

**City of Coral Gables City Commission Meeting
Agenda Item H-4
June 12, 2018
City Commission Chambers
405 Biltmore Way, Coral Gables, FL**

City Commission

**Mayor Raul Valdes-Fauli
Vice Mayor Frank Quesada
Commissioner Pat Keon
Commissioner Vince Lago
Commissioner Michael Mena**

City Staff

**City Manager, Cathy Swanson-Rivenbark
Assistant City Manager, Peter Iglesias
City Attorney, Miriam Ramos
City Clerk, Walter J. Foeman
Deputy City Clerk, Billy Urquia**

Public Speaker(s)

Agenda Item H-4 [6:35:40 p.m.]

Discussion regarding a memo distributed to the Commission on June 1, 2018 entitled "Interfering with the Hiring Process".
(Sponsored by Commissioner Lago)

Mayor Valdes-Fauli: Alright, discussion regarding a memo distributed to the Commission on June 1 entitled "Interfering with the Hiring Process." Commissioner Lago.

Commissioner Lago: Thank you, Mayor. On June 1, I submitted to each one of you a memo that I took some time to write dealing with something that concerned me I went into another issue to discuss in regards to a public service agreement that also came to my attention. So, on June 1, I sent each of my colleagues on the Commission a memo outlining some concerns that were recently brought to my attention pertaining to the City Manager. In 2015, during the time of the Assistant City Manager of Public Safety was undergoing the process of becoming employed with the City, during that time, the International Association of Chiefs of Police was contracted by the City to conduct a background investigation in which the City Manager, in an email dated May 2, 2015, asked that the background investigator to neither seek nor include any information for Broward PBA or Jeff Marano individually, as it will hold no credibility nor value in my decision making. The ICMA Assistant director of training responded to then HR Director Elsa Jaramillo with the following statement. We will not comply with Ms. Rivenbark's request in any way. For the background investigation to have merit, we will have -- we will not restrict the investigation in any way or limit access to sources. As I articulated in my memo, it is important for government officials to be transparent and accountable. We must cautious -- we must be cautious in interfering with background investigation procedures, regardless of the character of the person or entity of the City Manager was requesting to exclude as part of the investigation. The process was interfered with nonetheless. Madam City Manager, in your response to my memo, dated June 10, 2018, you mentioned, while it is true that I originally told the background investigator not to reach out to Broward PBA president Jeff Marano because his comments would hold no credibility or value in my decision making, I did not realize under a -- such request was inappropriate. I would expect that a seasoned professional, with over 25 years of government managerial experience, would know better. According to the International City/County Manager Association, there is a code of ethics in which all ICA (sic) members are encouraged to follow. While reading through the different tenets, Tenet 3 states members must demonstrate by word and action the highest standards of ethical contact and integrity in all public, professional and personal relationships in order that the member may merit the trust and respect of the elected and appointed officials, employees and public. A guideline under this tenet highlights the importance of public confidence in the position and profession, the integrity of

their local government and in their responsibility to uphold the public trust. On a separate note, another concern aside from this has surfaced recently. And maybe I'm the only one that has an issue with this, and it's perfectly fine. It wouldn't be the first time. It has come to my attention that the City has entered into a public service agreement with an outside consulting company, which I have too much respect for to name today, from July 20, 2015 to July 20, 2016. And again, in August 2017 through August 2018. The scope of work includes communication services, as -- such as publication, printouts, presentations, in addition to consulting related to crisis management. In 2015, the total contract was for \$25,000. And in 2017-2018, the contract total was \$48,000, for a combined total of \$72,995, for both contracts. I understand that there have been times in which the City has needed communication consulting services, as was the case with FP&L. But I don't understand why other items not relating with the City has been forwarded via email to this individual, such as Margaritaville and Hollywood-related items, or why a script was needed for the Hudak reprimand/rescind letter, since the Commission and community was not in line with the position the City Manager took on that issue. If the City does have a consultant, it should be for City use, not to assist the City Manager with her image with the Commission or the community. This is what heavily concerns me, not to mention line items such as this not coming from the Commission examples are -- if we talk -- we're always talking about fiduciary responsibility and being careful with the money. I'm just going to give you a few line items that we've spent on that, to me, I consider grotesque when you think about how hard people have to work for their money. Spending \$10,000 on a cease and desist letter for Ariel Fernandez is inappropriate. We're under the spotlight every day. Take the heat. If you can't get out of the kitchen. Simple. US-1 study cancellation, \$50,000 was spent and I was never notified. This Commission was never notified. As was stated by the City Attorney, the Charter was violated on that issue. Not enough to get fired, and I understand that, but it was violated. How much did we spend on the Molina issue? How much did we spend now, \$48,000, just this year on a public relations individual for the Manager? How much was the Hudak investigation? \$47,000 plus travel. And how much are we going to spend on the women's investigation, which I told the City Attorney, hire the best and only the best to deal with these women. They deserve the best. I'm aware that for payments under \$50,000, the City Manager

