

Meeting re: Tom Bradford's contract

2:58:50 Tom Bradford: Mayor and Town Council as you can see from the backup that has been submitted to you for this item that I've indicated I wish to be re-appointed as Town Manager for another year, and will do so if that is the pleasure of the Town Council. As you know the requirement for annual appointments is a provision of the Town Charter, however, upon further reflection with my wife, I am open to the idea of doing something different in my life. I have known, I am sorry, I have uh known opportunities in California and Ohio where my family is located and I have put aside and uh that I have put aside and that I think I if I devoted time to these areas something financially rewarding could come of it. Alternatively, I could do more public administration likely anywhere down South. It will be difficult to leave as I am a third generation Floridian but more importantly I don't [clears throat] I don't want to leave what I have called the greatest Town in America: Palm Beach. At least not now and not just yet in light of the circumstances we are faced with on the new horizon. I am thinking now of the work to be done for CRTO, the creation of the FY19 Budget, the underground Utilities project and the departure of John Page in PZB. I am 63 years of age and in order to access to affordable health care, I need to be 65. And I do not receive full Social Security until I am age 66. I say this as background to letting you know I have always planned to work until I am 66 and I am not in DROP, never desired to be in DROP, and I have no plans to retire at this time. Having said all of this and in light of my desire to do that which may be best for the Town and myself, I ask that we both both of us defer actions on the matter of my reappointment at this time. In addition, in keeping with such past practice in such matters, I ask that the Town Council charge President Richard Kleid with the task of working out a written agreement between the parties that will allow for a smooth transition for the town and for me personally. And I thank you for your consideration.

Dick: Julie

Julie: Uhm I'm wondering if we can defer this Dick and I'll I'll tell you why. I think uh Tom knows we kind of found last week and Tom and I were supposed to have a long meeting yesterday right after [the pension workshop] that we had scheduled and somehow someone else ended up in the appointment and I'd really like to sit down with Tom and I'd like to talk about things and I know it's in our Charter but I believe I was 3:02:00 told that we could defer the matter for a month and I kind of agree. I'd I'd love to see if we could before we even get into a discussion, I'd like to see if we could defer it to January,

Dick: Well

Julie: so that would be my question.

Dick: I don't know. Uh Do you have any uh insight on this as to whether or not we could defer it? Uh, I thought it was a uh Charter requirement that we do it now.

Attorney: Well, the Charter does state that you would consider uh reappointment but like any agenda item, which this is, it is your consideration of the reappointment based upon the Charter and if the Council decides to continue this item ah until your next meeting or uh uh time certain that you want to consider it then like any agenda item I believe you can do that

03:02:49 Julie: that's what I would recommend before we get in a big discussion and then

Dick: Let's hear from other

Julie: but whatever you think

Dick: let's hear from other people: Gail

Gail: Well, I I'm confused as to why we're even having a potential deferral. The discussion has been noticed to the public, is there someone up here that doesn't want to uhm rehire Tom and if so, I'd like to know that and I'd like to know why.

Dick: I, I sort of have the same position. I think we've known about this uh for a while. It's been on the agenda. Uh. We've all had conversations with Tom, we've had meetings and excetera. But anyway, let's hear from the rest of the group: Bobbie

3:03:28 Bobbie: Well, I, I learned about the renewal when I saw the agenda which was Wednesday I think and and uh I do have a problem with it for a very simple reason which I spoke to Tom about and in in my whole career, I have never renewed somebody without a review and we've got this backwards up here. We're actually I understand it's in the Charter I looked it up, I was so surprised to see it, in fact, that I had to go back and look at December 2016 to see if we had done it before and we [3:04:05] had. So I did go back and look at the agenda from twenty sixteen. Um However, that doesn't change my view that it it doesn't make any sense to renew uh the the most important position in Town without reviewing that person uh beforehand for the performance of the previous uh period and I understand that this needs to be done in between you know while you have the sitting council, so you've got, uh, you know, five of us up here and maybe three of us are, you're [to Dick] resigning and two of us are up for reelection, so you want to do it while this council who is experienced, uhm, you know, uhm Mr. Bradford's performance has a chance to review him. But to renew and then review, doesn't make any sense at all and and so I would, I think we've it backwards and I think we should fix it.

