

**CITY OF RIVIERA BEACH
PALM BEACH COUNTY, FLORIDA
SPECIAL CITY COUNCIL MEETING MINUTES
WEDNESDAY, JUNE 2, 2014 AT 5:30 P.M.**

(The following may contain inaudible or misunderstood words due to the recording quality.)

ANY PERSON WHO WOULD LIKE TO SPEAK ON AN AGENDA ITEM; PLEASE FILL OUT A PINK PUBLIC COMMENT CARD LOCATED IN THE BACK OF THE COUNCIL CHAMBERS AND GIVE IT TO THE STAFF PRIOR TO THE BEGINNING OF THE MEETING. MEMBERS OF THE PUBLIC SHALL BE GIVEN A TOTAL OF THREE (3) MINUTES FOR ALL ITEMS LISTED ON THE CONSENT AGENDA. MEMBERS OF THE PUBLIC WILL BE GIVEN THREE (3) MINUTES TO SPEAK ON EACH REGULAR AGENDA ITEM. IN NO EVENT WILL ANYONE BE ALLOWED TO SPEAK ON AN AGENDA ITEM AFTER THE RESOLUTION IS READ OR ITEM CONSIDERED.

CITY CLERK CALL TO ORDER

CHAIRPERSON DAVIS: Good evening, everyone. Welcome to the Special City Council Meeting. Excuse me? Okay. Mr. Stevens, we're ready to start? You ready? Okay. Good evening, again. We're -- welcome to our regularly scheduled -- I'm sorry, our Special City Council Meeting. Let's all -- and if you have your cell phones, please turn them to the off or vibrate position. Let's all stand for a moment of -- I'm sorry. City Clerk, call the roll, please.

Roll Call

CITY CLERK WARD: Mayor Thomas Masters. Chairperson Judy L. Davis.

CHAIRPERSON DAVIS: Here.

CITY CLERK WARD: Chairperson Dawn S. Pardo.

CHAIRPERSON DAVIS: Chair Pro --

CITY MANAGER JONES: Miss Pardo asked me to make you aware that she had a community meeting and she'd probably be running about 15 minutes late but she would be here.

CITY CLERK WARD: Did I say that?

CITY MANAGER JONES: You said chairperson.

CITY CLERK WARD: Chair Pro Tem Dawn Pardo. I'm sorry, Miss Davis.

CHAIRPERSON DAVIS: That's okay.

CITY CLERK WARD: Okay. Councilperson Bruce Guyton? Councilperson Cedrick Thomas?

COUNCILPERSON THOMAS: Here.

CITY CLERK WARD: Councilperson Terence Davis?

COUNCILPERSON DAVIS: Here.

CITY CLERK WARD: City Manager Ruth Jones?

CITY MANAGER JONES: Present.

CITY CLERK WARD: City Clerk Carrie Ward is present. City Attorney Pamala Hannah Ryan.

CITY ATTORNEY RYAN: Present.

CITY CLERK WARD: You have a quorum, Madam Chairlady, and you may proceed with the meeting.

CHAIRPERSON DAVIS: Thank you, Madam Clerk. Let's all stand for a moment of silence and the Pledge led by Mr. Thomas.

Invocation/Pledge of Allegiance

(Everyone stood for a moment of silence with the Pledge of Allegiance being led by Councilperson Thomas).

CHAIRPERSON DAVIS: Okay. Madam -- I'm sorry, Miss City Manager, do we have any additions, disclosures or substitutions?

AGENDA Approval: Additions, Deletions, Substitutions

CITY MANAGER JONES: No, Madam Chair.

CHAIRPERSON DAVIS: Any disclosures by Council?

Disclosure by Council

CHAIRPERSON DAVIS: None. Is there a motion to adopt the agenda?

Adoption of Agenda

COUNCILPERSON THOMAS: So moved.

COUNCILPERSON DAVIS: Second.

CHAIRPERSON DAVIS: Okay. Madam Clerk?

CITY CLERK WARD: Councilperson Judy Davis?

CHAIRPERSON DAVIS: Yes.

CITY CLERK WARD: Councilperson Bruce -- Bruce Guyton is not here, right? Okay. Councilperson Cedrick Thomas?

COUNCILPERSON THOMAS: Yes.

CITY CLERK WARD: Councilperson Terence Davis?

COUNCILPERSON DAVIS: Yes.

CITY CLERK WARD: Unanimous vote.

CHAIRPERSON DAVIS: Okay. There is nothing on Consent. We have no awards, presentations. Item one. And before we get started, Mrs. Jones, I want to go through some of the highlights of what Miss Ryan sent us in the procedures. What I'd like to do is allow /SA to 20 minutes for the presentations and for us to save our questions. If we can write them down and then ask at the end. And let the record reflect that Mr. Guyton is here. So Miss Jones, you can take over, please.

Comments From the Public on Consent Agenda (Three Minutes Limitation)

CONSENT AGENDA

AWARDS AND PRESENTATIONS

- 1. ORAL INTERVIEWS WITH GALLAGHER BENEFIT SERVICES, INC., MCKINLEY INSURANCE SERVICES, INC. AND RICHARD S. BERNSTEIN & ASSOCIATES AS IT RELATES TO RFP NO. 417-13 "AGENT OF RECORD FOR EMPLOYEE GROUP INSURANCE".**

CITY MANAGER JONES: Thank you, Madam Chair. We are here this evening at the request of council to conduct interviews for the -- our oral presentations for the three responsive -- responsible individuals -- vendors, rather, that responded to our RFP solicitation. We have informed them of their amount of time that they have in order to proceed. What I would like to do right now, if it would be okay with council, is to give you an overview of the process, the agent of record and then any other points that Miss Ryan would like to make that might be contained in her memo before we begin to proceed to actually hearing the interviews.

CHAIRPERSON DAVIS: That's fine.

CITY MANAGER JONES: Mr. Guy, if you would, please -- Ben Guy, the Director of Purchasing and I.T., will come forward to give you an overview of the process.

DIRECTOR OF PURCHASING AND I.T. GUY: Okay. Good evening. Thank you, Madam Manager. Ben Guy, Purchasing Department. As the manager's indicated, today we're here for interviews for the agent of record. Consistent with direction from

the city council and in accordance with procurement code, an RFP for agent of record -- agent of record services was issued on October 8th, 2013. And subsequently a committee met on December 13th. That committee consisted of the Deputy City Manager, Finance Director Administrative -- the Finance Director, the Human Resources Director and the Risk Manager. And the board asked that we request that the firms that submitted come in so that you might be able to have presentations of their submittals. And that's why we're here tonight.

CITY ATTORNEY RYAN: Okay.

CHAIRPERSON DAVIS: Miss Ryan?

CITY ATTORNEY RYAN: To add to what Mr. Guy stated, I want to point out that staff provided the city council on May 23rd, 2014, with a book -- I think y'all have yours -- which contains the relevant information that you will need for discussion and deliberation. The RFP is included, the committee information, the written responses from all of the proposers, information regarding the health -- Affordable Health Care Act, and you were also provided a DVD of the oral interviews that the committee held. The point system has been laid out for you that they relied upon, and I've attached that to my memorandum of this afternoon so that you have that to review. You do not have to -- you go by their -- the points that they gave them. You do have to stay within the confines of the RFP which means that you can't consider factors that were not relevant to the RFP itself.

The interview section -- so you have all that written documentation. They will come. They will make their presentation. They can include anything they want in their presentation. We're giving them 15 to 20 minutes. As stated earlier, we're asking that city council hold all of its comments until after each presentation. So you have paper here. Write down your notes. And you all are given the opportunity to evaluate. If you plan to make a decision tonight you can do that. This is a special meeting. So you can rank the proposers. I don't know if that's something that -- if -- well, let me say this. You may want to have a little bit of discussion as to how you want to do this. If you plan to rank them, then you should disclose that now. If you guys want to score that, you can do that as well.

Or, as we've done in the past, you can hear everything they have to say, evaluate it according to the RFP and make your decision tonight just by a motion. It's really up to the council. But again, the most important part is, is that you have to stay within the confines of the RFP when you deliberate and make your decision. Also, I -- I don't know if I added -- I -- I put it in my memo. If there's anyone from the public who wants to speak, they have the opportunity to do so because this is a special meeting where the council may be making a final decision. So anyone from the public, if you have -- we still want you to use the pink comment cards. Bring those up because there will be an opportunity for the public to speak during this process.

CHAIRPERSON DAVIS: Okay. And if there are any speakers, please fill out your cards and bring them up at this time, 'cause we're going to take the speakers first, and if

you have questions regarding this, you can get those answered, you know, as we do the presentations and move on.

COUNCILPERSON THOMAS: Madam Chair?

CHAIRPERSON DAVIS: Mr. Thomas?

COUNCILPERSON THOMAS: I just want to make sure that I'm understanding correctly. In terms of the question-and-answer session, are we going to do that after each group speaks, or do you want us to wait till all three of the groups have made their presentation and then just ask questions of whichever --

CHAIRPERSON DAVIS: I think it probably would be better if we waited until each one speaks and then you can ask your questions. And I think we probably need to just -- 'cause you know, once we start asking questions, then some -- you know, something else goes off in your mind and we'll be here forever.

COUNCILPERSON THOMAS: Well, I just don't want to create an unfair advantage to any group.

CHAIRPERSON DAVIS: Or you can wait till -- whatever you want to do.

COUNCILPERSON THOMAS: Just case in point, I think -- I think it's Gallagher that's going to go first. There may be some questions that Gallagher may not have had a chance to really address that the next group after them, you know, will be able to pick up on. So I just don't want to make an -- an unfair, you know, advantage to anyone.

CHAIRPERSON DAVIS: Okay. So what's -- what's -- what's your pleasure?

COUNCILPERSON THOMAS: I really don't know, Madam Chair, 'cause when I was questions I want to ask them. But I just -- I -- I really don't know. Maybe -- maybe we should wait till after all of them speak. Maybe.

CHAIRPERSON DAVIS: Well, that's what I originally thought but it's up to the board.

CITY ATTORNEY RYAN: Well -- well, the -- the only issue with that -- and it can be either way.

COUNCILPERSON THOMAS: Uh-huh.

CITY ATTORNEY RYAN: But if you ask a question of Gallagher the first time and it's question that you're probably going to want to know the answer to from all of them, so if they can -- if the second group hears the question, they can put it into their presentation.

COUNCILPERSON THOMAS: Okay. Well --

CITY ATTORNEY RYAN: I mean, but that's -- that's --

COUNCILPERSON THOMAS: -- no. I'm -- I mean, I'm fine either way.

CITY ATTORNEY RYAN: Otherwise you're going to have to have each one of them come up after -- when you ask your question --

COUNCILPERSON THOMAS: Okay.

CITY ATTORNEY RYAN: -- to respond to it.

COUNCILPERSON THOMAS: No problem. So we're going to do it the original way.

CHAIRPERSON DAVIS: After each --

COUNCILPERSON THOMAS: After each one. Okay.

CHAIRPERSON DAVIS: Yeah.

COUNCILPERSON THOMAS: Fine with me.

CHAIRPERSON DAVIS: Now, the other issue is what -- what is it that we are -- are we going to be scoring or are we going to be ranking or what is the pleasure of the board?

COUNCILPERSON THOMAS: I was -- I was under the impression we were going to be making a decision. So I'm -- I'm ready to make a decision. But whatever my colleagues would like to do, I'm fine with it.

CHAIRPERSON DAVIS: Are you going to be making a decision just based on what you hear or is there going to be, um, a result for -- you know, as for ranking them or what?

COUNCILPERSON DAVIS: Oh, I'll wait.

COUNCILPERSON THOMAS: For -- for me, I thought that we would take the information that we had in terms of what they did written wise and utilize what they give us orally to actually, you know, make a decision, make a -- make a decision if you want to rank them one, two, three, or however you want to, to rank them. But I was going to take what they said from oral and what I've been able to read and make my decision on that. That's what I personally was going to do.

COUNCILPERSON GUYTON: Madam Chair?

CHAIRPERSON DAVIS: Mr. Guyton?

COUNCILPERSON GUYTON: Yes. My position is I wanted to retain the option should council decide if there was some areas in the process that didn't go as smoothly as we would -- as we would have hoped. I would like to maintain an option to go back out and clean it up if we determine that there was something in the process that didn't go as well as we thought it should. And to clean it up and to bring it back. But that's an option I would like to leave on the table.

CHAIRPERSON DAVIS: Did you have --

COUNCILPERSON DAVIS: Yes.

CHAIRPERSON DAVIS: Mr. Davis?

COUNCILPERSON DAVIS: I share the same concern with both of my colleagues, starting off with Councilperson Thomas. As you can see, this has been a long, drawn-out process. It's been -- the meeting's been rescheduled quite a few times. And we're here now. I think it's only right that, you know, we sit and wait, allow them to do presentations. If there's a point where we need to consider what Councilperson Guyton is doing, we'll discuss that then. But I've been reading through this book. I'm very excited to watch these presentations so we can get ready to make a decision. Because as you know, we've got -- October 1 is coming up and we need to make -- we need to make sure that we're in a position to make sure that our -- our residents have the best quality of services whatever agent of record we choose to go with tonight.

CHAIRPERSON DAVIS: Okay. Well, let me just -- I'm struggling with this because -- I really am.

COUNCILPERSON THOMAS: I've been there.

CHAIRPERSON DAVIS: I'm just thinking back -- I -- you know, I just think back to a process that we had some time ago. And -- and I really didn't want to -- to do this. But the board said that they -- this is what they wanted. So in moving forward, I think, though, that at -- at the very least, after hearing everything, that we should at least just rank -- write down first, second or third or have the option of saying, Look, let's just throw it out and started over. You know, but just to sit here and -- and -- and just say, you know, Oh, we want such and such or such and such or whatever company, I -- I just think we need to have a process. So with that being said, if that's agreeable to everybody --

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON DAVIS: Mr. Davis?

COUNCILPERSON DAVIS: Thank you. Let's keep in mind, once they were scored, staff did say all teams were highly recommended. All the teams are in a position today. I don't see where we would go specifically wrong whichever direction we choose to go, but we're going to make sure that we go with the best-fit team for the City of Riviera Beach at this particular time. This is not leaning towards one party or the other. It just understanding that, Hey -- our staff say, Hey, all these teams come highly recommended. Based on the -- the reading, the information that's provided, along with the presentation, they have an opportunity today to show what type of services they can provide. We can ask those questions. We had quite a few months to -- to deliberate on how we're going to do the process. That decision should have been made before tonight, not at the dais today. So if that was a concern, I think that concern should have been brought up maybe prior to us coming here tonight.

COUNCILPERSON THOMAS: Madam Chair?

CHAIRPERSON DAVIS: Mr. Thomas?

COUNCILPERSON THOMAS: I -- I do understand what you're saying and I also -- I agree strongly with what Mr. Davis is saying. It's going to be a tough decision. But as I hear my colleague Mr. Guyton say all the time, we just gotta make it -- we gotta make the decision. If we don't make a decision today, I think that you would probably be saying that you want to do something for next year. I just don't see you having the time to be able to have whatever agent of record -- with the exception of the -- the agent of record who's currently in place -- to be able to handle getting the bids, getting whatever's necessary so we can have a -- a balanced budget that can be prepared by, you know, September 30th. I think that we're, you know -- we're -- we're tightening it up. Now, if -- if a member is that uncomfortable and wants to throw it out, then, I mean, I don't see what that's going to -- how that's going to -- to do anything different. You're going to probably get these same major players to respond to it again. If we did that, I would want some type of tight timeline to -- to -- to be able to get it back out on the street. I'm talking about in -- within maybe 20 to 30 day, having it all the way turned around. I don't want to go that route but if that's what makes everyone comfortable, then we should. Having that in mind, we probably should have decided that before we brought everybody here to do presentations. I don't want to have everybody go through presentations just to say we're going to throw it out. You know? We're here. This has been planned for a meeting, a date today. I actually was hoping that we didn't do it today but I got outvoted on that and I'll be spending my birthday here doing this. So I'm pretty anxious to get started, to say the least. And let's just, you know, see where it -- it may --

COUNCILPERSON GUYTON: Madam Chair?

CHAIRPERSON DAVIS: Mr. Guyton.

COUNCILPERSON GUYTON: Let me just clarify my position. I'm never reluctant to make a decision. And if I have to make it now, the process is one that I'm not comfortable with so I won't be making a change. So let me put that out there. In order to give everybody an opportunity to presented that I feel in a clean process and not alleged that somebody on the team did something that might not have been appropriate -- not illegal, not unethical, but inappropriate -- in order to avoid any challenges about our process, I thought that would be the best thing to do. I'm here. I'll make a decision. I've never been shy about that. But in fairness to everybody, I thought that would be the best process. We had an agent of record in place. My question to staff and to others was that -- was there any breach of their agreement.

CHAIRPERSON DAVIS: Miss Ryan?

COUNCILPERSON GUYTON: No, wait. No, no.

CHAIRPERSON DAVIS: Did you -- oh, oh, okay.

COUNCILPERSON GUYTON: No, I'm laying out my position why I thought it would go back out. So -- and -- and why I would maintain what we have if it doesn't go back out.

So in my discussions with staff and everybody, this is what I feel would be best if we wanted to entertain a change. That's only me. That's -- that's only my position. There have been suggestions that somehow the process has not been clean. And I have been involved in politics for a while. And one thing that I don't want to do is get involved in a muddy process and try to clean it up at the end.

CHAIRPERSON DAVIS: Exactly.

COUNCILPERSON GUYTON: At the last meeting I made indications that I was uncomfortable. And I asked some very direct questions, which precipitated some residents going to whoever and making complaints. We all know the story. So my position is if I'm going to make a decision, I want the process to be clean. If we're not going to clean it up, I'm going to stick with who we have right now until the end of their contract. So that's where I am, Madam Chair.

COUNCILPERSON THOMAS: Madam Chair, if -- if Mr. Guyton knows of something that's not clean, I would love for him to tell us, because this board went out for bid. It had nothing to do with the current people that was there. It had everything to do with the Affordable Care Act. So we went out for bid. It had -- it -- it was -- I'm -- I'm -- I'm confused as to why there's indications --

COUNCILPERSON GUYTON: Okay. Let -- let -- let me be very specific.

COUNCILPERSON THOMAS: Please do.

COUNCILPERSON GUYTON: We went out for information primarily on the Affordable Care Act. But everything was included in that process, though. All of the services was lumped in. The reason we went out -- and I spoke to staff about this and sometimes I don't like publicly displaying -- revealing what I speak to staff about for obvious reasons. But my question to staff was, If we went out for the Affordable Care Act, why wasn't that category scored? That was one of the categories that wasn't scored. I'm saying, you know, if that's our primary reason, we should have some documentation evaluating that area. And -- and when I said not clean, I wasn't referring to any -- anything unethical or anything illegal. I said that. But I'm saying that there are things that made me uncomfortable that I spoke to staff about. And that was one of them. We went out for the Affordable Care Act but that area wasn't scored. So that's only my position that we need, in my opinion, to have all of those categories scored, especially the one that we went out for.

COUNCILPERSON THOMAS: Okay.

COUNCILPERSON GUYTON: So I -- I -- you know, but that's only me. That's only me. And --

COUNCILPERSON THOMAS: Is -- is that the truth, though? That's what I want to know, is that the --

COUNCILPERSON GUYTON: The staff -- well, the Affordable Act category scored.

COUNCILPERSON THOMAS: -- 'cause I was under the impression that you couldn't even -- you couldn't even bid. You couldn't even, you know, basically apply in our process if you didn't have that particular --

COUNCILPERSON GUYTON: Well, let's just let staff answer the question, if that category was scored.

CITY MANAGER JONES: I'll let Mr. Guy answer the question. It was not a separate item under experience. But that's where it was considered.

COUNCILPERSON GUYTON: But -- but -- but let's -- but let's be very specific.

CITY MANAGER JONES: But it wasn't a separate item.

COUNCILPERSON GUYTON: I know. But let's be very specific. Was that category scored? Was that area scored, given a -- it fell under experience. I understand that.

CITY MANAGER JONES: Yeah. No, it was under --

COUNCILPERSON GUYTON: But it was not pulled out separate?

CITY MANAGER JONES: -- it was not pulled out separately scored.

COUNCILPERSON GUYTON: And it was not scored?

CITY MANAGER JONES: Not separately scored.

COUNCILPERSON GUYTON: Okay. That was my point.

COUNCILPERSON THOMAS: Well, wait a minute. That -- you -- you -- you're just not going to half do it. When the -- when the -- when the RFP went out, where is a copy of the actual RFP that went out?

COUNCILPERSON GUYTON: It's in our book.

CITY ATTORNEY RYAN: It's in your first --

COUNCILPERSON THOMAS: Okay. Is it out for the public? 'Cause when we start spitting stuff like that out because we feel a certain way about it, that's unfair. Because the -- the RFP simply stated that you had to have some type of experience with that. The RFP from the beginning. So now, if you're saying that that RFP didn't cover what we actually said that we were going out with, then we got a whole 'nother problem.

COUNCILPERSON GUYTON: No, no, no. I didn't say that it wasn't covered. I said that the reason we went out was for the Affordable Care Act to be included in our scope of services.

COUNCILPERSON THOMAS: That was one of them, yes.

COUNCILPERSON GUYTON: And I said -- and I told staff that I was expecting and it -- I'll take blame for not enforcing what I expected, but I expected that area to be scored since that's what -- not fall under experience.

CHAIRPERSON DAVIS: Not lumped in, what you're saying?

COUNCILPERSON GUYTON: Yeah. Not lumped in with everything else. What --

COUNCILPERSON THOMAS: But Mr. Guyton, we all saw this RFP before it went out.

COUNCILPERSON GUYTON: I -- Mr. -- Mr. Thomas.

COUNCILPERSON THOMAS: So if we had an issue with it -- this is my issue. If it's on staff, then I have no problem saying staff should have done this.

COUNCILPERSON GUYTON: No. I'm taking blame for -- for what --

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON THOMAS: But we -- we -- we saw it.

CHAIRPERSON DAVIS: But -- but can we -- okay. We -- we're not going to have a back-and-forth with -- with -- with --

COUNCILPERSON GUYTON: No.

COUNCILPERSON THOMAS: It's a dialogue, Madam Chair. It's a dialogue.

CHAIRPERSON DAVIS: Okay. I understand that. But, you know, that's not moving this along.

COUNCILPERSON GUYTON: Understood.

CHAIRPERSON DAVIS: I mean, we'll be here all day going back and forth with that.

COUNCILPERSON GUYTON: Well, I've laid out my position.

CHAIRPERSON DAVIS: So the -- the two points are -- are -- are understood. Okay? Yours and Mr. Thomas's. So at in point in time, did you have a comment?

COUNCILPERSON DAVIS: Yeah, just real briefly. When this came -- when this came up for discussion whether or not we want to put this out for bid, the Affordable Care Act was one of the major concerns but also one of my concerns was, you know, you don't know what you've got until you see what -- you put it out there and just kind of see the level -- bring all level of competition. If that company measure -- measures up our current agent -- agent of record and do what they're supposed to do and it shows that they've been giving us the greater quality of service based on all the presentations today, then you have a -- then we have a decision to make. In that meeting when we was -- the last meeting that we had when we were discussing this, the reason that the

motion -- I made that motion for it to come back for this meeting, as far as them coming forth today. And staff said everyone's highly recommended. So if everyone's highly recommended and staff said that, at this point, we're the policy -- we're decision makers. They get to do their presentation. Have any questions, you can go from there.

CHAIRPERSON DAVIS: Okay. So as for the ranking, I'd like for us to have a process, rank number one, two or three.

COUNCILPERSON DAVIS: Madam Chair.

CHAIRPERSON DAVIS: If that is --

COUNCILPERSON DAVIS: After you're done. I'll wait.

CHAIRPERSON DAVIS: -- Mr. Davis, go ahead.

COUNCILPERSON DAVIS: Here is process. If a ranking system was necessary, this is something that should have been provided to us before we got here tonight. We're not going to change the rules when we get to the meeting. Not --

CHAIRPERSON DAVIS: Mr. Davis, I'm running this meeting. And I'm saying to you --

COUNCILPERSON DAVIS: Well, I -- I know you --

CHAIRPERSON DAVIS: -- if you'll just wait just a second.

COUNCILPERSON DAVIS: -- hold on. Okay. Okay. I'll wait.

CHAIRPERSON DAVIS: If you'll hold on one second.

COUNCILPERSON DAVIS: I'll wait.

CHAIRPERSON DAVIS: I'm asking that each person rank the individual responders here. If we're going to go through with this, it -- it has to be a system to do it.

COUNCILPERSON DAVIS: Okay.

CHAIRPERSON DAVIS: So that's -- that's my feeling, to keep us, you know, having a process and not just, you know, throwing things out there. So --

COUNCILPERSON DAVIS: Do you have the chart?

CHAIRPERSON DAVIS: -- if -- do I have a consensus to go with the ranking or not?

COUNCILPERSON THOMAS: Yeah. I'm -- just so I understand the ranking. You're saying each one of us rank one, two, or three personally?

CHAIRPERSON DAVIS: Yes. Yes.

COUNCILPERSON THOMAS: And then will we come to some collective process of elimination?

CHAIRPERSON DAVIS: And we'll just narrow it down. Yes.

COUNCILPERSON THOMAS: Okay. I'm -- I'm okay with that.

CHAIRPERSON DAVIS: Are you good with that, Mr. Guyton?

COUNCILPERSON GUYTON: Yes.

CHAIRPERSON DAVIS: Thank you.

COUNCILPERSON THOMAS: I -- I -- I don't -- I think -- I think we should go with that.

CHAIRPERSON DAVIS: Thank you. All right. So are we ready to begin? Who's up first?

CITY MANAGER JONES: Ben, why don't you just announce what the firm is?

DIRECTOR OF PURCHASING AND I.T. GUY: Okay. The firm of Gallagher Bassett [sic] will present first.

COUNCILPERSON THOMAS: And can -- Madam Chair, I'm sorry.

CHAIRPERSON DAVIS: Yes.

COUNCILPERSON THOMAS: Can you just tell us how you came up with this order? I'm just curious, just so I know.

CITY MANAGER JONES: Alphabetical.

COUNCILPERSON THOMAS: Okay. That works. I'm just curious. I just wanted to know. I just wanted to know because it wasn't in the order of the original ranked --

CITY MANAGER JONES: No, it was just alphabetical.

COUNCILPERSON THOMAS: Okay. All right.

DIRECTOR OF PURCHASING AND I.T. GUY: I'm sorry. And again, it's Gallagher Benefit Services that will present first. Thank you.

