
Minutes of the Special Meeting of the City Commission of the City of Auburndale held October 31, 2025, at 9:00 a.m. in the Commission Room of City Hall, after having been properly advertised, with the following members present: Mayor Dorothea Taylor Bogert, Vice Mayor Alex Cam, Commissioners: Keith Cowie, Jordan Helms, and Bill Sterling. Also, present were: Assistant City Manager Amy Palmer, City Attorney Frederick J. Murphy Jr., City Clerk Brandon Henry, and Deputy Police Chief Carin Ketcham.

The Meeting was opened with a salute to the flag.

Mayor Dorothea Taylor Bogert called the Special Meeting of the City Commission to consider City Manager Employment Separation Agreement, and to consider appointment of an Interim City Manager.

1. CONSIDER CITY MANAGER EMPLOYMENT SEPARATION AGREEMENT

City Attorney Frederick J. Murphy Jr. detailed the terms and conditions of the proposed City Manager Employment Separation Agreement. He noted this Special Meeting was called by the Mayor in accordance with Section 13 of the City's charter. Adequate notice was provided in advance of this meeting, posted on the City's website, provided to the media, posted on the City's bulletin board, and delivered individually to each Commissioner within the confines and requirements of the City's charter provisions for calling a special meeting. There is a quorum with all five Commissioners present.

Mayor Taylor Bogert asked for public comment.

Crystal Tijerina, 183 Bentley Oaks Boulevard, says it is important to state the answer to the question she is about to ask – for the benefit of those viewing this meeting at home. She asked the Commission to explain what "Termination with Cause" means under State statute, and why that may not apply in this case.

Mayor Taylor Bogert clarified the Commission does not respond during public comment, it is the speakers' time.

Carrie Griner, 1054 Lake Ariana Boulevard, said she has been a resident here for 23 to 24 years. She went to school here. She said she knows we know the backstory, and most everybody here does – and it is neither here nor there. But for some of us, and she said she can speak clearly for herself based on her family discussions – the agreement payout is somewhere around \$156,000. She said she looked up her tax portion of her bill to the City of Auburndale, which is \$538 – and divided it into that figure. It would be 289 years to pay off this situation and get it under control. This is a decision the City Commission has to analyze, and she said she is sure they have had a lot of discussion and comments. To rest this issue in one year, she said you are talking about 289 homes around Lake Ariana that would have to be paid in taxes that do not offset other costs throughout the City. She said her encouragement is should the Commission wait this out and someone get into a situation and say there is an actionable task, or whether or not this is the right thing to do. She said she hopes the Commission figures this out.

Mayor Taylor Bogert asked City Attorney Murphy if he had additional comments.

City Attorney Murphy said no.

Motion by Commissioner Cowie, seconded by Commissioner Sterling, to approve the Employment Separation Agreement between the City of Auburndale and Jeffrey E. Tillman with an effective date of October 31, 2025. Upon vote, all ayes.

2. CONSIDER APPOINTMENT OF INTERIM CITY MANAGER

Assistant City Manager Palmer said as the Assistant City Manager, she is willing to take the role of Interim City Manager for the benefit of the City. She said she feels her tenure with the City would provide some continuity for employees, the current City Commission, and the upcoming City Commission. She said she views her role as

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temporary in nature to work with the new City Commission to help them find a new City Manager. She said she has no desire to be a City Manager, so she wants to help define what that process will look like to help the new Commission find the next City Manager. If the Commission so desires, she would take the role as Interim City Manager.

Mayor Taylor Bogert asked if City Attorney Murphy had any comments.

City Attorney Murphy said given the Commission has approved the Employment Separation Agreement, it is required for the City Commission in accordance with the City Charter and Code of Ordinances to appoint an Interim City Manager so that City business and matters may move forward. Assistant City Manager Palmer is willing to take on that role. We will have to work out the details regarding salary and other items at a later time – it is not on the agenda today, other than to make the appointment so that the City's business with a City Manager may move forward.

Mayor Taylor Bogert asked for public comment. There was no public comment.

Motion by Vice Mayor Cam, seconded by Commissioner Sterling, to appoint Assistant City Manager Amy Palmer as Interim City Manager effective immediately, with details of salary and other matters to be worked out and presented to the City Commission at a later meeting.

Mayor Taylor Bogert said Assistant City Manager Palmer will provide continuity to continue the work Former City Manager Jeffrey Tillman had in place, and Assistant City Manager Palmer has the full faith and confidence of the employees as well.

Upon vote, all ayes.

The Meeting was adjourned at 9:13:54 a.m.

I HEREBY CERTIFY that the foregoing Minutes are true and correct.



Brandon Henry, City Clerk