

AGENDA
Annual Review Committee
200 S. Biscayne Blvd., Suite 2929
Miami DDA Conference Room

Friday, June 10, 2022
12:00 p.m.

ANNUAL REVIEW COMMITTEE MEMBERS:

Commissioner Manolo Reyes, Chairman
Jose Goyanes
Philippe Houdard
Danet Linares
Gary Ressler

1. WELCOME & ROLL CALL

- Commissioner Manolo Reyes, Chairman, Miami DDA Board & Annual Review Committee Chair

2. DISCUSSION

- Annual Performance Evaluation & Discussion of Compensation/Benefits Package for
Christina Crespi, Executive Director

3. MEETING ADJOURNMENT

AGENDA
Annual Review Committee
Meeting Minutes
200 S. Biscayne Blvd., Suite 2929
Miami DDA Conference Room
Friday, March 26, 2021
9:00A.M.

ANNUAL REVIEW COMMITTEE MEMBERS:

Commissioner Manolo Reyes, Chairman
Jose Goyanes
Philippe Houdard
Danet Linares
Gary Ressler
Marta Vicedo

Others in Attendance:

Steven Ferreira, Chief of Staff, Commissioner Manolo Reyes
Barnaby Min, Deputy City Attorney, City of Miami
Ivonne de la Vega, Board Secretary, Miami DDA

1. WELCOME & ROLL CALL

>> Ivonne de la Vega: GOOD MORNING AND WELCOME TO MIAMI-DADE ANNUAL REVIEW COMMITTEE MEETING, FRIDAY, MARCH 26, 2021.
MY NAME IVONNE DE LA VEGA.
BOARD SECRETARY FOR THE MIAMI DDA.
I WILL BE SERVING AS MODERATOR.
MIAMI DDA'S ANNUAL REVIEW COMMITTEE MEETING WILL BE LIVE STREAMED ON MIAMI DDA FACEBOOK PAGE SO MEMBERS OF THE PUBLIC WILL BE AGE TO VIEW THE MEETING FULLY.
MEMBERS OF THE PUBLIC MAY PRE-RECORD THEIR QUESTIONS AND COMMENTS OR YOU MAY SEND YOUR QUESTION AND COMMENTS VIA EMAIL TO PUBLICCOMMENTS@MIAMIDDA.COM.
ANY COMMENTS RECEIVED PRIOR TO THIS MEETING HAVE BEEN SHARED WITH BOARD MEMBERS, ENTERED INTO THE RECORD AND CONSIDERED PRIOR TO ANY ACTION TAKEN.
BOARD MEMBERS AND OUR DISTINGUISHED GUESTS WILL HAVE AN OPPORTUNITY TO ADDRESS THE PUBLIC COMMENTS RECEIVED AS TIME PERMITS.
INSTRUCTIONS FOR LEAVING PUBLIC COMMENTS FOR ANY OF OUR MIAMI DD ABOARD COMMITTEE MEETINGS CAN BE FOUND ON OUR WEBSITE AT MIAMI DDA.COM.
BOARD MEMBERS ARE REMINDED NOT TO COMMUNICATE WITH OTHER BOARD MEMBERS AS IT IS A VIOLATION FELT FLORIDA SUNSHINE LAW.
ALL CONVERSATION SAYS IS TO HAPPEN IN THIS MEETING THAT IS BEING RECORDED.

WE ENCOURAGE BOARD MEMBERS AND ALL PARTICIPANTS TO USE THE CHAT FEATURE FOR ANY QUESTIONS AND COMMENTS YOU MAY HAVE DURING THE DISCUSSION.
BOARD MEMBERS, MIAMI DDA EXECUTIVE DIRECTORS AND OUR PRESENTERS WILL BE ON VIDEO WITH VIDEO AND MICROPHONES OPEN DURING THE ENTIRE MEETING.
CLOSED CAPTIONING HAS ALSO BEEN MADE AVAILABLE FOR THIS MEETING.
TO ACTIVATE CLOSED CAPTIONING PLEASE CLICK THE CC BUTTON AT THE BOTTOM OF THE ZOOM SCREEN.
THERE ARE NO PUBLIC COMMENTS RECEIVED PRIOR TO THIS MEETING.
WITH THAT, MR. CHAIRMAN, WITH YOUR PERMISSION, I'LL CALL OUT THE NAMES OF THOSE PRESENT FOR ROLL CALL SO WE CAN BEGIN.