does not need to come before the Commission to request approval. I suggest we lower that threshold for the City Manager expenditures. Taxpayer money should not be spent frivolously. We should be extremely mindful of reoccurring expenses, especially that part of our role as elected officials is to be fiscally responsible. When you talk about public relations, our Communications Department has \$900,000 plus budget; three employees that make \$439,647, including part-time, multimedia production, marketing and the Public Affairs Manager, and the rest is spent on print and a whole host of other issues. Why do we need outside consultants? We have more than enough individuals who are capable. If you look at Parks and Recreation, we even have a person who's a marketing specialist who can make flyers. Mr. Rodriguez is more than capable. He can also do some work. Like I mentioned, getting caught is not what makes something wrong. Individuals in leadership roles should always be ethical and lead with integrity. These issues are beginning to be brought to my attention on a continuous basis and there seems to be a consistent pattern of exercising poor judgment. These are my opinions, and I bring them before the Commission because I think it's the correct thing to do. I will continue to write memos. I will continue to ensure that transparency is our number one priority in assuring that we are fiduciaries before the residents of this community. If you disagree with my opinion, it's not a problem. If you don't want to discuss it today on the Commission floor, I have no issues. I know it's been a long day. But I will continue to bring these issues up because I think that's what we have to do as elected officials. We are entrusted with the public. Thank you.

Mayor Valdes-Fauli: Thank you. What is the Commission's pleasure? Madam City Manager, you want to...

Commissioner Keon: I think that before you, you know...

Mayor Valdes-Fauli: What?

Commissioner Keon: This is death by a thousand cuts. I think she deserves the opportunity...

Mayor Valdes-Fauli: Of course.

Commissioner Keon: To respond, please.

City Manager Swanson-Rivenbark: So...

Commissioner Lago: Well, I think I was -- I mean, before -- when you made a comment about that, I think I was a gentleman because I could have gone into a lot more other issues. I have all the copies of the emails. All I ask -- and I think it comes into what the Mayor said before, just be transparent. Talk. I didn't have access to this consulting company. None of my colleagues did. I wasn't aware of this consulting company. I wasn't aware it was being paid out of the Manager's fund...

Commissioner Keon: Well, I think you should give her an opportunity to explain.

Commissioner Lago: No, but it's not an issue -- I did, and I responded to her. I responded to her memo that she wrote to me, which she didn't write, which the consultant wrote. I responded to her. And I just think that this type of situation, to me, is not in the best interest of the City. Why does the Manager need a private entity to represent her? We have staff. I mean, some of the memos -- let me give you an example. My colleagues, do you think it's appropriate that if I write a memo to the Manager, she forwards it to this gentleman so that he gives his opinion? Do you think that it's appropriate that Maria Cruz's public appearance here gets forwarded to this gentleman? What is he? Hollywood emails, Margaritaville -- is this City business? Are we sending residents' information to a person who cannot build a case or a response? I just don't think that's wise use of City resources.

Vice Mayor Quesada: You know, I think it just depends on the circumstance, obviously.

Commissioner Lago: And that's why I said everybody's entitled to their opinion.

Vice Mayor Quesada: Hold on a second.

Commissioner Lago: And I respect it.

Vice Mayor Quesada: Well, let me explain a little bit more. I think every situation's different. You know, when I think about the outside consultant -- as far as I can remember -- and you know, I'd like to hear Raul -- the Mayor's thoughts on this -- I know that when Salerno was here, he had -- I think he also had Stan, but he certainly had -- there was -- he certainly had a consultant.

Commissioner Keon: He had somebody else.

Vice Mayor Quesada: He had someone else...

Commissioner Keon: But I don't know...