JEFF ANGELLO: Thank you.

COUNCILPERSON THOMAS: Who's keeping the clock?

CITY MANAGER JONES: Okay. We want to (inaudible).

COUNCILPERSON THOMAS: Judy, who's keeping the clock?

CITY MANAGER JONES: Thank you.

JEFF ANGELLO: Madam Chair, members of the Council --

CHAIRPERSON DAVIS: Okay, sir?

JEFF ANGELLO: Yes.

CHAIRPERSON DAVIS: Okay. And you'll have 15 to 20 minutes.

JEFF ANGELLO: That -- that's great. Yeah.

CHAIRPERSON DAVIS: Okay?

JEFF ANGELLO: We -- hopefully we'll be less than that but thank you.

CHAIRPERSON DAVIS: Okay.

JEFF ANGELLO: Real quickly, I'm Jeff Angello. I'm the area president for Gallagher. I had the state niche for government and municipalities. I have with me Barbara Crowe, Paul Hebert, Michelle Nathan [phonetic] and James Proffitt [phonetic]. I'm going to be turning it over to them fairly quickly. First and foremost I just want to say thank you for the opportunity to be here to talk to you and to any consideration you give our proposal. We -- we would love to do business with the City and -- and, you know, if there's any chance of that happening, we -- we would greatly appreciate it.

Real briefly, the City is very much like other cities and has a lot of similarities to other cities. But then again, you know, the City of Riviera Beach is unique and you have your own issues and your own differences. We as a consulting firm are much like many of our competitors and it's hard to tell us apart. You know, we all do similar things and it -- we tend to look -- look very similar. We're really not introducing anything new here, but we want to do tonight is sort of bring attention to where we think we fit. And it's up to you to decide if you think that's a better fit or a worse fit but we just want to sort of tell you where we fit. Not to ruin our whole story 'cause I don't want to take it away from them, but at least if the power goes off I want the key points to be made.

You know, first, when it comes to the municipal space, we're the biggest. We do the most of it. That's -- that's what Gallagher does. We have thousands of municipal clients nationally. We're very big in this space. We have the most internal resources available when it comes to actuaries and attorneys and pharmacists and RNs and -- and health care specialists and wellness specialists. We -- we have the biggest staff. So that's -- and those are internal people. We have outside resources we can go to, as well, but we have the biggest internal pool.

You talked about PPACA and health care reform. We have the -- the -- the most formidable set of tools and personnel to help you deal with health care reform. It's one of the biggest issues that we've ever had -- I've done this for 30 years. It's one of the

biggest things we've had to deal with. We've built tools, staffing, personnel and resources specifically to help you deal with those.

And then lastly we're competitive. And competitive, what does that mean from a brokerage standpoint? From our perspective what it means is we are first transparent. We want you to see what we do. We want you to see what we get paid. And if you don't think it's enough, we want to talk about it. And if you think it's too much we want to -- we -- we'll talk about it. We -- we want to be very upfront about this. You're buying professional services and selecting a broker. And that is and should be transparent and negotiable. Those are really the things that set us apart. So I'm going to turn it over to Barbara now. But again, thank you for the opportunity and we appreciate it greatly.

BARBARA CROWE: Good job. Hi. Barbara Crowe with Gallagher, one of the senior consultants. And I'm just going to go through who Gallagher is very briefly. Gallagher is one of the largest brokers in the world and we have -- we operate in 16 different countries. One of the key points is we have three offices here in West Palm Beach, as well as offices in Miami. That's a key 'cause we think we have a lot of resources here in Palm Beach County that can help assist with this account.

COUNCILPERSON THOMAS: Excuse me, Madam Chair. Can she just pull the mike over a little bit just so we can hear?

CHAIRPERSON DAVIS: Pull your mike down.

COUNCILPERSON THOMAS: Yeah.

CHAIRPERSON DAVIS: And it's a -- it's a -- you have to get close. Okay.

BARBARA CROWE: Better?

COUNCILPERSON THOMAS: Yes.

CHAIRPERSON DAVIS: Yes.

BARBARA CROWE: Okay. We have over 15,000 employees and we're worth 2.2 billion in revenue each year. And as Jeff said, we are the largest in the State of Florida in the public sector arena. And these are just a list of some of the public clients that we currently work with. This is just a sampling. We have about 70 to 80 clients just out of the Boca office in the public sector world. So we just wanted to give you some information on that.

And as Jeff said, our consulting team, the ones highlighted in yellow are here in Boca Raton and would be part of the team. As you can see, we have a great deal of backup. We believe in having our teams have multiple prongs. And I'd be one of the co-consultants, along with Jeffrey Egan [phonetic] who's not here with us this evening. But we also have several account managers that would work with the City, as well as technical consultants. In addition, too, we have an in-house consulting actuary. We have several other actuaries on staff, so he's just one of the actuaries that would be

here at the table with the City. In addition, we have an in-house compliance attorney and he is here, also, with us. He's going to give a little bit about some of the stuff he does. He is local. He's here in Boca, and in addition to that, we also use outside counsel if needed. And some of the things that Jeff says sets us apart is we do have pharmacists on staff. We have RNs on staff that also can help with wellness planning and things that are important to the City.

Some of the things -- we did the differences and we're going to provide -- and I'm going to turn it over to Michelle in a minute. But we couldn't go through every single thing within our proposal because it's a short time frame. So we just wanted to highlight some of the key areas. Michelle?

MICHELLE NATHAN: Good evening. I'm Michelle Nathan. I'm the account manager that would be assigned as a dedicated account manager to the City of Riviera. As you have noticed, we are -- we do have an -- we have a niche in the practice. We're well-known. I came -- I've only been here about a year with Gallagher but I've had over 15 years of experience, coming from one of the larger brokers. But what I -- what I hear is we're -- you're -- we're a small fish in a big pond. You're -- we're Gallagher. We're very huge. But we also come -- bring it a level that's understandable. Your -- the Affordable Health Care Act. Who is that going to? Is it -- is it going to a high level, the Mayor's Office, or someone -- to an employee who doesn't understand how health care reform, you know, applies to them? And I think that's what we bring, also, to the table.

The -- what I find as an account manager is that I have my resources right across the hall from me. They're -- they're right there that I can ask them. I don't have to make a phone call and then wait two days to find something in outside of an office. I have the answer right there. We also have the -- the staff members are also at your touch. If you want to pick up the phone, call them directly, so be it. But if you want a single point of contact, I'm your person. However, you know, the City wants that to be put.

The cutting-edge technology. You know, as we're big, we -- we have all the resources. We also go nationally. We can touch to other account managers, other, you know, senior-level people within Gallagher. And our commission and fees are fully transparent. Is it this one? Oh, is it down? Okay.

PAUL HEBERT: Down right there. Good evening.

CHAIRPERSON DAVIS: Good evening.

PAUL HEBERT: I'll put the mike up. I'm not quite as short as Barbara. I am Paul Hebert. I am the compliance attorney located in Gallagher's Boca Raton office and I am the compliance consultant for all of our local clients, especially our public sector clients. What we're going to do, talk a little bit about is the Affordable Care Act, since that seems to be a hot button here and every other employer nowadays. Gallagher does a lot of things for our clients. First and foremost we educate you and we train you with regard to all of the requirements regard to the Health Care Reform Act.

One way we do that is by having somebody like me who is on the team available to you to explain to you what's going on, when you have to comply, how it actually -- when the rubber meets the road, how it affects the City and what we need to do to make sure we're meeting what we need to meet. In addition to me, all team members, all Gallagher employees, had to go through a mandatory health care reform training. So as much as I like to hold myself out as the expert, and I think I am the expert, so are my team members. So all of us are available to help you work through and understand what the requirements are.

We're also supported by a national network of compliance experts, many of which are attorneys. And what they do is they actually publish and provide technical bulletins, webinars. So at your convenience, you can learn things that seem interesting to you or things that will be important to you. Just out of curiosity, before I came, I went back into our website to see how many publications we've done in the last six months. And from November 18th until today we had 35 health care reform updates that have been issued to all of our clients. So you can see we're continually providing information to our clients.

Now, in addition to just educating, working with you, we do have a full suite of financial tools that we do use so that our clients can be prepared as we get into current and future years when it comes to the financial impact to the plans that you sponsor for your employees. We've got planners -- and I'm going to walk through a couple of these in a little more detail -- planners and financial tools. We can do a workforce evaluation. So we would actually look at your employees' census data and your demographics to see where are your employees in their career cycle and what's important to them? What types of benefits are going to be important to them based on where they currently are in their work experience?

And then probably one of the most important things is planning. We need to do some strategic short-term and long-term planning because starting next year, there are penalties that the City may face because of the new health care reform legislation. And we need to make sure that we're doing our best to mitigate your exposure to any of those penalties. And not just mitigate. Maybe eliminate.

So the first thing is deadlines. This came into being, this legislation, back in 2010. And things went into effect right away. Things went into effect the following year. Things are still going into effect starting with your first plan year in 2014. So the one thing that we need to do is we need to make sure that the City's on top of meeting all of its deadlines. And one thing that Gallagher created was a health care reform planner. So what we actually can do with each of our clients is enter all of your specific data. The fact that you're a governmental entity, how many employees you have, what your plan year is. And we can have this document for you that you will actually see item by item with deadlines what you need to comply with and by when.

Disclosures. Employers, plan sponsors have requirements under the health care reform legislation with regard to numerous things. You have to communicate to your employees. One thing hasn't come out yet until regulations get issued is automatic

enrollment. There's going to be a day when you're going to be required to automatically enroll your employees in a medical plan option. And before you do that, you're going to have to give them the opportunity to opt out. So that'll be a notice you're gonna have to give. A summary of benefits and coverage. This is a mandatory benefits summary that you had to start giving a couple of years ago. So things like that, we need to make sure that you're meeting on a timely basis.

And finally reporting. Reporting has become more critical in the last year or so and is going to be more in the next couple of years. There are fees that health care reform imposes on all plan sponsors. Some of those fees will be paid for by your insurance carrier. There's other reporting requirements. Minimum essentially coverage reporting and applicable large employer reporting, that starting in 2016, you as an employer that sponsors a plan, are going to have to disclose information to the federal government so that they can track and have information to assess the penalty structure that we're going to talk about in a second. So a lot going on.

Financial modeling. Plans, in order to avoid penalties down the road, have to establish something called minimum value. That's an actuarial test that a plan would have to meet to make sure that the value of the plan for the employees that are in the plan is a sufficient actuarial value. So we have created models that we can actually plug all of your plan data into.

CHAIRPERSON DAVIS: You have about three minutes.

PAUL HEBERT: Thank you.

CHAIRPERSON DAVIS: You're at your three-minute mark.

PAUL HEBERT: To make sure that we understand the actuarial value of your plans. Affordability. You're also judged on affordability. How much do you charge employees for the premium for the employee only tier of coverage? We need to make sure that your plan is affordable, and we can help and will help set premium rates, not only for the employee, but also the family tiers. And then budgeting. As you're going into next subsequent renewals, we need to make sure that you know what to expect, that you have budgeted appropriately for the expected renewal based on all of these things that health care reform would impose on you.

Mitigating penalties and costs. The one thing that is very important, because of penalties that'll be starting in 2015, is your census data. We need to and will look at all of your employees, your full-timers, your part-timers, your seasonal, your temps, your variable-hour employees. Because you face penalties on any employee that would be considered full time. And a full time is any employee that works on average 30 or more hours per week. Sometimes that's an easy analysis and sometimes it's complicated. So we will help you put the tools in place to make sure you quantify who your employees are and help you measure them to determine who is or is not a full-time employee.

And finally, a couple of years down the road, Cadillac tax. At some point in 2018 or in the future, based on the value of your plan, you may face an excise tax if your plan exceeds certain value thresholds. So we have reports. We have -- that we can run based on your plan demographics and your plan costs, to determine when you'll hit the Cadillac tax, if at all. And if you're going to hit it, what we can do from a plan modeling standpoint to make plan design changes to bring you below the thresholds.

Lastly, health care reform is very important, but so are other compliance matters. And I don't want you to lose sight of the fact there are all sorts of other things. Day-to-day compliance issues happen all the time. COBRA, Cafeteria Plan issues, HIPAA. Those are the things that I'd be available to help the City work through. You can call any of the local municipalities we work with, Palm Beach Gardens, City of Boca, they all know me. They've all met with me and they can tell you what value I've added. There you go.

BARBARA CROWE: And now James is going to just go over a little bit of our open enrollment real quick and then we'll wrap up.

CHAIRPERSON DAVIS: You have about 30 seconds.

JAMES PROFFITT: My name's James Proffitt. I'm in charge of the open enrollment. I work in conjunction with Michelle Nathan. And one of the things I just want to say about open enrollment, when you're dealing with the employees, is to make sure that they understand what's offered and how do they use it, how does it affect their pockets. Because what I've found out in my years in this industry is that a lot of people don't know how to use their plans and they don't -- they don't know how the cost affects them. So a lot of them stay away from it. They don't know; they're unaware. So I work with Michelle Nathan in the communication with the City staff and making sure that their employees, the employees are fully aware of what's available to them.

CHAIRPERSON DAVIS: Okay. Thank you. You guys were perfect.

JEFF ANGELLO: I just wanted, closing, just say thank you again for the opportunity. Again, we've told you what we believe is different about us, and we are different. That's not to say better. That's for you -- for you to decide. But we have a lot of things that make us uniquely situated to -- to help the City with the struggles that you have with human resources and employee benefits. So thank you very much.

CHAIRPERSON DAVIS: Okay. Thank you, sir.

JEFF ANGELLO: And happy birthday, by the way.

COUNCILPERSON THOMAS: Thank you.

CHAIRPERSON DAVIS: And up next is --

COUNCILPERSON THOMAS: Add an extra point. No, I'm just kidding. Just kidding. Just kidding.

CHAIRPERSON DAVIS: -- is McKinley? Okay. Come on.

COUNCILPERSON THOMAS: This is the time we get to ask -- we're going to ask --

CHAIRPERSON DAVIS: Oh, okay. We'll -- we'll go ahead and ask --

COUNCILPERSON THOMAS: Or do I have it backwards?

CHAIRPERSON DAVIS: No. We got it right. I'm sorry.

COUNCILPERSON THOMAS: Oh, okay.

CHAIRPERSON DAVIS: That's my -- my mistake. So we're going to open it up for questions for you.

CITY MANAGER JONES: And you can just come sit at the table if you like and that way whichever one can answer.

COUNCILPERSON GUYTON: Madam Chair, I thought it was agreed that all of them --

CHAIRPERSON DAVIS: No, we're going to do it after -- after each one.

CITY ATTORNEY RYAN: Maybe make it smoother. I think you should do it that way. Do it the way you --

COUNCILPERSON GUYTON: Oh, okay.

COUNCILPERSON DAVIS: Because that's (inaudible).

COUNCILPERSON THOMAS: Yeah, I originally said that but I thought the Chair made a decision.

COUNCILPERSON GUYTON: Oh, okay.

COUNCILPERSON THOMAS: That we was going to do it this way.

CHAIRPERSON DAVIS: Yes. We're going to do it after each one.

COUNCILPERSON GUYTON: Maybe I misunderstood.

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON GUYTON: Okay.

COUNCILPERSON THOMAS: Yeah. I'll -- I'll start if it's okay with you, Madam Chair?

CHAIRPERSON DAVIS: Yes. Mr. Davis -- Mr. Thomas.

COUNCILPERSON THOMAS: The first thing, I -- I didn't get everyone's name. Can -- can you just repeat it just so I know. I didn't want to interrupt your train of thought while you were saying it.

CHAIRPERSON DAVIS: And before you get started, is it agreed we're going to do about 10 minutes?

COUNCILPERSON THOMAS: Sure.

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON THOMAS: I'm glad I'm going first.

CHAIRPERSON DAVIS: All right.

PAUL HEBERT: Paul Hebert, Compliance counsel.

BARBARA CROWE: Barbara Crowe, lead consultant. Jeff Angello's standing behind me, area president.

JAMES PROFFITT: James Proffitt, technical consultant.

MICHELLE NATHAN: Hi, Michelle Nathan, account manager.

COUNCILPERSON THOMAS: Okay. So I -- I just want to make sure that I got this right when you said that you were the -- the largest or the -- the biggest in this space?

JEFF ANGELLO: In -- in governmental space, yes, sir.

COUNCILPERSON THOMAS: In terms of --

JEFF ANGELLO: Number of clients. Gallagher has a niche. And if you look at all the big brokers, we now have 16,000 employees. We grew by picking niches and government and -- and municipal employers were one of our big niches. As Barbara said, we have 70 to 80 governmental clients in Florida. We have in excess of, I think, 1,000 or pushing 2,000 nationally just in the benefits space. So we deal with a lot of organizations and cities and municipalities and townships.

COUNCILPERSON THOMAS: Right. I'm -- I'm -- I'm asking germane to this particular topic that we're discussing tonight, agents of record.

JEFF ANGELLO: Oh, yeah. Yes. In --

COUNCILPERSON THOMAS: You're the largest?

JEFF ANGELLO: -- in employee benefits we are, yes.

COUNCILPERSON THOMAS: Okay. No problem. And I -- I heard three different cities, City of Delray, City of Palm Beach Gardens, City of Boca Raton.

JEFF ANGELLO: Yes.

COUNCILPERSON THOMAS: Do you have any other cities?

JEFF ANGELLO: Yes. We --

BARBARA CROWE: Yes. I don't think we -- we didn't list them all.

JEFF ANGELLO: -- do me a --

COUNCILPERSON THOMAS: If you have just a number to try to save some time.

CITY MANAGER JONES: Uh, (inaudible) --

BARBARA CROWE: City of Belle Glades.

COUNCILPERSON THOMAS: Right. Oh, under this tab here? I didn't even look at this.

JEFF ANGELLO: The Town of Belleair, the City of Jacksonville, City of Tampa, City of St. Petersburg.

COUNCILPERSON THOMAS: But West -- West Palm Beach wasn't one of those cities?

JEFF ANGELLO: West Palm Beach is not one, no, sir.

BARBARA CROWE: No.

COUNCILPERSON THOMAS: Okay. Okay.

BARBARA CROWE: Palm Beach County Board of County Commissioners is.

COUNCILPERSON THOMAS: Okay. And you presently already do our -- some -- some of our benefits already. Which -- which ones are those?

JEFF ANGELLO: We --

BARBARA CROWE: Property casualty.

JEFF ANGELLO: -- we do with -- deal with your -- on your property and casualty side for the liability and the property for the City through our sister company, our -- so that's property and casualty side. But we don't deal with the employee benefits side.

COUNCILPERSON THOMAS: Okay. But that's not a Gallagher Bassett that we --

JEFF ANGELLO: No, Gallagher Bassett's another one of our companies. So they do - they do the claims adjudication for your Worker's Comp and liability program.

COUNCILPERSON THOMAS: But you are Gallagher Bassett?

JEFF ANGELLO: No. We're actually -- well, we're part -- if you -- the holding company is Arthur J. Gallagher & Company. Gallagher Bassett, Gallagher Brokerage Services and Gallagher Benefit Services are the three key divisions. So we're one of the three divisions. So they are a sister company of ours.

COUNCILPERSON THOMAS: Oh.

JEFF ANGELLO: But we're incorporated separately.

COUNCILPERSON THOMAS: Understood. Understood. I'm glad I brought that up. Understood. And let me ask you this question here. I -- I was told by our current carrier that these -- the fees are set statutorily. Are the fees set statutorily?

JEFF ANGELLO: Yeah. The carriers file with the State for -- I -- I presume you're asking about commissions, what -- what will be compensated?

COUNCILPERSON THOMAS: Yes. Yes.

JEFF ANGELLO: No. In a group your size they're actually negotiable and can be changed. The carriers file for -- so that they had flexibility. So ultimately what we're proposing is we believe for the services we've outlined that we can do all of that for 3½ percent.

BARBARA CROWE: 3½.

JEFF ANGELLO: If, for whatever reason, you don't believe that's worth 3½ percent or you want more or less services and you want to discuss that, we can do that. The carriers will all file -- have to file commissions with the State, but they'll usually file a minimum graded scale and then some variability so that they can be flexible.

COUNCILPERSON THOMAS: Okay. That's all for me, Madam Chair.

CHAIRPERSON DAVIS: One question for me. Is the 3 ½ percent, is that the statutory --

JEFF ANGELLO: No. No, ma'am.

CHAIRPERSON DAVIS: Okay.

JEFF ANGELLO: That's what we believe -- that's what we believe our services are worth and what we would -- ultimately, if you pick us, we'll go to the carrier and say, Here, this is what we --

CHAIRPERSON DAVIS: Okay. I --

JEFF ANGELLO: -- what we expect, and they would include that in your writing.

CHAIRPERSON DAVIS: Okay. Any other questions for this group?

COUNCILPERSON GUYTON: Yes, I have one --

CHAIRPERSON DAVIS: Mr. Guyton?

COUNCILPERSON GUYTON: -- Madam Chair. I'm sorry. What was your name?

JEFF ANGELLO: Jeff Angello.

COUNCILPERSON GUYTON: Mr. Angello.

JEFF ANGELLO: Yes, sir.

COUNCILPERSON GUYTON: And this is going to be for all of the responders. In the RFP, it requested that "each give examples of employee benefit projects and products that your company and staff has designed and implemented for clients that --" and it lists six different things. The first one was, "Provide analysis and recommendations concerning anticipated impacts and implementation of the Affordable Care Act." I looked through all of the responders' response to that but I didn't see any reference to any specific client or analysis or impact. And I just wanted to know did you submit that? Do we have that?

JEFF ANGELLO: As far as what we put in there?

BARBARA CROWE: (Inaudible).

JEFF ANGELLO: No, I --

COUNCILPERSON GUYTON: Now, there was information about the tools and --

JEFF ANGELLO: Yeah. I --

COUNCILPERSON GUYTON: -- yeah, I read all that.

JEFF ANGELLO: Well, yeah. And what we addressed is we talked about our actuarial tools --

COUNCILPERSON GUYTON: Understood. I read all that.

JEFF ANGELLO: -- that we -- yeah. But -- but those are the tools that relate to quantifying the Affordable Care Act, the costs, the -- the risks, the exposures. Yes, sir.

BARBARA CROWE: Standard for all of our clients.

COUNCILPERSON GUYTON: Understood.

JEFF ANGELLO: Which is standard for all our clients.

COUNCILPERSON GUYTON: Now I -- I -- I -- I guess I was looking for --

CHAIRPERSON DAVIS: Speak in your mike, please.

COUNCILPERSON GUYTON: I think I was looking for an example as was reflected here. I might have misunderstood what was being asked. Of -- of how you actually -- maybe not -- how you -- how the report looks if you were doing that type of analysis for a client.

JEFF ANGELLO: Well, actually, that's a very good question, what are you actually getting for -- for this. And that -- that's some of the screenshots --

COUNCILPERSON GUYTON: Yeah.

JEFF ANGELLO: -- that we put up there today were the actual ones but --

COUNCILPERSON GUYTON: Yeah, some of it kind of touched on it.

JEFF ANGELLO: Yeah.

CHAIRPERSON DAVIS: Uh-huh.

COUNCILPERSON GUYTON: And -- and I was -- I was just looking for it in this --

JEFF ANGELLO: Yeah. Yeah. For -- for each tool -- and there are a number of tools. You know, one, there's an employee evaluation. We break down your employee population. We break it down by hours. We break it down by income. We then categorize those or bucket those people as to what risks that they are, what global risks you're -- you're facing with that.

COUNCILPERSON GUYTON: That type of stuff I was looking for.

JEFF ANGELLO: Yeah. And then --

COUNCILPERSON GUYTON: And I caught a glimpse of it.

JEFF ANGELLO: Yeah. And so those were the actual --

COUNCILPERSON GUYTON: But I didn't -- you didn't have it in here.

JEFF ANGELLO: -- output screenshots. We addressed it verbally in the proposal that we have these tools and maybe we didn't do a great job of describing what they were.

COUNCILPERSON GUYTON: Well, no. It wasn't that it wasn't great. I was just --

JEFF ANGELLO: But -- yeah. Yeah.

COUNCILPERSON GUYTON: -- looking for some --

JEFF ANGELLO: Yeah.

COUNCILPERSON GUYTON: -- thing like you had on the screen.

JEFF ANGELLO: Understood. Understood.

COUNCILPERSON GUYTON: Okay. That -- that's my only question.

CHAIRPERSON DAVIS: Any other questions?

COUNCILPERSON THOMAS: Yes. It says three Palm Beach County offices and eight Florida offices. Where are your offices in Palm Beach County?

JEFF ANGELLO: We have one in West Palm, Delray and Boca Raton.

COUNCILPERSON THOMAS: Okay. Where -- where's the one in West Palm?

JEFF ANGELLO: They're out off of --

JAMES PROFFITT: Off of Vista.

JEFF ANGELLO: Yeah.

BARBARA CROWE: Vista Parkway.

COUNCILPERSON THOMAS: Okay.

JEFF ANGELLO: Vista Parkway.

COUNCILPERSON THOMAS: Okay. And that's your offices that one of your sister companies --

JEFF ANGELLO: No, that's all Gallagher -- those are the Gallagher Benefits offices.

BARBARA CROWE: Ours.

JEFF ANGELLO: We have actually more Arthur Gallagher and Gallagher Bassett offices but we just listed ours for the benefits division.

COUNCILPERSON THOMAS: Okay. Okay.

CHAIRPERSON DAVIS: Any other questions?

COUNCILPERSON THOMAS: All right. Yes. How many employees do you have that are local?

JEFF ANGELLO: We've got 50 -- probably in Palm Beach County --

BARBARA CROWE: Seventy.

JEFF ANGELLO: -- 75, 80 employees just --

BARBARA CROWE: In the benefits --

JEFF ANGELLO: -- in -- in the benefits side.

COUNCILPERSON THOMAS: That's local meaning --

JEFF ANGELLO: Yeah. The three -- actually, that -- that would include --

BARBARA CROWE: Just in West Palm Beach.

JEFF ANGELLO: -- our Miami staff, too. So between the three offices in Palm Beach County and Miami, probably about 80 employees.

COUNCILPERSON THOMAS: How about the offices in between Riviera and West Palm?

JEFF ANGELLO: Well, we've got 40 that we would take out between -- so probably half of those.

COUNCILPERSON THOMAS: Between Riviera and West Palm?

JEFF ANGELLO: Yeah. Between those two.

COUNCILPERSON THOMAS: That's absolutely wonderful.

JEFF ANGELLO: Yeah. 'Cause I think we have about 30 in our West Palm office and then probably 12, 15 in Delray.

COUNCILPERSON THOMAS: Okay. I'll go with 30. Okay. No problem.