Dick: uh, Julie

3:05:07 Julie: Um, I agree with Bobbie. And while I know you think we had a lot of time again, Uh, Tom and I, The first time I found out about it was when we had our meeting last week. We scheduled a meeting for yesterday so that I would have an hour or hour and a half with him. When I went to have our meeting he had told someone else that they could meet with him and that person was in the room. I said to them look this was my scheduled time and they said that they preceded me, that they took precedent over me Um and Uh it it was a member of the Council and I just think that I need the extra time that's number one to have a meeting with Tom. We had to, we ended up having a ten-minute phone conversation and that just for me didn't work and I agree with Bobbie, I think the review should come first, but most importantly, I'd really like to sit down with Tom and have the time to talk to him and really discuss things so I would really like to have it deferred to January or February whatever it is after the review and I respect everything you've asked for Tom and I think I uh whatever it is, I think what you've asked for is good but I, I do think we need to wait on this and I, I would move to defer but I want to hear everybody else's opinion obviously.

Dick: Gail

3:06:19 Gail: Tom, when, when did we do your priorities and actually critique you? Was that August?

Tom: No, we do uhm following the reappointment I immediately send out the evaluation forms and then after the, but that's not, I mean whether you give me a raise or not is done at that time.

Gail interrupts: Right

3:06:44 Tom: But then after a new council sits we do the goals that become part of the process for evaluation the next year. Bobbie's right, I mean it's, it's, it's reversed, but it's always been that way and here we are and now the year is up

Gail interrupts: Right

Tom: and that's how we're here.

Gail: Well, Uh, uh, uh I am respectful certainly of Tom and your service. I, I think the Council's had plenty of time to talk with you. This is, was on the agenda and frankly, I made time and I made extra time so that we could have further conversations. Uh, We have too much on the table folks. We have way too much on the table not to have uhm, first of all, an approach to where we're going. We have the CRTO [sighs] We have the undergrounding subject. We have holes in the organization, so I, I, don't know how waiting another month is going to give us that additional help. If you think next month you're not going to rehire Tom, what's your plan? Then we have a six month lag time if you decide you're going to go out for a national search maybe a ten, twelve month lag time and we've got to get through [3:07:49] the summer with

the budget, with the pension, with the considerations that we've determined from the CRTO, you, you talk about half way backwards, we're going to be in a hole, have I used my three minutes? Oh you didn't turn it on Kathleen- that's okay, uhm, I think the time is now- uhm, you put it off once again we simply look wimpy- and like we can't make a decision. Of course we can all, always come back and revisit the decision but uh, GROW UP.

3:08:30 Dick: Yeah I, uh, I have a feeling that I cannot believe that we don't know what the evaluation is going to be right now. I mean, most of us have gone through the process, we know the questions that are asked, we know the grading system and excetera, and, and I don't understand why the grade will change from today or a month from now. I mean, it seems to me that we're just going through the process for the sake of going through the process and, yet, I think it's clear to me uh what most people will put down as the evaluation. Anyway, next is Dani.

Dani off mic to Maggie: Maggie you want to go, go ahead, you can go first

[3:09:14] Maggie: Thank you, Dani. Uhm, I, I think that the evaluation while it's always good to have the evaluation first, uhm Bobbie, I think that it is uh proforma. I think that we, uhm, it's a written document and this has come up now, uh, for the appointment for the next year for Tom and Tom has read us a statement that says, uhm, well that says a lot of things, but, uhm, I think we should honor the statement and I think we know, uh, I think that the Mayor is right when she says we should stand up, be, big, big people and do what we think, uhm, and move on from there

Dani: I think we've all met with Tom. We all know and appreciate Tom's loyalty and service to this town for 20 some odd years. Uhm. Tom has read a statement, I think, uh, as far as I am concerned, my personal opinion, this is some-, this is a man who has devoted his life to this town and we all need to stand up and follow him. He has given a statement, he has some things he'd like to finish, and I would frankly be appalled that we would not allow him to do that and I don't see any purpose in deferring this decision. Tom is sitting right here. I would be happy to hand the reigns of the details off to the President of the Council who is an attorney, and has lots of experience with this. But I'd be appalled that this Council would not allow Tom to finish what he started.

3:11:01 Bobbie: Well, based on a conversation that I had recently with Tom you called, I, I thought that's what we were going to do today, I thought that's what your desire was, was to hand off to, to, uh, Mr. Kleid to work out and, and uh, you know, what it is that you want to do over the next period of time whether it's six months or however that works for you and I think we should do that today. Right here. I am very comfortable doing that.

