



If any person decides to appeal any decision made by the Board with respect to any matter considered at this meeting, that person will need a record of the proceedings, and that, for such purpose, the person 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.

**SPECIAL MEETING AGENDA**  
**Tuesday, October 16<sup>th</sup>, 2018, 5:00 p.m.**  
City Hall Commission Chambers – 100 NW 1<sup>st</sup> Avenue  
Delray Beach, FL 33444

**STAFF PRESENT:**

Jeff Costello	Renee Jadusingh	Danielle Arfin	Elizabeth Burrows
DJ Lee	Joan Goodrich	Kristyn Cox	Teresa Hadjipetrou
Lori Hayward	Jill Brown	Grace Gdaniec	

**OTHERS PRESENT:**

Jane Smith

**1. Call to Order**

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

**2. Roll Call**

**Present:** Adam Frankel, Shirley Johnson, Ryan Boylston, Bill Bathurst, Angie Gray, Pamela Brinson, Shelly Petrolia

**3. CRA Executive Director Annual Performance Review**

Mr. David Tolces, Board Attorney, stated that the CRA Board directed his office to send out an evaluation form to the CRA Commissioners regarding the Executive Director's evaluation.

Commissioner Frankel commented that he chose not to use the evaluation form since he sat on the Board for a limited amount of time. He added that the CRA staff does a great job. The only criticism he had is that it is important for Mr. Costello to recognize that he is supposed to answer to the Board and not to other groups or individuals.

Commissioner Boylston commented that the CRA has not had a lot of consistency with the Board or direction that has been given. Moving forward, he would like to see more innovation, public-private partnerships, and pivoting the traditional CRA model. He sees this as an opportunity to have stability across the Board, Commission, City Manager, Department heads, and the CRA Director. In a year from now, if someone is not doing their job with this team in place, it will stick out.

First Vice Chair Gray commented that for 30 years there was a promise made that the CRA would redevelop Downtown Delray Beach and take that money to develop other areas which have been neglected. She wants to move forward with removing slum and blight and thinks Mr. Costello is moving in

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that direction. She would like to reevaluate the progress made in 6 months. She added that Staff is all over the place and needs to come together. There needs to be more of a focus on infrastructure and affordable housing.

Commissioner Brinson commented that she has not been here long enough to give a thorough evaluation but that he has kept her up to date on issues and projects.

Vice Chair Johnson stated she did her best to do a professional, thorough, and fair evaluation of Mr. Costello. Those evaluations did not indicate that he possessed the dynamic Executive Director criteria in the arena of leadership, management, redevelopment ideas, innovation, capacity to change, nor ability to demonstrate personnel relationship qualities. She continued by stating that he does not give his opinion and only asks for the direction of the Board. She would like to know what a dynamic Executive Director thinks.

Vice Chair Johnson concluded by stating the Board is at a crossroads and does not think her fellow Commissioners have taken this evaluation seriously. The future of the CRA and the City depends on the Board's actions tonight. This may be the last opportunity to rid the organization of the culture of fear, turnover with employees feeling they have no other choice but to leave the organization, intimidation, stifling of creativity and ideas, and make the CRA the complete outstanding entity with the right leader. She recommends dismissing Mr. Costello with cause, inability to lead and direct.

Treasurer Bathurs stated that he took the evaluation seriously. He thanked those Board members who turned their evaluations in. The CRA has experienced instability with City Managers, Board, and change in direction. He added that there is room for improvement with Mr. Costello. He also wants to know what Mr. Costello thinks instead of him just listening to what the Board says. Decreasing stability would be the worst thing to do. Instead, he suggests setting a benchmark. There is room for communication improvements, but he would like to stay on course and keep moving forward.

Chair Petrolia commented that the Board is switching what they want the CRA to do but they don't have the means to do it and does not think he has had the time to respond to this Board. She has seen a tremendous direction change and sees that he has made every attempt possible to deliver what this Board has been asking. Chair Petrolia added that they need to hold a goal setting meeting but does not think removal is necessary at this point. In terms of stability, she recommended Mr. Costello assess why the CRA is losing employees.

First Vice Chair Gray requested future reports include the status on projects in regard to removing slum and blight. She would also like to hear more from Ms. Jadusingh, Ms. Goodrich, and Ms. Burrows.

Vice Chair Johnson requested to hear more updates about the Arts Warehouse.

Chair Petrolia requested a delay in the next evaluation to be held in May.

The Board reached a consensus on holding the next evaluation in May 2019.

#### **4. Other Business**

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- A. Comments by Commissioner
- B. Comments by Board Attorney
- C. Comments by Executive Director
- D. Comments by Staff

5. Adjournment

There being no further business the meeting was adjourned at 5:46 pm.

  
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Jeff Costello, Executive Director

  
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Shelly Petrolia, Board Chair

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