JEFF ANGELLO: Thank you, again.

CHAIRPERSON DAVIS: Are you done, Mr. Thomas?

COUNCILPERSON THOMAS: Yes, ma'am, I am.

CHAIRPERSON DAVIS: Any other questions?

COUNCILPERSON DAVIS: My question's already been asked already so --

CHAIRPERSON DAVIS: So you have no questions?

COUNCILPERSON DAVIS: No.

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON DAVIS: They both asked the same questions.

CHAIRPERSON DAVIS: All right.

BARBARA CROWE: Thank you.

CHAIRPERSON DAVIS: Thank you, all, very much.

UNIDENTIFIED SPEAKER: Thank you.

CHAIRPERSON DAVIS: You were under 10 minutes -- we were under 10 minutes. Okay. McKinley, you're up. Do you have any information you want to send up?

CARMEN MILLER: We'd prefer to do it afterwards, please.

CHAIRPERSON DAVIS: Okay.

CARMEN MILLER: Thank you.

CHAIRPERSON DAVIS: You ready?

CARMEN MILLER: Excuse me. (Inaudible).

CHAIRPERSON DAVIS: Which program are -- are you looking for? PowerPoint?

CARMEN MILLER: Yeah. We're looking to -- for the -- it should have popped right up.

CHAIRPERSON DAVIS: Technical difficulties. Okay. We're going to -- we're going to just recess for about five minutes until y'all can get that straightened out. Okay? All right.

Mr. Guyton and (inaudible). Have we got three?

COUNCILPERSON GUYTON: Huh?

CHAIRPERSON DAVIS: We got three?

COUNCILPERSON GUYTON: Yeah. I think Mr. Thomas --

CHAIRPERSON DAVIS: He's coming?

COUNCILPERSON GUYTON: -- he's in the men's room but --

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON GUYTON: -- I think that's -- I think that's where he is.

CHAIRPERSON DAVIS: Well, we're going to wait for him so he won't miss anything.

COUNCILPERSON GUYTON: Okay.

CHAIRPERSON DAVIS: There he is.

COUNCILPERSON THOMAS: (Inaudible) miss.

CHAIRPERSON DAVIS: Okay.

CITY MANAGER JONES: (Inaudible).

CHAIRPERSON DAVIS: All right. We're going to resume with our meeting. And McKinley, you have 15 minutes to make your presentation.

RALPH CAMPBELL: Good evening.

CHAIRPERSON DAVIS: Good evening.

CITY MANAGER JONES: Good evening.

RALPH CAMPBELL: City Manager, Madam Chair and the rest of the Council members, my name is Ralph Campbell, president and CEO of McKinley Financial Services. I will be brief this evening. To my immediate right I have Carmen Miller, our vice president of client services and Steve Gude, our account executive. We have been honored to have been selected as your agent of record almost seven years ago and also in January of 2012 selected again. And we've been proud of the work we've done in working with all your staff members and it's been a -- it's been a pleasure.

This would be the team if we were selected again that would be working with the City. Many of them since we are your current agent of record, work with the City now. A lot of experience. The good news is that everybody here had worked on both sides, on the health carrier side and the broker side. We think that's very, very important. We have a practice group that we do a lot of municipal business. As you can see some of the cities listed, Lauderdale Lakes, Miami Gardens, South Bay, School Board of Broward County, Broward County Government. So we have a lot of municipal experience. We have been doing this for 27 years.

You probably can't read this so I'm not even going to -- but basically it's -- it's quotes that two of our clients have said about us. But I can't even read them. We pride ourselves on community service. We do a lot of work in the community. And as you can see, some of the work we've done. And we have our philosophy. Service to our clients, service to our employees and service to our community. And we take all three very seriously. And now I'm going to hand it over to Carmen Miller.

CARMEN MILLER: Good afternoon.

CHAIRPERSON DAVIS: Good evening, Miss Miller.

CARMEN MILLER: McKinley has -- is very well versed in health care reform. And as a matter of fact, as of May 1st when the governmental training site for the Affordable Care Act opened for certifying agents, that was back in May and each one of us took the

certification and passed without issue. So we have been certified since certification began in May of 2013 -- '13. When issues are raised here at the City and with any of our clients, we make sure that they're given top priority and that they are quickly resolved. We are on site and as a matter of fact, we took an extra step when the current carrier discontinued the -- wanted to discontinue the on-site services. We employed their staff member so that the City would not have any break in service.

As far as budget -- budgetary goals, we have worked with the carriers to keep rate increases low by providing wellness dollars which have helped to keep your -- your experience low. When we initially came in you were receiving, at one point, a 43 percent rate increase. And because of the wellness programs that we've instituted along with your health carrier and the dollars we put forth to that, your -- your rate increases have been minimal at this point. We've been very creative in making sure that those rates and those increases were minimal. When we were told to save the City a million dollars, we worked very hard and very -- and -- and came very close to that savings.

Since implementation of ACA, we've obtained legal counsel back in 2010 that helps us and works with us on a constant basis to make sure that we're up to date and our clients are up to date and informed. We began legislative updates out on a monthly basis at that point and we do continue them. We provide professionally and personally designed employee benefits guides for each employee to maintain and use throughout the year. That helps them when they have issues, they know who to call and when to call them. We do one-on-one meetings as needed and we also provide monthly customer service here at the City.

As far as health and benefit fairs and health screenings in addition to that, we provide them -- we provide your staff with the information about continuing education and financial health. So March 2010 is when the Affordable Health Care Act was signed. And they came up with this great and wonderful timeline that needed to be followed. And of course, by now you already know that the timeline, the delays and so forth have all taken place and it changes basically on a daily basis. That's why we've continued with the written monthly legislative bulletins since 2010. We do monthly and annually -- annual workshops for your Human Resources Department. But in addition to that, we speak to the employees about how ACA is affecting them and their families, because what they do here at the City not only affects them but it affects their families because if it's not right at home it's not going to be right here on the job.

We collaborate with legal professionals monthly on -- in seminars and workshops and we also regularly attend sessions that are held by other organizations. We have expertise that you can trust. These are just some of the bullet points that we've done, we -- we do on a constant basis. We're certified in Health Care Reform. We're all licensed representatives of the State of -- by the State of Florida. We do the open enrollment, your -- your benefit implementation. Any -- the formal bid process facilitation for your benefits program.

And at this point what I'm -- I'm going to turn it over to Steve Gude who is your -- your -- your daily go-to person in addition to being the on-site representative here.

STEVE GUDE: Good evening.

CHAIRPERSON DAVIS: Good evening, sir.

CITY MANAGER JONES: Good evening.

COUNCILPERSON THOMAS: Good evening.

STEVE GUDE: One of the things I'd like to say, since I've been -- been here with the City of Riviera is if just to sum it up, I would say we've changed the culture. If you look at where the City of Riviera was at five years ago and where we are now as far as some of the points you can see just -- the monthly updates, municipality benchmarks, and that's just a snapshot showing what other municipalities are doing out there as far as saving you dollars, because some municipalities are paying 100 percent. Some municipalities are paying 80 percent. New-hire orientation. 'Cause we feel like if we get them on the front-end and we educate the staff on their benefits, I think that's going to save them money 'cause there's no sense in having a health plan that you don't even know how to utilize.

Some of the other stuff that I personally do. Everybody here in the City of Riviera, believe it or not, has my cell phone number. The cell phone number that's on the card is the same cell phone number that my Aunt Mamie call. 'Cause you know why? I treat you like family. I treat everybody here as if they're family. When you hurt, I hurt. I take a responsibility. And notice I say "I." Because some of you have seen me around the City. Most of the time, two, three times a month. There's a difference when you shop at J.C. Penney's and you shop at Sears and you buy a suit. Then you go to a tailor, 'cause a tailor will custom it to what your needs are. And I feel like that's what we do here at McKinley. Anything that the City of Riviera and our other clients need, we give them that personal touch. Go back. I'm sorry.

One of the things you see, we have 24-hour access, knowledge, responsible -- I just wanted to highlight one of the points you see. Our -- Jim McKinley said, "Technology is great, but adding a personal touch makes it better. And that's true service." And service is where we excel. We're knowledgeable in every area. There's no one in the room that's no more knowledgeable than me right now when it come to health care reform. You know why I can say that? Because we're all on the same page right now. Health care reform rolled out 2010. We've been holding the City's hand since it's been implemented. That's the McKinley you don't know. Because we've been working hand in hand with the HR Department. 2010 to now and till tomorrow, health care reform is going to continue to change. And one of the advantages of working with McKinley, we're a smaller group. By us being smaller, we are there for you 24 hours a day and we can respond to all your needs.

We have other value-added benefits if you also notice the prescription program. You have a great program here currently now. This prescription program that we have is

Healthwise. What you can do, you can add it on. You can use it for your family. So even if you don't want to go to Walmart or you don't want to go somewhere else, you can sign up to Healthwise, have them mail you the prescriptions. It's \$3.50. You can't beat that. So hopefully -- hopefully I've -- I've shown you the value. Oh, I forgot one more thing. Happy birthday. I want my point, too. But I'm going to turn it over to Mr. Campbell and let him finish.

RALPH CAMPBELL: In conclusion, the City has to pay us nothing. It all comes from the insurance carriers, as we know. Matter of fact, in our recent response, we reduced our commissions by close to 40 percent because we know with health care changing, prices aren't going to go down tomorrow. They're probably, for the next few years, going to continue to increase.

CHAIRPERSON DAVIS: We're at the three-and-a-half-minute mark in your time.

RALPH CAMPBELL: Thank you. And in closing, we just again appreciate the partnership we've had for the past seven years with the City, with the City staff. Not only doing all your health care. You have a lot of benefits being offered here. I know tonight is a -- a lot of discussion on the Affordable Care Act, but you have a lot of benefits. The employees have been educated about, have been guided through the maze and we're just proud, as Steve said, to be your partner and really be your family. We're not, you know -- we're not just the broker. And as Jeff alluded to earlier, all of us can do the work. All of us are proven, all of us have experience. So the question that I -- isn't can you -- can you do the work. It's like he said, who's a fit for the City. And we believe and we've proven it, the two-RFP process, that we're fit for the City. So thank you.

CHAIRPERSON DAVIS: You still have time if you have any other comments. Okay. We're going to end it here and open it up to questions from the Council. Any questions from anyone?

COUNCILPERSON THOMAS: Okay. Yeah.

CHAIRPERSON DAVIS: Mr. Thomas.

COUNCILPERSON THOMAS: I -- I'll go. What was the -- the gentleman name here?

STEVE GUDE: Steve.

COUNCILPERSON THOMAS: Steve.

CARMEN MILLER: Steve Gude.

COUNCILPERSON THOMAS: Mr. Gude?

STEVE GUDE: Yes, sir.

COUNCILPERSON THOMAS: Mr. Gude, a very good presentation. Just a couple of questions, though. A lot of -- I heard you say that you made the -- the employees and the staff members aware of what was going on. One of my frustrations was that the decision makers wasn't being kept abreast real-time of what was going on. Has there been any change to that as of to date? Now, with the exception of I have been receiving some letters from McKinley now with some updates, I think over the past couple of months. I -- I need to make that known that I have been receiving some letters keeping that -- but has anything else been put in place to -- so that we're not left with that divide with information?

CARMEN MILLER: You've been receiving the monthly updates since the beginning of the year when I heard the expression it -- expressed from you or from the council that you were interested, that you wanted to know. We do do sessions on an annual basis on Affordable Health Care. And you are more than welcome and the next invitation that goes out, you will definitely get one.

COUNCILPERSON THOMAS: Okay. Also, do you still stand behind the fact that the commissions are set statutorily?

CARMEN MILLER: Do you want to talk to that?

RALPH CAMPBELL: Yeah. There's actually a -- a -- a code of 624.428 that expresses that.

COUNCILPERSON THOMAS: Okay. And that's what you said to me the last time. It wasn't actually you. It was another member. And that's what I'm kind of confused on. Is there -- is it actually set statutorily or does it say that a commission must be paid? Because those are two different things.

RALPH CAMPBELL: Yeah. It -- it says a reasonable commission must be paid.

COUNCILPERSON THOMAS: Right. But it -- it doesn't -- it doesn't -- I -- I'm not reading it to understand that it's 5 percent, 3 percent, 2 percent.

RALPH CAMPBELL: Right.

COUNCILPERSON THOMAS: So it can be -- it can be a half a percent, could it not?

RALPH CAMPBELL: As our competitors have alluded to, as well, there's a range that gives carriers that wiggle room.

COUNCILPERSON THOMAS: Well, how does that work? Because that could -- that could be what most of my confusion is here. And I don't want to think that you're misleading me so I just want to get a better understanding of it. Because I know that you're saying, Well, the City doesn't pay it. It's paid by the carrier. But the carrier is just not going to give you a couple hundred thousand dollars free money. The City is going to fill that some type of way. Now, that part can't --

RALPH CAMPBELL: That's correct.

COUNCILPERSON THOMAS: -- be -- that can't -- you can't convince me that that's not going to happen.

RALPH CAMPBELL: I'm not trying to convince you.

COUNCILPERSON THOMAS: Right. So --

RALPH CAMPBELL: Yeah, that's correct.

COUNCILPERSON THOMAS: -- I -- I know that that part is going to play, you know, a part in it. So can you tell me what that scale is and how that range works so maybe I can better understand it?

STEVE GUDE: Yeah. The insurance carriers file rates with the Department of Financial Services up in Tallahassee on the various products, medical, life insurance. And they basically have a range. And it allows them to pay broker commissions in that range. And so that when you're negotiating with the carrier, those -- it's already filed in the State. It's just what -- at how high can you go up or how low can you go?

COUNCILPERSON THOMAS: Okay. Let me make -- let me just drill in here just a little bit so I can -- I'm -- I'm trying to pick this up. So basically when we pick you or whoever we pick, you go out and try to bid our services to try to get us the best service we can to fit whatever budget we have for our health care, correct?

STEVE GUDE: That's correct.

COUNCILPERSON THOMAS: And in that, are you saying that you negotiate your fee prior to that or you negotiate your fee while you're -- while you're selecting that?

STEVE GUDE: Typically it's once you're going through the process.

COUNCILPERSON THOMAS: Oh.

STEVE GUDE: Of -- of bidding it, getting the RFP written, reviewing the RFP. At that point you're negotiating with the insurance carrier on what commission they're going to be paid.

COUNCILPERSON THOMAS: So this is not something that we could do beforehand?

STEVE GUDE: Oh, yeah, you can do it beforehand.

CITY ATTORNEY RYAN: Oh, and Miss -- Madam Chair?

CHAIRPERSON DAVIS: Yes, Miss Ryan.

CITY ATTORNEY RYAN: Let me make this statement. There was already a cost proposal from each group that was submitted. And they were given points based on

that. And I believe that Gallagher Bassett already stated that their cost proposal was for 3.5 percent.

COUNCILPERSON THOMAS: Uh-huh.

CITY ATTORNEY RYAN: Do you all know what your cost proposal was?

STEVE GUDE: 3 percent.

CITY ATTORNEY RYAN: And you were -- go ahead?

STEVE GUDE: 3 percent.

CITY ATTORNEY RYAN: Okay. So their cost proposal was 3 percent and they were given points based upon that proposal.

COUNCILPERSON THOMAS: I get it.

CITY ATTORNEY RYAN: That was a part of the response.

COUNCILPERSON THOMAS: I get it. My -- my understanding of it, what -- what was originally told -- and this could be where some of the -- it wasn't -- we were told --

CHAIRPERSON DAVIS: Confusion.

COUNCILPERSON THOMAS: -- and I've pulled the tape to look at it over and over and over again, that the commission was set statutorily. It was never stated to us that a commission just had to be paid. It was -- it was set statutorily. So in my mind when I'm making a decision, I'm thinking that, okay. Well, we just picked the person. They're going to get whatever the statute says, whether it's 3 percent, 4 percent, 5 percent. That is the part -- that's a big difference to me because that makes a difference on what we pay.

UNIDENTIFIED SPEAKER: Yeah. And I apologize for the confusion.

COUNCILPERSON THOMAS: Okay. Well, once you apologize, there's not much more I can say about that. All right. Apology accepted. The other thing that I want to -- to ask -- and I don't want to take up all the -- all of the time. But I heard -- I think it was Miss Carmen say that the current provider discontinued a service that McKinley actually stepped in and picked up. What was that?

CARMEN MILLER: That was your on-site rep.

COUNCILPERSON THOMAS: And what did they do?

CARMEN MILLER: They came in on a -- twice a month to assist employees on a one-on-one basis to -- and that person is actually Steve Gude -- to assist employees and the HR Department with any issues that may have arisen.

COUNCILPERSON THOMAS: So the carrier could just not do something that they said they were going to do at the beginning?

CARMEN MILLER: That's -- that's what they were attempting to implement.

COUNCILPERSON THOMAS: But we didn't make the carrier do it. You all stepped in and --

CARMEN MILLER: No, we -- we -- correct.

COUNCILPERSON THOMAS: Okay. That -- that -- that's a problem. So that -- that's not something that we do contractual wise to make sure that --

CARMEN MILLER: That was not in your contract. That was not --

COUNCILPERSON THOMAS: Oh, it was something in addition?

CARMEN MILLER: -- that was something that we as your agent asked them to do.

COUNCILPERSON THOMAS: Okay.

CARMEN MILLER: And then they came -- you know, when they got purchased, they wanted to discontinue that service.

COUNCILPERSON THOMAS: I understand. I understand. Okay. Well, that's all the questions I have, Madam Chair.

CHAIRPERSON DAVIS: Okay. Any other questions? We got three more minutes.

COUNCILPERSON GUYTON: Madam Chair?

CHAIRPERSON DAVIS: Yes, Mr. Guyton.

COUNCILPERSON GUYTON: The -- my first question is the one that I posed to Gallagher regarding the analysis and recommendations of the Affordable Care Act. Actually it says the client. How did it read? I'd like to give y'all the same question. "Give examples of employee benefit projects and products that your agency staff has designed and implemented for clients that provide an analysis and recommendation concerning anticipated impacts." Anticipated is really what I'm trying to drill down on. How -- and I didn't see it from any of them as I indicated before. The anticipated impacts. Have you done that for any of your clients to anticipate the impacts and reduced it into any type of matrix or -- or based on the type of benefit plan they have? Has that been done by your company?

CARMEN MILLER: We are working with an outside company to do that. As groups renew based on their renewal day, they -- the Affordable -- certain portions of the Affordable Care Act will go into effect. So based on the renewal, there are some things that will not go into effect until 2015. A -- a few of our groups will be renewing early 2015. So that's

when the -- and I'm -- when I say early, I'm looking at April. That is when they will have to comply with some of the fees and -- and the pay or play provisions and so forth. So we are beginning to work on that. At this point, no, we have not actually done it. But we are beginning that process with our April 1 effective dates. Your group renews 10/1 so it would really not affect you until October 2015, some of those things.

COUNCILPERSON GUYTON: Okay. And -- and I -- I think staff posed a question good, and let me commend staff, whoever came up with this question, because it actually reference not just us but have you for any of your clients. But you answered the question. And heretofore I don't think any -- at least the first two -- and I haven't had a chance to ask the -- the other company. So I won't presume that they have or have not. Just a couple more quick questions. There was reference to 24 access to representatives. How does that work? I'm curious.

STEVE GUDE: Well, sir, as I had said, they have my personal cell phone number. And if you --

UNIDENTIFIED SPEAKER: Just a little closer.

STEVE GUDE: -- if you -- if you call me after hours, if I do not answer, you will get a return call in less than an hour. And there have been many of our city of Riviera staff that have called me after hours.

COUNCILPERSON GUYTON: Wait, wait. Twenty-four hours. If someone call you at 1:00 in the morning --

STEVE GUDE: Yes, sir.

COUNCILPERSON GUYTON: -- not --

STEVE GUDE: Scout's honor.

COUNCILPERSON GUYTON: -- I mean --

STEVE GUDE: Yes, sir.

COUNCILPERSON GUYTON: -- at a Miami Heats game -- not suggesting --

STEVE GUDE: Yes.

COUNCILPERSON GUYTON: You know, going out celebrating.

STEVE GUDE: And -- and -- and (inaudible) --

CITY ATTORNEY RYAN: (Inaudible).

COUNCILPERSON GUYTON: Really.

STEVE GUDE: -- if -- if -- sir, if you know anything else and we're saying this all --

COUNCILPERSON GUYTON: And I'm not doubting it but I just want to clarify --

STEVE GUDE: -- (inaudible) no, no. I'm not -- I'm just saying --

COUNCILPERSON GUYTON: -- what 24-hour access means.

STEVE GUDE: -- my -- my -- my service speaks for itself.

COUNCILPERSON GUYTON: Okay.

STEVE GUDE: You can talk to the staff and you can ask them. Any time they've called me, I've been there for them. Because one of the things -- and this is like I said about the City of Riviera, it's a small community and it's almost like a family community. If you go around town, everybody around here know me.

COUNCILPERSON GUYTON: So --

COUNCILPERSON THOMAS: Except for us.

COUNCILPERSON GUYTON: -- so if --

STEVE GUDE: And -- and, you know, the only reason, because our relationship has always been with the Human Resources Department.

COUNCILPERSON THOMAS: Uh-huh.

STEVE GUDE: And some of the staff do know me up there. I may not know you as well, sir, but I do know Mr. Davis. I do know Miss Judy Davis. I do know the city manager and I'm always there during the open enrollment. I've --

COUNCILPERSON THOMAS: I've been -- I've been here the longest out of the people sitting (inaudible) --

COUNCILPERSON GUYTON: Okay.

CHAIRPERSON DAVIS: (Inaudible).

COUNCILPERSON THOMAS: Yeah, consistently.

STEVE GUDE: I can make you a promise. If you keep us I'll show you some love next year.

COUNCILPERSON GUYTON: On a serious note, because once that's displayed and this is --

STEVE GUDE: Uh-huh.

COUNCILPERSON GUYTON: -- and this is televised, that's expected.

STEVE GUDE: It's -- it's already being done, sir.

COUNCILPERSON GUYTON: You know? Okay. Just --

STEVE GUDE: It's already -- if -- if staff was in the audience right now you could ask them. If they call me right now -- speaking of the Heat game, I saw one of your staff there at the last Heat game.

COUNCILPERSON GUYTON: Oh, yeah?

STEVE GUDE: Okay? One of the -- one of the gentleman from Public Works. Me and him were speaking so I'm available.

COUNCILPERSON GUYTON: Did you notice what -- what -- what type of credit card you were using? No, that's a joke. No, on a serious --

CHAIRPERSON DAVIS: (Inaudible).

COUNCILPERSON GUYTON: -- okay. On the commission you had up there reduction of 2 percent but I thought somebody -- I heard someone said something like 40 percent reduction. I saw on the screen 2 and I heard somebody say 40. So which is it?

RALPH CAMPBELL: Well, currently, per our contract with the City, we're currently getting paid 5 percent.

COUNCILPERSON GUYTON: Oh.

RALPH CAMPBELL: So we reduced it by 2 -- basically down to 3 percent, which equates to 40 percent.

COUNCILPERSON GUYTON: Which equates to 40 percent of the value.

COUNCILPERSON THOMAS: Oh, it just sounded better. 40 percent sounded better.

COUNCILPERSON GUYTON: Okay.

COUNCILPERSON THOMAS: Okay.

COUNCILPERSON GUYTON: Okay.

CHAIRPERSON DAVIS: Okay. But what I -- what I think you were talking about, what you were mentioning about the 40 percent was the rate increases you -- were reduced by 40 percent.

CITY MANAGER JONES: That's right.

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON GUYTON: Oh, okay. Not the commission?

CHAIRPERSON DAVIS: Yes. No.

CITY MANAGER JONES: Not commission. The (inaudible).

RALPH CAMPBELL: No, no, both. The commission, as well.

CHAIRPERSON DAVIS: I mean both, yeah.

RALPH CAMPBELL: Both.

COUNCILPERSON GUYTON: Okay.

CHAIRPERSON DAVIS: But he was talking about the 40 percent so --

COUNCILPERSON GUYTON: Okay.

RALPH CAMPBELL: Yes.

COUNCILPERSON GUYTON: Okay. And my last question is when we -- prior to going out, I think y'all were at -- you were at 5 percent?

RALPH CAMPBELL: Yes.

COUNCILPERSON GUYTON: And then when you came back you submitted a 3 percent?

RALPH CAMPBELL: That's correct.

COUNCILPERSON GUYTON: And my question would be why wasn't it at 3 before we went out again?

RALPH CAMPBELL: Well, we thought the services that we provide was worth 5 percent. As we go back seven years ago --

COUNCILPERSON GUYTON: Uh-huh.

RALPH CAMPBELL: -- and a lot has changed over time.

COUNCILPERSON GUYTON: Okay. And you're -- okay. That's all I have for now.

CHAIRPERSON DAVIS: Any other questions?

COUNCILPERSON DAVIS: Yes, ma'am.

CHAIRPERSON DAVIS: Mr. Davis.

COUNCILPERSON DAVIS: Thank you so much. First of all I want to say thank you Al for the service that you have provided thus far for our residents and our staff. It's only great that, you know -- that we treat our business and our partners just as well as they

treat us and that's very important. And you made some conversation in -- regarding HR and your relationship and how closely you work with HR. Could you explain to -- to the residents and this board about when you do the bidding for a provider, how does that process work?

CARMEN MILLER: We actually write the RFF.

COUNCILPERSON DAVIS: Uh-huh.

CARMEN MILLER: We evaluate it and then make recommendations to the City.

COUNCILPERSON DAVIS: Do you have a list of those providers that you bid to?

CARMEN MILLER: We send it out to all of the providers. We also -- well, we write it. The City releases it. It's advertised in the paper.

COUNCILPERSON DAVIS: Okay.

CARMEN MILLER: So anybody can contact us about the RFP.

COUNCILPERSON DAVIS: Okay. Okay. So, um, what is the reliability of the networks of -- of those providers that we've been using?

CARMEN MILLER: The reliability of the networks?

COUNCILPERSON DAVIS: Of the network that we have now. Who do we have now?

CARMEN MILLER: Of the providers?

COUNCILPERSON DAVIS: Yeah. Of the provider.

CARMEN MILLER: You have -- you have Coventry, which is now an Aetna company.

COUNCILPERSON DAVIS: Uh-huh.

CARMEN MILLER: There -- and then you also have Reliant Standard. You have Solstice Benefits and that's it

STEVE GUDE: and Aflac.

COUNCILPERSON DAVIS: Aflac?

CARMEN MILLER: Yes.

COUNCILPERSON DAVIS: How long have we had Coventry?