Dick: Julie, the last word.

[3:11:35] Julie: Uhm, I'm very comfortable doing exactly that, again I will say though, and I know you all had time with him. I had been told I would have an hour and a half or two hours with him yesterday. I had a lot of questions, Gail. I had a lot I wanted to sit down with him [Gail makes a side comment but cannot hear it.] Well no, you're saying that we've all had enough time. What I'm saying is yesterday I went in to meet with him and someone on the Council told me they took precedence over me and I did not get my meeting. And I don't, and I, I'm not comfortable today just because [Gail says something off mic] No, it wasn't you, it wasn't Gail. But I will say, Uhm, I don't think that was right. I didn't get my time with Tom to ask the questions I needed to and really talk to him. It was not comfortable doing it via phone with ten minutes. He couldn't call me until 5:15. So, I would, I would like to defer it so I can really sit down with him and that would be the best for me,

Dick: Well

Julie: but if you want to go on with this three months or six months, I am happy with that, but to do the entire year at this point without being able to sit down with him I am not comfortable with that.

Dick: Well

Julie: Thank you.

3:12:33 Dick: The unknown person who took precedent was Dick Kleid. Uh, I thought it was very important to have this kind of conversation with him privately. I did ask for a meeting with him immediately after the ending [of the pension workshop]. I know. Julie, that you came in, I told you that I would be not more than ten minutes

Julie interjects: no

Dick: I did say that and Tom said to you he would be glad to, uh, see you afterwards. He also said that he would have a telephone conversation. You said to him you were not feeling particularly well and you would like to leave at that, that time, so, again, I think you had the opportunity and, yes, I did take priority, I take very few priorities as President of the Town Council, but this I told you carefully that it was only going to be ten minutes

Julie interrupts: no

Dick: I think that's what it was, and I wanted to discuss

Julie: And he said he had several meetings

Dick: Let me finish and I wanted to discuss with Tom exactly what's happening today. I thought it was important that I got his position on things. That I arrange for

a, uh, transition if that was required and I really thought that that was a very important thing to do and I, you certainly weren't deprived of sufficient time with Tom.

[3:13:54] Julie: I disagree.

Dick: At, any rate, Gail, do you have something to say?

[3:13:56] Gail: I do and you know, Mr. Kleid, I have the utmost respect for you and I know that clearly you have a legal background that would be fair, deliberate, and that you could work with Tom. My problem is when does the Council not have the authority to determine whether Tom's contract is 3 months 6 months or a year. If I were running the railroad, I would at least give him until September that we get our budget over the, over the goal line. But this isn't, this isn't a one-man decision. We or you all are supposed to be a collaborative group of people that are making careful, deliberate decisions for the future of this town, so I think it is magnanimous of you Tom to give that opportunity to Dick, but I think you all are passing the buck and I, I again find it objectionable that you, no one can determine, can elicit for me WHY. If Tom is not doing the leadership that you want to have done, I, I'd like to know why. We are not Riviera Beach where we throw somebody to the, off the desk simply because we've decided we don't like them. I would like to know that. I would like the community to know that and I would like to know what your plans are if in fact you are not going to hire him for another year.

Dick: okay. Then why don't we do exactly that. Why don't we start through the desk and we get, uh, their your opinions as to whether you think Tom has done a particularly good job, what your, what your problems are. I think we are a transparent group and I think we ought to be able to publicly state what our opinions are vis a vis Tom, particularly, and, uh, so Julie why don't you start

[3:15:42] Julie: Again, I wanted to have a conversation with Tom. I disagree with you. Yesterday, he said he had several people who were meeting with him right after you, so Dick while it, you were in the first meeting. I was told that... This is something I wanted to privately discuss with him first and then come forward here. I don't want to start this conversation. So, somebody else, we should press our buttons, frankly, this was your idea, but I think let's press our buttons and whoever wants to speak first great, but I am very uncomfortable right now because I wanted to have a conversation with him first and I should not have been denied that.