Vice Mayor Quesada: For the media and communications.

Commissioner Keon: Who it was, but it was somebody else doing the communications.

Vice Mayor Quesada: And from what I recall from -- when I was working with Kerdyk years ago, that David Brown had someone as well. Again, I thought it was Stan. It may not have been Stan. There was certainly someone there. I'd like to hear the Mayor's historical perspective on that as well.

Commissioner Lago: I just want to be clear...

Vice Mayor Quesada: But as far -- let me finish.

Commissioner Lago: I want to be clear. I didn't mention his name. That's why I didn't...

Vice Mayor Quesada: Just...

Commissioner Lago: I didn't want to mention his name.

Vice Mayor Quesada: No, it's fine. Just let me finish. The -- and then, as far as you talking about the current Communications Department, you know, I sort of see it the same way that I see the Legal Department. We have attorneys here, but you always have other ex -- you know, people with expertise or other knowledge that you want to complement what the current -- what we have on current staff. Now, as far as related to issues that relate to whether it's City-related or not, yeah, of course we should ask questions about that. But I think that's up to the City Manager to explain, you know, where that -- those apply and they don't apply. You know, if there's an issue that relates to something that's going to make the City look bad in any way or another, then, yeah, if that's a sounding board that the City Manager has, then yeah, I think it absolutely makes sense. But again, I can't speak to those instances. I got copies of those emails today that, you know, I still haven't had a chance to look at. On the -- you talked about a lot of different...

Commissioner Lago: Yeah, of course.

Vice Mayor Quesada: Issues there.

Commissioner Lago: And by the way, just...

Commissioner Mena: Background.

Commissioner Lago: To mention on thing too because I -- Mr. Fernandez is here and I always -- I'm a gentleman always. And when you talk to another man, you talk to them to their face and you're upfront. In my memo, I was very, very clear. I said thank God we didn't make a mistake. Thank God we didn't make a mistake and we hired a good person, but we could have very much -- very well made a mistake if we had excluded somebody's information in a background check. It's just not appropriate. It's not appropriate behavior. It should not have happened. And Mr. Fernandez knows very, very well that we have an exceptional relationship. I've said it multiple times to his face on the dais. But this is -- goes beyond that. It's our responsibility -- and we can sugarcoat it any way we want. We can tippy toe around the issue. This is not -- we should not be sending -- the Manager should not be sending my memo that I write to her that deals with City issues to an outside consultant, along with confidential information that nobody is supposed to know, and he has it before the Commission has it. Case in point, our AAA rating, which says very clearly in the bottom of the email, confidential - do not send out. He's got it before anybody else does. So, it's okay. I'm not asking the Commission to make a decision. But I'm going to continue to put items that deserve to be in the spotlight in the spotlight because that's our job.

Mayor Valdes-Fauli: Let me say something here. I don't remember having a PR person when I was Mayor. We may have had, but I don't remember.

City Manager Swanson-Rivenbark: We had Ron Levitz, sir, and you guys...

Mayor Valdes-Fauli: Well, I didn't...

City Manager Swanson-Rivenbark: The City paid \$90,000 a year.

Mayor Valdes-Fauli: I wasn't aware of that.

City Manager Swanson-Rivenbark: Yes.

Mayor Valdes-Fauli: I wasn't aware of that. But this is part of our problem here and lack of communication. And Commissioner Lago, you're very, very correct in that we should be apprised of what's going on. We should be apprised of communications. We should be apprised of our consultant. We should be apprised when one of our confidential memos gets forwarded to a consultant. That's why I, you know, as part of my comments suggested that we meet with the City Manager once a week in half an hour and she divulges everything that she has to divulge to us on what's happening in the City, on -- and sharing confidential memos is not right. I fully agree with you on that. I don't know. I'd like to hear from others and from the City Manager.

Commissioner Mena: I think on that specific issue -- and I think Commissioner Quesada had some follow-up on the other issue, but on this issue, I think there needs to be a line. In other words, I can understand that you need a communications person for certain types of communications, okay. Let's say we make a decision as a Commission that we're going to file a lawsuit against FPL, and then there's blowback on that and we want to...

Commissioner Lago: I used that example.

Commissioner Mena: And we want a professional managing that message, yeah, I think that's an appropriate use of somebody in this position. I'm not familiar with exactly which confidential memos you're referring to...