CARMEN MILLER: Four years now.

COUNCILPERSON DAVIS: Four years?

CARMEN MILLER: Yes.

COUNCILPERSON DAVIS: So the long-term disability, short-term disability, y'all get paid a percentage of that?

CARMEN MILLER: Yes, we do.

COUNCILPERSON DAVIS: What is that percentage?

CARMEN MILLER: Do you remember? That, I can't answer right off the top.

COUNCILPERSON DAVIS: And -- and dental?

CARMEN MILLER: And dental, I'll tell you.

STEVE GUDE: I'd say 5 percent.

CARMEN MILLER: 5 percent.

COUNCILPERSON DAVIS: 5 percent? Okay. 'Cause I'm looking here at the contract. It says 10 percent dental, 10 percent long-term disability, short-term disability, 10 percent, which is a total of 30 percent.

CARMEN MILLER: Okay.

COUNCILPERSON DAVIS: Correct? Back to working with our HR Department. When a -- an employee is ill --

CARMEN MILLER: Yes.

COUNCILPERSON DAVIS: -- and they have a certain amount of time they can apply for a short-term disability, right?

CARMEN MILLER: That is correct.

COUNCILPERSON DAVIS: And how does that work? What -- what is that time frame before they can apply?

CARMEN MILLER: I don't have the specifics on your plan right off the top of my head. Do you know what it is?

STEVE GUDE: Fifteen days.

CARMEN MILLER: Fifteen days.

COUNCILPERSON DAVIS: Fifteen days, right. So they have to use their own sick time for 15 days before they can get to the short-term disability, correct?

CARMEN MILLER: That is correct.

COUNCILPERSON DAVIS: Or the long-term. And long-term disability's the same thing? Or is it different?

CARMEN MILLER: No, long-term disability is a -- is -- is --

STEVE GUDE: Ninety.

RALPH CAMPBELL: Ninety days.

STEVE GUDE: Ninety days.

CARMEN MILLER: -- 90 days.

COUNCILPERSON DAVIS: Is 90 days? Okay. So --

CARMEN MILLER: Steve works with it every day. I don't.

COUNCILPERSON THOMAS: Uh-huh.

COUNCILPERSON DAVIS: Okay. So if I'm an employee I have to burn 15 of my days before I get to the short-term disability, before it kicks in, correct?

STEVE GUDE: Correct.

CHAIRPERSON DAVIS: We're kind of getting a little bit off topic. You know?

COUNCILPERSON DAVIS: Okay. Okay. Well, let -- no, the topic is I just have a few questions to ask 'cause I'm fixing to get down to my last question. The issue is, one of the things I focus on is -- is customer service and what recommendations they make to our -- our department.

CHAIRPERSON DAVIS: Uh-huh.

COUNCILPERSON DAVIS: As you can see between short-term, long-term and dental, that's 30 percent that they earn -- that -- that they make their money off of. Now, one of the recommendations I wish that could have been happening, our department, our staff -- 'cause I talked to some staff when I first got elected when I was doing that department tour. And one of the things that came up was the short-term and long-term disability from a lot of the employees. Right now our employees have a sick time and -- and a vacation time they accrue, correct? Right, Miss Jones?

CITY MANAGER JONES: Yes, sir.

COUNCILPERSON DAVIS: So let me ask you all. Did you ever think to recommend to our staff to combine the two and call it PTO time?

CARMEN MILLER: No. We have not. We do not make recommendations on those types of benefits.

COUNCILPERSON DAVIS: Uh-huh.

CARMEN MILLER: We are only working with the benefits that are offered by vendors.

COUNCILPERSON DAVIS: Well, only reason I said that, because it was stated earlier that they make recommendations, you have a great relationship with our agent -- with our -- with our staff. And y'all discuss and -- it's -- it's like a family so you talk about everything.

CARMEN MILLER: Correct.

STEVE GUDE: Correct.

COUNCILPERSON DAVIS: The issue I have is with this issue. 'Cause if I'm an employee and I got PTO, which means your sick and your vacation time is combined, so let's say I get sick and the doctors say, Well, Mr. Davis, you're going to be out for 30 days.

CARMEN MILLER: Uh-huh.

COUNCILPERSON DAVIS: That means that if I have PTO time but it can be combined, now I immediately can access that short-term disability. But because we have sick and vacation, I have to spend 15 days of my own time before.

CARMEN MILLER: Regardless, you're still going to spend 15 days. I'm sorry.

CITY MANAGER JONES: Yeah. (Inaudible) with PTO you still going to (inaudible) 15 (inaudible).

CARMEN MILLER: Yeah. There's a 15-day elimination period on your short-term disability policy.

COUNCILPERSON DAVIS: That's --

CARMEN MILLER: Regardless. Whether you have leave or not.

COUNCILPERSON DAVIS: Who -- who -- who write that policy?

CARMEN MILLER: That is the Reliant Standard.

CITY MANAGER JONES: The company.

COUNCILPERSON DAVIS: Do y'all work with Reliance [sic] on that policy?

CARMEN MILLER: Yes, we do. Yes, we do.

COUNCILPERSON DAVIS: So you can make recommendations on that policy?

CARMEN MILLER: Under -- yes. Yes.

COUNCILPERSON DAVIS: So you have total control with recommendation -- in recommending us with that policy?

CARMEN MILLER: We do make recommendations, absolutely.

COUNCILPERSON DAVIS: Good. Thank you. That'll be all.

CHAIRPERSON DAVIS: Okay.

CITY MANAGER JONES: Yeah. And one other thing --

CHAIRPERSON DAVIS: Okay.

CITY MANAGER JONES: -- I just wanted -- in relationship to that. We always have to make sure that we stay in line with our labor contracts. And those are annual leave and sick leave. So we would need to even change the labor contracts for accrual if we were to switch to that kind of system.

COUNCILPERSON DAVIS: Yeah. Yeah, I understand that but the issue with me, it was at some point that should have been a conversation. You know, even if, as we come into our labor -- labor negotiations year in and year out, at some point there should have been conversations, because one, I mean, I've used Coventry quite a bit. And the one thing about it, when you go to the doctors and trying to find a doctor, some of the doctors who even have Coventry, they'll tell you, We have them on the list but we don't take no more -- no more clients. I mean, I recently had a medical issue and -- and, boy, I was extremely sick. And I went to my doctor who used to take them. He said, You know what? They're too slow on paying their claims. He said, I'm sorry, Mr. Davis, but we're not taking no more new patients under that kind of policy. And then I had my assistant continue making calls -- and she can verify it -- and it took me a week to deal with a, um -- to get an appointment for abscessed tooth in -- in a dental coverage. So that's one of the things that we gotta look at when we're providing services to our employees and our community and -- and our residents. Even with the doctor situation, you know, I don't have my normal doctor. She also stated the same thing.

So the issue is I want to make sure that we have somebody that's going to make sure that all our residents -- or at least a majority of them -- because they're going to make their own decision one way or the other that once you meet those recommendations, that they understand which way to go. That's very important to me myself because I know a resident who's a retired resident who -- who had the Coventry for their medical and over two years, a lot of the claims were being paid very slow. And that they ended up having to pay those claims because those claims went on the -- their -- what do they call it when it goes to claims when you're not paying your bills? Collections. And that was sad that they had to take -- pay something that was in collections that Coventry was supposed to pay.

CHAIRPERSON DAVIS: Okay. We're -- we're -- we're way past our 10 minutes, Mr. Davis?

COUNCILPERSON DAVIS: You know? Oh, I know. But you allowed --

CHAIRPERSON DAVIS: Can you --

COUNCILPERSON DAVIS: -- everyone to ask a few questions and I think I only spoke for two minutes.

CHAIRPERSON DAVIS: Well, I thought you were finished with your questions. You're telling us experiences now so are you finished with your questions?

COUNCILPERSON DAVIS: At this time, Madam Chair, I am done.

CHAIRPERSON DAVIS: Okay. Thank you so much.

COUNCILPERSON THOMAS: I -- I -- Miss -- Madam Chair, I just want to ask them one question.

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON THOMAS: Your local -- do you have any local precedent? Do you have any local presence here? Anybody that work for you live here?

CARMEN MILLER: In the -- in the -- no. No. None of our staff currently lives in Riviera Beach.

COUNCILPERSON THOMAS: Do you have any offices here or anything like that?

CARMEN MILLER: We do not currently have an office here. We are in the process of locating a space here in the City.

COUNCILPERSON THOMAS: You're going to locate a space here in the City of Riviera Beach?

CARMEN MILLER: Yes, we are.

COUNCILPERSON THOMAS: Oh, okay. That's all, Madam Chair.

CHAIRPERSON DAVIS: That's it? Okay. Thank you very much.

CARMEN MILLER: Thank you.

COUNCILPERSON THOMAS: And what was his name, one more time, the -- the first gentleman?

CARMEN MILLER: Steve.

CHAIRPERSON DAVIS: Steve, what's your last name?

CARMEN MILLER: Steve Gude, G-U-D-E.

CHAIRPERSON DAVIS: Gude.

CITY MANAGER JONES: Gude. (Inaudible).

COUNCILPERSON GUYTON: Oh, oh. I need that cell number, too.

CHAIRPERSON DAVIS: All of us do. Okay. Up next is Richard S. Bernstein & Associates. Please let me know when you're ready.

COUNCILPERSON THOMAS: Are we taking another recess or --

CHAIRPERSON DAVIS: No. We were just way over the 10 minutes.

CITY ATTORNEY RYAN: We gotta see how long it takes. No, they're already up. She took the recess because we weren't up.

COUNCILPERSON THOMAS: Oh, I could have used that time to go --

CHAIRPERSON DAVIS: Are you ready, sir?

RICHARD BERNSTEIN: Yes, ma'am, I am.

CHAIRPERSON DAVIS: Okay. Go ahead.

RICHARD BERNSTEIN: Good evening, Madam Chair.

CHAIRPERSON DAVIS: Good evening, sir.

RICHARD BERNSTEIN: And Council.

COUNCILPERSON THOMAS: Good evening.

RICHARD BERNSTEIN: I want to thank you --

CHAIRPERSON DAVIS: And your name is --

RICHARD BERNSTEIN: -- my name is Richard Bernstein.

CHAIRPERSON DAVIS: Okay.

RICHARD BERNSTEIN: And I'm the CEO of Richard S. Bernstein & Associates, Inc.

CHAIRPERSON DAVIS: Okay.

RICHARD BERNSTEIN: I wanted to thank you for inviting us here tonight. We're excited to present our unique qualifications and experiences to you. We look forward to the opportunity of working with you. Having grown up and attended school in Palm Beach County, it would be my personal pleasure to bring to the City our time, energy, business and charitable strategic partnerships as a new opportunity and a fresh

perspective for the City of Riviera Beach. We are especially looking forward to working with City staff and employees to share our knowledge and expertise in the Affordable Care Act.

As a trusted national and local media resource, writer, panelist and university lecturer, we take great pride in having the highest level of expertise in this area. Let me introduce the CFO for our company and former commissioner of the Board of Palm Beach, Mr. Bob Williams, CPA. Bob will introduce our unique professional team and share our presentation with you. Thank you once again for the opportunity to make this presentation, and I say happy birthday, also. I'll join in with everybody else.

COUNCILPERSON THOMAS: Well, thank you.

CHAIRPERSON DAVIS: You owe everybody points, man.

COUNCILPERSON THOMAS: Yeah. Yeah. Everybody get points. Everybody get points.

BOB WILLIAMS: Thank you, Mr. Bernstein. I didn't realize that Richard was going to wish you happy birthday. And then maybe if I sing does that lose the point?

COUNCILPERSON THOMAS: No.

BOB WILLIAMS: It'll definitely lose the point. I promise you.

CHAIRPERSON DAVIS: Oh, goodness. You're losing points on that one.

BOB WILLIAMS: But I also want to thank -- I'm going to thank Madam Chair and Council people -- Councilpersons and City staff for the opportunity to be here today.

Fresh perspective ahead. Our team is excited to be your strategic partner and we will bring a fresh perspective to your -- to the City. We were -- we compliment you on your vision when you issued the RFP and you asked for expertise in the Affordable Care Act. And we will bring that information to you. What our firm brings to the table is experience, qualifications, local presence -- we've been here in West Palm Beach for 40 years. The office is less than 15 minutes away so we truly fit the description of local. Demonstrated expertise with the Affordable Care Act. We have partners with a local woman-owned business agency as our 50/50 joint venture partner. We pride ourselves in excellence in customer service and we're going to talk to you a little bit about wellness initiatives.

This is a slide of our team, most of who are here tonight. If you don't mind, I'm going to take a quick time -- a quick minute to introduce each and every one. So if I call your name, please stand up and just wave real quick. Antonio Jarrett, resident of City of Riviera Beach. Pamela Bieneman, senior account rep. Wayne Monek is our director of employee benefits. Robin Bernstein, our lovely president. Arthur Bernstein, sales and marketing. Denva May, who's the president of Denva May Insurance Agency and our joint venture partner, and William Myrick, account representative, also a resident of the

City of Riviera Beach. Unfortunately, Miss Gloria Koon, who's a J.D. attorney and also a resident of Riviera Beach, I guess she's -- I guess she's running late or hasn't made it here yet. But we're also proud to have her on our team.

As you can see through our list of experience, we're very, very experienced. Maybe too experienced. Maybe we -- we need -- we've got some young blood that we've brought on board here to help level things out a little bit. We know what you're asking for and what you need. You're asking for someone who can get you the best rates and help your employees live better and healthier lives. I'm not quite ready for that slide. Our private clients and the number of employees that we cover far exceed the number of people that we would serve here in had been. And isn't that what we're talking about? We're talking about a team that can handle your 400 plus employees. We have handled groups from as large as 6,000 lives down to as low as four lives. So we -- we have that experience.

Knowledge of health care issues. When you made the decision to advertise for the agent of record for your health benefits, one of your primary concerns was to engage a firm that had particular expertise in the Affordable Care Act. This is why we are that firm. Mr. Bernstein is our CEO and national/local expert. And we'll show that he has spoken in my radio and television opportunities, spoken with community forums, spoken to the -- in the medical staff of Good Samaritan Medical Hospital, and has published many materials, and we just listed two here. I'll go back here to the -- Mr. Wayne Monek, the director of employee benefits, also has superior knowledge on the Affordable Care Act and works with our customers and clients on a daily basis. We have over 200 clients under our purview. And Wayne personally has talked to even and every client and has filled them up -- completely up to date on the Affordable Care Act since its inauguration in 2010. So we are very comfortable that we have that knowledge. We also have a full-time employee dedicated to the Affordable Care Act who we've brought on staff. We actually have our own private exchange where employees can sign up for the Affordable Care Act or for the health benefits directly on our exchange. From what you've heard, we are confident that we have the most qualified firm you will find in the Affordable Care Act.

Wellness. Wellness is, I think, one of the most important things we can talk about. As you know, that's something that as an employer, you want your employees to do all they can do for wellness. And it will help you with your rates as times goes on. Employees are healthier and live better and eat better, they will help you with your rates down the road. So we just want to talk about a couple of small items here and we'll talk about it a little more later, but we have initiated conversations with a local hospital and we believe that that would come to fruition if and when we are the successful presenter. In -- in addition to that, we would work with them on wellness fairs in conjunction with the carriers and provide the appropriate wellness information as needed.

Experiences. I've listed a few of the large firms that we've had over the many years. Broad and Cassel, large law firm. Gunster, a law firm. Trump. The first Trump there is from -- from out of Atlantic City for 6,000 employees. We current -- then there's another one I didn't list was the Trump in Miami which is about 900 employees. Regent Bank, a

self-insured association. And over the years we've had several government agencies such as the Port of Palm Beach, the City of Oakland Park and Palm Tran.

We also have a couple of letters of recommendation from some -- from some of our past clients that have stated that they -- our experience has been nothing but a positive experience for them. Just quickly go through some of the experiences we do have there of the employers. You can see there's 400 employees, 500 employees, 6,000 employees. Broad and Cassel, saved them \$500,000. We went to the Gunster Law Firm, put together a whole plan of savings, of service wellness. Same thing with Trump and Regent Bank. We -- normally we would go -- in our -- I'm sorry. In our RFP, I think it was Mr. -- Councilman Guyton's question. In the RFP we have tied each section that we have for each of those clients, we listed everything about the savings, about the introduction of wellness. All the pieces were in our response to our RFP, anticipated saving, etc. So you will see that in -- in -- if you have a copy of the RFP that was submitted back in, I don't know, October, November, whatever. We did -- we -- that's just a summary of what we submitted with our RFP in response.

Exceptional -- the RSB Experience. What we want to talk about is the first 60 days. We will provide a seamless transition with the City of Riviera Beach just like we do with all of our clients. We would sit down with City staff. We'll sit down with Human Resources manager, people -- the appropriate City staff, and we'll talk to them on what they like and what they don't like, what they need and what they don't need. How we can help, how we can improve on what your current benefits are. And that is something that we would look forward to do. When we took over the Trump Doral property down in Miami, we sat down with the Trump staff. We reviewed their benefits. We had to ensure the Affordable Care Act compliance. There's been a lot of questions tonight. There's a three-page checklist for the Affordable Care Act, and it's a checklist approach to go through each item, item by item, on how you make sure you comply with everything in the Affordable Care Act. That would apply for groups of over 50 lives, which of course you are.

One of the things that we did down at Trump that we're very, very proud of is because of the diversity of their employee base, we had -- we devised a one-page enrollment form in English, Spanish or Creole and providers enrollers in English, Spanish and Creole. So nobody felt uncomfortable. Everybody had immediate access to the information. They were discussed with them in detail so they knew when they signed up for the benefit they signed up in, they were comfortable that they had the right information. And that's something that we -- that we are excited about working with them on and we would bring that same confidence and assistance to them.

Another thing on customer service. We handle customer service. That's our pride and joy. When we go out to our clients and we give letters of reference, everything says, Customer service is perfect. Customer service is exemplary. We're very -- we're very proud of our history of customer service. On-site reputation. We will -- we -- we have -- we are offering to come to the City one or two times a week with appropriate staff. We had a couple of your city residents here who have volunteered. Well, they're volunteering now. Hopefully we'll pay them. But they have accepted the -- the offer of

being your on-site representatives here at City Hall, port center, the fire department, the police station. Wherever you have employees we will provide on-site representation from our office.

Setting ambitious goals. We will ensure all facets of the Affordable Care Act are addressed and the City is in compliance, and we will do that with that checklist that I mentioned a moment ago. The City of Riviera Beach will our -- be our number one business priority. Our number one business priority. I'm not going to go into detail on this one but here, this is the three pages of the Affordable Care Act checklist so you know that it actually is -- there is one. How did I get -- that was -- reporting capabilities. We'll provide any report you need. I'm a CPA. I have a little bit of a financial background. I will provide the reports for you. I will be sure they're timely. I'll be sure they're accurate. And we'll probably schedule quarterly meetings. That would make most sense, to review your claims and make sure you're staying within your accepted budget.

The wellness programs. The goal is to get employees healthier. That's the number one goal. You want your employees to be healthy. If they're healthy, they're happy. If they're happy, they're going to do good work, a good job for you. We'll do that with health fairs, fliers, workforce competitions. And of course, the goal is to educate employees in prevention. And the provider websites have a lot of information for -- for that -- for that information.

Strategic partnership. We will use our extensive nationwide network to bring projects and programs to the City. Our -- we're very, very active with the Business Development Board, the Economic Council, Birdsong Sports, St. Mary's Medical Center. We expect that with the St. Mary's Medical Center, there's a lot of things that we will do that we mentioned before and with that we will offer some health and wellness initiatives.

Community service. Part of being your agent of record is how involved are you in the community. We have four decades of -- of -- a four-decade track history of involvement in this community. Mr. Bernstein, who spoke earlier as our CEO, active in too many to -- to note, but I'll just make -- Palm Beach County Sports Commission, founding member. As a matter of fact, I was a founding member with Richard back 27 years. I wish it was less than that. Business Development Board, Economic Council, Leadership Palm Beach County. You can see Mr. Bernstein is very, very active in the community.

Robin Bernstein. Ball Stars Youth Camp. That is a -- help underserved children attend sports camp at no cost. LPGA, chair of the event for the first time a million dollars awarded to a woman golfer. Executive Women of the Palm Beaches. Myself, a former commissioner and I was actually an elected chairman for one year of the Port of Palm Beach. And during that year I -- we were fortunate enough -- that's when we dedicated the Louise Buie Bridge and we also inaugurated the port center. I think my name is still on a plaque there. I'm not sure if the staff ever took my name down, but we did dedicate the port center back in -- back during my tenure. Denva May, our -- our joint venture partner, very active in the community. American Heart Association, Susan

Komen, Race for the Cure, etc. Wayne Monek, our Director of Employee Benefits, sits on the major companies' advisory councils. Very well respected.

I'm going to speak quickly on the Ball Stars Youth Camp because we think that's very important. Behind the leadership of Miss Robin Bernstein, we have worked with the NBA to bring in the NBA Sports Camp, which -- which will provide a youth camp for over 400 children from the City of Riviera Beach. Four hundred for your city. And I -- and private donations, corporate sponsorship, we are one of the sponsors, are responsible for that. We think this is a great example of why private experience is a good thing and we bring that resources and relationships to this positive experience and to those 400 children.

Let's talk about -- oh, we went too far -- the Vision of a relationship with the city. There are three firms vying for the agent of record.

CHAIRPERSON DAVIS: You have about 30 seconds left.

BOB WILLIAMS: All firms are qualified. Therefore, your decision is which firm do you believe is the best fit? I respectfully submit that with our local knowledge, local experience, professionals on our team, demonstrated knowledge and experience, our proven track record of customer service and our community service, we are that firm. Close with this last sentence.

CHAIRPERSON DAVIS: Uh-huh.

BOB WILLIAMS: Sometimes there's special opportunities that present themselves that can provide for special results. We believe this is one of them. With what we bring to the table from our experience, our community involvement and our sincere desire to take the City of Riviera Beach and then health benefits to the next level, with your blessing and with your confidence, we're ready to go to work for the City of Riviera Beach. On behalf of Mr. Bernstein, our joint venture partner Denva May Associates, all of our team from Richard Bernstein & Associates, we thank you for the opportunity to make this presentation to you today.

CHAIRPERSON DAVIS: Thank you, sir. Great presentation.

BOB WILLIAMS: Thank you.

CHAIRPERSON DAVIS: Okay. We're ready for questions from Council.

COUNCILPERSON THOMAS: Okay. I -- if you want to go, okay. (Inaudible) --

COUNCILPERSON GUYTON: Madam Chair?

CHAIRPERSON DAVIS: Mr. Guyton?

COUNCILPERSON GUYTON: Okay. Mr. Williams?

BOB WILLIAMS: Yes, sir, Councilman Guyton.

COUNCILPERSON GUYTON: How you doing today?

BOB WILLIAMS: Doing good, thank you.

COUNCILPERSON GUYTON: That's good. You referenced that you provided to us what I requested or what I was inquiring about with respect to the RFP and what it actually said. And I went back and I looked at what you have and what the question was and the two key words was Give Examples. And you did provide us with what you do with respect providing analysis and recommendation. But there were no examples of what you did for those clients. Not a big deal because nobody really handed it -- but I just wanted to clarify that.

BOB WILLIAMS: Okay.

COUNCILPERSON GUYTON: Now, do you have any examples of how you have provided that for a client?

BOB WILLIAMS: Well, first of all, before I turn it over to either Mr. Bernstein or Mr. Monek who may answer specifically, we are talking about the RFP, when we responded to the RFP?

COUNCILPERSON GUYTON: That's correct.

BOB WILLIAMS: And it asked for all the various questions and we provided that we worked with all those --

COUNCILPERSON GUYTON: That's correct.

BOB WILLIAMS: -- on the various questions on the RFP?

COUNCILPERSON GUYTON: Uh-huh.

BOB WILLIAMS: Okay. So your --

COUNCILPERSON GUYTON: It is section 1-5. E number 1. And it says, "Give examples." You gave an overview of what you do and I was looking for the examples from all of -- not just you. I've posed the same question --

BOB WILLIAMS: Well, the -- the closest I'm going to -- I can give you, and I'll turn it over to either Mr. Monek or Mr. Bernstein, was when we took over the Doral property in 2012. Of course, the Affordable Care Act was initiated in 2010. And at the time some of the -- the package wasn't totally implemented. As you know it still has implementation going forward. But we did sit down with the Trump office down in Miami and we went through each step of the Affordable Care Act and we assured them of what they needed to do to be ACA compliant. And if you need more specifics of that, then I will turn that over to --

COUNCILPERSON GUYTON: Well, no. I was really inquiring about submitting documentations of an example. But like I said, it doesn't appear that any of the responders had that information as -- as I was looking for. But like I -- it's not a big deal. My other question was you said that you have a private exchange. Could you explain that and how that could benefit the City of Riviera Beach?

WANYE MONEK: My name is Wayne Monek. I'm the --

COUNCILPERSON GUYTON: And for the record, I do -- I do know what an exchange is but we have other people looking --

WANYE MONEK: Right.

COUNCILPERSON GUYTON: -- that view these programs that may not be as familiar.

WANYE MONEK: Uh-huh.

COUNCILPERSON GUYTON: So could you explain what that is and how it -- it operates?

WANYE MONEK: Yes. One of the important parts that maybe we're not all thinking about because it's the City and the Affordable Care Act. As of 2010 -- actually, now as of January 1st of 2014, every man, woman and child that's a citizen in the United States is required to have health insurance. Well, there's going to be a lot of education of how these individuals -- these are your employees. You might have them covered as an employee under here, but they might not have their family covered or they might wish to cover their families and all their different situations. Well, you said that you're aware of the exchange. As of January 1st of this year, the exchanges, they were supposed to start enrollments in October and we won't get into any computer glitches and so on and so forth. Well, we took it upon ourselves at Richard Bernstein & Associates that we would actually have an exchange where you can -- an employee -- not an employee -- an actual person, whether they're an employee or they're just an individual, can, through our office, sign up right on our own individual exchange.

COUNCILPERSON GUYTON: Okay. Right. Not to interrupt you. For the viewing audience, explain what an exchange is.

WANYE MONEK: Exchange is, is that when the Affordable Care Act came in it said that health insurance was going to be offered to every man, woman and child who is a citizen of the United States. The exchange -- think of it as a -- a store, a billboard of where every carrier was asked to put in their different benefits that they have. So example, Coventry might be in there and have -- there's about 166 plans that people can choose from. Coventry might have in there several of the plans. All the insurance companies came together and they put in plans that were offered to -- to any individual and they could sign up for it. It was supposed to be from an October date, and as we all know, because of the computer glitches and so on and so forth -- and up until March 31st, every employee -- every man, woman and child could elect on their own to have an individual policy.