Gail interrupts: I understand that Julie but I go every week every month

Dick: your mic's not on

Gail turns on Mic: every month we have ah allotted slot of time where we, where I've always called it and Peter Elwell used to laugh at me. I called it Council school. Council school where we sit down with the Town Manager and/ or the Assistant

Town Manager on the first day of information and then in development review we sit down with the Planning and Zoning Director and his staff to get as much information as we can, so when we read as my husband says to me "how many telephone books are your reading for weekend" I am prepared to do that only to come back on Monday and ask questions as I did of Paul Brazil or Tom Bradford or whoever the case may be. If in fact you had that opportunity, did you discuss with Mr. Bradford the item on the agenda that exists this morning.

Julie: No. We decided what we were going to do was yesterday we were going to meet, Gail, for an hour or an hour and a half and we were going to discuss it so that today I would be prepared. When I arrived there, he [Tom] he had agreed to meet with Dick first and that he had other meetings with other Town Council Members. I then said I am not feeling great, I can't wait that long. This was my meeting time. I think it should be upheld. I set it a week ago.

3:17:28 Gail: Let me ask you this. Every single one of you? Have you worked with Tom Bradford for at least ten months?

Some or more say yes

3:17:35 Gail: Okay, if you have done that you most certainly just like I would with an employee in my restaurant be able to have a conversation as to what their performance is. I don't care if I've talked to them 400 times. I have knowledge of your leadership. I have knowledge of your skills. I have knowledge of your intellect. I should be able to state an opinion. That's all this is.

Julie: Then go ahead and do it right now.

[3:17:59] Gail: I don't vote- go for it.

[3:18:01] Dick: does anybody else want to express things?

Gail cuts in while he is speaking in a loud voice but off mic: is there any other

Dick: Maggie, are you prepared?

Maggie: Yes. But I am going to publicly state that I don't understand why we are doing this. But if you want to go ahead and do it, we will go ahead and do it, Mayor. [3:18:23] uhm, I do, I, I, have for a long time certainly respect Tom and think that he has shown great leadership in a lot of areas. However, we are coming into a time where we are going to need to put 5.42 million dollars every year until the year 2031 toward our unfunded liability. Along with that, we have to also make preparations financial, uh, preparations prudently to continue to put sand on the beach, groins, take care of the, what's going on in the intracoastal, we have undergrounding, we have several infra-structure projects that we need to we have started over the since 2010 that we need to complete. All of these things are

weighing on us and so we undertook a, uh, we made a decision, we made two decisions. We made a decision to put the 5.42 million toward the unfunded liability. [3:19:23] It's an obligation we have we are only 68% funded we should be 80% funded. You can't get out of that. Greenwich is bankrupt. Um. Property values in Greenwich have plummeted. You can't escape that. You can't escape the obligations that you have. And you can't put your head in the sand that we don't have. So, I think that going forward, we can't have, you heard a discussion this morning, unfortunate discussion, but you can't have things taken off the table in terms of a budget process even though, uhm, we will try very hard to, and I can't see anything in the future where we would not be keeping the employees that we have, uhm, but the other thing that you can't do is to, to try to hem in what that process is going to look like going forward. We're going to have to take a very realistic look at what we do going forward. Uhm, the only way to get that 5.4 over a long period of time is you have a couple of options: you can reduce expenditures, you can increase taxes, you can increase find ways to increase revenue, Uhm, and so, when you have the CE, [pause] and Tom stood up and took a very firm stand, but it's a different leadership stand than I think that we need- so, uhm, I think that it's we all have to be on the same page- and um so I've talked to Tom about it and I, I think and Tom has you know, uh, he would not have decided to do this he wanted to stay on until he was 66, but I think that it, we may need a little bit different type of leadership going forward and so that's honestly how I feel and that's what I feel we need to do as a Town and I think there will be pain all around. I, You know, we did do a minor tax increase 4 dollars per million whether you are a resident, you're, you're homesteaded or not, it's 4 dollars per million, yes, I voted on that. There will be things like that. We don't want to reduce services, so you gotta take it from somewhere. And you have, you have to be able to look at it with eyes wide open and make sure that it happens in the best interests of our Town, uh, of Our Town Residents and the employees, so you can't really take things off the table. So that's why I feel the way I do.

[3:22:09] Dick: Either Dani or Bobbie would you like to go next

Dani and Bobbie say maybe I will at the same time but it is inaudible

Bobbie: Oh are you going in order? Or by light? (Dani speaks off mic) My light was on.