Commissioner Lago: I can show you a copy of the email.

Commissioner Mena: If the goal of that communication was to create messaging on the City's achievement on financial rating and things like that, I think that's okay too, if that's what it's for. If it's just forwarding for the sake of keeping somebody abreast of your thoughts, that's different. I don't think there's a necessity to do that unless -- some things should be sent to this person if he's going to help craft communication on the issue that it's in the best interest of the City.

There's a line and there needs to be a line between what's best for the City and what's best for the Manager, and you need to respect that line. And, there may be instances where it was crossed and there may be instances where it wasn't. I think you're fair to bring up the issue. I had no idea that this contract existed until it came out recently.

Commissioner Lago: And by the way, that statement -- just to give a little credence to your statement. I was told that everybody knew about it, that everybody knew that he was on the payroll.

Mayor Valdes-Fauli: No.

Commissioner Lago: Okay, so I want to put this on the record.

Mayor Valdes-Fauli: No.

Commissioner Lago: Vice Mayor, did you know he was being paid?

Vice Mayor Quesada: Yes.

Commissioner Lago: Did you know, Commissioner?

Commissioner Mena: Not until it recently came out.

Commissioner Lago: Did you know? I did not know. Did you know?

Commissioner Keon: Yes.

Commissioner Lago: Okay, but again...

Vice Mayor Quesada: Here's the thing.

Commissioner Lago: But let...

Commissioner Keon: Did Mayor know? Yes.

Vice Mayor Quesada: Even years ago...

Commissioner Lago: No, he said no.

Vice Mayor Quesada: Hold on, even years ago, when you've been on the Commission...

Commissioner Lago: Hold on, wait, wait.

Vice Mayor Quesada: It's important to understand that -- to answer your question -- hold on a second.

Mayor Valdes-Fauli: One at a time.

Vice Mayor Quesada: Because you're isolating and you're not getting the full picture.

Commissioner Lago: There's too many comments that are made here that there isn't background given. Like did the Mayor -- she just asked me -- Commissioner Keon, did the Mayor know? I said no, he didn't. And you just said, yes, he did. Mayor, did you know?

Commissioner Keon: Then you weren't aware that they were doing the...

Commissioner Lago: He didn't know, he didn't know.

Commissioner Keon: Recruiting -- all the recruiting brochures...

Commissioner Lago: Just like you told me before...

Commissioner Keon: For the police?

Commissioner Lago: Just like you told me...

Commissioner Mena: No.

Commissioner Lago: Before...

Commissioner Keon: You didn't know that that was -- who was doing all of the recruiting...

Commissioner Mena: No.

Commissioner Keon: Brochures for the police?

Commissioner Lago: Look, very simple, and also...

Commissioner Keon: I remember looking at it and saying these are really nice. Who did it?
And she told me who did it.

Mayor Valdes-Fauli: No.

Commissioner Keon: I mean...

Commissioner Lago: Listen...

Commissioner Keon: Would I know? I looked at it and said, we do this internally?

Commissioner Lago: Yeah, but we can get into a bunch of...

Commissioner Keon: No, but I...

Commissioner Lago: Different issues about...

Commissioner Keon: Don't think it makes a lot of difference.

Commissioner Lago: It does. It does make a difference because...

Commissioner Keon: I don't.

Commissioner Lago: Guess what, I have my own campaign consultant and I talk to my campaign consultants on a monthly basis, and I just think it's inappropriate that a person who is involved in the City also consults with one of the Commissioners on the dais. I think that's a problem. So, there's comments -- and I talk to my campaign consultant on a monthly basis. I call him, hey, what do you think about this? Should I do this or should I do that? You think I should go to this event? What do you think about this speech? I'll forward him information and he'll give me advice, so...

Commissioner Keon: I don't retain a campaign consultant.

Commissioner Lago: I don't retain him. I don't pay him. I call him for...

Commissioner Keon: Oh.

Commissioner Lago: Advice...

Commissioner Keon: I don't...

Commissioner Lago: And he's a gentleman and he provides me that. But, for example, let me give you an example, just to set -- I like to set things straight. You said before that police was never under the City Manager, okay. Under David Brown, here it is, under the City Manager.

Commissioner Keon: Because he was Assistant...

Commissioner Lago: Hold on.

Commissioner Keon: City Manager that they...

Commissioner Lago: Under Salerno...