COUNCILPERSON GUYTON: So it's a place where one can register for the Affordable Care Act?

WANYE MONEK: Exactly. Yes, sir.

COUNCILPERSON GUYTON: Okay. That's what I was looking for. Okay. But go ahead.

RICHARD BERNSTEIN: Yeah. And we had an example where we had a -- a client of ours with one of the law firms and they had a houseman working for them and he couldn't -- he was from South America and needed coverage. He had one day to sign him up. We took him into the office, helped him out so he could sign up. And he thought he had to pay some money. But based upon the new health care about and because of how much money he was making, he didn't have to pay anything for his health care.

COUNCILPERSON GUYTON: Yeah. I just wanted the viewing audience to understand what an exchange was. We speak about these things and assume that everyone know what we're talking about. And it's important for me that everyone understands.

RICHARD BERNSTEIN: I apologize about that.

COUNCILPERSON GUYTON: No, not a problem.

RICHARD BERNSTEIN: Okay.

COUNCILPERSON GUYTON: Okay. The, um, last question from me, Madam Chair --

CHAIRPERSON DAVIS: Uh-huh.

COUNCILPERSON GUYTON: -- there was reference to -- do you still have your PowerPoint up there? It was the third slide. If it's a problem if you can't get right to it, don't worry about it. Don't go through that.

UNIDENTIFIED SPEAKER: Okay. Well, I have it here. I have it here.

COUNCILPERSON GUYTON: But -- but -- okay. But it -- it indicated that there were many team members who live in Riviera Beach. When you said many, those that was -- that were referenced here tonight, do you have others? I know there were three here.

BOB WILLIAMS: Does several qualify as many?

COUNCILPERSON GUYTON: Excuse me?

BOB WILLIAMS: Does several qualify as many?

COUNCILPERSON GUYTON: Oh, okay. Several.

BOB WILLIAMS: That was -- that was the intended word was several.

COUNCILPERSON GUYTON: Now -- okay. I'm just -- I -- I was wondering if there were more that were not here that --

BOB WILLIAMS: No, sir.

COUNCILPERSON GUYTON: -- you were alluding to.

BOB WILLIAMS: At this point the team has three residents.

COUNCILPERSON GUYTON: Okay. All right. That's all I have, Madam Chair.

COUNCILPERSON THOMAS: Madam Chair?

CHAIRPERSON DAVIS: Mr. Thomas?

COUNCILPERSON THOMAS: Just one more question on what my colleague, Mr. Guyton, was inquiring about. And I was trying to jot -- it's kind of funny. You know, I gotta look real close and not even read this. This is not fun. The -- the exchange --

BOB WILLIAMS: Is this really your 30th birthday or more?

COUNCILPERSON THOMAS: I'm sticking with 25 and, you know, I'm gonna be --

BOB WILLIAMS: Yeah. (Inaudible).

COUNCILPERSON THOMAS: -- 25 for a few more years. Listen -- no, I'm about 13 years older than that. If you -- if you -- with this exchange, is this just something special that you do or can all of the companies do this or -- when you said you had your own private, like, exchange, can you elaborate on that just a little bit so I understand the significance of what that is and if that's a great benefit to have or --

WANYE MONEK: Obviously it's a service that can be provided by all the different carriers. We elected to have one specifically so that in -- an individual -- I keep saying individuals but it could be your employees could come, because of their own personal situations, and we actually have a full-time employee, a -- who is an expert in the Affordable Care Act and can sign them up.

COUNCILPERSON THOMAS: But this is not something that's -- I'm sorry. I don't mean to interrupt but this is not something that every company has. This is not just a -- so --

WANYE MONEK: We don't believe so.

COUNCILPERSON THOMAS: -- the reason why this jogged my thought process and kind of piqued my interest, we have people in our city that we don't provide insurance to. Is this something that they could use?

UNIDENTIFIED SPEAKER: Absolutely.

COUNCILPERSON THOMAS: I mean, 'cause I've never -- I'm -- I'm going to be honest why I'm pretty excited right now, 'cause I haven't heard anybody say anything that our actual residents, you know, could use. Is this something that our residents can actually use and make sure that they're, you know, getting, you know, what they need?

WANYE MONEK: Sorry to keep on saying, but every man, woman and child. And if they have the -- they want to have health insurance, where do they go? Where do they get the expertise? They can go online and figure it themselves out. Where can they go specifically? We have a specific person designated in our office and -- and sign them up if they want to, explain the different options for them.

COUNCILPERSON THOMAS: I just want to make sure that you're understanding what I'm saying. I'm not saying --

WANYE MONEK: No. For every --

COUNCILPERSON THOMAS: -- the people that we're carrying in our group. But if anybody that's watching this right now who lives here says, Hey, look, you all say that you have this exchange. I'm not a City employee but I need help in getting this. Is this something that you would be able to offer to our residents?

WANYE MONEK: 689-1000, which is at our office right here.

COUNCILPERSON THOMAS: Wow. Okay.

WANYE MONEK: And -- and ask for Jennifer.

COUNCILPERSON THOMAS: Absolutely wonderful.

RICHARD BERNSTEIN: And we'll be happy to help.

COUNCILPERSON THOMAS: Absolutely wonderful. Absolutely wonderful. That -- that's -- that's absolutely wonderful. The other thing I wanted to know, the Denva J. May -- Denva J. May, what -- was that individual here?

UNIDENTIFIED SPEAKER: Yes.

COUNCILPERSON THOMAS: How you doing. Miss May, is it?

DENVA MAY: Yes.

COUNCILPERSON THOMAS: Miss May, so pleased to -- to -- to meet you. Are you affiliated with the Art that's here in the City of Riviera Beach?

DENVA MAY: Yes.

COUNCILPERSON THOMAS: Okay. So is that the one that you -- you sit on the board there?

DENVA MAY: Volunteer. No. Not on the board but I've been a long-term volunteer there.

COUNCILPERSON THOMAS: Oh, okay. All right. I just wanted to make sure that -- that -- that I had that right. Thank you very much, Miss May.

DENVA MAY: You have it right. Thank you.

COUNCILPERSON THOMAS: It was two other things that I saw that I want to make sure that I'm -- I'm getting you right. And I went back into the -- to the presentation that you have here. It said about having a 24/7 nurse, that was one of the goals of this particular -- this particular respondent. Can you kind of just elaborate on that?

WANYE MONEK: Yes. The -- the -- the 24/7 nurse, we don't know your particular policy at this point, but you should have that in there. The major carriers provide a 24/7 actual nurse --

CHAIRPERSON DAVIS: A nurse line.

WANYE MONEK: -- to every covered member.

COUNCILPERSON THOMAS: So let me make sure I'm understanding this 'cause I've never seen this before. Just like I didn't know that the last respondent -- I've never met the gentleman but he -- he has a cell phone number that he's given to some of the staff and I've, you know, been told that that actually happens, that they've actually called him and he's returned the phone call.

WANYE MONEK: Uh-huh. Yeah.

COUNCILPERSON THOMAS: But what I'm asking here is if you're saying that a 24/7 nurse -- so since I'm within the 24-hour/7-day-a-week period, I'm feeling a little congested right now.

WANYE MONEK: Right.

COUNCILPERSON THOMAS: I can just call and a nurse would tend to me?

WANYE MONEK: You would -- you will actually get a nurse and the nurse -- the first statement would be, if this is an emergency, call 911, or after speaking to you, might refer to you to 911, or then would do just as a nurse. I don't want to be long in conversation. My wife had a -- a pain in her hip and it's 2:00 in the morning. Called the -- the -- got the nurse. Before she ran off to the emergency room, the nurse had the conversation with her, went over the symptoms and so on, so forth, just like if you're on the phone. And that's provided by the carrier.

COUNCILPERSON THOMAS: I get what you're saying. So it's not a -- it's not a person that's going to actually touch you. It's a person that you talk to.

CHAIRPERSON DAVIS: It's a nurse line.

WANYE MONEK: Yeah, a nurse hotline.

COUNCILPERSON THOMAS: To -- a hotline. Okay.

WANYE MONEK: A nurse hotline.

COUNCILPERSON THOMAS: All right. Okay. And what -- what -- what was your name, again, sir? I know you were over at the port.

BOB WILLIAMS: Which (inaudible)? Me?

COUNCILPERSON THOMAS: Yes. Yes.

BOB WILLIAMS: Bob Williams.

COUNCILPERSON THOMAS: Mr. Williams. Mr. Williams. I'm -- I'm not going to forget this. I wrote it down as you were saying it. The City of Riviera Beach will be your number one priority.

BOB WILLIAMS: Business priority, correct.

COUNCILPERSON THOMAS: Well, I'm hoping that you mean business -- business priority. Yeah. I -- I take that very seriously. What exactly did you mean by that?

BOB WILLIAMS: We would be so honored to have the City of Riviera Beach as our client that Mr. Bernstein, Mr. Monek and myself, including our team, will be at your beck and call. I'm not sure we can call you right back from a Miami Heat game like one of the other gentleman spoke that he could, be we can call you on the way home. But -- but no, the -- the simple point of that is that we would be so honored to be your neighbor and to be part of the community here that we will sit with City staff and figure out exactly what we could do to make this the best relationship you ever had with an agent of record. And one of those things is having the on-site representatives who will be here. We'll -- we'll be -- we -- we've committed to a minimum of two times a week. If that's too much, you'll let us know. If you think it's too little, that's too -- that's too much. But when I say that we want to be sure that you know that you're being taken care of, not only by on-site representatives, by calling our phone numbers at our office. We all have phone numbers. You can get to us immediately. And I guess the simple way to say it is that we will jump through hoops when you call.

COUNCILPERSON THOMAS: Now, is Mr. Jarrett, is he going to be one of those representatives?

BOB WILLIAMS: Mr. Jarrett?

COUNCILPERSON THOMAS: Yes. I -- I happen to know Mr. Jarrett from school. We both played the same instrument, which was tuba. I'm not gonna lie. I never really was better than he was but I was pretty good.

BOB WILLIAMS: Who carried his tuba?

COUNCILPERSON THOMAS: But -- but I'm glad to see I -- I know this gentleman. He really is a part of the community. I'm glad to see that. But you've already pretty much answered the question about your participation in terms of local. So I'm done with my questioning, ma'am.

COUNCILPERSON GUYTON: Madam Chair? I --

BOB WILLIAMS: I just want to add if you don't mind. I'm sorry to interrupt but --

COUNCILPERSON GUYTON: (Inaudible).

BOB WILLIAMS: -- part of our team is Gloria Koon.

CHAIRPERSON DAVIS: But hold on, sir.

BOB WILLIAMS: I'm sorry.

CHAIRPERSON DAVIS: Hold on. Mr. Guyton?

BOB WILLIAMS: Sorry.

CHAIRPERSON DAVIS: You have --

COUNCILPERSON GUYTON: One -- one question I forgot about your percentage of commission. How much did you submit? I was looking for it in here.

BOB WILLIAMS: Yes, sir. When we responded to the RFP, we put down 3.9 percent. And I think we heard some other numbers here that might have been a little bit lower than 3.9 but we're negotiable. We will match or do -- do whatever the City says is a fair representation. But --

COUNCILPERSON GUYTON: Okay. I --

BOB WILLIAMS: -- obviously it was a sealed bid and that was the number we thought would be fair but we're negotiable.

CHAIRPERSON DAVIS: Okay. That was my question, also. Any other questions?

COUNCILPERSON THOMAS: Yes, I do. And I -- I admit to -- this is one reason why I wanted to wait and ask all the questions at the end. Of course, you know, we go to conferences and we talk with other cities and other elected officials. And because we were dealing with this I've talked to several other cities like Palm Beach Gardens. And just recently as this week I've talked to a -- a commissioner from the City of West Palm

Beach. And they've kind of put me in the loop of understanding that these insurance companies have different level or different tiers of plans that are not all the way across the board for administrators or executive staff or even commission members or the -- are you versed, you know, in those types of plans that could be better beneficial to the -- to the City? Case in point, the City of West Palm Beach commissioners, the City does not have to pay for them, period. The actual plan pays for -- for them, period.

So -- so even though the City will pay for -- if you're single, uh, which I'm not so I have to pay extra money -- but if -- even if you're single, the City doesn't have to put that money in for you like we do. We pay the \$7,500 for us just like we would for any other employee that wasn't single. But there are different tiers in -- in that. Are you familiar with those? You know, are you able to work with the companies to, you know, allow Riviera Beach to be able to experience some of the same things that West Palm and Palm Beach Gardens, some of these other cities are experiencing?

WANYE MONEK: The answer directly is yes. We're not familiar with your particular plan or what your setup is but the answer is yes.

COUNCILPERSON THOMAS: Yes, ma'am. Miss -- Madam Chair, is -- can I just ask that question to the other, as well?

CHAIRPERSON DAVIS: Sure.

COUNCILPERSON THOMAS: Thank you. I appreciate it. Is there another representative --

CHAIRPERSON DAVIS: (Inaudible).

COUNCILPERSON THOMAS: -- from -- yeah, do you mind answering that same question as terms of are you familiar and -- 'cause I was blown away by the information that I was getting.

CHAIRPERSON DAVIS: Mr. Bernstein and your people, you can have a seat if you like.

UNIDENTIFIED SPEAKER: Thank you, Madam Chair.

CHAIRPERSON DAVIS: Uh-huh.

UNIDENTIFIED SPEAKER: I don't want to steal your microphone from you.

COUNCILPERSON THOMAS: You got it.

UNIDENTIFIED SPEAKER: Especially if you're going to sing.

CHAIRPERSON DAVIS: You're done with them, right? Richard Bernstein?

JEFF ANGELLO: Yeah, there are a number of different -- I'm Jeff Angello from Gallagher, again. There is a number of different ways of approaching benefits for executives, for tiering benefits. And -- and all the carriers are basically within reason and within the constraints that -- that the law sets up there. They -- they can accommodate whatever you might do. We can help you model those, look at what the costs are, look at what the implications are, etc., so --

COUNCILPERSON THOMAS: But you're familiar with it?

JEFF ANGELLO: Yes.

COUNCILPERSON THOMAS: You've done it before?

JEFF ANGELLO: Yes.

COUNCILPERSON THOMAS: Okay. Can we just get the one from --

CHAIRPERSON DAVIS: Okay? McKinley? State your name again, sir.

STEVE GUDE: Steve Gude, McKinley. Yes, sir. That will be possible.

COUNCILPERSON THOMAS: Are you familiar with --

STEVE GUDE: Yes, we are. That's something that also we would have to work with your HR Department and the City Manager. You know, you have certain liabilities that it would have to be within your code. But as long as the code allows it, yes, we can.

COUNCILPERSON THOMAS: Well, I was kind of shocked at -- and I don't want to cause a bunch of problems for West Palm or Palm Beach Gardens, but that's a huge savings. You know, that's -- that's 50, 60 grand easy, you know, that the City could -- you know, could save if that's offered. So I mean, I'm just trying to make sure that that's something that we're going down the lines, are you familiar with that. You know, I don't know if you work with West Palm Beach. I didn't see that list or not, if you work with West Palm Beach or -- or Gardens or not. I'm just trying to make sure that everybody who is dealing with this is, you know, accustomed to dealing with those plans.

STEVE GUDE: Again, yes, sir. That's no problem. All -- we work with all the plans.

COUNCILPERSON THOMAS: Okay.

STEVE GUDE: So that's not gonna be a problem.

COUNCILPERSON THOMAS: All right. All right. Thank you, Madam Chair.

CHAIRPERSON DAVIS: Any other questions from anyone?

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON DAVIS: Mr. Davis.

COUNCILPERSON DAVIS: Could -- could you have Mr. Bernstein -- is it Bob?

UNIDENTIFIED SPEAKER: (Inaudible) Williams.

COUNCILPERSON DAVIS: Could you -- Mr. Williams, could you please repeat that number again, that phone number from earlier?

BOB WILLIAMS: Oh, the office number?

COUNCILPERSON GUYTON: No, no. It wasn't --

COUNCILPERSON DAVIS: It wasn't the office number. It was the number that people can call the exchange.

COUNCILPERSON GUYTON: -- the -- the exchange (inaudible).

BOB WILLIAMS: Yeah. That's the same -- yeah, that's -- what happens is that's our main number, 689-1000.

COUNCILPERSON DAVIS: 1000. That's --

BOB WILLIAMS: But they have to ask for Jennifer, 689-1000.

COUNCILPERSON DAVIS: And ask for Jennifer.

BOB WILLIAMS: And Jennifer is the one we have dedicated to the Affordable Care Act in our office.

CHAIRPERSON DAVIS: Okay? All right. Okay. We are finished with all of the presentations. And I still do not have any comment cards from the public. Anybody? This is your opportunity. Okay. It's now time for a vote, then. And what --

CITY ATTORNEY RYAN: Well -- go ahead, I --

CHAIRPERSON DAVIS: -- go ahead.

CITY ATTORNEY RYAN: Okay. I wanted to just -- and -- to briefly take you to your book so that you understand -- I know that the Council has read the RFP and all of the submissions. And you can see that the criteria laid out, there was an evaluation category sheet that the Evaluation Committee used in its voting. You don't have to -- you're not the Evaluation Committee so you're not stuck with that. However, you are stuck with the -- the categories. And I'm just going to state them out loud and some of them are firm so I want them in your head, because there are some things that are flexible and there are other things that are not.

I will -- they don't have page numbers. If you go to the section 5 of the RFP, and Ben, you can help me on some of this stuff if I'm getting off because I was not a part of the committee. The -- the things that are flexible that I'm -- I'm going to tell you some of the

things that you really can think about in your deliberations and what you should have in your mind as being something that's already set and firm.

COUNCILPERSON THOMAS: Where it says Evaluation Categories?

CITY ATTORNEY RYAN: Correct.

COUNCILPERSON THOMAS: Okay.

CITY ATTORNEY RYAN: Right. The first one is Company Firm Qualifications and Capabilities. And that was a -- 40 points. That's flexible. That's something that you all can consider. It includes many of the sections of the RFP. Mr. Guyton really hit on some of them when he asked for experience and qualifications, which was under 1.5. The section just said, Provide analyses and recommendations concerning anticipated impacts and implementation of the Affordable Care Act, saved money, improved the quality of benefits, enhanced benefits, increased efficiency and were innovative. That's in another section. I'm just saying that those are the things that go into that selection. You have heard them talk about many of these things. You can give that the proper weight that you deem necessary.

COUNCILPERSON THOMAS: But this -- let me just -- Madam Chair, I just want to make sure that I'm understanding this right. We only are evaluating them off of the oral, right? We're not going back to the written or of this R --

CITY ATTORNEY RYAN: Well, you know, that's a question -- we -- we looked at the -- the Council's tape this morning. If you are only going off of -- and that -- you know, that was one of the questions we had. Are you all starting from scratch or are you only doing the oral presentations portion? The oral presentations portion is only worth 50 points on the scale. So you would -- if -- if the only thing that you are scoring today is the -- the oral interviews, then --

CHAIRPERSON DAVIS: (Inaudible) --

CITY ATTORNEY RYAN: -- then -- well, right. Then you -- then you -- you can absolutely do that and you will still have the point system that was given to you by the Selection Committee. Otherwise, you kind of have to look at all of the criteria.

COUNCILPERSON THOMAS: All of it? Okay.

CITY ATTORNEY RYAN: If you are going to make the decision.

COUNCILPERSON THOMAS: So we're going to make the overall decision, taking into consideration the written points and take into consideration what we just had from our oral presentation and then just make the decision?

CITY ATTORNEY RYAN: That's up to you. You can do either one.

CHAIRPERSON DAVIS: Well, that's

COUNCILPERSON GUYTON: Madam Chair?

CHAIRPERSON DAVIS: Yeah, Mr. Guyton.

COUNCILPERSON GUYTON: Just a point of clarification. Miss Ryan, you're saying that if we keep the process that we have in place, we have to evaluate based on the categories that have already been identified?

CITY ATTORNEY RYAN: That is correct.

COUNCILPERSON GUYTON: So we would have to look at each category and give them a score. Well, not necessarily a score.

UNIDENTIFIED SPEAKER: Right.

COUNCILPERSON GUYTON: But if we feel the category or the score that exists now may not represent what we --

CITY ATTORNEY RYAN: Correct.

COUNCILPERSON GUYTON: -- may feel it represents --

CITY ATTORNEY RYAN: Right.

COUNCILPERSON GUYTON: -- we could change that?

CITY ATTORNEY RYAN: Correct. Because you're not the Evaluation Committee.

COUNCILPERSON GUYTON: And that's the point I'm getting to.

CITY ATTORNEY RYAN: Right.

COUNCILPERSON GUYTON: And when I spoke earlier about for me, it would be easier but I'm not going to go there because right now we're trying to tiptoe around what we have here. And if we wanted to do something different, it would be difficult. So I -- and apparently I didn't explain myself well up front but that is what I was referring to, if we had or wanted more flexibility to make our decision, for me it'll cleaner if we went back out. That's just me. But if we keep this process here, we will have to stay within the parameters that have already been established; is that --

CITY ATTORNEY RYAN: That is correct.

COUNCILPERSON GUYTON: Okay. That -- that's all --

COUNCILPERSON THOMAS: But --

CITY ATTORNEY RYAN: Because that is the RFP that you approved and that's what they responded to.

COUNCILPERSON THOMAS: Miss Ryan, let me ask this, though.

CHAIRPERSON DAVIS: And -- and --

COUNCILPERSON THOMAS: Can't we -- I'm sorry. Madam Chair?

CHAIRPERSON DAVIS: Go ahead.

COUNCILPERSON THOMAS: I'm -- I'm sorry. Can't we accomplish what Mr. Guyton is saying just by clearly what we're doing right now?

CITY ATTORNEY RYAN: You're doing it right now.

COUNCILPERSON THOMAS: That's what I'm saying. But that -- that will be accomplishing what Mr. Guyton is saying.

CITY ATTORNEY RYAN: Correct. Yes.

COUNCILPERSON GUYTON: Well, no. Not really, because we'll be --

CHAIRPERSON DAVIS: No. Not --

COUNCILPERSON GUYTON: -- confined to the categories and what exists here, which I don't have a problem with the category. But to some extent, we will have to go back and re-evaluate what the committee has already evaluated if we wanted to change the numbers that they gave us. If -- if -- if they had a number and we wanted to change it, I mean, but -- so --

CITY ATTORNEY RYAN: You can do that now, though.

COUNCILPERSON GUYTON: I know. We can do that now. But I'm saying --

CITY ATTORNEY RYAN: Yes.

COUNCILPERSON GUYTON: -- I'm uncomfortable with second-guessing the committee. That's -- that's all I'm saying. And I didn't explain myself clearly earlier and people might have not understood me. But that was the essence of my concern second-guessing, 'cause let me say for the record, I have complete faith and confidence in our staff. And -- and I don't want anybody to think that somehow, you know, there was some big screws or -- it wasn't. That wasn't the case. We just had some missteps, which could have happened to anybody. And I felt the way to clean it up is not to try to navigate through this but establish some procedures on our own. And -- and certainly it'd probably be the same one respond with similar answers, but a process that the council would be administering as opposed to staff would -- would conduct this process that we just did. 'Cause right now you're asking me to go back and second-guess everything that the Selection Committee has done.

CHAIRPERSON DAVIS: And, you know, let me just make --

COUNCILPERSON GUYTON: So -- but I didn't explain that clearly earlier but that's --

CHAIRPERSON DAVIS: Okay. And -- and this is part of my uncomfortableness with all of this, because when we -- and if I -- if I remember correctly, when we talked about this at the City Council meeting, it was to bring these people here for them to do a presentation. And I was not looking at looking at all the rest of this stuff.

CITY ATTORNEY RYAN: Okay.

CHAIRPERSON DAVIS: You know? And, you know, as I said before, and I'm just going to go ahead and say it, this gotta -- you know, the last time we did this we ended up with -- and follow -- it was followed by an IG investigation. And my position has always been that we start over. But the majority of council wanted this to happen. And, you know, I think staff knows what they're doing. You know? So -- but if we have to go through the process, you know, I'm not going to try to prevent it from happening. But I just wanted to make my position clear. But I'm only -- my --

COUNCILPERSON DAVIS: Miss --

CHAIRPERSON DAVIS: -- my ranking is only on the presentations, the oral presentation. I was not -- I -- it was very unclear to me or maybe I misunderstood, but I thought that that's what we were going to be making the decision on. Not, you know, all of the other stuff. So --

COUNCILPERSON DAVIS: Madam Chair?

COUNCILPERSON THOMAS: Madam Chair? Oh.

CHAIRPERSON DAVIS: Mr. Davis and then Mr. Thomas.

COUNCILPERSON DAVIS: If I do -- do recall correctly, when this -- when I made the motion it was seconded. It came up for discussion to bring this back for a presentation. It was -- it -- the intent to have them present to us and then we make a decision based on that, 'cause we all knew based on our staff that have (inaudible) us not questioning, staff said all groups recommend -- highly recommended. With that being said is we need to make sure that we make the proper decision for our fit for our community and our business.

Everyone here on this board had ample time to address the -- the issues and how we handle the procedure. I think these concerns is something that should have been brought up in the last meeting before we got to this point. But it hasn't been addressed until now, for whatever reason. That's nothing I -- I can address. But what I do want to say is I feel it was good to have all these teams come out tonight and do their great presentations. But we have a job to do. No matter how uncomfortable it may be, we have a job to do. As -- as policymakers, sometimes your skin move a certain way and you gotta make a decision, but you gotta do it and you gotta live with it. So that's why I made this motion for it to come back. That gave everybody a chance -- 'cause we could have made a decision the last meeting but I made a -- I tried to make a fair motion on

the floor to get everybody a chance to -- when we come back for presentation, it allows you to do some thinking about it so you can figure out what you want to do prior to us coming to this particular meeting. We had some meetings where they had to schedule - - because some people had some of the personal issues and then we couldn't really get together. But everyone had ample amount of time to share their concerns, whether we had to reschedule this meeting or throw this out for -- throw this back out prior to this meeting. But tonight we have a decision to make. I hope that we all be fair in this decision and we just do the right thing. And let's hope that everyone understood that, hey, we were just here just doing -- doing a good business for the greater good.

CHAIRPERSON DAVIS: Any other --

COUNCILPERSON THOMAS: Madam Chair? Yes, yes, ma'am.

CHAIRPERSON DAVIS: Oh, Mr. Thomas.