Dick: Yeah, well, uh, it, she did

Dani: oh, go ahead Bobbie

Dick: but that's why I said either you or Bobbie

[3:22:26] Bobbie: Okay, Well, first, I'm going to start by saying, I 'm really sorry we're having this conversation right now and I reviewed Tom. I think I was the only person last year who reviewed you and ended up with my review in the paper. Everybody else on this Dias gave it to you verbally, so I wrote it down and I, and I, paid the price. It was published. And, so, I had understood from your phone call that you didn't want to have, I did not want to put you in a position, and, that you said you did not want to be in that position, so, but some of my colleagues feel differently so now we're going to have that conversation up here, and I apologize to you [Tom] for that. Uhm.

Bobbie: I made a decision

[3:23:05] Julie: Before we do can we make sure that's an agreement between all of us that we want to do that? Maybe, we just want to

Bobbie: It is up to Tom, if he wants, it's up to Tom.

Dick interrupts: Julie you, you said

Julie: okay, just asking

Dick: Julie you passed we will come back to you

Bobbie: So, Tom, you and I have had many conversations over the last two years. I have tremendous regard for your knowledge of the Town. For your uh demeanor in terms of handling uh tough issues. You've been a, You're a very solid person you've been a tremendous asset to this town for many, many years. I have had some major differences with you in the past year which would part of the reason I told you I was uncomfortable is that I said I'm not comfortable renewing you for a year when I haven't given you uh a performance review. Now my colleagues are asking me to give you a performance review on the dais, which I'm really disappointed in you for doing.

Julie: Me too

Bobbie: Uh, I will say that publicly. So, uhm, what has, what really caused me to raise my eyebrows when I saw that on the agenda and yes I was surprised, perhaps I shouldn't have been but I was surprised to see it on the agenda in in December when I, uh, when we had not reviewed you. [3:24:25] and, and we set goals in, we, February was when we started to set the goals um I don't know if they were adopted until March or April but we wrote them down and set them and, uh, and it also in the previous year when I went through this and it was in the newspaper you and I talked about it and we talked about some of my goals for you didn't make it in the top priorities but you still said they were uh they were, uh, on your radar screen and some of those items were succession. We have a lot of people in the, uh, including yourself, uh, who are of retirement age and I was very concerned about that having

been in, uh, companies, worked in companies most of my life that uhm we really didn't have a succession plan and many of our line managers, uhm, but for me the the, the, real point when I thought we really need to have, uh, some new leadership was during the after the May 19th Pension meeting when there was, when the [3:25:27] Chairman and, uh, that group had actually produced a report and that report was very critical to I think the health of and the and the budget process that we were about to enter into and you and I had several discussions both in June, when you decided not to put it on the agenda and again in July, when you didn't want to put it on the agenda and I, I know we had those discussions both verbally and in person. Uh, In person. I had a number of emails with you where I could not understand how you, we could pass a budget without having that information folded an, into our budget process and I had to intervene and actually call one of my colleagues to ask that that report be distributed among our dais in at the July Meeting after the second meeting and it was at that point that I started to think perhaps we don't have going forward we need to think about a leadership change on a very graceful and careful basis but a leadership change. I also think that the budget process [3:26:46] was unduly painful, unnecessarily painful and I felt that uhm instead of working as a partnership, I felt uh that I had uh I didn't have a partnership, so uhm I'm trying to sit hear and think about what I would write down on my review and I'm sure there are other issues.

[3:27:08] Bobbie continues: Because this is a very uncomfortable for me to do but uhm when you called the other night and you and I spoke, and you said I'd be happy to stay through a transition period and I, I think that's uh that is what I would like to see. I think uhm your institutional knowledge, meaning the knowledge that you have about the town and how it's run is critical to that. I think you've done too good a job over your years and too much uh too you've contributed too much to I would uhm never feel like dismissing you or anything like that, but I do think that uh as Maggie is saying and this is a bit extemporaneous I did not understand I was going to be saying this today but I do feel that it's time to think about new leadership in the [3:28:02] town and, and I think perhaps having seen that on the agenda forced me to say to myself well wait a minute, I don't want to renew him for a year if we're going to sit down and talk about a review in January and February and then he's renewed for a year, now maybe, you know, uh, so that, so that was where when you and I sat down that is what we talked about and uh, I, I'm not happy that we're having this conversation now, but we're having it and uh, I've been one of the proponents of transparency so I'll sit here and take my lumps with my constituents and uh, I guess that's all I have to say right now

