

Call to Order

Chair Sapp called the meeting to order at 5:00 pm.

The Quincy Community Redevelopment Agency Board met in special session on Wednesday, September 26, 2018, with **Chair Sapp** presiding and the following **present**:

Board Member McMillan, Board Member Harris, Board Member Dowdell

Also present:

Advisory Board Members: Bass-Prieto, Hannigon, Nixon and Milton-Jackson
CRA Manager Regina Davis, Attorney Brown and Finance Director Beason, HR Director Sherman

Chair Sapp called the meeting to order and thanked everyone for coming. She then stated that around 12:30pm on Friday, September 21st, Regina Davis came to her office and delivered an envelope containing her letter of resignation. Because of the nature of her contract she had the right to resign without any notice, so her resignation has been documented. For the record however she asked for a motion from the board to accept her resignation.

Motion by Member McMillan to accept letter of resignation from Regina Davis dated September 21, 2018, seconded by Member Dowdell, motion carries with a vote of 4-0.

Chair Sapp indicated moving forward with the agenda circulated by the City Clerk, the next item being appointment of an Interim CRA Director. The chair would like to see the position filled with someone that has some prior knowledge to the tasks/projects that have begun. There are at least four pressing matters that are on the table, South Adams Street revitalization, the Kelly Lot, securing a loan and the budget.

Motion by Chair Sapp to nominate Dr. Bernard Piawah as Interim CRA Manager, seconded by Member Harris.

Discussion: There is concern about the dual roles.

Member Dowdell believes that the nomination has to come from the City Manager. The Chair indicated that it could come from the board because it is a separate entity and Attorney Brown concurred.

Member McMillan doesn't have a problem with Bernard but does question having the City Manager over the CRA, needs more details. Questions if this would affect his job performance of his regular duties. A little uncomfortable with it.

Chair Sapp asked for comments from the Advisory Board members.

Member Dowdell recommends amending the motion so that the City Manager decides which City employee will replace CRA Manager because the board cannot tell City employees what to do.

Member Harris doesn't have a problem with Mr. Piawah and asked if the City Manager was here and available to give some insight as to how that would work.

Advisory Board Member Bass-Prieto is concerned with the things previously discussed and questioned his ability to handle both. Recommended Alex Sink, the Main Street Director, as a possible candidate. Based on other legal concerns with CRAs, she wants to keep the CRA and City separate.

Finance Director Beason indicated that the City Manager can approve outside employment for City employees.

Citizen Derrick Elias reflected on comments from the Chair in the need for someone with knowledge and the desire for expediency. Expediency is not always the answer. Although the attorney has indicated that it can be done, he has not heard from Mr. Piawah that he wants to do it. Would like to hear from him. In order to rely on Mr. Piawah's knowledge, the board can appointment an interim manager and allow Mr. Piawah to work side-by-side with them as necessary.

Advisory Board Member Milton-Jackson recommends Advisory Board Chair Nixon as Interim CRA Director. He is familiar with the current projects, very capable and a former CRA Manager.

Advisory Board Member Hannigon questioned appointing Bernard Piawah without a contract and with no compensation. Confirmed that Mr. Piawah would not receive compensation for up to 30 days of work. Supports appointing Advisory Board Chair Nixon as Interim CRA Director with compensation and a contract. Feels this would eliminate the conflict of who is in charge. Hannigon also questioned if it was appropriate to question City employee Bernard Piawah as it relates to interest in the Interim position.

Chair Sapp believes City policy allows an employee to take on additional duties for 30 days without compensation, after that she believes there is 5% compensation.

Attorney Brown referred to a similar situation with former CRA Manager Hayes who served as the Main Street Director and the CRA Manager. Does not see a legal issue from the CRA standpoint but can't speak to any requirements from the City. The issue was the contract with the City Manager, at the time the contract with the City Manager, the commission would not directly supervise any City employees. If that contract is still the same the board would be abrogating its ability to supervise that employee.

Member McMillan mentioned that the City Charter doesn't allow commissioners to direct orders to a City employee.

Chair Sapp withdrew her motion and Member Harris withdrew his second. The Chair noted that she did not want to bring any questionable behavior/activities to this board. Opened the floor to other motions.

HR Director Ann Sherman referred to Mr. Elias' comments regarding being expedient, suggests appointing someone on the board and that person working with Mr. Piawah. Also recommends that terminology be added to all contracts that notice has to be given for separation.

Attorney Brown indicated that legally dual employment is an option.

Nixon stated he would love to be supportive and would accept Interim position. Agrees that he and Mr. Piawah are both knowledgeable and qualified to fill the interim position.

Motion by Member Dowdell to nominate Robert Nixon as Interim CRA Manager until the position is filled, seconded by Member Harris, motion carries with a vote of 3-1 with Member McMillan voting no.

Member Harris asked if the terms of the contract should be discussed.

Attorney Brown advised he has a generic contract available. He would need to make changes to the section 11 regarding termination/resignation and consequences if this is not followed. The sections for salary and length of term need to be addressed based on the salary range previously established.

Member McMillan suggested that we offer Mr. Nixon what is already budgeted.

Member Harris confirmed that salary was for full time employment and wondered if this would conflict with his current employment. Mr. Nixon indicated that he is a consultant at the Chamber of Commerce and as of now funding for his position has not been funded leaving him available.

Attorney Brown will revise the contract indicated that no benefits are included and other changes as noted including flex hours based on full-time schedule of 40 hours. Suggested that the contract be open ended until the position is filled.

Motion by Member Dowdell to enter into a contract with Robert Nixon starting September 27th with a monthly salary of \$5,314.40 excluding benefits and lasting until a CRA Manager is appointed, seconded by Member Sapp, motion carries 4-0.

Chair Nixon indicated he would step down as CRA Advisory Board Chair and recommends Vice-Chair Stacy Hannigon as his replacement. This will be taken up at the next advisory board meeting.

Attorney Brown recommends the addition of 30 day notice from the Interim Manager and at will from the board added to Mr. Nixon's contract.

HR Director Sherman asked that the specific requirements be forwarded to her so that she can start the search.

Attorney Brown will circulate the old requirements to the board for review/revisions and he will then forward it to Ms. Sherman.

Motion by Member McMillan to engage Ms. Sherman to conduct a search for a CRA Manager, seconded by Member Harris, motioned carried with a vote of 4-0.

Adjournment – *Motion to adjourn by Member McMillan, seconded by Member Harris, motion carries 4-0. Meeting adjourned 5:44: pm. Congratulations again to Mr. Nixon.*