

Brynes asks about firing department heads

CITY FINANCES

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content of the blogs, they're ridiculous. We can never get away from that, but I made my decision because I know I'll be successful wherever I go and I have been thus far and I will continue to push forward."

Hart: "I think I'm the best person because I'm motivated by service to the citizens. I'm not motivated by a dollar bill. I want to do this job for the citizens. I want us to all be able to treat each other with respect. A lot of people say respect is earned. I don't believe that. I think respect is deserved, and if we could all start there, I think this will be a smooth running ship."

Coker: "I've worked in Tallahassee for the most part, for the last 30 years, but I live here because I want and choose to live here. I have had so many friends ask me, 'Are you sure you want to do this?' because of the circus that's been in the newspaper."

"I care about my hometown. If it was Madison, Crawfordville or Monticello, I wouldn't do it. But this is where I live, this is the place I care about. I think I'm uniquely qualified because of the different things I've done. I've

"I've told each of you this, but I really need you to really understand. You're coming into a hostile workplace. The first thing you need to do is cut all communications that go to your family, because it's going to be quickly that they are going to wonder who you really are. That's just the nature of things."

— City Councilman Bill Brynes

worked in the governor's office of policy and budget. I handled the budget for the entire Florida Department of Law Enforcement and the state attorney general's office. Those were rather large budgets. I'm not an accountant. I'm not a CPA, but I'm not going to be intimidated by it. In the

company that I work for now, we have a \$17 million budget," Coker said.

"Attention to detail matters. Experience matters. More than anything else, I have a burning desire to excel, and I'm eat up with it. I am very committed to making this town better in any way possible. I am enormously committed to making it so that anybody that works for the city of Perry can say they work for the best place in town. I have been very successful in the last five years at my company in changing the culture a great deal. My boss, my CEO, is not excited that I'm looking to leave," Coker stated.

"I am very committed to making this the best place to work. I want to keep people here. I want to attract the best talent. I want them to enjoy the day, because we spend more time with the people that we work with every day than our spouse at home or our children. It should be a good day at work. I cannot fix all things, but I will be committed to the staff. I'll be glad to give you the phone number and names of any of my managers right now. You could call them and ask, does Travis Coker care about you. Does he love you and your

family? They would tell you, yes, he does. Because that's just me. I'm not all that awesome, but I do care. I'm committed to loving, loving my family and serving people, that's what I do," Coker concluded.

Brynes asked each candidate: "If a member of this Council came to you and told you that someone needs to be fired. How would you handle that?"

McNaul: "Well, I would take into consideration the employee, or the person's performance, and look at that, because sometimes there is personal behavior that one might not agree with, but the others have (no problem with), but it's always something that you want to monitor. Ultimately, I think that administrative responsibility does fall back on the city manager."

Hart: "I'd want to know the reasoning for it. I'd want to go back over their performance evaluations and see what went wrong. But it should be a performance problem that went wrong. It shouldn't be just one person thinks that person needs to be fired. It should be a problem there that we need to address."

Coker: I will say, I'll get back to you.

Brynes asked:

"Concerning discipline, why are senior management employees treated differently than a lower-level employee?"

McNaul: I think it's accountability. When it comes to corrective actions. When you say treated differently, I assume you're saying that the junior employee has more latitude because they don't have the same amount of expectation that your senior leadership does. I don't treat personnel differently. I have expectations. I don't micromanage, but I do manage. If somebody is responsible for something, I hold them accountable no matter who they are. That's the only way to do it. You start treating one in another way, then you start creating friction within the workplace."

Hart: "They shouldn't be, everybody should be treated with the same respect — the citizens and the staff."

Coker: "That's unethical in my opinion. I've experienced that right now at my at my current company. I see providers, medical doctor with 30 years experience, treated one way, and it galls me, to be perfectly honest with you, that a receptionist is treated differently. If you're not a good teammate, you shouldn't be on the team if you can't behave or you can't be kind."

Brynes asked a series of questions surrounding the City of Perry's charter not allowing council members to interfere in the day-to-day operations of the city or hire and fire employees or department heads. "There are times when the city council feels that a department head needs to be terminated, but the city manager won't do it. What do you think about the city council changing that so that when there is a time when the city council feels the department head should be fired and the city manager won't do it, then the city council can terminate department heads if they felt it was needed?"

McNaul: "I think that would take a little legal review, because I don't believe Florida Statutes allow the city council to do that."

"Well, what do you think about it, if it could be done?" Brynes pressed.

McNaul: "I don't think it's the council's day-to-day responsibility to oversee department heads. That's why you employ a city manager or administrator. There are processes. If there isn't, then there needs to be one implemented for formal or informal reviews to hold them accountable for their leadership, for their management. I believe that you know it's your city administrator's responsibility to determine when enough is enough."