3:28:46 Dick: Well, I don't know why everybody here is saying that they don't want to do this publicly that was exactly the reason that was exactly the reason I had a meeting with Tom and that was exactly the reason I preempted you [to Julie] because Tom told me when we met he felt he did not have the confidence of certain people sitting on this platform. He clearly knew it and you must have discussed it with him and registered your unhappiness. Whether it, Either it was with him personally or by the action at the dais when you made certain statements which

seemed to me to be, uh, unhappy with the leadership, so I decided that I would talk to Tom and find out what he really had in his mind and although frankly he, uh, was disappointed, but he did tell me that he had other opportunities, uh, he was gracious enough to say “ I don’t think I’m going to get the vote of the majority of the Town Council to stay and I, uh, would uh, uh, uh I would like to stay but if that’s the feeling and I’m know that I’m not going to get the votes of a majority of the council but I have enough respect for this town to know that a transition is required that we uh will have to go into some sort of a search for a new Town Council Manager, we uh [3:30:17] have as we know a big void in Planning and Zoning, we’re still looking for people like that, and so Tom and I had this conversation and the conversation went along certain things that he was hoping if he stayed for another 5 or 6 months, in order to go through this transition period, uh, that there were certain things that he wanted and I personally thought he was deserving of it uh I’ve had a lot of experience on the Town Council. I was hoping that you would give me the option to negotiate and remember, [3:30:51] uh, anything that came through, any kind of an agreement would have to come back to the Town Council for a vote of everybody so it was going to be totally transparent and I frankly was very disappointed that we went along this path. I thought this was a very logical way. We wouldn’t be forced to say who’s for him, who’s against him, and things of that sort, uh, and all of a sudden uh we start hearing people want to talk about this thing. I thought we could just not have it public, have it negotiated, and excetera, so I’m disappointed in that.

[3:31:27] Dick continues: And Maggie, you’re one of my dearest friends, but I, I, I think you’re wrong with respect to the fact that Tom uh defended uhm the people on the staff. I think that part of his job as Town Manager is to represent the staff and to speak up when he thinks that uh they’re being jeopardized, and excetera. But I remember very, very distinctly from that meeting after he said that and there were a lot of critical comments about it, Tom did say, he said this is my position, but if the Town Council directs me to do a particular thing and they want this to happen, I will follow their instructions and, so, I think he did everything possible, uh, and uh it’s a sad fact that we’re having this public conversation when I don’t think there was any need for it. Uh, Dani.

3:32:24 Dani: When I joined the Council, and I, you come in in February, and virtually immediately you are handed a a list of priorities that you are expected to give to the Town Manager. After a few months, you are supposed to review the Town Manager. Now, I tend to be a Northerner, although I understand Southerners. Uhm, Tom and I have different management philosophies, so I graded based on my interpretation of Tom’s management style. I received a few phone calls from residents who told me that I was unduly harsh, and that I was really too new and too uneducated uh on the Town to really make a valid evaluation of Tom. So, I took that to heart and my second year, Tom and I sat down and we went through some of the things, some of the problems that I had with Tom’s management style uhm and we came to an understanding. The most important thing I learned was that the institutional knowledge that Mr. Bradford has, there’s no one else in the Town that who that, and I would like to ask my colleagues on the desk, what’s, what’s the grand

scheme? What is your plan for, we'll do a nationwide search. I seem that seems to be what I've heard, we'll do a big search, which is great, so typically a search, any type of search is going to take 9-12 months. Are we going to [cell Seary says okay] whoops, obviously Seary thinks I'm talking too much [all laugh] Good thing Kathleen didn't hit the thing uhm what is the scheme? What is the plan, because uhm I am truly unhappy with the way this conversation is going. I don't think it's appropriate uhm and I just think it's flat out wrong. So,

3:35:02 Gail: I, I'd like to offer a proposal to you all. Um, that, if, if in fact the one year contract is not in our future that we give Tom a 9 month contract, at which point he will see us through the budget. He will see us through the CRTO. He will see us through the replacement of the Director in Planning and Zoning and hopefully keep that by rubber bands and string and chewing gum together until that can happen at which point we will have in parallel, concurrently gone out for a national search or determined if we want an acting director to fill that void, but it is clear to me that Tom, while I think you've done a great job as the Town Manager and I take, I'm a little uncomfortable saying that what you said at the Budget Meeting where you were going to look toward attrition that vote was today again 4 to 1, supported by the Town Council, so it couldn't have been that egregious, but I, I hear loud and clear what the, uhm, Town Council members are saying, so my suggestion would be that you give him a nine month contract, that we go forward and at the same time in a parallel course we go out for a National Search, remembering that could be very costly and we've done everything we can to reduce that cost, but

