

SEMINOLE COUNTY, FLORIDA

*COUNTY SERVICES BUILDING
1101 EAST FIRST STREET
SANFORD, FLORIDA
32771-1468*



Meeting Minutes

Thursday, January 26, 2023

9:00 AM

Special Meeting - County Manager Candidate Public Interviews

BCC Chambers

Board of County Commissioners

Call to Order

Present: Chairman (District 4) Amy Lockhart
Vice Chairman (District 5) Andria Herr
Commissioner (District 1) Bob Dallari
Commissioner (District 2) Jay Zembower
Commissioner (District 3) Lee Constantine

Additional attendees: Interim County Manager Bryant Applegate, Acting County Attorney Paul Chipok, and Deputy Clerk Kyla Farrell

Pledge of Allegiance

Commissioner Dallari led the Pledge of Allegiance.

Introduction

Renee Narloch, Narloch & Associates, addressed the Board and reviewed the process for today's interviews. Ms. Narloch reminded the Board that they cannot broach certain subjects with the candidates during the interview process. She advised the candidates have been through other processes leading up to today's interview. They have met one-on-one with each Commissioner. They have met in a group setting with the County's senior staff and department directors. They also attended a meet-and-greet event with the public. In addition to those meetings, the candidates had an opportunity to do a self-guided tour of the county.

9:00 a.m. - 9:30 a.m. Stanley Hawthorne [2023-111](#)

Mr. Hawthorne addressed the Board and discussed his personal and professional history. The Commissioners shared their gratitude to Mr. Hawthorne for his time.

9:35 a.m. - 10:05 a.m. James "Jim" Harriott [2023-112](#)

Mr. Harriott addressed the Board and talked about his reason for wanting to relocate to Seminole County and reviewed his work history. The Board asked him some questions and shared their gratitude to Mr. Harriott for his time.

10:10 a.m. - 10:40 a.m. Darren Gray [2023-113](#)

Mr. Gray addressed the Board and discussed his resume. The Board asked him some questions and shared their gratitude to Mr. Gray for his time.

10:45 a.m. – 11:15 a.m. Public Comment - Debrief with Commissioners

With regard to public participation, Isaac Abdelmessih spoke. No one else spoke, and public input was closed. Public Comment Form was received and filed. Written Comment Forms from the January 25 public meet-and-greet event were received and filed.

There was consensus of the Board that they did not need a debrief from Ms. Narloch.

11:15 a.m. – 12:00 p.m. Commissioner Discussion

Motion by Commissioner Constantine, seconded by Vice Chairman Herr, to offer the position of County Manager to Darren Gray. The motion carried unanimously.

Motion by Commissioner Zembower, seconded by Vice Chairman Herr, to appoint Vice Chairman Herr to negotiate the contract with the candidate and work with outside employment counsel on getting it onboarded and negotiated.

Under discussion, Commissioner Constantine suggested the Interim County Manager should be included in the negotiations. Interim County Manager Bryant Applegate advised Acting County Attorney Paul Chipok should be the one involved with the negotiations. Commissioner Zembower advised that was his expectation.

Chairman Lockhart advised, for clarification of the motion, they are retaining outside counsel to work with Vice Chairman Herr on the negotiation of the contract, and Mr. Chipok will be available for additional help. Commissioner Zembower confirmed the motion, and the seconder agreed.

The motion carried unanimously.

Chairman Lockhart advised at Ms. Narloch's assistance, there are quite a few parameters they need to discuss in order to give Vice Chairman Herr the latitude and flexibility that she needs to negotiate.

The first is a timeline for the County Manger to take up residence in the county. With the housing market the way that it is now, there is a recommendation to extend that timeline to 12 months or less. There was consensus of the Board to extend the timeline to 12 months or less for Mr. Gray to take up residence in the county.

The next item is salary range. Chairman Lockhart suggested a range of \$240,000 to \$260,000. Commissioner Zembower stated he would like to give Vice Chairman Herr latitude to exceed that number if necessary. Chairman Lockhart reminded there are other components of the compensation contract. Commissioner Constantine suggested that if that number becomes problematic, Vice Chairman Herr could come back to the Board and advise she needs to go higher; although he does believe \$260,000 is in the right range. Mr. Chipok reminded that these are just the starting points for the negotiation. The final contract, or a draft of it, will go before the Board. If there is an issue on salary, that can be discussed more fully after the negotiations by the Board. Chairman Lockhart stated she wants to give Vice Chairman Herr the complete latitude and authority knowing that she has the support of the Board to handle these matters and discussions. Vice Chairman Herr advised she has never negotiated a contract where she has limits. The way she is viewing this, which may be inaccurate, is that if she brings back a contract that is within the parameters, it would not be subject to much change at the Board level. If she cannot bring back something within the parameters, then it would be subject to not being put on an agenda for Board consideration. She asked if that was a fair statement, and there was consensus of the Board that that is correct. Commissioner Zembower noted he just wants to make sure she has enough latitude in the negotiations because there are many points to negotiate other benefits. He doesn't want to tie her hands, and he is not interested in having a meeting every week because they've set constraints.

Regarding PTO accrual, Chairman Lockhart suggested they should start somewhere between

120 and 160 hours. There was Board consensus.

The Chairman suggested a car allowance in the range of \$500 to \$750, and there was Board consensus.

The next item was severance without cause, and the Chairman suggested 16 weeks. There was Board consensus.

The start date was discussed. There was consensus of the Board for the start date to be 30 days or fewer. (This item was revisited and amended before the final vote.)

Regarding the term of the contract, Chairman Lockhart stated she believes an open-ended contract is something that many organizations are moving to. There was Board consensus that they were comfortable with an open-ended contract.

Ms. Narloch reminded that they need to take up the issue of a relocation allowance. There was Board consensus for a relocation allowance not-to-exceed \$5,000.

Motion by Commissioner Constantine, seconded by Commissioner Zembower, to approve all items above as consented to.

Under discussion, Ms. Narloch noted any discussions that are had at this point going forward including the offer, contract, et cetera, is all contingent upon background checks clearing. They are very close to finalizing the background check on Mr. Gray. The County's HR department has certain things that it does for potential new candidates that they will have to do as part of their process as well.

Ms. Narloch advised there had been consensus for the start date to be 30 days or fewer; however, she suggested the start date be 30 days from the day that the terms are agreed upon.

Commissioner Zembower, seconded by Commissioner Dallari, to amend the consensus of the start date to no later than March 1, 2023. The amendment to the motion carried unanimously.

The motion to approve all items consented to carried unanimously.

Commissioner Dallari stated at the appropriate time, they need to put Mr. Applegate back as the County Attorney. He asked when they need to do that, and Mr. Chipok answered Mr. Gray's start date. There were questions regarding how or when that needed to be formalized. Mr. Chipok advised they can take that up more specifically when the contract is approved.

Commissioner Dallari suggested they should to formalize the Board's gratitude to Ms. Narloch and her firm by a letter from the Chairman. There was Board consensus to authorize the Chairman to execute a thank-you letter to Ms. Narloch and her firm. (Received and filed)

Adjourn Public Meeting

There being no further business to come before the Board, the Chairman declared the meeting adjourned at 10:23 a.m., this same date.

APPROVED by the BCC:

Chairman

Date

ATTEST:

Clerk of Court and Comptroller
As Clerk to the BCC