>> GO RIGHT AHEAD.

>> WE HAVE CHAIRMAN MANOLO REYES, PHILIPPE HOUDARD, AND IN THE BOARD ROOM DANET LINARES, GARY RESSLER, JOSE GOYANES, SPENCER CROWLEY.

2. DISCUSSION

>> Manolo Reyes: WELCOME, EVERYBODY TO THE REVIEW COMMITTEE.
TIME REALLY FLIES.
TIME REALLY FLIES.
IT'S BEEN OVER A YEAR NOW.
EVEN WITH THE PANDEMIC, WE HAVE ACHIEVED GOALS, OBJECTIVES.
I THINK THAT THE WHOLE STAFF OF MIAMI DDA HAS BEEN OUTSTANDING IN MY OPINION, BECAUSE WITH ALL THE OBSTACLES THAT WE WERE FACING, WE KEPT ON WORKING.
WE GOT IN TOUCH WITH THE COMMUNITY AND STARTED THE MASK PROGRAM AND KEEPING PEOPLE CLEAN AND KEEPING OUR TOWN CLEAN AND THROUGH THE ILLUMINATION PROCESS.
WE ACHIEVED THE CIRCULATOR AND EVERYTHING THAT WE HAVE DONE, WE KEPT DOWNTOWN IN THE LIMELIGHT.
EVERYBODY WAS TALKING ABOUT THAT.
AND I REALLY BLAME FOR ALL OF THAT CHRISTINA.
CHRISTINA HAS BEEN VERY I WOULD SAY RECEPTIVE ALL THE TIME.
SHE HAS BEEN – I BELIEVE THAT SHE'S A LITTLE DYNAMO.
SOMETIMES I HAVE TO HOLD HER BACK.
I ONLY HAVE TO MENTION SOMETHING AND IMMEDIATELY SHE'S TRYING TO IMPLEMENT IT, IMMEDIATELY.
I JUST TALKED TO HER AND THEN SHE CALLED ME AND SAID COMMISSIONER, WE'RE GOING TO DO THIS.
I HAVEN'T EVEN PROCESSED WHAT I TOLD YOU YET.
AND THEN SHE'S RIGHT THERE.
I MEAN, SHE KEEPS ME ALL THE TIME ON THE GO.
YOU HAVE DONE A GREAT JOB.
I WELCOME EVERYBODY AND OPEN THE FLOOR FOR YOU TO MAKE YOUR COMMENTS.

>>Christina Crespi: THANK YOU, MR. CHAIRMAN.

>> I WAS VERY IMPRESSED BY THE EIGHT PAGES OF ACHIEVEMENT CHRISTINA HAS DONE IN ONLY ONE YEAR. IT'S AMAZING. IT'S LIKE A 10-YEAR ACCOMPLISHMENT.

I THINK THAT CHRISTINA HAS FACED A LOT OF CHALLENGES, UNEXPECTED CHALLENGES THAT WE'VE ALL FACED, AND I THINK SHE'S DONE AN EXCELLENT JOB GETTING THE TEAM MOTIVATED, PUTTING EVERYBODY ON THE RIGHT FOOT, AND ALSO THE DIRECTION OF THE DDA, TOO, AND I THINK THAT CHRISTINA TAKES CRITICISM WELL, DIRECTION WELL, AND SHE HAS GREAT IDEAS.
SHE IS DEFINITELY MORE THAN A SELF-STARTER.
SHE'S A DYNAMO.
AND I THINK THAT, YOU KNOW, SHE'S ONLY GOING TO GET BETTER.
AND I THINK ALL OF THE COMMITTEES HAVE DONE WELL.
THE WHOLE COVID THING AND THE SHUTDOWN AND REALLY TRYING TO ACTIVATE AND DO THE BEST POSSIBLE FOR DOWNTOWN, WHETHER IT'S, YOU KNOW, CLEANING THE STREETS, THE HOMELESS SITUATION, THE EVENTS THAT – YOU KNOW, SOCIALLY DISTANCE EVENTS IN ORDER TO BRING AWARENESS AND SPOTLIGHT DOWNTOWN.
SHE DID A GREAT JOB THIS YEAR.

