
Commissioner Borom

    c. 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 Virgina Jones.

2. PUBLIC COMMENTS

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

No public comments

    b. **Commission and Staff Response**

3. REGULAR BUSINESS **Vote:** Commissioner Davis moved to add an emergency item to the agenda for discussion on hiring a city manager. Commissioner Campbell seconded the motion which passed unanimously.
Vote: Commissioner Campbell moved to have a second emergency item added to the agenda, to appoint Avery Hunter on the General Employee Pension Board. Commissioner Davis seconded the motion which passed unanimously.
Vote: Commissioner Campbell moved to accept the nomination for the Avery Hunter appointment. Commissioner Davis seconded the motion. Which passed unanimously.
Vote: Commissioner Campbell moved to read the City Manager report for consideration as out first item. Commissioner Borom seconded the motion which passed unanimously.

Commissioner Davis stated there was a deadline of 5:00 pm last Friday which was not adhere to. Secondly,

based on the request for 20 weeks of severance that is a non-negotiable for her. She would like to see the city move forward with the commissions contingency which she will hold until the commission gets additional responses from the rest of the commissioners regarding the letter.
Commissioner Borom stated regarding his response, he had to deal with his counsel as well. He also stated he originally stated he would have like to have seen the deadline for some time today, which would have met his deadline.
Commissioner Jones stated he concurs with Commissioner Borom, moving forward no matter who is selected he would like the industry standards when deciding, the Commission has the most information possible. He also stated he hopes the Commission starts out with a dialogue and discussion.
Commissioner Campbell stated he hopes the Commission has the same energy that the Commission had last Friday. However, the Commission had a timeline, and he gets that things happen. Regardless, a response is better than no response in a professional setting. Commissioner Cambell explained there was a deadline that was not met with regards to the industry standards. When deadlines are not met those are red flags to him.
Mayor Correa concurred with Commissioner Davis and Commissioner Campbell; she feels as a professional responding in a timely fashion is concerning her if somebody can't do that. Mayor Correa also explained the severance package was the standard at 10 weeks also she does not agree with the loss of severance during the probationary period.
Vote: Commissioner Davis made a motion not to accept the second counter offer and withdraw the offer for Mr. Redman Jones. Commissioner Campbell seconded the motion. Roll call was taken. Commissioner Borom, aye; Commissioner Jones, aye; Commissioner Campbell, aye; Mayor Correa, aye. The motion passed 5-0.
Vote: Commissioner Davis opened the discussion to offer the position to the Interim City Manager position. With a base salary of $170,000 with the contract terms in the original contract. Commissioner Davis also recommended some language to have Ms. Carty obtain the credentials from ICMA to be a certified City Manager within one year or an appropriate timeline and to backfill the Finance Director position. Commissioner Cambell seconded the motion. Roll call was taken. Commissioner Davis, aye; Commissioner Campbell, aye; Commissioner Jones, aye; Mayor Correa, aye. The motion passed 5-0.

a. Recess for 10 minutes

b. Objectives and Goals for the City Manager performance appraisal

The Mayor and the Commission received different papers on goals from different places.
Vote: Commissioner Campbell moved to accept the goals of the City Manager as identified on pages 35 and 36. Commissioner Borom seconded the motion which passed unanimously.
Vote: Commissioner Cambell moved to adopt the evaluation form from Oviedo regarding our City Manager evaluation process. Commissioner Borom seconded the motion which passed unanimously.
The Mayor and the commissioners discussed a 360 report from department heads to evaluate the City Manager as well. The evaluation will be at 6 months and a year then to be followed yearly.

4. COMMISSIONER COMMENTS

5. ADJOURN **Vote:** Commissioner Cambell moved to adjourn the meeting. Commissioner Jones seconded 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.