Commissioner Keon: Were under.

Commissioner Lago: Under -- no, it's not. It's here. Look, here -- I even have Assistant City Manager over here. Under Salerno, the same thing, police.

Commissioner Keon: Well, please.

Commissioner Lago: On the same -- but it's here. I just want to put -- get things right, get things right. I don't want to have to put things out on the dais...

City Manager Swanson-Rivenbark: So, Commissioner...

Commissioner Lago: That don't...

City Manager Swanson-Rivenbark: Excuse me, sir.

Commissioner Lago: Excuse me, Madam City Manager. I'm not done yet. You'll have your moment to speak. You always have your moment to speak. My biggest issue here is very simple. We don't work for you. You work at the pleasure of this Commission. You work at the pleasure of -- and we work at the pleasure of this community. That's why we do this. And I think that sometimes there's a confusion on that. And I think you need to understand your place in regards to this dais. And I tell you that with all due respect because I find out about things at the end. And I think it's inappropriate that my memo gets sent to an outside consultant, that resident issues -- residents' emails get sent to an outside consultant. It's just not appropriate. And if my colleagues don't see it that way, it's okay and I completely accept it. It's not a problem. I'm not going to -- this is not a vendetta; it's not. The bottom line is, you need to stop looking for excuses in reference to errors that you make because the apology tour has to come to an end. I've given you a litany of examples of how you spent City money and just -- frivolously. And when we ask for a few pennies to get things done in regards to constituent services or to, you know, get additional help, it's always a problem. It's never -- it's always an issue. So, bottom line is, we can have this discussion for days. It's been a long day. I did what I wanted to do is put it on the record. I always notify you. I'm always transparent with you and you never provide me with the same luxuries. I always tell you in the direction I'm headed, and you never provide me with the same luxury. I've been telling you that for years. The ball's in your court. The ball's in your court now. You make the decisions that you want to make.

City Manager Swanson-Rivenbark: On the issue of police and who reports, we did a -- from 1989 to now, a study. Assistant City Manager David Brown was in charge of Police, Fire, Emergency Management until...

Commissioner Lago: Look at the document.

City Manager Swanson-Rivenbark: I'm talking...

Commissioner Lago: So, your document goes against the document that I have.

City Manager Swanson-Rivenbark: So, I'm talking about 1989 up, that the...

Commissioner Lago: 19 -- I have documents from 2000, 2010, 2011.

City Manager Swanson-Rivenbark: Understand.

Commissioner Lago: 2009. So, I mean, you can stick -- okay, how about I say this? I'll believe what's on the latest and you can stick...

City Manager Swanson-Rivenbark: No...

Commissioner Lago: To 1989, but I'll stick to what's the latest documents that I have in my hand.

City Manager Swanson-Rivenbark: And so, sir, if I may. Jack Eads had informal reporting of two Assistant City Managers. David Brown was in charge of Emergency Management, Labor Relations, Police, Fire, Parks and Parking. When he became Manager, he brought up the Police and Fire with him. When Mr. Salerno -- we have advertisements with Mr. Salerno for 2012, when he was advertising for a new Assistant City Manager. It clearly said for operations and that they would have Police and Fire, Parks, Parking, a series of operational Public Works responsibilities. And so, we put together how the reporting structure was. I have a PowerPoint on it, but I think it's been a long day. If you would like me to present it, I will. I also conversed directly with Jack Eads on reporting structure when he was Manager. I spoke to the Assistant City Manager under David Brown to confirm, and I saw the -- with personnel, I saw the advertisements with Mr. Salerno. So, when I came in, we still had two Assistant City Managers, but I assigned them subject -- I picked subject matter -- city -- Assistant City Managers and

specific departments. And if you'd like, I can present the PowerPoint. I have it developed. So, absolutely, the -- in terms of reporting structure, we went through all of the organizational charts for the last 30 years to see who was responsible for what and what type of reporting happened. On the issue of Stan Adkins' contract, if we can go to the -- so, there were different graphic designs that were done by him. We can go slow. I'm not -- so, Commissioner Slesnick's brainstorming session, the -- her second brainstorming session, town hall meeting, Commissioner Lago town hall...