>> I THINK YOU MADE A GREAT POINT.
ACKNOWLEDGING THE GREAT WORK DONE UNDER IMMENSELY DIFFICULT CIRCUMSTANCES IS WORTH MENTIONING.
THIS HAS BEEN AN INSANE YEAR FOR EVERYONE.
CHRISTINA IS CAPABLE OF MOVING ON A DIME AND GETTING A LOT OF PROGRAMS MOVING AHEAD.
AND I WAS REALLY HAPPY THAT THE AGENDA WAS ON TIME THIS WEEK.
THAT WAS GREAT.
SO IT'S WONDERFUL TO SEE SO MUCH GOOD WORK GOING IN.

>> I THINK FOR ME, I ALWAYS LOOK AT HOW MONEY IS SPENT, ESPECIALLY WHEN IT'S TAXPAYER EARNED DOLLARS THAT THIS ORGANIZATION PLAYS WITH, AND THERE ARE THREE THINGS IN THE FIRST PART OF HER PRESENTATION HERE THAT ARE THINGS THAT I THINK EVERY DIRECTOR NEEDS TO EVALUATE EVERY SEVERAL YEARS, WHICH MAYBE YOU MAY NOT LIKE ONE OF THEM BECAUSE YOU'RE IN THE REAL ESTATE BUSINESS, BUT SHE SPECIFICALLY WENT OUT AND RENEGOTIATED AN OFFICE LEASE AT BETTER RATES.

>> NO, I DID THAT.

>> DANET HELPS.

>> YOU WANT TO GET THE MOST.
THEY PROBABLY COULD HAVE USED WHAT HAPPENED TO SAY HEY, WE NEED BETTER RENT, BECAUSE OF THE SITUATION.

>> WE'RE WORKING ON THAT.

>> THE PERCENTAGES TRYING TO GET BETTER INTEREST RATES AT THE BANK WITH OUR MONEY.
THAT'S GREAT.
THAT'S FANTASTIC.
AND YOU KNOW WHAT?
THE NEGOTIATION OF THE HEALTH INSURANCE.
THOSE ARE THINGS THAT YOU CAN GO IN AND MAKE AN IMMEDIATE FISCAL IMPACT GETTING THOSE THINGS DONE.

>> AND SHE LOOKED AT ALL OF THE CONTRACTS AND SHE SAW WHICH ONES WE NEEDED TO RENEGOTIATE, SOL YOU'RE ABSOLUTELY RIGHT.
THAT'S AN EXCELLENT POINT.

>> THE OTHER STUFF THAT I LOOK AT, THE TECHNOLOGY LOOKS THAT WE'VE HAD FANTASTIC GROWTH.
AND WHEN YOU SEE THAT, IT GETS YOU THAT KIND OF EXPOSURE, IT'S GREAT.

WE WERE TALKING OUTSIDE.

IF A DDA HOST GETS SOMEBODY INTERESTED IN DOWNTOWN MIAMI THAT COMES IN AND BUYS A MULTIMILLION DOLLAR CONDO, THE RETURN ON PROPERTY TAXES THAT PERSON IS GOING TO PAY IS WELL WORTH ANY INVESTMENT WE DO WITH THIS KIND OF STUFF, BECAUSE YOU SEE THE RETURNS.

AND YOU CAN FILE A RETURN HERE BECAUSE THE NUMBERS ARE THERE.

THEY'RE NOT FICTITIOUS NUMBERS.

CONSIDERING THE YEAR THAT IT'S BEEN, I WAS COMING HERE WITH A VERY OPEN MIND SAYING, YOU KNOW, THAT YEAR DOESN'T COUNT, LET'S MOVE FORWARD, YOU KNOW, BUT YOU'RE STRAPPED ON WHAT YOU CAN DO.