COUNCILPERSON THOMAS: I was -- um, just two final questions and then I'll be ready to go. The point system, they're absolute points, correct? If you did this, you get this amount of points. If you did that you -- you get that amount of points?

CITY ATTORNEY RYAN: Okay. Right. That's --

COUNCILPERSON THOMAS: Correct?

CITY ATTORNEY RYAN: -- what I was trying to get to.

COUNCILPERSON THOMAS: Uh-huh.

CITY ATTORNEY RYAN: That there are only certain categories that you all should really be looking at tonight. The categories that are just -- the points are what the points are.

COUNCILPERSON THOMAS: Uh-huh.

CITY ATTORNEY RYAN: And I would recommend that you accept the points as given by the committee because they are what they are.

COUNCILPERSON THOMAS: And I agree with that.

CITY ATTORNEY RYAN: Are client references for similar projects. If you -- you either had them or you didn't.

COUNCILPERSON THOMAS: Right.

CITY ATTORNEY RYAN: You had either submitted them or you didn't.

COUNCILPERSON GUYTON: (Inaudible).

CITY ATTORNEY RYAN: The most you could get was 30 points, period.

COUNCILPERSON THOMAS: Uh-huh.

CITY ATTORNEY RYAN: There's nothing to discuss about that. And they've broken those points down. The principal office location and local participation, it is what it is. Either you have one in Riviera Beach, Palm Beach County, Florida, outside of Florida. And those points are -- are static. They're not changing.

COUNCILPERSON GUYTON: So -- but wait. Let me get some clarification there. So this is the portion that identify local participation and they were awarded points for that.

CITY ATTORNEY RYAN: Correct.

CITY MANAGER JONES: Uh-huh.

CITY ATTORNEY RYAN: That's correct.

COUNCILPERSON GUYTON: And that is an area you're asking us not to --

CITY ATTORNEY RYAN: No. Yes. Yes. Not to --

COUNCILPERSON GUYTON: -- not to change.

CITY ATTORNEY RYAN: -- right.

COUNCILPERSON GUYTON: It is what it is?

CITY ATTORNEY RYAN: Right.

COUNCILPERSON GUYTON: Okay.

CITY ATTORNEY RYAN: And the other -- there are a couple more areas then I'm going to tell you where I think you can look. Under the fee proposal, the proposals are what they are as submitted. You can always negotiate but they gave you the breakdown.

CHAIRPERSON DAVIS: Uh-huh.

CITY ATTORNEY RYAN: It was 3. -- 3.5, 3 -- 3.0 and --

CHAIRPERSON DAVIS: -- 3.0 and 3.9.

CITY ATTORNEY RYAN: -- 3.9. They were assessed points based upon what they submitted. That's what they submitted. So that -- that -- that is already static. SBE or MBE, same thing.

COUNCILPERSON GUYTON: So -- so -- so that is not? We can't change those?

CITY ATTORNEY RYAN: Right. Right. I'm -- I'm almost done.

COUNCILPERSON GUYTON: Okay. Wait, wait. What section was that? I'm making a note here.

CITY ATTORNEY RYAN: I'm sorry.

CHAIRPERSON DAVIS: The fee proposal.

CITY ATTORNEY RYAN: If you look on your fee proposal --

COUNCILPERSON GUYTON: Yeah. Okay.

CITY ATTORNEY RYAN: -- where it says --

COUNCILPERSON GUYTON: I got it.

CITY ATTORNEY RYAN: -- the 30 points, so they were assessed points based upon where they were. And same with SBE and the possible bonus points.

COUNCILPERSON GUYTON: SBE.

CITY ATTORNEY RYAN: Those things you cannot change.

COUNCILPERSON GUYTON: SBE.

CITY ATTORNEY RYAN: So I'm going to tell you what you should be looking at for you. You should be looking at the 40 points -- you -- in your deliberations, company firm qualifications and capabilities. Approach criteria. So that's 40 points, 15 points and then the oral interviews, 50 possible points. If you look at -- if you break those down --

COUNCILPERSON THOMAS: So look, hold on. You -- you -- you're moving a little fast.

CITY ATTORNEY RYAN: Okay.

COUNCILPERSON THOMAS: Just -- you say company firm qualifications and capabilities?

CITY ATTORNEY RYAN: Qualifications and capabilities, yes.

COUNCILPERSON THOMAS: All right.

CHAIRPERSON DAVIS: Approach criteria.

COUNCILPERSON DAVIS: You say 50 points?

CHAIRPERSON DAVIS: And oral presentation.

CITY ATTORNEY RYAN: Right. And let me tell you.

CHAIRPERSON DAVIS: It's listed.

CITY ATTORNEY RYAN: Those things are broken down. I don't know if this was done on purpose or not, but they equal 105 and 105. So the independent criteria equals 105 and the things that you have the flexibility on equal 105. So whatever points they got, the most they could ever get on the static points, the most points were 105 points. The most points you can give anybody on the criteria that all can review if you want to do more than just the oral interviews is 105. Forty plus 15 plus the 50.

CHAIRPERSON DAVIS: Uh-huh.

COUNCILPERSON GUYTON: Madam Chair?

CITY ATTORNEY RYAN: Does that make sense?

COUNCILPERSON THOMAS: Yeah.

CHAIRPERSON DAVIS: Yes.

COUNCILPERSON THOMAS: I -- I -- I wasn't quite finished. Can I just ask the last question?

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON GUYTON: Oh, oh, go ahead. Go ahead.

COUNCILPERSON THOMAS: I had two.

COUNCILPERSON GUYTON: Yeah.

COUNCILPERSON THOMAS: I understand that, Miss Ryan. I -- I think that's -- that's - - that's actually -- that just happens to work out pretty well.

CITY ATTORNEY RYAN: Right.

COUNCILPERSON THOMAS: The other thing is, I just want to make sure I'm understanding this correctly, 'cause the IG can look at whatever they want to. I'm pretty sure somebody in the audience is sending an e-mail to the IG right now. But I just want to make sure that what we're doing is legal and ethical.

CITY ATTORNEY RYAN: Right.

COUNCILPERSON THOMAS: I just want to make sure of that, because as I understand it, any time it comes to us, it's a recommendation.

CITY ATTORNEY RYAN: It is a recommendation.

COUNCILPERSON THOMAS: So staff can put one, two and three and we can choose three, we could choose two or we could choose one.

CITY ATTORNEY RYAN: Right. As long as it's based on the criteria.

COUNCILPERSON THOMAS: On the criteria there.

CITY ATTORNEY RYAN: And that's what I always focus on and that's what I want to make sure that you all focus on.

COUNCILPERSON THOMAS: So I mean, I just want to hear you say that we're legal --

CITY ATTORNEY RYAN: Yes.

COUNCILPERSON THOMAS: -- and ethical --

CITY ATTORNEY RYAN: You're legal and ethical.

COUNCILPERSON THOMAS: -- about it.

CITY ATTORNEY RYAN: As -- and we're going to stay that way because we're going to make sure --

COUNCILPERSON THOMAS: Okay.

CITY ATTORNEY RYAN: -- staff's going to make sure that you stay within --

COUNCILPERSON THOMAS: I'm good.

CITY ATTORNEY RYAN: -- the confines of the RFP that you approved and this is what we used.

CHAIRPERSON DAVIS: And maybe the last time we didn't do that so maybe that's it. I don't know. But Mr. Guyton?

CITY ATTORNEY RYAN: No, we did it the last time.

CHAIRPERSON DAVIS: Okay. Mr. Guyton?

COUNCILPERSON GUYTON: A question and a comment.

COUNCILPERSON THOMAS: Who (inaudible)? She said she can't hear us.

CHAIRPERSON DAVIS: Huh?

COUNCILPERSON THOMAS: She said she can't hear us.

CHAIRPERSON DAVIS: Oh.

COUNCILPERSON GUYTON: When -- when -- when the motion hit the floor about having these oral presentations, the details of this was not discussed.

CITY ATTORNEY RYAN: Right.

COUNCILPERSON GUYTON: But, you know, granted, and all of us up here should take some responsibility for that. We've all read this. We -- we -- we -- we all had an opportunity to give our input. But if we get down a road and we identified that is something that we may not have done that would have made this process better, there's nothing wrong with saying that maybe we didn't consider everything that we needed to consider to be prepared here today to go through each of those categories. Or just go through the oral presentation. All of that was not discussed.

CITY ATTORNEY RYAN: Right.

COUNCILPERSON GUYTON: And you know, some can say, Well, we've had it and we just need -- I'm prepared to make a decision. I told you what mine was going to be if we didn't throw it out. And it's not going to change 'cause I'm a man of my word. That's how Bruce is. But if we want to do this in a manner that I would consider, I -- I -- I just didn't come here ready for points and categories and all that. That -- that -- that just --

CITY ATTORNEY RYAN: Well, Madam Chair --

CHAIRPERSON DAVIS: Yes, Miss Ryan.

CITY ATTORNEY RYAN: -- as I stated, staff had -- staff struggled with this, as well. And we watched the tape again because like you, it was my opinion that it was just going to be on the oral interviews. But after we watched the tape, we became concerned that you were trying to redo the entire process.

COUNCILPERSON GUYTON: That's what (inaudible).

CITY ATTORNEY RYAN: And that's why you got the memo at the end of the day today because I went back to my office and said, Okay. If they're going to do the whole presentation, then I need to assist them in doing that. But if that's all you want to do, is just the oral presentations part, we can certainly do that.

CHAIRPERSON DAVIS: (Inaudible).

CITY ATTORNEY RYAN: It makes it a lot easier for you. You gave your own oral presentations. You have 50 points to deal with and then that would --

CHAIRPERSON DAVIS: Well --

CITY ATTORNEY RYAN: -- then they -- what they would do is add up the points.

CHAIRPERSON DAVIS: Afterwards. And that's -- that -- I'm comfortable with that because that's what we said we were going to do.

COUNCILPERSON DAVIS: Madam Chair, can I (inaudible)?

CHAIRPERSON DAVIS: And so I think changing things in midstream is just not the way to do business. And I'm not -- I'm not ready to do that.

COUNCILPERSON DAVIS: Madam Chair?

COUNCILPERSON THOMAS: So --

CHAIRPERSON DAVIS: Mr. --

COUNCILPERSON THOMAS: -- oh, I'm sorry.

CHAIRPERSON DAVIS: -- Mr. Davis and then Mr. Thomas.

COUNCILPERSON DAVIS: Thank you. All right. So we've had this on the schedule for a few weeks now for this meeting. So you're stating today that staff just found out today that they wasn't sure. But weeks prior to that, that never came up as a concern. That's what I said before. If it wasn't a concern then, why, all of a sudden, at the last minute, it becomes a concern? It should have been a concern in the very beginning. So that's when I made that motion and we was -- we was discussing. I hope people listen to me when I'm talking on this board so they can see which direction we're going, because it won't run into issues like this here now. When staff get it, they sit down, they have the discussions. They know this is coming up. (Inaudible) -- when it was supposed to come up the first meeting, staff should have had an idea, Okay. You know what? Let's make sure that we'd figure -- figure out, do we want to have the scoring of the whole process or just oral? Is that (inaudible)? And then those recommendations should have come to the board at the last meeting and in the last meeting we could address this in the last meeting. So I don't know what happened between the last meeting and now with all the confusion. But that could have been addressed a long, long time ago. And -- and I'm not --

CHAIRPERSON DAVIS: Well, I think --

COUNCILPERSON DAVIS: -- fixing the play the games. I ain't going to call the games. I'm not going to play the confusion process. The issue is we have opportunity to sit here. Our legal representation gave us some options on how we can move forward to stay within the guidelines/parameters of -- of the law to make sure that we don't get into any trouble. We've heard all the presentations. Everyone did a proper job. We can sit here and do our scoring through the process and we can just move forward.

CHAIRPERSON DAVIS: And what I'm going to say is you -- you can rest assured I'm not playing any games, either. But what was stated by council -- it was a directive from council, and the motion was made by you, Mr. Davis, and seconded by whomever it was. I don't remember. But there was a motion that was made to bring these companies back to make oral presentations. Now, you know, in trying to carry that out, if staff found that, you know, I -- I mean, everything was fine. You know? If that's what we're going to do is make the -- make our recommendation based on the oral presentation. But at this particular time what I'm hearing is we want to -- we want to finagle with the other numbers, also. And that was not what your motion was about.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON DAVIS: So -- hold on a second. I'm -- I'm -- I'm not finished.

COUNCILPERSON DAVIS: I'll wait. I'll wait. I -- I'll respect and I'll wait.

CHAIRPERSON DAVIS: I'm -- I'm not finished and I don't --

COUNCILPERSON DAVIS: Go ahead. Take your time. Take your time.

CHAIRPERSON DAVIS: -- interrupt you. Okay?

COUNCILPERSON DAVIS: Take your time. Take your time.

CHAIRPERSON DAVIS: So, you know, I'm -- I'm simply saying this process, if we're trying to change it here today, this evening, it's flawed. And I'm not going to be part of it. I'm going to cast my vote on the oral presentation only.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON DAVIS: That's my stand.

COUNCILPERSON DAVIS: Madam Chair? (Inaudible).

CHAIRPERSON DAVIS: Mr. Davis.

COUNCILPERSON DAVIS: So you say it's flawed. At what point did you figure out it was flawed?

CHAIRPERSON DAVIS: It's not my job to figure out anything. What your motion was -

COUNCILPERSON DAVIS: You're the Chair. You -- we made you the Chair. You go with this agenda. Prior to the meeting, when you sit -- you sit with staff. Not me. I didn't want to be the Chair. When you sit with staff, you have those questions then. You're bringing them to this meeting. If it's flawed in the last meeting, we could have addressed it then.

CHAIRPERSON DAVIS: Are you done?

COUNCILPERSON DAVIS: I -- no, no. No. You -- you -- you -- at some point --

CHAIRPERSON DAVIS: I'm not -- I'm not gonna have the back-and-forth with you, Mr.

COUNCILPERSON DAVIS: -- it -- no, hold on, Madam -- Madam Chair, Madam Chair.

CHAIRPERSON DAVIS: So let's just move on. Mr. --

COUNCILPERSON DAVIS: We said -- hold on. Madam Chair.

CHAIRPERSON DAVIS: You're out of order.

COUNCILPERSON DAVIS: No, I'm not out of order.

CHAIRPERSON DAVIS: Yes, you are.

COUNCILPERSON DAVIS: Because we're discussing you -- when you sit there and discuss, I'm going to sit here and be quiet and I say I respectfully understand what you're coming from. I understand your passion about following the process.

CHAIRPERSON DAVIS: You're arguing about the process. You are out of order.

COUNCILPERSON DAVIS: You called the process flawed. What did you call the process?

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON GUYTON: Wait, wait. Madam Chair?

COUNCILPERSON DAVIS: You said it was flawed. You made that statement.

CHAIRPERSON DAVIS: You are out of order.

COUNCILPERSON DAVIS: You said the process was flawed. Did you not say that?

CHAIRPERSON DAVIS: You are out of order. You are out of order.

COUNCILPERSON DAVIS: Did you not state the process was flawed? Did you not state that?

CHAIRPERSON DAVIS: Yes, I did.

COUNCILPERSON GUYTON: (Inaudible).

COUNCILPERSON DAVIS: Okay, then. So --

CHAIRPERSON DAVIS: So it is flawed. You're out of order still.

COUNCILPERSON GUYTON: Madam Chair?

COUNCILPERSON DAVIS: I'll tell you what. It's okay.

COUNCILPERSON GUYTON: Madam Chair?

CHAIRPERSON DAVIS: Yes.

COUNCILPERSON DAVIS: So do -- do -- let's just do what we're supposed to do.

COUNCILPERSON GUYTON: I -- we need to make a decision of how we're going to proceed now. My position has been stated very clearly. I anticipated this discussion at the beginning of the meeting. I didn't make myself clear. But I knew if we tried to start changing what the committee recommended to us, that would become a problem. It is not staff problem. Staff did exactly what they asked us to do.

CHAIRPERSON DAVIS: Exactly.

COUNCILPERSON GUYTON: What we asked them to do. They provided a process. They gave us an evaluation with their professional expertise. We asked them to do that. It got to us. The City Council said, Wait, wait. We want to do something different. We want to go out and have an oral presentation. That wasn't staff. So now staff is trying to figure out --

CHAIRPERSON DAVIS: Uh-huh.

COUNCILPERSON GUYTON: -- they have five bosses. Now, how can they accommodate what we want them to do? We up here need to take responsibility, and I'll be the first to step up to the plate. I'm not ashamed to say that I made a mistake and this is not the right way to go because it wasn't clarified, as I understood it, what we were going to do here today. We talked about oral presentations.

CHAIRPERSON DAVIS: Yeah, that's it.

COUNCILPERSON GUYTON: We did not talk about going through the categories and changing the numbers and all that. That -- that wasn't part of the discussion. Now, when I first sat here today, I guess people looked at me like I had three heads 'cause he was talking about this would be a process that may be difficult. I didn't put it that way. And now we're sit -- debating now, as I anticipated, of how to do this. So my position is -- and we need to make a motion and we need to move forward -- if we're not going to go back out, I'll put a motion on the floor to maintain what we have now until the contract ends and we'll revisit this in a year or year and a half.

COUNCILPERSON THOMAS: Madam Chair?

CHAIRPERSON DAVIS: Mr. Thomas?

COUNCILPERSON THOMAS: I was fine with what Mr. Guyton was saying until he left out one key issue. This was not anything just new. The reason why we went this way is because the current provider had received a recommendation letter from the City. That is why we said, Well, let's do it this way so it will alleviate all bias. And everything else that you said, I can -- I can go along with. But you left out a -- a key piece. You know? It -- we gave the -- our staff gave a recommendation to the current provider which I thought was unfair. I thought that they should have gotten a recommendation from somebody else and not us. But that was used in the evaluation process. That is why I was okay with bringing it here. You didn't -- you didn't speak about that piece.

COUNCILPERSON GUYTON: No, I did -- and -- and Madam Chair, if I may --

CHAIRPERSON DAVIS: Yes, go ahead.

COUNCILPERSON GUYTON: -- but that is one of the reasons to my position is that we need to go back out. Because I didn't agree with that. I know it wasn't intentional. I know it wasn't malice and I know that it -- that they didn't try to be unethical in the process. Somebody just didn't think. But the appearance of that, to me, was not good.

COUNCILPERSON THOMAS: Well, that's why I thought we were bringing it --

COUNCILPERSON GUYTON: And -- and -- yeah. Yeah.

COUNCILPERSON THOMAS: -- to us.

COUNCILPERSON GUYTON: No, no, no.

CHAIRPERSON DAVIS: For oral presentation.

COUNCILPERSON GUYTON: So --

COUNCILPERSON THOMAS: For -- yes, that's what I was -- that's what I was under the impression of --

COUNCILPERSON GUYTON: Yeah.

COUNCILPERSON THOMAS: -- it was oral presentation.

CHAIRPERSON DAVIS: And -- and -- and -- and let me just -- let me just be clear. If -- if my colleagues say that it is an oral presentation that they want, then there's nothing to correct for me as far as what is on this agenda. It's an oral presentation.

COUNCILPERSON THOMAS: And I'm fine.

CHAIRPERSON DAVIS: So, you know, I don't -- I don't know what --

COUNCILPERSON THOMAS: I'm -- I'm fine with oral.

CHAIRPERSON DAVIS: -- the other folks are talking about but --

COUNCILPERSON THOMAS: I -- my -- my questions would have been along a different line. If we were doing oral, I would just be saying, Okay. If you're saying we're going to rank them one, two and three, are you saying that we have to rank them with a -- with a point system? And if we're going to do that --

CHAIRPERSON DAVIS: No, just one, two, three.

COUNCILPERSON THOMAS: -- then how do we -- so how does it -- how do -- how do they -- how would they get the points for the oral? How -- how --

CHAIRPERSON DAVIS: The points are already specified here. Fifty percent -- 50 points, rather.

COUNCILPERSON THOMAS: So -- so if I -- if I take company A and say --

CHAIRPERSON DAVIS: They get 50 points.

COUNCILPERSON THOMAS: -- You're number two --

CHAIRPERSON DAVIS: Or they --

COUNCILPERSON THOMAS: -- so then how do I know what --

COUNCILPERSON DAVIS: Yeah, how many points they get.

COUNCILPERSON THOMAS: -- what -- I -- I know if you're number one you can get the 50 points. But if you're two, how many points are you assigned if you're two? And how many points are you assigned if you're three? That would be the -- that would be the dilemma that --

CHAIRPERSON DAVIS: It's how you rank them.

COUNCILPERSON THOMAS: -- I -- right. I'm -- I'm --

CHAIRPERSON DAVIS: You need to --

COUNCILPERSON THOMAS: -- I'm saying if I rank them one, two and three and one gets 50, well, what -- what does two get? Does two get --

CHAIRPERSON DAVIS: So how would you propose to do this, Mr. Thomas?

COUNCILPERSON THOMAS: No, I don't know. That's why I'm speaking to my colleagues.

CHAIRPERSON DAVIS: I -- well, that's what I'm saying. I'm -- I'm trying to make it such that, you know -- make it simple to say, Okay. Based on the oral interview, you know, you rank them first, second, third.

COUNCILPERSON THOMAS: I got that.

CHAIRPERSON DAVIS: And -- and -- but the only person who -- that matters, who gets the 50 points is the number one person. So what does it matter whether it's number two or -- two or three?

COUNCILPERSON THOMAS: Okay. Okay. I -- I can -- I can get what you're saying. Let me look at the scores just one more time.

CHAIRPERSON DAVIS: So do we want to recess for about 10 -- about 10 minutes so you guys can do --

COUNCILPERSON THOMAS: Okay. Before we recess -- before we recess, let me just make sure because if you're going to use the -- the point structures that we have here, if -- and I'm not putting this in anybody's mind and I'm -- I'm just going to use this. You have -- you have all of these companies that are separated by no less than 26 points. So whoever gets number one in the oral interview, they pretty much will have the -- the -- the majority of the points. If you -- if they have a number two, because let's say McKinley Financial is 26 points ahead of Richard Bernstein, well, I would like to know, well, since I'm number two rank, if McKinley is number one and I'm ranked number two, well, how many points would I have gotten for being number two? Because I may have enough points for number two to still be number one. I know that probably sounded confusing but --

UNIDENTIFIED SPEAKER: I get what you said.

COUNCILPERSON THOMAS: -- if you get what I'm saying you --

CITY ATTORNEY RYAN: You can give points. I mean, you guys can give points.

COUNCILPERSON THOMAS: -- that's what -- that's what I'm saying.

CHAIRPERSON DAVIS: You can provide the points if you want to. That's fine by me if it's fine with the rest of the board.

COUNCILPERSON THOMAS: I'll -- it was just a suggestion. We can -- we can -- we can dialogue it and believe me, I'm not trying to overstep my bounds.

CHAIRPERSON DAVIS: Oh, I'm not -- no. Definitely not.

COUNCILPERSON THOMAS: Madam Chair, you are the Chair and if, you know, that's the way you want to do it, I'm -- I'm going with it. I'm just making that known that that could, you know -- if it was me --

CHAIRPERSON DAVIS: Well, that's -- that's what I was trying to get done at --

COUNCILPERSON THOMAS: -- if I was number two --

CHAIRPERSON DAVIS: -- the beginning of the meeting to decide how we were going to do this.

COUNCILPERSON THOMAS: Okay.

CHAIRPERSON DAVIS: And -- and we're back to it now. So let's be clear and determine how this is going to be done. You know, it doesn't have to be done my way. I'm asking for you guys to tell me how you want it done. If you want to -- for your number one, if you want to assign, you know -- I mean, well, Miss Ryan, for --

COUNCILPERSON THOMAS: I -- I would suggest -- can I make a suggestion, Madam Chair?

CHAIRPERSON DAVIS: Sure.

COUNCILPERSON THOMAS: I would just suggest -- and as always, it's probably going to be unpopular. But what I would suggest is that we do in a two-round system. We all --

CHAIRPERSON DAVIS: (Inaudible).

COUNCILPERSON THOMAS: -- write down who our number one, number two, number three is.

CHAIRPERSON DAVIS: Yes.

COUNCILPERSON THOMAS: Once we get down to the last ones --

CHAIRPERSON DAVIS: Uh-huh.

COUNCILPERSON THOMAS: -- then that's -- that's just the one who would --

CHAIRPERSON DAVIS: We'll -- we'll -- we'll eliminate the person in third place.

COUNCILPERSON THOMAS: Right.

CHAIRPERSON DAVIS: And then we'll vote on one and two.

COUNCILPERSON THOMAS: I -- that's what -- that's what I --

CHAIRPERSON DAVIS: That's what I was proposing at the beginning.

COUNCILPERSON THOMAS: -- that's just a suggestion of mine. I don't know how the rest of the -- the board feels.

CHAIRPERSON DAVIS: Well, that's what I was proposing. Is everybody okay with that?

COUNCILPERSON THOMAS: 'Cause I'm -- I'm ready to write mine down right now.

CHAIRPERSON DAVIS: I'm only voting on oral presentation.

COUNCILPERSON DAVIS: I support -- I support -- I support the veterans.

COUNCILPERSON GUYTON: So -- so what criteria will be used? Just a --

COUNCILPERSON THOMAS: Oral.

COUNCILPERSON GUYTON: -- oral presentation?

COUNCILPERSON THOMAS: I'm saying the oral.

CHAIRPERSON DAVIS: Oral presentation. That's what I vote on.

COUNCILPERSON GUYTON: And well -- well, let me back up. I've already said my position is not changing. So everybody know where I am --

COUNCILPERSON THOMAS: Okay.

COUNCILPERSON GUYTON: -- on that.

COUNCILPERSON THOMAS: So no -- no need for a secret ballot for you.

COUNCILPERSON GUYTON: Yeah. Yeah. 'Cause if it's not going back out --

CHAIRPERSON DAVIS: Well, you can -- you can write it down. I mean, that's fine.

COUNCILPERSON GUYTON: Yeah. I'm -- I'm -- I'm just letting everybody know --

COUNCILPERSON THOMAS: Yeah, you gotta write it down. But you got -- you gotta put two and three in there, as well, because it's going to go through a process of elimination. Everybody may not have your number one.

COUNCILPERSON GUYTON: Yeah. Okay. But is there criteria within the oral presentation that we're using, i.e., how they presented the Affordable Act Care or how they -- or are we -- is it just subjective? It's just we --

CHAIRPERSON DAVIS: It's based on what you --

CITY ATTORNEY RYAN: Well, I will tell -- right. I will tell you that the committee -- but again, I am very clear about staying within the parameters of the RFP.

COUNCILPERSON GUYTON: Uh-huh.