Commissioner Lago: Stop for a second. No, no, no. Stop right there. Okay, perfect. Let's stop on that issue right there because I have another town hall coming up on Thursday. I had no clue that an outside consultant was working on my town hall. Nobody -- let me just explain to you. We should not have a person that we're paying \$4,000 working on a town hall flyer when we're paying \$900,000 plus budgeted of City money. Anybody could do a town hall flyer. Why do we need to pay somebody to do that? By the way, that town hall flyer was never printed.

City Manager Swanson-Rivenbark: And it says not printed.

Commissioner Lago: Never printed. I mean...

City Manager Swanson-Rivenbark: It was designed only.

Commissioner Lago: It gets to the point...

Mayor Valdes-Fauli: There's something else. Wait, let me introduce here another issue.

City Manager Swanson-Rivenbark: I...

Mayor Valdes-Fauli: A consultant who has private clients should not be getting your confidential documents.

Commissioner Lago: Yeah.

City Manager Swanson-Rivenbark: So...

Commissioner Lago: It doesn't matter.

City Manager Swanson-Rivenbark: But...

Commissioner Lago: By the way -- and Cathy, you can spin it and you can put up as many papers as you want there. I have the utmost respect for this individual. That's why I never said his name. This is not about the work that he does or his ability. The fact is that there's certain issues there that are not correct. You should not have a consultant working for your privately on issues like Margaritaville when the Sun Sentinel comes out with an article and that has a difference of opinion in regards to their project and whether it was a success or not. Not even going to go into the issue. You should not be sending the Manager -- excuse me, this individual prep documents just in case there's a call. You should not be sending him my memos. You should not be sending him my emails. You should not be sending another resident's emails to this individual. It's just not correct. What are you formulating, a dossier on me, on a resident? What is the purpose of it? Why do you have somebody -- if this person was there just to do public relations and consulting, then he should just be working on these issues, assisting Maria Rosa. That's what he should be doing. Why is he getting these emails? I mean, we can go and hide behind my town hall meeting. We can hide -- I mean, we could talk about all the things -- the guy does great work. Look at that. That's beautiful. Congratulations, but you spend \$48,000 on this. I mean, that's my big concern. You're spending money on consulting that's unnecessary. Then why do we have this -- why do we have -- why are we paying over \$900,000 for the Communications Department? Does anybody else see that or no? No? I mean, I'm asking. I mean, I'm just...

Mayor Valdes-Fauli: Oh, no.

Commissioner Lago: Wondering.

Mayor Valdes-Fauli: I agree.

Commissioner Lago: If you don't see it, then I promise I'll just be quiet and I won't say another word. But I mean, to me, this is just spending money to spend money.

Mayor Valdes-Fauli: I agree, and that's something we have to look at.

Commissioner Lago: Because, by the way -- because I...

Vice Mayor Quesada: I don't see it. I don't see it.

Commissioner Lago: Okay, so then when I hear...

Commissioner Keon: I don't see it either.

Commissioner Lago: So, then when I hear the fact -- when I hear the fact that we don't have enough money to finish a fence or a wall in a park because we ran out of budget, even though it was already designed -- we can't finish the park wall because we don't have enough money. Here's your money.

Vice Mayor Quesada: So, look, you're mixing issues on this topic. Obvious...

Commissioner Lago: Okay.

Vice Mayor Quesada: Listen to me. Are you going to listen or no?

Commissioner Lago: I'm listening.

Vice Mayor Quesada: The two issues that you're mixing together is whether she should be using it for personal items -- okay, that's number one -- as opposed to the other issue, which is should we have someone with this consultant's expertise also contributing to what we currently have. Those are the two issues you're mixing. The one that -- using it for personal purposes, I don't think anyone can disagree with you on that, and I don't disagree with you on that. It shouldn't be done for personal purposes, if that is happening. That's number one. I think that's clear. I don't think anyone disagrees with that. The second one is, should we have an outside consultant to contribute to our existing Communications Department. That's what I disagree with you on. The first one, I don't; the second one, I do. Should we have -- because, again, I understand this from, you know, running a law firm, I have an internal marketing department, and there are times when we go and we hire a specialist for certain things or for overall strategy or for other types of messaging. I've gone through ten of these emails and a few that I'm seeing are between that consultant and Maria Higgins Fallon, which makes sense. So, whether we should -- so, I just want to be clear that the two issues are mixed because I see them as completely different.

Commissioner Mena: I went through...

Commissioner Lago: You know what the common...

