

City of Delray Beach

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Minutes - Draft

Thursday, July 31, 2025

11:00 AM

Special Meeting at 11:00 AM

Delray Beach City Hall or Watch on YouTube:

<https://www.youtube.com/channel/UCc2j0JhnR8Hx0Hj13RhCJag/s>
treams

City Commission

Mayor Thomas F. Carney, Jr.

Vice Mayor Rob Long

Deputy Vice Mayor Angela Burns

Commissioner Tom Markert

Commissioner Juli Casale

Pursuant to Section 3.12 of the Charter of the City of Delray Beach the Mayor has instructed me to announce a Special Meeting of the City Commission to be held for the following purposes:

SP.1. EMPLOYMENT AGREEMENT BETWEEN THE CITY OF DELRAY BEACH AND TERRENCE MOORE

Sponsors: City Attorney Department

Attachments: [Agenda Cover Report](#)
[Employment Agreement with Terrence R. Moore](#)

The July 31, 2025 Special Meeting was called to order at 11:02 a.m. Alexis Givings, City Clerk, called the roll, and the following were present:

Present: 5 - Mayor Thomas F. Carney, Jr., Deputy Vice Mayor Angela Burns, Commissioner Juli Casale, Commissioner Tom Markert, Vice Mayor Long, (remotely)

Others present were:
Terrence Moore, City Manager
Lynn Gelin, City Attorney
Alexis Givings, City Clerk

The Commission noted that Vice Mayor Long was not present and would join the meeting by phone.

A motion was made by Commissioner Casale, seconded by Deputy Vice Mayor Burns, to allow Vice Mayor Rob Long to participate remotely.

all were in favor

Mayor Carney stated that the City's policy requires the Commission to evaluate the City Manager's performance annually by August 1st. He requested a consensus from the Commission for an extension to ensure that the City does not breach the August 1st deadline for completing the evaluation. Mayor Carney mentioned that he had directed Lynn Gelin, City Attorney, to revise the current evaluation form to better reflect the duties of both the City Manager and the City Attorney. However, he noted that he had only received the same form from Mr. Moore three days prior to the meeting.

Mr. Moore stated that he was fine with postponing his evaluation until a later date in August.

Mayor Carney voiced his concern that the Commission had no suggestions for revising the evaluation form, as discussed the previous year.

The Commission suggested keeping the form unchanged and documenting their thoughts on a separate piece of paper.

Ms. Gelin proposed that the Commission use the evaluation form that the Community Redevelopment Agency (CRA) uses for its Executive Director as a basis for assessing Mr. Moore's performance. Alternatively, she proposed a policy decision stating that if a Commissioner feels that a specific category in the evaluation doesn't pertain to the employee, the employee should not be penalized based on that category. Instead, the employees' evaluation would focus on the average scores for the remaining assessed categories.

There was consensus to maintain the current format. If anyone believes a specific category does not apply, they should mark it as N/A (non-applicable). Human Resources will then calculate the average score, excluding N/A responses.

There was consensus for the City Manager's performance evaluation to be on the August 12, 2025 agenda.

SP.2. PUBLIC COMMENTS

Mayor Carney opened the floor to anyone who wished to provide public comments. Seeing no one present, Mayor Carney closed public comments.

There being no further business to discuss, Mayor Carney adjourned the meeting at 11:19 a.m.

The City shall furnish appropriate auxiliary aids and services where necessary to afford an individual with a disability an equal opportunity to participate in and enjoy the benefits of a service, program, or activity conducted by the City. Please contact the Human Resources Department at (561) 243-7125 at least 24 hours prior to the program or activity for the City to reasonably accommodate your request. Adaptive listening devices are available for meetings in the Commission Chambers.