I'M VERY HAPPY TO SEE THIS.

THANK YOU.

>> Philippe Houdard: I WOULD ADD -- YES, SIR.

SO I WOULD COMMENT GREAT JOB, CHRISTINA.

I THINK FOR ALMOST ANYBODY TRYING TO MANAGE AN ORGANIZATION DURING LOCKDOWNS OR WHATEVER IT'S CALLED, IT'S SO DIFFICULT, PARTICULARLY WHEN YOU'VE GOT FAMILY AT HOME, YOU'RE TRYING TO JUGGLE EVERYTHING AND TRYING TO MINIMIZE EXPOSURE AND I THINK CHRISTINA DID AN EXTRAORDINARY JOB OF MANAGING THAT WITH GRACE AND WITH EXECUTION.

I THINK, YOU KNOW, EVERYTHING FROM THE DAVID GETA EVENT WHERE SHE WAS ON-SITE DEALING WITH THE POLICE, DEALING WITH THE CITY COMMISSION, DEALING WITH THE PEOPLE HOSTING THE EVENT, YOU KNOW, THERE IN PERSON, THAT WAS A TIME WHERE PEOPLE WERE -- BASICALLY EVERYBODY WAS STAYING INDOORS, ON THE WEEKENDS, LATE AT NIGHT, DEALING WITH NOISE COMPLAINTS.

THE WHOLE THING, I THINK THAT WAS JUST A GLIMPSE INTO THE STYLE, THE COMMITMENT, THE DEVOTION AND REALLY GETTING EVERYTHING DONE.

YEAH, THE NEW INITIATIVES, THE FOLLOW THE SUN INITIATIVE IS GOING GREAT.

AS JOSE WAS MENTIONING, IT'S JUST GETTING IMMENSE AMOUNT OF PRESS WHICH ATTRACTS MORE PEOPLE AND MORE COMPANIES.

ALL THESE THINGS ARE DIFFICULT TO MANAGE.

IT REALLY REQUIRES AN IMMENSE AMOUNT OF EXECUTION.

SO OVERALL I THINK, YOU KNOW, GREAT JOB, GREAT FIRST -- THIS STEPPING INTO THE FIRST YEAR UNDER THESE CIRCUMSTANCES IS NOT EASY, EXTREMELY DIFFICULT.

I THINK IT WAS EXCEPTIONALLY WELL MANAGED.

>> THANK YOU.

>> Manolo Reyes: AND TALKING ABOUT THE FASHION SHOW, I MEAN, SHE DID EVERYTHING BUT MODEL. I WAS WAITING.

>> THE NEXT ONE.

>> Manolo Reyes: BUT SHE DID EVERYTHING.
I KNOW HOW MUCH EFFORT AND HOW MUCH HARD WORK YOU PLACED ON IT AND IT WAS A SUCCESS,
TOTAL SUCCESS.

>> Danet Linares: THAT ONE I DON'T THINK IS PUBLIC YET, BUT THAT ONE ACTUALLY, THERE ARE SOME NEW
TENANTS COMING INTO DOWNTOWN BECAUSE OF THAT FASHION EVENT AND CHRISTINA HAD A
LOT -- EVERYTHING TO DO WITH IT, SO IT WILL BE ANNOUNCED SOON.
NOT IN ONE OF OUR BUILDINGS, BUT IT'S FANTASTIC FOR DOWNTOWN.

>> Manolo Reyes: WE'VE GOT TO DO SOMETHING ABOUT THAT.

>> Danet Linares: IT'S GREAT.

>> Spencer Crowley: I'M NOT ON THE COMMITTEE, BUT --

>> Manolo Reyes: YOU'RE FREE TO COMMENT.

>> Spencer Crowley: I GOT THE INVITATION WHEN I WAS HERE, SO I FIGURED I'D STICK AROUND.
BUT IN THIS YEAR, TO JUST BE ABLE TO KEEP AN ORGANIZATION AFLOAT I THINK IS AN AMAZING
ACHIEVEMENT.