Commissioner Mena: I went through...

Commissioner Lago: You know what the common denominator on these emails is also, since you're talking about consultants? Is that not one person on this Commission is copied on any of these emails except for Commissioner Keon, and I've reviewed all 1,700 emails. So...

Commissioner Keon: Which ones am I copied on?

Commissioner Lago: You're copied on emails.

Commissioner Mena: I reviewed every single one of those emails...

Commissioner Lago: Yeah.

Mayor Valdes-Fauli: Yeah.

Commissioner Mena: Last night.

Commissioner Lago: Nobody here is copied on any emails except for you.

Commissioner Mena: Yeah.

Commissioner Lago: That's true, so you are the only one that's copied on emails. So, to me, that's a problem. That's a problem. Because, again, it's all about...

Mayor Valdes-Fauli: (INAUDIBLE) reviewed them last night.

Commissioner Keon: I didn't look at them.

Commissioner Lago: Here, you can have this copy. You can review it.

Commissioner Keon: Thank you.

Commissioner Lago: It's all public record.

Commissioner Keon: I didn't get (INAUDIBLE)...

Commissioner Lago: Listen, by the way, I agree with you, Commissioner -- Vice Mayor Quesada. I don't have a problem if he wants to be a consultant and he's integral and he's going to come in and do an exceptional job and it's going to be great, perfect. If his work...

City Manager Swanson-Rivenbark: So...

Commissioner Lago: Is necessary, let's move forward.

City Manager Swanson-Rivenbark: So, I didn't know Maria Higgins...

Commissioner Lago: But the issue...

City Manager Swanson-Rivenbark: Was sending them to him. So, when...

Commissioner Lago: I mean...

City Manager Swanson-Rivenbark: Commissioner Mena mentioned last night that Margaritaville articles were being sent to Stan.

Commissioner Lago: Madam City Manager...

City Manager Swanson-Rivenbark: I did not...

Commissioner Lago: Madam City Manager, let's just -- let's cut...

Commissioner Keon: Let her finish.

Commissioner Lago: But let's cut to the chase. How do you explain the fact that you sent Stan Adkins my memo?

City Manager Swanson-Rivenbark: I sent the memo...

Commissioner Lago: No, no, just...

City Manager Swanson-Rivenbark: On the background?

Commissioner Lago: No, no, my -- yeah, why would you send him my memo?

City Manager Swanson-Rivenbark: Because I wanted to talk through to him how to best communicate with the Commission and with you on this matter.

Commissioner Lago: Madam City Manager, I've had maybe two interactions in my entire life with Stan Adkins. The best way you could potentially do is there's probably a litany of people in this audience that could probably have a long, better discussion with me than Stan Adkins. I'm not acquainted with Stan Adkins. He's never done any work for me. Why would you think that he can reach me versus maybe the people to my right or to my left here? I mean, you have a better chance of giving it to Peter, who I've been doing work with Peter for 10, 15 years. I mean...

Commissioner Mena: I think -- yeah.

Commissioner Lago: I mean, I just don't get it. I mean, you can come up with whatever excuse you want. But at the end of the day, look, I already wrote my memo. It's here. I don't want to take up any more time, you know. If you'd like to have this discussion in private, we can. I don't want to do, like Commissioner Keon said, death by a thousand cuts. That's not my intention. My intention is very simple. Play ball fairly. Go down the hierarchy. It's very

simple. Tell the Man -- tell the Mayor first. Tell the Vice Mayor. Out of respect, because Commissioner Keon and I were elected together, tell her first because she's a lady, and then tell Commissioner Mena last. That's the way it should work. It's very simple.

Mayor Valdes-Fauli: I agree with Commissioner Lago.

Commissioner Lago: That's it. But the problem is that you've failed to tell me things, and that the problem that you have. And you think that we work for you? We don't. You work for the City. You work for the residents. You think that I want to do a town hall on Thursday? You think I want to do open hours? You think I want to put together a newsletter? You think I want to waste my time doing all that; Facebook, Instagram? I don't want to do all that. I got better things. I'd rather be with my wife, my kids. But I do it because I love the City. And I don't doubt you love the City, but you've got a lot of work to do here, a lot. You got a lot of work to do here. So, I have one more item that I'd like to discuss, if anybody else has anything else they want to say.

Mayor Valdes-Fauli: Please, please.