Dick: Bobbie

3:36:35 Bobbie: Well, you know, I'm very disappointed that this has come out the way it did. And, uh, I really think Gail that you wanted it to be this way, so I hope you're happy about that. I'm not happy about it. I think, uhm, I do want to turn it over to you, Mr. Kleid. I think you have a lot of experience as an attorney. Also, uh, you've, uh, you're the President of the Council and, uhm, I think that I don't know how much time. I know this. I know Tom has been an excellent, uh, he has been here for a long time. He is uh a hard, very hard working. He's contributed tremendously and **I hope that we have a, a comfortable transition. I don't know whether that's 9 months or something less than that. Sometimes you get lucky. Sometimes you find somebody quicker,** but if Tom is amenable to this, especially after having to go through that kind of public thing, to working with us, I think we should, we should go back to what Mr. Kleid, I think you said you intended to do all along which is sit down with Tom, uhm, and you handed me a report yest, a document uh yesterday that was an employment contract. It has a [severance] package in there. I will say to you that I am very comfortable with everything in there. I want to make sure that anybody who has given the Town what you have uh gets at at that kind of a package and I, I think that you can help us with this and I hope that you will and I hope that uh your skin is thick enough to be able to handle what just happened up here which was not intended to happen and uh and uh and I think that I am still happy to sit down with you and talk more. Although, I would say

that you are probably least surprised with some of the comments that I made because I've, I have never, I have always made it a point with anybody who reports [3:38:45] to me to make sure that they know where they stand and what I like and don't like uhm about their performance. So, uhm, I'm going to apologize to you personally and I'm going to say that's not the way I wanted it to go down, **but I would like to make a motion that we pass this to uh our President Kleid .**

[3:39:05] Dick: Okay, let me uh just for uh full disclosure. I gave everybody a copy of uh Mr. Bradford's uh professional service agreement. When he was hired, uh the former President Bob Wildrick, actually did negotiate this professional service agreement with him. It provides the terms, salaries, what happens if he leaves, and things of that sort and that particular document came back to the Town Council and was signed by the Mayor and every member of the Town Council, so it is a written agreement I thought that everybody uh should see it uhm, uh Maggie and uh Let's have Maggie and Julie and the last word and then let's see if we can dispose of this.

[3:39:57] Julie: She made a motion. Do we need a second?

[Off mic there's a motion and a second]

[3:39:59] Maggie: Well, I uh actually want to say something, so I'm going to say it. I think that this was, I don't know what the motive here was, this was, uh I spoke with Tom, and I'm not happy about it and I'm going to tell you I am not happy about it. I feel the exact same way Bobbie does. Uhm, Tom, but mostly I just wanted to address you: I appreciate everything you've done and I hope that you can continue.

Tom: Maggie, I appreciate it. I will.

Dick: Alright, [to Gail]: you want to speak?

Julie: No, I am next.

Dick: Okay, Julie then Gail and then let's see about the motion

Julie: And I will say and I haven't because I planned to do it alone with you, Tom. It was the Mayor's idea that we talk about you and say our plan. I think this was not the right place to do it. I think that we asked to be able to do it in private. The charter even says that you can choose retirement or something else. And I am uncomfortable. I apologize for what just happened, but I will talk to you alone to tell you my reasoning behind it unless the Mayor would like me too to do what Bobbie and and because it was really your [to the Mayor] decision. [Gail says something inaudible] no, no, no I said I would do it at the end, so you tell me what you want me to do, but the bottom line is Tom, I appreciate, you know, everything you have done for us thus far, I do have reservations that are very similar to Maggie's and to Bobbie's, I have some of my own. I would rather just sit down with you to talk. So I would say that I am in favor of the agreement that we're talking about. It sounds like

the Mayor brings up that nine months is probably the right uhm time period to get us through the budget. I'm wondering though if we were able to do a search and did find someone is there a way to pay through the nine months or is there something uh I mean I think I would rather have you here but I don't think you would want to train someone so I am trying to figure out the timing....