THAT'S NOT WHAT'S HAPPENED HERE.

I MEAN, SHE'S NOT ONLY KEPT IT AFLOAT, BUT ACCOMPLISHED SO MANY GREAT THINGS FOR US AND FOR
DOWNTOWN, SO I THINK IT'S JUST REALLY BEEN EXTRAORDINARY TO SEE THAT KIND OF, YOU KNOW,
ACTIVITY AND SUCCESS IN SUCH A CHALLENGING TIME.

I CAN'T REMEMBER WHERE I WAS.

I WAS SOMEWHERE THE OTHER DAY, LIKE, DOWN IN CABLES OR PALMETTO BAY AND I SAW A COUPLE
WEARING ONE OF THE --

>> Manolo Reyes: THE MASKS?

>> JUST TO SEE THE REACH OF DOWNTOWN DURING THIS TIME I THINK HAS REALLY BEEN GREAT.

I'M REALLY HAPPY TO HAVE CHRISTINA AS OUR EXECUTIVE DIRECTOR AND I THINK WE HAVE A LOT OF
SUCCESS TO LOOK FORWARD TO.

CERTAINLY, IF WE'RE ABLE TO ACHIEVE WHAT WE DID DURING THIS TIME, I THINK WE'RE GOING TO BE A
GREAT SUCCESS GOING FORWARD.

>> Manolo Reyes: WE HAVE A LOT OF WORK TO DO.

A LOT OF WORK TO DO.

>> I SAW IN THE -- I DON'T KNOW WHERE IT IS.

RELATED TO, LIKE, AN ANALYSIS OF THE FEDERAL PROGRAMS AND HOW DDA HAS LOOKED INTO WHAT KIND
OF MONEYS WE COULD GET FROM THE FEDERAL GOVERNMENT AS PART OF THE STIMULUS PACKAGES.

I DON'T REMEMBER SEEING THAT, SO MAYBE CHRISTINA, YOU COULD FORWARD THAT AND JUST TAKE A
LOOK AT IT.

ONE THING I JUST AM A LITTLE BIT NERVOUS ABOUT IS MAKING SURE THAT WE'RE GETTING ALL OF THE
MONEY EITHER FROM THE STATE OR THE FEDERAL GOVERNMENT, SO THAT'S SOMETHING I THINK IF YOU
JUST SEND THAT AROUND, THAT WOULD BE HELPFUL.

>> Manolo Reyes: YES.

HE HAS A WONDERFUL POINT.

WE SHOULD GET A REPORT TO ALL THE BOARD MEMBERS OF WHAT WE'RE DOING AND HOW WE ARE TRYING TO GET OUR HANDS ON THE PROGRAM IF WE QUALIFY OR IF WE CAN -- IF WE CAN APPLY AND GET SOME ASSISTANCE FROM THE FEDERAL GOVERNMENT.

>> AND IF WE QUALIFY, MAYBE BECAUSE THE STIMULUS DOLLARS, MAYBE THIS IS THE TIME TO CONSIDER A FEDERAL LOBBYIST SPECIFICALLY TO APPROPRIATIONS.

>> Manolo Reyes: THAT'S RIGHT.

FUTURE APPROPRIATIONS, I DON'T THINK THAT'S GOING TO BE -- THERE'S NOT GOING TO BE [INDISCERNIBLE].

THIS IS THE LAST ONE.

WHAT WE HAVE TO DO IS GET OUR HANDS IN THIS POT.

AND THEN ANALYZE FUTURE LEGISLATION AND SEE IF WE CAN GET SOME ASSISTANCE.

A STIMULUS PACKAGE AS THIS IS, AS THIS WAS CREATED, IT WON'T HAPPEN AGAIN.

>> Danet Linares: ALSO I THINK THAT ONE OF CHRISTINA'S FIRST ATTRIBUTES IS SHE'S A COLLABORATOR OR AND SHE'S BEEN TO COLLABORATE WITH A LOT OF MUNICIPALITIES AND ORGANIZATIONS, WHETHER IT'S PUBLIC OR PRIVATE, FOR THE BENEFIT OF DOWNTOWN, FOR THE DDA DISTRICT.