"So, the only way then to terminate the department head is to terminate the city manager?" Brynes asked. "If the department head needed to be terminated, and the city manager would not do it, then the only recourse presently is for the city council to terminate the city manager. That is just a fact."

Hart: "That's not the way the council manager style system works. I'm the wall between you all and the staff. You don't need to change that."

"So if you don't terminate a department head that we feel needs terminating — and I'm not talking about on rumors now — the only way it can be done is to terminate the city manager," Brynes stated. "And, you don't know what rumors are yet. If you get here, you will understand what a real rumor is."

Hart: "I think we need

to get down to the truth and not talk about rumors."

"It's just the nature of it. I've only been here 60 days..." Brynes added. "I've told you this. I've told each of you this, but I really need you to really understand. You're coming into a hostile workplace. The first thing you need to do is cut all communications that go to your family, because it's going to be quickly that they are going to wonder who you really are. That's just the nature of things."

"But even then, you still can't terminate that department head. There's no way?... What if it's the city manager's girlfriend?"

— City Councilman Bill Brynes

"In my case, the city manager would be dead, because the city manager's wife would have shot him"

— City Manager Candidate J. Travis Coker

"I think we're all here to do the right thing. It shouldn't be that big of an issue if we're all on the same page," Hart said.

"You will have complaints filed against you that you never dreamed of," Brynes replied.

Brynes (later addressing Coker) stated, "Travis, you've been in government, so you know pretty much what it's about. It gets nasty. I can tell you that."

"It is a contact sport," Coker replied.

"I will also say those that pay the price for that are your wife and children," Brynes replied.

"That is why my wife did not want me to run for elected office," Coker answered.

When asked by Brynes about changing the charter to allow the city council to terminate department heads, Coker replied, "As a resident and voter of the City of Perry, I wouldn't support that. As the city manager, I would oppose that."

"So the resolution to that is to terminate the city manager?" Brynes asked.

"Yes sir, if it comes to that, yes," Coker replied.

"But even then, you still can't terminate that department head. There's no way?" Brynes argued.

"That is really so hypothetical, it's really hard to grasp the situation, because if there is a circumstance where a director or very high-level employee is negligent, dishonest or doing anything inappropriate, they are going to get fired. I will fire them," Coker stated.

"What if it's the city manager's girlfriend?" Brynes asked.

"In my case, the city manager would be dead, because the city manager's wife would have shot him," Coker replied, prompting those in the room to erupt in laughter. "His termination will be taken care of because Mrs. Coker will have taken care of that termination order."

Brynes: "How literate do you consider yourself regarding financials?"

McNaul: "I believe I'm pretty literate. I like making sure my budgets are complete and that I can continue with them for future capital planning and work on it from year to year, each and every year."

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Bids to be opened at Feb. 21 meeting

BEACH RD.

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\$5,000 to the county for administering oversight on the project.

According to Dudley, LAP projects are administered by the FDOT, but utilize federal funds.

"A few years back, when I went through the LAP

certification, that opened us up to be able to get these kinds of dollars," he told the commission at the Jan. 3 meeting.

"Once we get this (approved), these dollars are earmarked," Dudley said. "I've already put the bid package together. I need for this (agreement) to be approved and the resolution

authorizing the chairman to execute it. Then, at the next meeting, I will bring back the actual bid package and request approval to advertise. We'll get those bids back in February, and then we can start the job."

The commission unanimously approved the agreement and authorizing

resolution.

At the board's Jan. 17 meeting, the commission approved the request for proposals for the project as part of its consent agenda.

Bids will be due back to the county by Friday, Feb. 17, and will be opened at the commission's Feb. 21 meeting.

'I must decline as inapplicable to myself any share in the personal emoluments'

INAUGURAL ADDRESS

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the economy and course of nature an indissoluble union between virtue and happiness; between duty and advantage; between the genuine maxims of an honest and magnanimous policy and the solid rewards of public prosperity and felicity; since we ought to be no less persuaded that the propitious smiles of Heaven can never be expected on a nation that disregards the eternal rules of order and right which Heaven itself has ordained; and since the preservation of the sacred fire of liberty and the destiny of the republican model of government are justly considered, perhaps, as deeply, as finally, staked on the experiment entrusted to the hands of the American people.

Besides the ordinary objects submitted to your care, it will remain with your judgment to decide how far an exercise of the

occasional power delegated by the fifth article of the Constitution is rendered expedient at the present juncture by the nature of objections which have been urged against the system, or by the degree of inquietude which has given birth to them.

Instead of undertaking particular recommendations on this subject, in which I could be guided by no lights derived from official opportunities, I shall again give way to my entire confidence in your discernment and pursuit of the public good; for I assure myself that whilst you carefully avoid every alteration which might endanger the benefits of an united and effective government, or which ought to await the future lessons of experience, a reverence for the characteristic rights of freemen and a regard for the public harmony will sufficiently influence your deliberations on the question how far the

former can be impregnably fortified or the latter be safely and advantageously promoted.

