



# City of North Port

4970 CITY HALL BLVD  
NORTH PORT, FL 34286

## Meeting Minutes City Commission Special Meeting

**CITY COMMISSIONERS**  
*Barbara Langdon, Mayor*  
*Alice White, Vice Mayor*  
*Pete Emrich, Commissioner*  
*Debbie McDowell, Commissioner*  
*Phil Stokes, Commissioner*

**APPOINTED OFFICIALS**  
*Jerome Fletcher, City Manager*  
*Amber L. Slayton, City Attorney*  
*Heather Faust, City Clerk*

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Tuesday, June 6, 2023

9:00 AM

CITY COMMISSION CHAMBERS

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### Conflict Resolution

#### CALL TO ORDER

Mayor Langdon called the meeting to order at 9:00 a.m.

#### ROLL CALL

**Present:** 5 - Mayor Barbara Langdon, Vice Mayor Alice White, Commissioner Pete Emrich, Commissioner Debbie McDowell and Commissioner Philip Stokes

#### ALSO PRESENT:

City Manager Jerome Fletcher, City Attorney Amber Slayton, City Clerk Heather Faust, Assistant City Clerk Adrian Jimenez, Recording Secretary Matthew Powell, Police Chief Todd Garrison, and Acting Fire Chief Nick Herlihy

#### PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Mark Frandsen.

#### 1. APPROVAL OF AGENDA

Mayor Langdon requested a motion.

***A motion was made by Commissioner Stokes, seconded by Commissioner Emrich, to approve the Agenda as presented. The motion carried on the following vote:***

**Yes:** 5 - Mayor Langdon, Vice Mayor White, Commissioner Emrich, Commissioner McDowell and Commissioner Stokes

#### 2. PUBLIC COMMENT:

Ms. Faust read the following public eComments into the record:  
David Iannotti: expressed clarity regarding City Manager actions and powers.  
Robin San Vicente: expressed support for Item No. 23-0772.

In person public comment:

Mark Frandsen: expressed support for appropriate decorum and expressed concern regarding work environment.

Juno Enoch: expressed support for Item No. 23-0772.

Michelle Pozzie: expressed support for Item No. 23-0772.

John Favere: expressed concern regarding police actions.

James Strawser: expressed support for Item No. 23-0772.

Karen Dill: expressed concern regarding public comment decorum.

### **3. GENERAL BUSINESS:**

A. [23-0929](#) Dr. Meagan Baskin: Constructive Conflict Training. Anticipated Topics Include by may not be Limited to:

- Introductions and Setting Session Boundaries
- Why Teams have Conflict?
- Overcoming Conflict
- How to Communicate during Conflict – Styles and Techniques  
Activity – video and Box breathing technique
- Radical Candor
- Crucial Conversations
- Activity – Communicating and Clarifying Roles
- Complaint and Active Coaching

Mayor Langdon announced the item.

Ms. Faust introduced the item.

Dr. Meagan Baskin and Stephanie Torrico, Southwest Florida Leadership Institute, provided training including introductions, training overview, ground rules, anonymous poll, understanding teams, teams, and stages of team development.

Commission questions and discussion took place regarding teamwork integration and group versus team.

Training continued including five dysfunctions of a team.

Commission questions and discussion continued regarding differing opinions, building relationships, verbiage relating to teamwork, personal versus professional conflicts, understanding behavior, and effected parties.

Training continued including defining conflict.

Commission questions and discussion continued regarding clarifying roles, moving forward, breaching and rebuilding trust, expectations, public input, and emotions.

Training continued including types and signs of conflicts in teams, and covert conflict.

Commission questions and discussion continued regarding Florida Sunshine Law limitations.

Training continued including conflict escalation.

Recess was taken from 10:40 a.m. to 10:51 a.m.

Training continued including anonymous poll results, team conflict outcomes, conflict and performance, causes, individual differences, ladder of inference, cognitive bias and examples, difference of values, defining obligation, personality, decision making, developing self-awareness, practice, self-regulation, communicating, and conflict styles.