>> Manolo Reyes: SHE DID A GREAT JOB WITH THE COUNTY, THE CITY, AND THE PRIVATE SECTOR.

>> IT'S NOT JUST DEALING WITH THE COUNTY.

EACH PIECE OF THE HEAD YOU HAVE TO DEAL WITH AND I THINK SHE'S DONE THAT.

>> Danet Linares: HER ACCOMPLISHMENTS REPRESENT THAT SHE WAS INVITED TO AN ORGANIZATION CALLED YPO TO BE A MEMBER, WHICH IS A HUGE, HUGE ACCOMPLISHMENT AND RECOGNITION FOR CHRISTINA.

I JUST RECENTLY LEARNED ABOUT THAT.

I DON'T KNOW, CHRISTINA, IF YOU WANT TO TALK A LITTLE BIT ABOUT THAT.

>> SURE.

>> Manolo Reyes: [INDISCERNIBLE]

>> I'M SORRY?

I DIDN'T HEAR THAT, SORRY.

>> Manolo Reyes: ARE YOU HIDING INFORMATION FROM US?

>> NO.

THIS JUST CAME UP.

WHEN I WAS SPEAKING ON THE AGENDA THE CEO OF HOTWIRE INVITED ME TO BE A PART OF THE PROFESSIONALS ORGANIZATION.

IT'S A WORLDWIDE ORGANIZATION.

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IT'S EXCLUSIVE CEOS, PRESIDENTS OF COMPANIES, WITH SEVERAL MILLION DOLLARS IN ASSETS, AND SO IF I'M ABLE TO BE ACCEPTED INTO THAT ORGANIZATION, I APPRECIATE THE SUPPORT OF THE BOARD FOR MY PROFESSIONAL DEVELOPMENT AND TO PROVIDE THAT NETWORK IN THE PRIVATE SECTOR THROUGH THAT ORGANIZATION.

I THINK IT WOULD BE AMAZING NOT ONLY FOR ME PERSONALLY FOR GROWTH, BUT ALSO WHAT IT CAN BRING FOR THE AGENCY AND ALL THE INITIATIVES TO MOVE FORWARD HAVING THAT ADVICE AT THAT LEVEL THROUGH THAT ORGANIZATION WOULD BE REALLY BENEFICIAL.

>> Manolo Reyes: WE'LL HAVE TO HEAR FROM YOU.

>> I SPOKE.

>> Manolo Reyes: OH, YOU DID?

>> IF I MAY, WE ACTUALLY DID APPLY FOR STATE REIMBURSEMENT FOR COVID EXPENSES AND WE SHOULD BE GETTING I WANT TO SAY A COUPLE HUNDRED THOUSAND DOLLARS BACK THROUGH THE CITY, THROUGH THE EMERGENCY OPERATION CENTER AT THE CITY.

WE APPLIED TO GET REIMBURSED FOR OUR EXPENSES RELATED TO COVID.
I'LL BE SENDING A REPORT TO THE BOARD ONCE WE KNOW THE NUMBER.

>> Manolo Reyes: YES, PLEASE.

PLEASE DO THAT, BECAUSE ONE OF MY OBJECTIVES IS TO HAVE EVERY BOARD MEMBER ENGAGED.
AND YOU GUYS, I'M REAL PROUD OF THE BOARD.

I HAVE THE BEST BOARD.

BUT I THINK THAT IT'S VERY IMPORTANT THAT WE ALL ACT -- I MEAN, WE ALL ENGAGE IN WHATEVER ACTIVITY IT IS AND BE VERY WELL INFORMED OF WHAT'S GOING ON, WHAT ARE THE FUTURE PLANS, WHAT ARE WE GOING TO DO, HOW ARE WE GOING TO DO IT, SO YOU CAN BRING YOUR OPINION AND YOUR EXPERTISE IF YOU HAVE ANY.