CITY ATTORNEY RYAN: The committee used a breakdown that they created to assist them. But that was not a part of the RFP so you're not bound by that in any way.

COUNCILPERSON GUYTON: Okay.

CITY ATTORNEY RYAN: So we didn't give you that. So you can -- you can -- the 50 points is there for you to make a decision on how to break up the 50 points any way you want. Because that's what it says in the RFP.

COUNCILPERSON THOMAS: Madam Chair, can I write my one, two and three down so I can get started?

CHAIRPERSON DAVIS: Okay. So we're going to take a recess for about 10 minutes and come back and --

COUNCILPERSON THOMAS: We are?

CHAIRPERSON DAVIS: -- five minutes? Do you need 10 or --

COUNCILPERSON THOMAS: No, no, no.

COUNCILPERSON DAVIS: And then come back (inaudible)?

CHAIRPERSON DAVIS: -- no.

COUNCILPERSON THOMAS: Like, 30 seconds would be good. I don't need any --

CHAIRPERSON DAVIS: But -- but I would -- I --

COUNCILPERSON THOMAS: -- recess. I'm ready to go.

CHAIRPERSON DAVIS: Okay. Well, let's just -- let's just go ahead and do it then. All right? Okay. So write down your one, two and three by name, please. And pass them down to Mrs. Jones.

COUNCILPERSON THOMAS: And excuse me if I misspells any -- misspell anybody's name.

CHAIRPERSON DAVIS: Fold it up real good (inaudible).

COUNCILPERSON THOMAS: We need to put our name on it?

CHAIRPERSON DAVIS: No.

COUNCILPERSON THOMAS: Okay.

CHAIRPERSON DAVIS: No names. Okay.

COUNCILPERSON THOMAS: All right.

CHAIRPERSON DAVIS: Thank you.

COUNCILPERSON THOMAS: Madam Chair?

CHAIRPERSON DAVIS: Yes, Mr. Thomas.

COUNCILPERSON THOMAS: I -- I just noticed that we don't have any uniform personnel in here.

CHAIRPERSON DAVIS: Yeah.

COUNCILPERSON THOMAS: Just in case, you know, I don't want anybody to be too upset and have to deal with individuals, can somebody just please make sure that we get somebody with a uniform and a badge and some other things on their belt to --

COUNCILPERSON GUYTON: Madam Chair, while they're doing that, I have a serious question --

COUNCILPERSON THOMAS: -- to -- to get a --

COUNCILPERSON GUYTON: -- to the attorney.

COUNCILPERSON THOMAS: That's serious.

CHAIRPERSON DAVIS: Go ahead, Mr. Guyton.

COUNCILPERSON GUYTON: Should the existing vendor get it, do they just complete their existing contract or does it start anew?

CITY ATTORNEY RYAN: We will enter into negotiations for a new contract. We will terminate the current contract and start over with a new contract.

COUNCILPERSON GUYTON: Okay.

CITY ATTORNEY RYAN: And, Madam Chair?

CHAIRPERSON DAVIS: Yes, ma'am.

CITY ATTORNEY RYAN: This is so that staff understands clearly what we're doing. You all have decided that whoever your number one pick is, if there's a consensus here, that is the company that will get the 50 points, basically.

COUNCILPERSON THOMAS: Yeah.

CITY ATTORNEY RYAN: Okay? And that -- and that -- which means that because the numbers are close together that will determine who is the --

COUNCILPERSON GUYTON: No, the numbers are close together, if I looked at them right, in the oral categories. But the overall number which these would be combined with --

CITY ATTORNEY RYAN: Correct. For example --

COUNCILPERSON THOMAS: That's what's close together.

CITY ATTORNEY RYAN: Right. The numbers that you have from your committee that you all are accepting tonight -- you're accepting the written committee numbers.

CHAIRPERSON DAVIS: Uh-huh.

COUNCILPERSON GUYTON: Uh-huh.

CITY ATTORNEY RYAN: -- were 121.2 for Gallagher Bassett, 126.60 for McKinley and 100.60 for Bernstein -- Richard Bernstein's and --

CHAIRPERSON DAVIS: 1-0-0 point 6.

CITY ATTORNEY RYAN: What did I say?

CHAIRPERSON DAVIS: 106.

CITY ATTORNEY RYAN: No, 100.6.

CHAIRPERSON DAVIS: Okay.

CITY ATTORNEY RYAN: I'm sorry if I didn't say that. 100.60 for Richard Bernstein & Associates. So you're going to do two rounds, and whoever the number one team is --

COUNCILPERSON THOMAS: Or maybe not if we all picked the -- or if they got, what is it, four of us up here? They got three first-round picks we're done.

CITY ATTORNEY RYAN: Okay. And that is the -- that is the entity that will get the 50 points. Is that understood by everybody?

CHAIRPERSON DAVIS: Right. It is understood. Yes.

CITY ATTORNEY RYAN: Everybody here? I'm looking in the audience. Nobody's shaking their head. Okay. That's okay. As long as the Council understands. That's -- that's the way you're doing your 50 points.

CHAIRPERSON DAVIS: Uh-huh.

CITY ATTORNEY RYAN: Okay. And please write your name on your scores.

COUNCILPERSON THOMAS: I just asked that.

CHAIRPERSON DAVIS: No. We -- we passed them down already.

CITY ATTORNEY RYAN: Oh, did you do it?

CHAIRPERSON DAVIS: But I know my handwriting.

COUNCILPERSON THOMAS: I know what I picked.

CHAIRPERSON DAVIS: Yeah. I know my handwriting.

CITY ATTORNEY RYAN: Okay. 'Cause that's all a public record, just so you know.

CHAIRPERSON DAVIS: Okay.

CITY ATTORNEY RYAN: All right.

CHAIRPERSON DAVIS: How are we going -- how are we doing down there?

COUNCILPERSON THOMAS: Good gracious.

COUNCILPERSON GUYTON: Yeah. It doesn't take that long to count (inaudible).

COUNCILPERSON THOMAS: There's only -- you know, there's only 12 names.

CITY MANAGER JONES: Well, you're really not counting.

CHAIRPERSON DAVIS: Yeah.

CITY MANAGER JONES: You count how many ones you get, how many twos you get

--

CHAIRPERSON DAVIS: Okay.

CITY MANAGER JONES: -- how many threes.

COUNCILPERSON THOMAS: Uh-huh.

COUNCILPERSON GUYTON: Yeah, just put two -- ones --

CHAIRPERSON DAVIS: Are we done?

COUNCILPERSON GUYTON: -- three, twos or whatever.

CITY MANAGER JONES: Okay. You've got --

COUNCILPERSON THOMAS: I -- I don't think you ought to use points.

CHAIRPERSON DAVIS: Okay. Miss Jones, go ahead.

COUNCILPERSON THOMAS: Speak -- speak in the mike, though. Speak in the mike there.

CHAIRPERSON DAVIS: Please get your mike, Miss Jones.

CITY MANAGER JONES: Okay. You have two companies that both have two first-place votes.

CHAIRPERSON DAVIS: Call the names, please.

COUNCILPERSON THOMAS: Well, let's call the names.

CITY MANAGER JONES: And that would be for McKinley and for Bernstein. Both of them got two first-place votes.

CHAIRPERSON DAVIS: Okay.

CITY MANAGER JONES: Two each.

COUNCILPERSON THOMAS: All right. So I guess we gotta make another --

CHAIRPERSON DAVIS: And what then what's the other -- are they -- so they --

COUNCILPERSON GUYTON: So -- so --

CITY MANAGER JONES: Okay.

COUNCILPERSON GUYTON: -- so we've got to do another round now.

CITY MANAGER JONES: You really do. Your second place, each firm got one vote. McKinley got one.

CHAIRPERSON DAVIS: (Inaudible).

CITY MANAGER JONES: Bernstein got one, Gallagher got one.

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON GUYTON: So we do the first two, then?

CHAIRPERSON DAVIS: Yeah.

COUNCILPERSON THOMAS: Do the top two.

CHAIRPERSON DAVIS: Top two. Okay.

COUNCILPERSON THOMAS: Let me go ahead and sign -- can you -- well, how do you want us to put our names on that first ballot?

CHAIRPERSON DAVIS: Yeah. We'll do that after -- after --

CITY ATTORNEY RYAN: Yeah. Just write your name on the top --

COUNCILPERSON THOMAS: Okay.

CITY ATTORNEY RYAN: -- of this one.

COUNCILPERSON THOMAS: All right. I guess this is the one that'll count. I'm going to write my name on the bottom, Miss Ryan.

CITY ATTORNEY RYAN: Thank you. Okay. You can write on the back.

CHAIRPERSON DAVIS: Are we -- oh, so -- okay. So we're voting for number one now?

COUNCILPERSON THOMAS: Number one and then number two.

CHAIRPERSON DAVIS: And a number two?

CITY ATTORNEY RYAN: Right.

CHAIRPERSON DAVIS: Okay.

CITY ATTORNEY RYAN: You have to do a number one and --

COUNCILPERSON THOMAS: A number -- number one and number -- number two.

COUNCILPERSON GUYTON: Why are we doing -- oh, okay.

COUNCILPERSON THOMAS: Because -- yeah.

CHAIRPERSON DAVIS: See if anything changes. Okay.

COUNCILPERSON THOMAS: I put my name on the outside.

CHAIRPERSON DAVIS: Okay. What we're doing right now, Mr. Davis, included Gallagher so you need to revote on Bernstein and McKinley.

COUNCILPERSON THOMAS: Did anyone follow up on that request I made? Somebody from the PD coming over?

DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: I'll check. They're in the (inaudible).

COUNCILPERSON THOMAS: Okay.

DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: You want me --

COUNCILPERSON THOMAS: So you don't have to dial 911 but 845-4123 will work. Yeah.

DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Okay.

COUNCILPERSON THOMAS: Yeah, just -- just have somebody come over. And just tell them that, you know, we'd like for somebody to be at every one of our council meetings. It will -- are we done? Oh.

CHAIRPERSON DAVIS: We're waiting for -- excuse me.

CITY MANAGER JONES: Madam Chair?

CHAIRPERSON DAVIS: Yes, ma'am.

CITY MANAGER JONES: Your tally remained the same, two first place for McKinley, two for Bernstein.

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON THOMAS: We've got a dilemma.

CHAIRPERSON DAVIS: So with the two, two what happens?

CITY ATTORNEY RYAN: Well --

COUNCILPERSON GUYTON: If we can refer to our attorney to give us a little guidance?

CITY ATTORNEY RYAN: -- you can do a --

CHAIRPERSON DAVIS: That's who I'm asking.

CITY ATTORNEY RYAN: -- you can do a couple of things. One, you can -- you can talk about it and try to convince your colleagues otherwise. Or you can go to a straight point system and actually give each --

CHAIRPERSON DAVIS: No, two points.

CHAIRPERSON DAVIS: You could give them points.

COUNCILPERSON THOMAS: What do you mean by points?

CITY ATTORNEY RYAN: Well, you have 50 points. Each one you can give whatever number of points you think they deserve for their oral presentation. You have 50 points and so you could give -- if you ranked everybody 45, 40, maybe 50, and --

COUNCILPERSON THOMAS: Madam Chair?

CITY ATTORNEY RYAN: -- get a result in that way.

CHAIRPERSON DAVIS: Mr. Thomas.

COUNCILPERSON THOMAS: You're in the seat. Direct us. Lead us.

CHAIRPERSON DAVIS: Well, I -- you know, I --

CITY ATTORNEY RYAN: Those are my two suggestions if you want to try to get it like that.

CHAIRPERSON DAVIS: Well, let's have a conversation and see if anybody's going to change their votes. Do you want to start and I -- I don't know if you have a particular --

COUNCILPERSON THOMAS: Well, let me -- let me say this. I -- I -- I was very -- I was actually very moved by McKinley's presentation. Well, more so by Mr. Steve Gude. I -- you know, I thought that he was a -- I thought that he -- he was good. He was -- he was concise and he actually added some value in terms of what McKinley has been providing that I didn't even know. But that's almost a double-edged sword to me because we should be the ones knowing. You know? And that was part of the reason

for me having some, you know -- some difference of opinion with how the information was being provided. They're providing the information now. You know, I get it. I -- I was very impressed with Bernstein and that's why I -- I selected them number one. Oh, was I supposed to say that?

CITY ATTORNEY RYAN: That's fine. Yes. You can.

COUNCILPERSON THOMAS: Oh, okay.

CITY ATTORNEY RYAN: Yes.

COUNCILPERSON THOMAS: I mean, my name is on it.

CITY MANAGER JONES: Yours is on the back so it's --

COUNCILPERSON THOMAS: Yeah. Yeah. I wrote my name big. I stand behind what I -- you know, what I say. You know, I -- I -- I just believe that, you know, from basically what they presented with the individuals that they have from the community, you know, from the art to account representatives that live right here in the city, you know, that utilize our services. But what really gave me -- what really put them over the top for me was their own exchange. Well, that we finally have a benefit that's not just benefiting the City employees, but it's also benefiting the entire city. And that weighed volumes to me. I didn't hear anybody else say anything about the exchange. And to be honest with you -- excuse me -- that is what -- that is what swayed me. Other than that it would have probably -- it would have probably -- well, it would have been a lot different for me. But for them doing that, I've never seen where we have an opportunity to get a benefit for the employees at the City and also help the City residents, as well. And that's what swayed me. All done, Madam Chair.

CHAIRPERSON DAVIS: Okay. And you know, while McKinley may not have a -- I voted for McKinley for two simple reasons: I usually go with staff's recommendation. I am not an insurance expert. I don't -- I've never -- I never claimed to be. And I -- you know, staff -- I leave that to staff. But in our city we've had -- and I fort the name of the - the organization with Reverend Drayton and Mike Sloser. We had several --

COUNCILPERSON GUYTON: Exchange.

CHAIRPERSON DAVIS: -- exchanges in the city, at the library, at the place on the -- in the -- in your district, Mr. Bruce -- Mr. Guyton.

COUNCILPERSON GUYTON: Yeah.

CHAIRPERSON DAVIS: For the residents and/or part-time employees to go and register. And so that's basically -- I based my decision on following staff's recommendation. I did -- I was impressed with Bernstein. But the other thing that -- one other thing that, you know, kind of -- I -- I saw that you didn't have any municipalities listed. So mainly, though, it's just going with staff's recommendation. Mr. Davis, do you have anything?

COUNCILPERSON DAVIS: Yes. (Inaudible). Thank you, Madam Chair. The reason I chose -- first of all, let's get back to, well, last year, these exchanges and all the great opportunities that McKinley has been providing for our residents, and like I say, I'm very -- I'm pretty sure they're very grateful for it. But a lot of these changes didn't happen till our going-out-for-bid discussion came up. And that's why, as an elected official, I truly encourage that we do this a little more often, because it really puts the onus on our partners to show them how they need to work a little harder, because too many times people -- not saying that they do, with all due respect. They get -- you know, they get a little comfortable and complasive [phonetic]. My counterpart here, my -- my partner, Mr. Guyton, he talked about last year it was at 5 percent; now they got it down to 3 percent. Bernstein in their initial bid (inaudible) 3.9. So they came in the door under the -- the initial 5 percent that we was paying last year. So that showed me they had some incentives.

And I see they had three residents locally here from Riviera Beach. You can never go wrong when you see community development along with employee development, because these people are right here in this community and once people see that we have partners reaching out and doing such a good job by hiring our local people, it really says a lot. Nothing against McKinley. McKinley's been here for eight -- approximately eight years and I've heard nothing about a City of Riviera Beach employee not once, not one employee. That shows a major concern to me.

Because if I see Bernstein at 3 and as they grow -- as you can see, they're bringing national exposure. They talked about the -- the big law firms. They talked about the company down in Doral. I mean, the municipalities, when you -- when you're dealing with agent of record and you're working, whether it's private or public, it's a numbers game. It's just how many employees, how many staff you're working with, whether it's a municipality, whether it's the public. Insurance agents, that's what they do. Insurance brokers, they deal with numbers. They don't deal with your municipality. Only -- only difference here with municipalities, you have, like Miss Jones stated earlier -- you have someone that needs to work with HR that addresses the issues with you, the recommendation like the gentleman said before, and I give him credit to that and he talked about that. But -- and this is nothing -- this is a business decision for the rebirth of Riviera Beach. I see three -- I see two here from Riviera Beach and they say they have a third. That means a lot. I'm sorry.

I mean, ain't too many times you see employees, people come here and say, You know what? We want to hire. We want to give some people in your community a chance and keep that money within your community. And they do that right away and continue to -- to get better, that shows a lot. Now, they don't do the job once they're in, then that's when I have to come and put the onus on them and put it back out for a bid. And it opens up the gate for McKinley, someone else again later. Because it's about competition. Once you have computation at the table, your people are going to get the better benefit.

When we talked to -- that's why I brought the -- brought up the issue with our provider. Our provider, you know, the question is, you know -- one of the most important

questions, how my people are dealing with the -- the provider and what type of services do they get when they go to the doctor's? Do they get turned away when they call a doctor and say, Hey, I have this insurance, and the doctor says, We do but we don't take any more new patients. That -- that type of treatment, I need someone that's going to say, Hey -- and I watched Mr. Bob -- Williams is your name?

BOB WILLIAMS: Yes, sir.

COUNCILPERSON DAVIS: You know, I watched personality. And the few times you was -- you kind of stood your position with us on this (inaudible) Councilman Thomas. And for you to show that you're willing to stand your position with him and make corrections, that says that you'd do the same thing with a provider. That means a lot to me. If you come here and -- and fight for your company to get your position to fight for us, that's a reflection of what's going to happen in the future. It felt kind of funny when you was doing it but I give you a lot of respect for doing it because you stood your ground; you stood your position, just like -- you sounded like Councilperson Guyton for a minute.

But I just wanted to say -- and I'm not gonna carry long, but this has been a long, thought-out process. All my colleagues, I know they've been here for some time. My chairperson, she's been a while working with McKinley. She has a great relationship with them like we all do. I've been trying to develop that through my first year. But -- and like you say, it's a family. It's -- it's -- it's a tough decision. But I see three residents from Riviera Beach that's already a part of this family locally and I hope to see four or five more if y'all are selected. That's important to me, community development by creating real jobs, real careers, real opportunities for our youth, because young men like Mr. Jarrett who went to John F. Kennedy Middle School, Suncoast High School, the great Florida (inaudible) University, he's now walking the streets talking with our employees, talking with their children. Now they can say, Hey, you know what? Maybe I can become an insurance agent, a record of agent.

So now you're making a major change by putting a young -- an investment in a young man like that that's going to create an investment with a young lady or young child within our community. Now, that's going to change not just right now but for the next 10 years. And that's why I made the decision I chose to make. But thank you all for coming out, a part of the process. But that's why I stand by it. It's nothing against McKinley. I just seen something here with the initial 3.9 percent when they put the bid in, when McKinley had the 5 percent last year. That was one move. To have residents from Riviera Beach, that was another move. They talked about having those services where you can call the office. They're going to be here weekly, have someone here in our -- in our office, that's another thing. That separate the cream from the crop. If they don't do -- if they don't do their job, next year -- if they get it, then we have to go back out for bid again because I'm going to hold them to the fire, as well. So -- and then once again, McKinley come with their A game, they might hire some people from Riviera Beach here next time. So that's why I chose to make that decision.

CHAIRPERSON DAVIS: Mr. Guyton?

COUNCILPERSON GUYTON: Madam Chair, everybody knows my position so I'm not going through a long dissertation. People that know me know that I -- I say what I mean and I mean what I say. And, um, we're going through this exercise but I don't see anybody changing their position and I'm -- I'm a solutions man. What is the solution here? And let me just say this, too. All three of them, I was impressed with. And as it relates to servicing municipalities, I was most impressed with Gallagher.

COUNCILPERSON THOMAS: I would have to agree.

COUNCILPERSON GUYTON: So truth be told, but I said at the beginning of the meeting I had problems with the process. Here we here sit now dealing with how to get through this process that I pointed out at the beginning of the meeting, whether people liked it or not. I foresaw this happening. We're -- we're -- we're at a stalemate now. So now either we need to make a decision about either going back out or will we consider the two-two vote like any council meeting, parliamentary procedure and --

CITY ATTORNEY RYAN: Well, there's no vote -- motion so there needs to be a motion made at some point.

COUNCILPERSON GUYTON: Well, if there needs to be a motion, the -- the only thing, if both motions die --

CITY ATTORNEY RYAN: Right. Right.

COUNCILPERSON GUYTON: -- because of the two-two --

CITY ATTORNEY RYAN: Right.

COUNCILPERSON GUYTON: -- I put a motion on the floor.

CITY ATTORNEY RYAN: Right. Correct.

COUNCILPERSON GUYTON: It dies 'cause the two-two.

CITY ATTORNEY RYAN: Correct.

COUNCILPERSON GUYTON: They put a motion on the floor.

CITY ATTORNEY RYAN: Right. Right.

COUNCILPERSON GUYTON: Two-two.

CITY MANAGER JONES: Yeah. (Inaudible).

COUNCILPERSON GUYTON: So --

CITY ATTORNEY RYAN: So --

COUNCILPERSON GUYTON: -- how do we get out of this stalemate --

CITY ATTORNEY RYAN: Madam Chair? Right. I think we may want to --

COUNCILPERSON GUYTON: -- Madam Chair?

CITY ATTORNEY RYAN: -- postpone this until we can have a full board. If Miss Pardo, she is -- was -- has been stuck in a meeting. She had a meeting. I don't -- I can't remember which -- with which board, a secret meeting or --

COUNCILPERSON THOMAS: Well, first, does anybody want to change their mind?

CHAIRPERSON DAVIS: No. I don't.

COUNCILPERSON THOMAS: Did anybody convince anybody?

CITY MANAGER JONES: (Inaudible) interviews (inaudible) scored.

COUNCILPERSON THOMAS: So, I mean, 'cause we didn't ask that.

CITY ATTORNEY RYAN: (Inaudible). Right.

COUNCILPERSON THOMAS: We didn't -- we didn't ask that. We didn't -- we didn't -- we didn't ask that, you know?

CITY ATTORNEY RYAN: Okay.

COUNCILPERSON THOMAS: Look, we're here. We gotta figure it out. Does -- does anybody want to change their mind?

COUNCILPERSON GUYTON: Okay.

CHAIRPERSON DAVIS: Do you?

COUNCILPERSON THOMAS: No, I don't want to change mine. I'm hoping that one of y'all will change y'all mind.

CHAIRPERSON DAVIS: I don't want to change my mind. Mr. Davis?

COUNCILPERSON DAVIS: I'm not changing my mind --

CHAIRPERSON DAVIS: Okay. So --

COUNCILPERSON DAVIS: -- when I see these people from Riviera Beach (inaudible).

CITY ATTORNEY RYAN: Okay. So these are the -- these are the options --

CHAIRPERSON DAVIS: -- Mr. Guyton, you're not changing your mind, either?

COUNCILPERSON DAVIS: Well, he said he (inaudible).

CHAIRPERSON DAVIS: Okay. So --

CITY ATTORNEY RYAN: These are the options as I see them.

CHAIRPERSON DAVIS: -- I -- I --

CITY ATTORNEY RYAN: And you can agree or disagree.

CHAIRPERSON DAVIS: -- I -- I don't want to do this voting -- this point thing. I think --

CITY ATTORNEY RYAN: Oh, you don't want to do the points? Okay. She doesn't want to do the points.

CHAIRPERSON DAVIS: -- we just -- we just have to do it --

CITY ATTORNEY RYAN: So we can --

CHAIRPERSON DAVIS: -- all over again (inaudible) full board.

CITY ATTORNEY RYAN: -- make -- somebody can make a motion to go back out for an RFP. Start over again. We'll tighten up the RFP even further. This is a lesson learned for everybody.

CHAIRPERSON DAVIS: Oh, it's --

CITY ATTORNEY RYAN: Or we can bring it back and have Miss Pardo watch the video of the meeting and all the presentations so that she comes fully informed as you are right now. She won't have the benefit of questions unless we want to have them come back and I don't know if you want to do a --

COUNCILPERSON THOMAS: That -- that's not going to work.

CITY ATTORNEY RYAN: Okay.

COUNCILPERSON THOMAS: Because Miss Pardo may decide that she wants Gallagher instead. She could. And how do you know what -- Miss Pardo is not going to be able to say something to -- to convince the rest of us? That's not how we do business.

CITY ATTORNEY RYAN: Well, I'm -- well, I'm saying five people will make a vote.

COUNCILPERSON THOMAS: We are here.

CITY ATTORNEY RYAN: Will -- we won't --

COUNCILPERSON THOMAS: But I'm -- I'm saying we're here.

CITY ATTORNEY RYAN: Okay.

COUNCILPERSON THOMAS: And you can't -- you can't just say we're going to postpone it. Suppose Mr. Davis is out the next meeting. We're doing a lot of traveling over the next couple of weeks. Suppose somebody else is out at the next meeting.

CITY ATTORNEY RYAN: These are your options.

COUNCILPERSON THOMAS: As a matter of fact, I will be out the next City Council meeting.

CHAIRPERSON DAVIS: Hmm.

COUNCILPERSON GUYTON: So --

COUNCILPERSON THOMAS: So --

COUNCILPERSON GUYTON: -- but -- but if no one changes their mind, what is your solution? What --

COUNCILPERSON THOMAS: -- man, that's for all of us to figure out. That's for all of us to figure out. We can't -- we can't kick the can down the road no more.

COUNCILPERSON GUYTON: Okay. Well, I'm just asking a question.

COUNCILPERSON THOMAS: Listen. I spent the majority of my birthday here. I got more time.

COUNCILPERSON GUYTON: I mean, my -- look here. I -- I recommended a solution at the beginning. Like I said, I was uncomfortable with the process. And I didn't think that we were going to resolve anything today. And I hate to say I told you so.

CHAIRPERSON DAVIS: And -- and -- and if I may add something, in a regular -- well, this is a regular -- a special city council meeting, but with a two-two vote it just dies. And it's status quo. So if that's how it has --

CITY ATTORNEY RYAN: This -- that is correct.

CHAIRPERSON DAVIS: -- if that's how it has to be, then that's how it has to be. But I'm not going to waste -- I mean, spend any more time here when every one of us have said --

COUNCILPERSON THOMAS: It --

CHAIRPERSON DAVIS: -- wait. I'm -- I'm not finished. When every one of us have said we're not changing our minds. You know? I mean, you can talk till you're blue in the face. I'm not changing my mind. You're not going to change yours and neither is Mr. Davis and neither is Mr. Guyton. So I'm not going to look at changing anything else as far as how we vote. And I'm not trying to -- trying to -- to get out of this. But this was -- you know, it just goes back to what was said that we wanted to do. And, you know,

staff followed -- followed that. You know, what we wanted to do, we wanted to hear the oral presentations. And unfortunately, Miss Pardo is not here. I mean, what are you going to do?