Recess was taken from 12:03 p.m. to 12:15 p.m.

Training continued including conflict styles assessment, conflict styles matrix, when to use the styles to include collaboration, compromising, forcing/competing, accommodating, and avoiding, rewards of each style, attributes and risks of each style, acute stress response, fight, flight, freeze and fawn, style under stress assessment to include breathing for clarity, box breathing technique video, and physiological sign and technique video.

Commission questions and discussion continued regarding conflict styles assessment.

Recess was taken from 12:51 p.m. to 1:51 p.m.

Training continued including styles under stress assessment, radical candor to include care personally, challenge directly, radical candor in practice to include ask, be specific, demonstrate, coach, in person, praise, and remind, crucial conversations, common crucial conversations, benefits of improving crucial conversations, walking the crucial conversations path, mastering crucial conversation to include the power of dialogue, start with heart, learn to look, make it safe, master my stories, state my path and explore other's paths, move to action, clarifying roles, and obligations and responsibilities for Commission.

Commission questions and discussion continued regarding the roles and responsibilities of the Commission.

Recess was taken from 3:54 p.m. to 4:05 p.m.

Training continued including roles, obligations and responsibilities for City Manager, exerts from North Port City Charter and other cities for limitations of City Commission powers, and powers and duties.

Commission questions and discussion continued regarding the roles and responsibilities of the City Manager.

Public comment:

Conni Brunni: expressed concern regarding issues stated by consultant presentation, respect, and criticism.

**B. [23-0772](#)**

Discussion and Possible Action Regarding Potential Violations of the City Charter and Employment Contract as Outlined by the Complaint Filed by Commissioner McDowell Against City Manager Jerome Fletcher.

Mayor Langdon announced the item.

Ms. Faust introduced the item.

Mayor Langdon noted Commission received all backup material submitted to Human Resources and provided process for item discussion.

Mr. Fletcher provided an explanation to the complaint and his intent of scope of work.

Commission questions and discussion took place regarding complaints with projects and updates, City events, Warm Mineral Springs (WMS) designation, sound judgments and decisions of the City Manager, roles and responsibilities, effective communication, and identifying matters.

Commissioner McDowell spoke to the submitted complaints, City Charter, WMS designation, communication with City Manager, serving the citizens, follow-ups with City Manager, and citizen input.

Commission questions and discussion continued regarding interaction with Commissioners, perceptions and opinions, respect and trust, working together, past interference, voice of the citizens, and one on one meetings.

Public comment:

Susan Gastony: spoke to importance of working together, different opinions and moving forward.

James Strawser: spoke to importance of impression on future Commissioners and building positive relationships.

Jeffrey Scott: expressed support for Item No. 23-0772.

Mayor Langdon requested a motion.

Commissioner McDowell spoke to the necessity for an independent investigation to remove any subjective opinions.

***A motion was made by Commissioner McDowell, to have an independent third-party investigation on the City Manager working in tandem with the City Attorney, to determine if there was a violation of the Charter or his employment contract. The motion failed due to lack of a second.***

#### **4. PUBLIC COMMENT:**

Ms. Faust read the following public eComment into the record:

Urszula Kubrak: expressed support for Item No. 23-0772.

In person public comment:

Conni Bruni: spoke to concern with Commission action on Item No. 23-0772.

Jasmine Bowman: spoke to concern with Commission action on Item No. 23-0772.

Jeffrey Scott: spoke to concern with Commission action on Item No. 23-0772.

James Strawser: spoke to concern with Commission action on Item No. 23-0772.

**5. ADJOURNMENT:**

Mayor Langdon adjourned the meeting at 5:53 p.m.

City of North Port, Florida

By: \_\_\_\_\_  
Barbara Langdon, Mayor

Attest: \_\_\_\_\_  
Heather Faust, City Clerk

These minutes were approved on the \_\_\_\_ day of \_\_\_\_\_, 2023.