3:41:55 Dick interrupts: Yeah, the answer probably would be

Julie: up to

Dick: And I'm just, it has not been discussed. But it would be my recommendation that if you wanted nine months, but if we got a new manager in a shorter period of time that would be the period so it would be

Julie: Okay.

Dick: At most nine months, maybe shorter

Julie: And I also want to say, I think it is very gracious of you Tom to agree to this and to stay on and to work with us and uhm I will be talking, talking to you privately, but I, I do appreciate your willingness to do this and to take care of our Town. So, I thank you, Tom.

Tom: Yes I

Dick interrupts: Gail and then Dani and then let's go to the vote.

[3:46:36] Gail: I'm, I'm not the least bit uhm, uhm uncomfortable with the fact that I asked this conversation to happen today. I think it was handled wrong from the git-go. If in fact there was uncomfortableness behind close doors with this, I think that you, we should have discussed with Tom what the next action would be. But to simply tell him that we are not going to rehire you without a plan makes no sense to me. I am grateful for Mr. Kleid's intervention that he could actually talk with Tom and have a plan, but I, I don't think this should have come down this way from the git-go. And I am disappointed. Tom, uhm, whether you work here or not. I'm, I'm sorry for the way this occurred. It should have been handled differently. It should have been handled more gracefully. And if I were in your shoes there would have been no shot that I would resign. For your information, if he resigns he does not get his pen-, he does not get his severance pay and or health care. So what he suggested this morning was as magnanimous an offer that you could find, but everybody knew that this item was on the agenda, everybody had the opportunity to discuss with Tom [except for me, Julie] what they foresaw as the future of this Town. Please continue to work here. I hope that you will get the support from this council. I, I frankly think that you have uhm done a great job and uhm I wish you very well on your next adventure.

3:44:13 Tom: Thank you

Dick: Dani

3:44:17 Dani: you know I'm going to pass because my temperature has risen 100 degrees. I think that this was DISGRACEFUL at on this Council. Absolutely disgraceful. Uh

Dick tries to interrupt: Well, Uh

Dani: am horrified that you would treat any, any person, any employee in this manner. I agree with the Mayor that it should have been handled perhaps more gracefully. On the other hand, I also believe that for the sake of transparency we all needed to be able to state our issues with Tom. I believe we most of us have stated them in private and now the public has heard them. So, congratulations, but I think it was handled disgracefully.

[3:45:05] Dick: Well, as stated before, uh, I meet as President of the Town Council uh with Tom several weeks before the agenda. I approve the preliminary draft of the agenda and when we got to this particular matter, uh, Tom said that he didn't think that he had the confidence of a majority of the Town Council. Uh, We discussed that. Uh, We decided that uh we would see what could be done about it. Uh Tom and I Tom was gracious enough to say that if he wasn't going to be renewed he understood that there were uh problems with respect to a uh transition. That we needed time to do that. He graciously agreed to be there. Uh, He felt that uh if he were willing to do that uh there were certain terms and conditions uh that he wanted. He and I discussed these terms and conditions. I felt they were fair and appropriate and uh asked uh and thought maybe that I could personally negotiate this, uh come back to the Town Council at a later date and the whole idear of this conversation and the way we were going to proceed is to not have the type of conversation that we have in private and I regret that it has come to that and I was hopeful that we could have had uh this private agreement and then at a later date bring back what the terms and conditions were. Uh, I'm personally am a supporter of Tom. I think he's done a terrific job. I agree with some of my colleagues that his institutional knowledge in this town is very, very important. Uh, Sure, there are certain things that I disagreed with him. I, I thought Peter Elwell was a fabulous manager, but I never gave him a five in all of my evaluations, because I had problems with things that he did. Uhm, anyway I will now, uhm

[Someone speaking off mic]

3:47:10 Dick: Let's call the question: uhm: and the motion is to what

Bobbie: to remand it to you

Dick: to give me the authority to uh

Bobbie: to sit down

Dick: to negotiate with Tom

Dani: for a nine month contract, up to

Bobbie: up to

Bobbie: for up to

Dick: uh- up to a nine month contract. Uh, Do we have a second?

Julie: Second

Bobbie: Yeah, It was already seconded, I think

Dick: Yeah, okay. Kathleen

Roll call is taken. Passes unanimously.