

**City of DeBary**  
**SPECIAL CITY COUNCIL MEETING**  
**Wednesday**  
**December 9, 2009**  
**3 PM**  
City Council Chambers  
16 Colomba Road  
DeBary, Florida 32713

**MINUTES**

**I. Call To Order**

Vice Mayor Erickson called the meeting to order at 3:05 p.m.

**II. Roll Call**

**Members Present:** Vice Mayor Norm Erickson, Council Member Van Conoley, Council Member Jack Lenzen, and Council Member Leonard Marks

**Members Absent:** Mayor Bob Garcia (excused)

**Others Present:** Interim City Manager Cassandra Blissett and City Clerk Stacy Tebo

**III. Public Participation For Any Issues Not On the Agenda** - Citizen comments are limited to three minutes per speaker.

None.

**IV. Approval of Minutes**

None.

**V. Additions, Deletions, or Amendments to the Agenda**

None.

**VI. Presentations**

None.

**VII. Consent Agenda**

*Agenda items marked with \* are considered routine matters or have been previously discussed by the City Council. All items are considered by one motion unless removed from the Consent Agenda by a member of the City Council.*

None.

**VIII. Public Hearings**

*Members of the Council should disclose for the record the substance of any ex-parte communication that has occurred before or during the public hearings for the following items:*

None.

**IX. Growth Management and Development Review**

None.

**X. Old Business**

1. Discussion of City Manager Selection Criteria and Process.

Vice Mayor Erickson gave the Council members the list from Mayor Garcia regarding his choices for city manager and said Mayor Garcia was ready to move forward.

Council Member Lenzen said he did not need to see Mr. Weaver or Mr. Drago again and said Ms. Blissett did not need to interview. He stated that his list was tentative, and that he might change it again after listening to the other Council member's comments. He said he felt it would be difficult for Mr. Weaver to succeed in the position after what had transpired.

Council Member Marks said Mr. Weaver was in his top eight candidates because he felt he was well qualified, but he did not want to ask Mr. Weaver to come to DeBary because it was a hostile environment for him.

Council Member Conoley said he wanted to have at least five names as finalists. He said he wanted to use a scale to rank the choices with the first choice being six points, the second choice being four points, the third choice being two points, and the fourth and fifth being one point each. He said he did not want to discuss it at this point. He stated that the background analysis could be done, and then Council could discuss their choices.

Vice Mayor Erickson asked that they hold off on the background checks.

Council Member Conoley said his first choice was Stephen Marro, second was Anthony Otte, third was Timothy Smith, fourth was Fred Ventresco, and fifth was Dan Parrott. He said he felt any of his choices would be a good fit.

Ms. Blissett asked that Council members sign and date their lists before submitting them.

Council Member Lenzen said he had four candidates, and his first choice was Kassandra Blissett, even though she had not applied for the position. His second choice was John Drago, third was Anthony Otte, and his fourth was John McCue, even though he had not applied.

Council Member Marks said his first choice was Dan Parrott, second was Stephen Marro, third was Robert Museus, fourth was Fred Ventresco, and fifth was William Sheridan.

Vice Mayor Erickson said his first choice was Stephen Marro, second was Dan Parrott, third was Anthony Otte, fourth was Fred Ventresco, and fifth was Mr. Dobrosky.

Mayor Garcia sent his only choice via email. He listed only Kassandra Blissett.

Council Member Marks said he had a problem adding names of people who did not apply for the position. Council Member Conoley agreed that the rules should be followed.

Council Member Lenzen said his goal was to hire the best city manager. He said even though Ms. Blissett did not apply for the job he thought she was the best candidate due to her performance as Interim City Manager. He said Mr. Drago possessed the best talent.

Council Member Conoley asked Ms. Blissett if she wanted her name placed in the running for the position. Vice Mayor Erickson said she could answer at another time.

Council Member Conoley asked that Ms. Blissett answer so Council could move forward with their decision.

Vice Mayor Erickson said it did not appear Ms. Blissett had shown an interest in taking the position permanently.

Council Member Lenzen said he stood by his remarks. He said he brought up an observation that Ms. Blissett had done an outstanding job in the position, and he would like her to continue. He said the other Council members had the right to disagree.

Council Member Marks said he did not believe the issue was whether or not Ms. Blissett had done a good job, because she had. He said the issue was following the Council's rules.

Council Member Conoley said he was willing to bend the rules if Ms. Blissett wanted to be a candidate for the position.

Ms. Blissett asked for a few minutes to speak to Vice Mayor Erickson regarding the issue. Vice Mayor Erickson said they would take a brief break.

After a brief break, the meeting continued. Ms. Blissett said she was honored by the comments, but she did not feel she could continue her education while working as DeBary's city manager.

Council Member Conoley said he was satisfied with his list and ready to go. He said the other Council members could remain to talk about their candidates.

Council Member Conoley left the meeting at 4:00 p.m.

Vice Mayor Erickson asked if Council Member Lenzen wanted to change his list since Ms. Blissett was not in consideration. Council Member Lenzen said he preferred a more fluid process and said he stood by his list. He said he would study the other Council member's candidates. He said he was impressed with Anthony Otte and wanted to interview him.

Vice Mayor Erickson said Mr. Marro had sixteen points, Mr. Parrott had eleven points, Mr. Otte had eight points, Mr. Drago had four points, Mr. Ventresco had three points, Mr. Smith and Mr. Museus both had two points, and Mr. McCue, Mr. Dobrosky and Mr. Sheridan had one point each.

David Chapman, 13 Palmetto Drive, said Ms. Blissett should not have been pushed into answering the question of whether or not she was interested in the position of city manager, and she should have been given an opportunity to prepare a statement to respond. He said he agreed with Council Member Lenzen in that the goal was to get the best person for the position, and Ms. Blissett had done a fine job.

Vice Mayor Erickson said he felt he was put on the spot to offer Ms. Blissett the position. He said he agreed that they would not know if the new city manager would do a good job until he or she had been in the position for two months or so.

Council Member Marks said that Ms. Blissett was also put on the spot, and he respected what she said.

Council Member Lenzen stated that he did not intend to cause controversy with his choice of Ms. Blissett; that when someone does a good job they should be pursued; and that he could work around things in order to retain her services, because she did such a good job.

Council Member Marks said he respected Council Member Lenzen's opinion.

Council Member Lenzen said the position does not depend on education, but on performance. He said he considered Mr. McCue because he lived in Orange City, and there would not be a learning curve.

Vice Mayor Erickson said they should start the background checks on the top five candidates prior to doing anything further.

There was discussion regarding various levels of a background check and the options available.

Council Member Lenzen said he was most interested in checking the applicant's education and credit score.

Vice Mayor Erickson said the background check discussion would have to wait until January when there is a full Council.

## **XI. New Business**

None.

## **XII. Council Member/Committee/Staff Reports**

1. Member Reports/Communications
  - A. Mayor and Council Members

There were no Council communications.

- B. City Attorney

The City Attorney was not present.

- C. City Manager

Ms. Blissett informed the Council that she was hoping to schedule a meeting with the Strategic Planning Steering Committee in the near future.

She thanked the Council and Mr. Chapman for their kind comments regarding her performance as Interim City Manager.

**XIII. Adjournment**

The meeting was adjourned at 4:40 p.m.

**APPROVED May 5, 2010  
CITY OF DeBARY  
CITY COUNCIL**

**Bob Garcia, Mayor**

**ATTEST:**

**Stacy Tebo, City Clerk**