To the preceding observations I have one to add, which will be most properly addressed to the House of Representatives. It concerns myself, and will therefore be as brief as possible. When I was first honored with a call into the service of my country, then on the eve of an arduous struggle for its liberties, the light in which I contemplated my duty required that I should renounce every pecuniary compensation.

From this resolution I have in no instance departed; and being still under the impressions which produced it, I must decline as inapplicable to myself any share in the personal emoluments which may be indispensably included in a permanent provision for the executive department, and must accordingly pray that the pecuniary estimates

for the station in which I am placed may during my continuance in it be limited to such actual expenditures as the public good may be thought to require.

Having thus imparted to you my sentiments as they have been awakened by the occasion which brings us together, I shall take my present leave; but not without resorting once more to the benign Parent of the Human Race in humble supplication that, since He has been pleased to favor the American people with opportunities for deliberating in perfect tranquility, and dispositions for deciding with unparalleled unanimity on a form of government for the security of their union and the advancement of their happiness, so His divine blessing may be equally conspicuous in the enlarged views, the temperate consultations, and the wise measures on which the success of this Government must depend.

LEGALS

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title of the proposed Ordinance is: AN ORDINANCE OF TAYLOR COUNTY, FLORIDA, AMENDING ORDINANCE 2021-02 (COUNTY CODE § 10-41 THROUGH 10-100) TO REPEAL SECTION 10-92, ADVERTISING, TO PROVIDE SEVERABILITY AND EFFECTIVE DATE, AND REPEAL ALL ORDINANCES IN CONFLICT HERewith.

The proposed Ordinance may be inspected by the public at the office of the Clerk of Court, located at the Taylor County Courthouse, Perry, Taylor County, Florida.

All members of the public are welcome to attend. Notice is further hereby given, pursuant to Florida Statute 286.0105, that any person or persons deciding to appeal any matter considered at this Public Hearing will need a record of the hearing and may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

The Public Hearing may be continued to one or more future

dates. Any interested party shall be advised that the date, time and place of any continuation of the hearing shall be announced during the Public Hearing, and that no further notice concerning the matter will be published.

DATED this 9th. day of FEBRUARY, 2023, by GARY KNOWLES, Clerk of the Circuit Court and Clerk of the Board of County Commissioners of Taylor County, Florida.

AGENDA

LAFAYETTE COUNTY SCHOOL BOARD WORKSHOP,
FEBRUARY 21, 2023 Lafayette County School Board Robert Edwards, Superintendent of Schools
SUBJECT: School Board Workshop, February 21, 2023 in the School Board Administration Building beginning at 5:00 p.m. School Board Workshop to discuss the following:
(1) Facilities and Capital Projects

PUBLIC NOTICE

The Lafayette County School Board will hold its regular monthly meeting on Tuesday, February 21, 2023

at 6:00 p.m. in the School Board Administration Building located at 363 NE Crawford Street, Mayo, FL 32066. The meeting is open to the public and all interested persons are invited to attend. Copies of the proposed agenda will be available online at www.lafayette.k12.fl.us or the Superintendent's office located at 363 NE Crawford Street, Mayo, FL 32066. If a person decides to appeal any decision made by the Board with respect to any matter considered at the meeting, he or she will need a record of the proceedings, and, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

NOTICE OF PUBLIC SALE:

L. H. Thomas, Inc. gives notice that on 03/14/2023 at 2:00 p.m. the following vehicle (s) may be sold by public sale at 125 East Park Street, Perry, Florida 32348 to satisfy the lien for the amount owed on each vehicle for any recovery, towing, or storage service charges and

administrative fees allowed pursuant to Florida statute 713.78.
1J4NT1GA5BD103602 2011 JEEP

NOTICE OF PUBLIC SALE:

L. H. Thomas, Inc. gives notice that on 02/28/2023 at 2:15 p.m. the following vehicle (s) may be sold by public sale at 125 East Park Street, Perry, Florida 32348 to satisfy the lien for the amount owed on each vehicle for any recovery, towing, or storage service charges and administrative fees allowed pursuant to Florida statute 713.78.
1G6DM57NX30109495 2003 CADILLAC

NOTICE OF PUBLIC SALE:

L. H. Thomas, Inc. gives notice that on 02/28/2023 at 2:30 p.m. the following vehicle (s) may be sold by public sale at 125 East Park Street, Perry, Florida 32348 to satisfy the lien for the amount owed on each vehicle for any recovery, towing, or storage service charges and administrative fees allowed pursuant to Florida statute 713.78.
2T1BR32E93C156587 2003 TOYOTA