COUNCILPERSON DAVIS: Madam -- Madam Chair?

CHAIRPERSON DAVIS: Yes, Mr. Davis.

COUNCILPERSON DAVIS: Thank you so much. I know everybody said they're not going to change their mind. But listen. Here's the question. You -- you selected your decision. I made my decision, Councilperson Thomas made his, Guyton made his. Convince me or Councilman Thomas why we should change our decision. And I'm gonna -- I'm gonna sit here and listen. I'm fixing to sit here and listen. Convince me financially and on the service as a -- they provide for us that your team that you made a decision on is better than the two teams -- the team that me and Councilperson Thomas made.

CHAIRPERSON DAVIS: I (inaudible) --

COUNCILPERSON DAVIS: And if you've got a valid point, I -- I -- I'll work with you.

COUNCILPERSON THOMAS: I agree. Convince me.

COUNCILPERSON DAVIS: Convince -- just convince me.

COUNCILPERSON GUYTON: Madam -- Madam Chair?

COUNCILPERSON DAVIS: That's all I'm asking. If you convince me we -- we won't be here all night.

COUNCILPERSON GUYTON: Madam Chair?

CHAIRPERSON DAVIS: Mr. Guyton?

COUNCILPERSON GUYTON: Let me just say this. And it's not necessarily to convince -- well, maybe it is. Because we've got to get out of this stalemate. Health care to me is not something like a lawn service where you just go in and change the people who dealing with it. The most important thing to most people is their health care. So my decision was based partly on -- I'm talking to staff about do we have any problems with existing agent of record? The contract going to be up in a year. A year. We want to go out for the Affording Housing Care -- I understand that.

CHAIRPERSON DAVIS: Health Care (inaudible).

COUNCILPERSON GUYTON: But -- but my question was do we have a problem here?

COUNCILPERSON THOMAS: Yes.

COUNCILPERSON GUYTON: Wait. Wait and let me finish.

COUNCILPERSON THOMAS: Well, you asked the question. You should have said it's rhetorical.

COUNCILPERSON GUYTON: Okay. It's rhetorical.

COUNCILPERSON THOMAS: Okay. No problem.

COUNCILPERSON GUYTON: I'm telling you how I came to my decision.

COUNCILPERSON DAVIS: Uh-huh.

COUNCILPERSON GUYTON: Has nothing to do against somebody or for somebody. This has to do with the rational decision that's based on data, documents and evidence. Not emotions, not who I'd like, not -- not who I don't like. Not -- I don't make my decisions like that. That's -- that -- that to me compromises my principles when I start basing it on that. Especially when it comes to health care. So I -- nothing against whoever, everybody else that's out there. But if we were to change and then our providers were to change and there may be something different that our employees may not like, that would make me very uncomfortable. We're going into the unknown. We have a year and a half. The contract is up. We can do what we want to do. But if I make a change and they have a relationship with different providers and they come in and do not provide the same level of service because we don't know who our providers would be. We haven't discussed whether they'll keep the same people or who we'll be working with. That to me, to put that onus on our employees when we really don't have to right now, I don't think that's a wise decision.

Second thing is that now that we're out and this tier process came up, any provider that we have to include if we stay with the existing one, I want them to give us information and tell us how we can get into that tier program. All of them said that they can do it. I don't know why it wasn't discussed. But that is something that I feel, if other municipalities have that benefit and it really doesn't cost us anything additional, they need to provide that us to.

COUNCILPERSON THOMAS: Well, can I -- can I speak to your point?

COUNCILPERSON GUYTON: Yes.

COUNCILPERSON THOMAS: Madam Chair?

CHAIRPERSON DAVIS: Yes, sir.

COUNCILPERSON THOMAS: I get it. I get you. And I said today, as well, I was moved by what McKinley did today. But I was -- just as I am moved today, I was unmoved by what they have been doing prior to now.

COUNCILPERSON DAVIS: Uh-huh.

COUNCILPERSON THOMAS: If everything was good, if everything was okay, we would never have been out to bid. We -- they've been with us since I've been here. They've been with us over eight years. Obviously something -- hold on before you pull the mike to -- a couple of these are rhetorical till you get it back. Obviously it's something that really bothered me. So let me quit saying it's something that -- Pam, don't do that, either.

CITY ATTORNEY RYAN: I'm sorry. I -- I am going to do this.

COUNCILPERSON THOMAS: Don't. Don't. Don't. Don't. No. No.

CITY ATTORNEY RYAN: Because we're on -- we're always on the record. You all, this conversation is not about your -- what you've heard in the community. We have made a decision to base your decision tonight on the oral presentations. So to the extent that Mr. Guyton has issues and you have issues that are not related to the oral presentations made tonight --

COUNCILPERSON THOMAS: Uh-huh.

CITY ATTORNEY RYAN: -- I would like you to keep your thoughts to yourself and try --

COUNCILPERSON THOMAS: Am I -- am I -- am I legally wrong for telling Mr. Guyton how I feel and why I feel this way?

CITY ATTORNEY RYAN: If it relates to information that is not presented in this -- we are here for a special -- a reason. A specific reason.

COUNCILPERSON THOMAS: My line of comment, am I legally wrong? 'Cause if I'm not going I'm going to say thank you for your recommendation and I'm going to finish. If I am legally wrong then I'm going to stop.

CITY ATTORNEY RYAN: If you are going to make a statement, which is what I believe you are about to do, that is outside of the RFP parameters and the oral presentation, then I don't want you to continue along that line.

COUNCILPERSON THOMAS: That's my feeling. That's how I feel. I cannot make -- you're telling me I can't say how I feel? I'm trying to convince my colleague of why I want to go the way I'm going.

CITY ATTORNEY RYAN: Right.

COUNCILPERSON THOMAS: So you're saying that I can't do that?

CITY ATTORNEY RYAN: I'm saying you must convince your colleague based upon the oral presentations made tonight 'cause that's where your points are. You're trying not -- you're not trying to convince him -- you're trying to convince him to give his 50 points to --

COUNCILPERSON THOMAS: No. He asked for data, documents and evidence. I'm trying to give him some evidence. It just happens to be verbal. That's what I'm trying to get at. I mean, I'm -- I'm going to abide by what you say.

CITY ATTORNEY RYAN: Right.

COUNCILPERSON THOMAS: This is why we pay you to be here.

CITY ATTORNEY RYAN: Right.

COUNCILPERSON DAVIS: Yeah.

COUNCILPERSON THOMAS: You say, Cedrick, you cannot do that, then I'm going to stop. Other than that, I want to give him why. You know? Because we can't just say tonight McKinley was so good that I just don't want to change. McKinley was excellent tonight.

CITY ATTORNEY RYAN: Then you should award them 50 points.

COUNCILPERSON THOMAS: I will not. Because I thought Bernstein was even more excellent.

CITY ATTORNEY RYAN: Okay. Then you should award them 50 points.

COUNCILPERSON THOMAS: Listen.

CITY ATTORNEY RYAN: Right. That's the problem. Right.

COUNCILPERSON THOMAS: That -- that is the issue. That is why we're trying to do this. That is -- that is why we're trying -- that is why we're trying to do this. So obviously everybody had a number two that I don't think any of us agreed on.

COUNCILPERSON GUYTON: I -- I --

COUNCILPERSON THOMAS: Because the majority of us -- we -- we already know Terence tried to write number -- Gallagher down again. So we already know that all of us had a number two.

COUNCILPERSON GUYTON: -- I didn't have a number two.

COUNCILPERSON THOMAS: You didn't put a number two?

CITY MANAGER JONES: He didn't (inaudible). Only one. Only number one.

COUNCILPERSON THOMAS: Well, that -- that was a problem. The --

COUNCILPERSON GUYTON: I -- I told you where I was in the beginning.

COUNCILPERSON THOMAS: -- the -- well, the rules was to do number one and two. But anyway --

COUNCILPERSON GUYTON: Well, I didn't.

COUNCILPERSON THOMAS: -- if you're telling me that I can't convince Mr. Guyton, then you're right. We got a -- we got a stalemate.

CITY ATTORNEY RYAN: Right. Right.

COUNCILPERSON THOMAS: Now, I want to make sure that you're right because I'm going to be mad if you're not right.

CITY ATTORNEY RYAN: Yes. I want you to convince him based upon the oral presentations that you heard tonight because that's what you all decided you wanted to base this on.

COUNCILPERSON DAVIS: That's what he's doing.

CITY ATTORNEY RYAN: You want to say -- and this is an --

COUNCILPERSON THOMAS: Okay. I gotcha.

CITY ATTORNEY RYAN: You got me?

COUNCILPERSON THOMAS: I --

CITY ATTORNEY RYAN: Okay.

COUNCILPERSON THOMAS: -- gotcha. No problem. You went to law school for that. So let me see if this will work. Mr. Guyton?

COUNCILPERSON GUYTON: Yes, sir.

COUNCILPERSON THOMAS: All I'm saying to you is I did not hear from Miss -- from McKinley about a private exchange. As I was walking out the door I heard that they were participating in some exchange. But I did not hear McKinley in their presentation say, Listen. We have an exchange that's -- that we won't do just because of you. We have it up and running now and they gave the phone number out. And I asked them several times, several times, Are you sure that this is just not for our employees but it's for our residents? How many times have you heard any provider come up and say, for no additional cost to you, for that same 3.9 or whatever percent is, we're going to allow all 32,000 of your residents if they felt like it call our hotline and give out the number. You know? That kind of stuff right there is passion enough for me to say, Look, let's try something new. If you -- if we don't think they'll do any good, then give them one year. If we want to go back out in one year, then we go back out in one year. What is wrong - - what is wrong with testing what else is out there? What is wrong with somebody who brought some fresher ideas to the table? That's what we campaign on when we're

running. Bringing something fresh. Bringing something new. And eight years -- eight years of the same thing -- and I never said they did a bad job. They're in the community. They -- they -- they do those type of things but --

COUNCILPERSON DAVIS: Yeah.

COUNCILPERSON THOMAS: -- right now I'm convinced that we need to go a different route. Convince me why we need to stay. That's all I'm saying. I put something very valid on the table for you, Mr. Guyton. Very valid on the table.

COUNCILPERSON GUYTON: Okay. Madam Chair, may I just briefly respond? As it relates to the exchanges, dealing with the Afford Act Care --

CHAIRPERSON DAVIS: Care --

COUNCILPERSON THOMAS: Care Act, same thing, though.

COUNCILPERSON GUYTON: Yeah.

COUNCILPERSON THOMAS: Yeah.

COUNCILPERSON GUYTON: Yeah. Affordable Care Act, also known as Obama Care. We have --

COUNCILPERSON THOMAS: (Inaudible).

COUNCILPERSON GUYTON: -- a -- a number of exchanges that we can access and that's a good thing that they have it within the operation. But there are exchanges in our community and outside our community that our residents can access. To have a provider with that, granted, that's a plus. Is that a game changer for me? Absolutely not. Because I understand that we have a number of exchanges that our residents can access. Why change -- you had asked the question, Why not change? The reason that I'm not ready to change at this process here, because it was convoluted and -- and I'm not getting on anybody radar at the IG if we can do this process in a better manner. I'm not in that big of a hurry.

If we want to go out and look at everybody fresh without the mishaps that we had, fine. That's what I suggested from the beginning. But if you think I'm going to sit up here and start changing numbers or just doing the oral presentation and I -- there's nobody, no municipality that has been more -- investigated in my opinion than Riviera Beach. You don't have to do anything wrong to be investigated. The appearance of it, that something just not smelling right. And I know everything is aboveboard but to get under the radar unnecessarily when we can clean it up and then come back and review whatever we want to review, consider we want to consider, that's our option. It doesn't even have to come through staff if it comes back. It comes straight to us if -- if that's what we direct.

COUNCILPERSON THOMAS: Okay.

COUNCILPERSON GUYTON: I'm saying -- wait, let me finish.

COUNCILPERSON THOMAS: You -- you almost convincing me.

COUNCILPERSON GUYTON: Okay. Well, but -- but I'm saying --

COUNCILPERSON THOMAS: You -- well, won't let me -- you won't let me go?

COUNCILPERSON GUYTON: -- I -- it's -- just clean the process up.

COUNCILPERSON THOMAS: You -- okay. Well, let me go.

COUNCILPERSON GUYTON: Okay.

COUNCILPERSON THOMAS: Let me go. You make a lot of sense, Mr. Guyton. You make a lot of sense. I hear you. I hear you.

COUNCILPERSON GUYTON: But --

COUNCILPERSON THOMAS: I -- it's no but. I'm going to say rather. Okay? All I'm saying is why do we have to continue to do this just because we scared of the naysayers? When we --

COUNCILPERSON GUYTON: I'm -- that's not what I'm saying.

CHAIRPERSON DAVIS: No.

COUNCILPERSON THOMAS: -- hold on. Hold on. Hold on. Hold on. Hold on. Hold on. We fight on every other front doing things different. And we don't care who say what. We know that's par for the course for this right here. Why can't we still move on? Why can't we have the same people, not just representing our employees but representing our city? The same people who represent Trump, why we can't have that for our entire city? Why can't we have that for the entire city? Now, if -- if you just don't want to think about that and really let it touch you, then fine. But all I'm telling you is I -- I get what you're saying. That's one of the side of the coin. But what about the other side? That's all I'm saying, what about the other side?

COUNCILPERSON GUYTON: Well, I --

CHAIRPERSON DAVIS: Are we going to put a time limit on --

COUNCILPERSON GUYTON: -- (inaudible) and we're not going to go back and forth.

CHAIRPERSON DAVIS: -- on -- on a debate here?

COUNCILPERSON GUYTON: But I'm ready to put a motion on the floor. Let -- I'll tell you what.

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON GUYTON: Let Councilman Thomas --

CHAIRPERSON DAVIS: Let's --

COUNCILPERSON GUYTON: -- put a motion on the floor.

CHAIRPERSON DAVIS: Okay.

COUNCILPERSON THOMAS: Man, I've been doing this a long time. Then my motion will die and yours will still be there. Won't happen. Won't happen. 'Cause -- 'cause listen --

CHAIRPERSON DAVIS: Okay. Wait a minute. Hold on. Hold on, Mr. Thomas. We -- we've had the debate. Okay?

COUNCILPERSON THOMAS: Only Mr. -- only Mr. Guyton and I. You and Mr. Davis didn't.

CHAIRPERSON DAVIS: Well, I don't have anything to add.

COUNCILPERSON THOMAS: Okay.

CHAIRPERSON DAVIS: Okay?

COUNCILPERSON THOMAS: All right.

CHAIRPERSON DAVIS: My position, I've said it and like I -- and I agree with Mr. Guyton, it's -- this process was totally convoluted. And I'm not afraid to do anything.

COUNCILPERSON GUYTON: Me, either.

CHAIRPERSON DAVIS: It's just I will not participate with this process being so convoluted. So now, if anybody else has anything to say or add to trying to convince -- we -- we -- I think we need to, you know, have this -- another five minutes and then let's move on. Mr. Davis, you got anything?

COUNCILPERSON DAVIS: I -- I just want to go back to my initial question before Councilman Guyton said what he had to say. The initial question was between you and I because Mr. -- Councilperson Guyton said don't ask him no more. He stood his position. I respect that. And then him and Councilperson Thomas went back and forth. My question was to you, before you got talking about convoluted you talked about the process. And then we was talking -- and Mr. -- Miss Ryan -- I apologize, called you Mr. -- stated that we should be discussing this based on the oral interviews. And based on the oral interviews and the information that's provided, we're looking at someone that has the upper hand who's been here nor seven and a half plus years, McKinley, who had a chance to do their presentation. Based on the facts of the oral interviews they stated last year they charged the 5 percent. This year, once discussion came out, do you -- I mean, ask yourself. Do you want to work with somebody who's going to work

hard until you make them or they're going to work hard because that's what they do? Because they get -- charged us 5 percent last year, and it's stated in the interview -- I'm doing the oral.

CITY ATTORNEY RYAN: You are.

COUNCILPERSON DAVIS: They said 5 --

CITY ATTORNEY RYAN: I haven't said a word.

COUNCILPERSON DAVIS: -- they said 5 percent last year. And all of a sudden there's a discussion about maybe going out for bid and all of a sudden 3 percent came up. Well, we should have had that last year. They never discussed our eight years of hiring of any giving some internships for Riviera Beach residents that may be going home to college and coming back. Never discussed that. Bernstein, not only do they hire interns, they -- they didn't hire interns. They created careers and jobs and opportunities for three residents in our community. That's based on the facts in the interviewing process.

Those are two things that are -- I call them meat huggers. They stick. They'll hold and they last a long time with your community. Someone to walk in this community and say, Hey, listen. This is what we're going to give you back. They put the documentation up. And the -- based on the documentation, they showed me why they're -- this is -- why they deserve the opportunity, because they gave us their best without even knowing -- without even knowing their history. McKinley knew coming to this year, Hey, you know what? Eight years, let me take care of Riviera Beach. Let me go ahead and give them - - last year they should have said 3.5. Oh, we're going out for bid. Let's do a little bit. Let's negotiate. Let's talk with staff. What can we do for y'all so we can stay on the numbers, so we can keep this contract? It shouldn't have got to that point. That's all I'm saying. It shouldn't have got to that point.

That's why I say I want to have a conversation with you on this -- on this board to get you to just -- just look at the oral presentation on what they provided, the facts. And the facts are they never once offered anyone from Riviera Beach an opportunity to train, work. Two, they didn't move on saving us money until after we discussed going out for bid. Three, someone on this board -- in this room, name me one doctor in Riviera Beach that accepts Coventry Insurance.

COUNCILPERSON THOMAS: Madam Chair, I got another idea. Can we go ahead and just put this on the last meeting in June when Miss Pardo will be here? 'Cause I don't think it's fair for either one of us to give on our positions. We both tried to convince each other all -- both sides. You know, Miss Pardo is the fifth person. That's what the five-person board usually does. So can we just put it on the -- the last agenda in June, the last city council meeting in June to -- to be decided upon?

CHAIRPERSON DAVIS: Did you say you were not going to be here?

COUNCILPERSON THOMAS: I -- I -- I think I'll be here in the last June -- I won't -- I'll be back before the 23rd. Is it the 23rd?

CHAIRPERSON DAVIS: No.

COUNCILPERSON THOMAS: The last meeting, is it not the 23rd?

COUNCILPERSON DAVIS: That'll be my birthday.

UNIDENTIFIED SPEAKER: (Inaudible).

COUNCILPERSON THOMAS: No, I won't be here on -- on the 18th. Can we make a meeting on the 23rd?

COUNCILPERSON DAVIS: I celebrate my birthday with the board.

COUNCILPERSON THOMAS: Hey, I -- yeah, hey, I had to give up mine tonight, man. It's what we do for public service.

COUNCILPERSON GUYTON: Does anybody know if Vice Chair Pardo would be available at that time?

CHAIRPERSON DAVIS: No.

CITY MANAGER JONES: (Inaudible) for the purpose of (inaudible).

CHAIRPERSON DAVIS: I have no idea.

CITY MANAGER JONES: 24th. 23rd (inaudible).

CHAIRPERSON DAVIS: Let's see. 27th -- 20 --

COUNCILPERSON THOMAS: I'm trying to get to my calendar.

CHAIRPERSON DAVIS: -- 23rd. That's on a Monday.

COUNCILPERSON THOMAS: Oh, did I say the 23rd? Oh, okay.

CITY ATTORNEY RYAN: Madam Chair? I'm trying to understand what it is that you all want to do on another -- the last meeting. I mean, you --

CHAIRPERSON DAVIS: They want Miss Pardo to be --

COUNCILPERSON THOMAS: Is -- is -- is the fifth -- is the -- is the -- it will be the fifth person to vote.

CITY ATTORNEY RYAN: Right. But you have a meeting on Wednesday night. It could be added to the agenda and -- and --

COUNCILPERSON THOMAS: But I'm -- I'm not going to be here on -- oh, you're saying this Wednesday?

CHAIRPERSON DAVIS: But -- okay. But the problem is --

COUNCILPERSON THOMAS: Oh, okay.

CHAIRPERSON DAVIS: -- that Miss Pardo has not heard the presentations. I mean, I don't even know if she wants to.

COUNCILPERSON DAVIS: Why would you --

COUNCILPERSON THOMAS: Well, I mean, that's kind of her job, though. She --

COUNCILPERSON DAVIS: -- yeah, that's her job.

CHAIRPERSON DAVIS: You know, maybe --

CITY MANAGER JONES: (Inaudible) this meeting to try to get it done for Wednesday.

COUNCILPERSON THOMAS: Yeah.

CHAIRPERSON DAVIS: I'm sorry?

CITY ATTORNEY RYAN: You've got to talk into the mike.

CHAIRPERSON DAVIS: What did you say, Miss Jones?

CITY MANAGER JONES: Yeah. I -- it would be difficult for her to have anything reviewed, you know, in ample time --

CHAIRPERSON DAVIS: Yeah. This is not --

CITY MANAGER JONES: -- to make Wednesday's meeting. So at the earliest you're talking would be --

CHAIRPERSON DAVIS: Do y'all want to put it on the 18th?

CITY MANAGER JONES: -- the 18th.

COUNCILPERSON THOMAS: I -- I'm --

CITY MANAGER JONES: Now, the question is, is that the meeting --

COUNCILPERSON THOMAS: -- I'm submitting to you that I would not be on the 18th.

CITY MANAGER JONES: -- and that's the one that you will not be here for.

CITY ATTORNEY RYAN: Right.

CHAIRPERSON DAVIS: Okay. So that puts us in July unless the board wants to call a -- another special meeting.

COUNCILPERSON THOMAS: I'm fine with that.

COUNCILPERSON DAVIS: And what dates do we all have available?

CHAIRPERSON DAVIS: Mr. Guyton, are you amenable to another special meeting?

COUNCILPERSON GUYTON: Whatever the board decides, my position is -- will be the same. So we can go through this exercise again so --

CHAIRPERSON DAVIS: Mine, too. So are you looking --

CITY ATTORNEY RYAN: But that's the question. What are you doing at this meeting?

CITY MANAGER JONES: What are you doing in a special meeting?

COUNCILPERSON THOMAS: We're going to take -- if -- if Mr. Guyton and Miss -- Miss Davis vote doesn't change and Terence and my vote doesn't change, that means Dawn vote has to break the tie. That's pretty --

CITY ATTORNEY RYAN: So it's just going to be a vote. You're not -- what I'm trying to find out is are you asking --

CHAIRPERSON DAVIS: It will be just a vote.

CITY ATTORNEY RYAN: -- them to come and make another presentation?

COUNCILPERSON THOMAS: No, I don't think that that's necessary.

CHAIRPERSON DAVIS: She can watch the --

COUNCILPERSON THOMAS: Yeah, I don't --

CITY ATTORNEY RYAN: Okay.

CHAIRPERSON DAVIS: -- presentations.

COUNCILPERSON THOMAS: -- I don't -- I don't think that. I don't think that's -- I don't think so.

CHAIRPERSON DAVIS: So okay. So you're not going to be -- excuse me -- you're not going to be here on the 18th. Do y'all want to do the 23rd? That's a Monday.

COUNCILPERSON THOMAS: Twenty -- yeah, 23rd is fine with me.

CHAIRPERSON DAVIS: Is the 23rd good for you and Mr. Guyton?

COUNCILPERSON GUYTON: I'm checking my calendar now.

COUNCILPERSON DAVIS: I will be celebrating my birthday with you all.

CITY ATTORNEY RYAN: Okay. I -- I just sent a text to Miss Pardo, just so you know. And she said she would be -- she would watch the -- she would commit to watching this tomorrow and she would be prepared to vote on Wednesday.

CHAIRPERSON DAVIS: Okay. Well, let's just put it --

COUNCILPERSON THOMAS: All right. Sounds good.

CHAIRPERSON DAVIS: -- add it to the agenda for tomorrow.

COUNCILPERSON THOMAS: We'll do it. We'll just add it to the agenda Wednesday. Why you can text Miss Pardo (inaudible)? (Inaudible).

CITY ATTORNEY RYAN: I just texted her. This is desperate.

CHAIRPERSON DAVIS: Okay. So are there any other comments from the council?

COMMENTS FROM THE PUBLIC -7:00 PM Non-Agenda or Consent Item Speakers

(Three Minute Limitation)

STATEMENTS BY THE MAYOR AND CITY COUNCIL

CHAIRPERSON DAVIS: No? And no public comments. Is there a motion for adjournment?

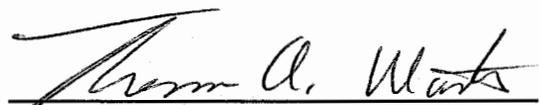
ADJOURNMENT

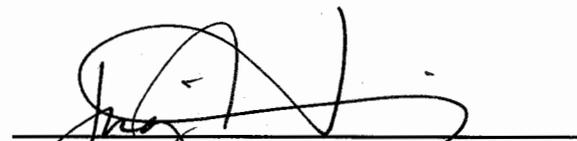
COUNCILPERSON THOMAS: So moved.

CHAIRPERSON DAVIS: Okay.

(CONCLUSION OF MEETING)

APPROVED:

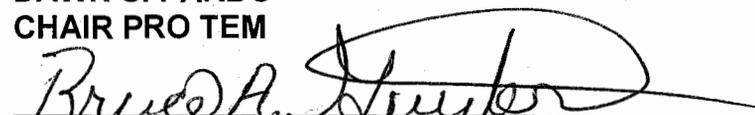

THOMAS A. MASTERS
MAYOR

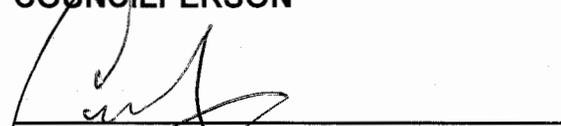

JUDY L. DAVIS
CHAIRPERSON

ATTEST:


CARRIE E. WARD
MASTER MUNICIPAL CLERK
CITY CLERK


DAWN S. PARDO
CHAIR PRO TEM


BRUCE A. GUYTON
COUNCILPERSON


CEDRICK A. THOMAS
COUNCILPERSON


TERENCE D. DAVIS
COUNCILPERSON

MOTIONED BY: D. PARDO

SECONDED BY: B. GUYTON

B. GUYTON AYE

J. DAVIS AYE

C. THOMAS AYE

D. PARDO AYE

T. DAVIS AYE

DATE APPROVED: 07/02/2014