SO THAT'S INFORMATION TO ME IS VERY IMPORTANT.

AND BESIDES THAT, WE OWE IT TO YOU AS AN INSTITUTION, BECAUSE YOU ARE DONATING YOUR TIME.

YOU ARE DONATING YOUR TIME AND YOUR TIME IS VERY VALUABLE.

AND YOU DO IT BECAUSE YOU REALLY BELIEVE THAT YOU CAN MAKE A DIFFERENCE.

AND THE ONLY WAY THAT YOU CAN MAKE A DIFFERENCE IS IF YOU ARE WELL INFORMED.

THAT'S WHY I'M ASKING [INDISCERNIBLE].

>> THANK YOU.

>> Manolo Reyes: OKAY.

NOW, CHRISTINA --

>> I MAKE A LOT OF PHONE CALLS BECAUSE I THINK EMAILS, ESPECIALLY NOW CAN COVID ARE GETTING DROWNED IN BOXES.

I TRY TO MAKE PHONE CALLS TO FOLKS AS I'M MOVING THINGS FORWARD, SO I APPRECIATE THAT.
THANK YOU.

>> Manolo Reyes: NOW THAT EVERYBODY HAS SPOKE SO BAD ABOUT YOU, WHEN WE FIRST OFFER YOU THE JOB, YOUR SALARY WAS AT THE TIME WAS -- I THINK I HAVE -- WE DON'T HAVE HISTORICAL DATA.

IN OCTOBER 2019 YOU WERE MAKING \$168,000.

NOW YOU ARE MAKING \$185,000.

I THINK THAT YOU EARNED AND YOU DESERVE SOME COMPENSATION FOR THE GOOD JOB THAT YOU'RE DOING.

SO DO I HEAR ANY --

>> Danet Linares: NO.

I DON'T KNOW.

DO WE TALK AMONGST OURSELVES?

>> MR. CHAIRMAN, HISTORICALLY WHAT WOULD HAPPEN AT THIS POINT, WE WOULD ASK THAT THE DIRECTOR TO LEAVE AND WE WOULD OBVIOUSLY --

>> OKAY.

SO SIGN OFF, CHRISTINA.

>> SURE.

THANK YOU SO MUCH FOR THE SUPPORT.

APPRECIATE IT.

>> WE'RE GOING TO REDUCE YOUR SALARY.

DON'T WORRY ABOUT IT.

NOT GOING TO BE MUCH.

>> THANK YOU ALL.

STAY SAFE.

I'LL SEE YOU SOON.

>> WE'RE AUTO FACEBOOK LIVE.

>> EVEN DISCUSSION OF SALARIES?

[INDISCERNIBLE]

>> Manolo Reyes: CAN YOU MAKE A COPY OF WHAT YOU GAVE ME AND I'LL PROVIDE THEM WITH IT.

PERSONALLY, I AM VERY PROUD OF THE JOB THAT SHE HAS DONE.

SHE HAS SHOWN HER DEDICATION AND LOVE.

I THINK SHE WILL DO IT FOR FREE.

I'M TAKING IT TO EXTREMES.

>> I DON'T THINK YOU'RE FAR OFF, BECAUSE THE ENERGY THAT YOU'RE SEEING, WE HAVEN'T SEEN THAT IN A WHILE.

TO WANT TO GET THINGS DONE.

I'LL TELL YOU SOMETHING, IT WAS MUCH HARDER TO OPERATE A GOVERNMENT AGENCY DURING COVID

THAN PRIOR, BECAUSE PRIOR YOU MORE OR LESS, WE'RE GOING TO DO OUR THING, WE DON'T NEED TO ASK ANY QUESTIONS.

WE'RE GOING TO TRY TO FOLLOW ALONG.

BUT WHEN YOU'RE DEALING WITH GOVERNMENT EMPLOYEES, IT'S VERY DIFFERENT.

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A LOT HARDER.

>> Manolo Reyes: SHE WAS VERY AWARE OF DETAILS.
BECAUSE NOT ONLY WE WERE DOING -- I MEAN, WE TRIED TO ACHIEVE THE OBJECTIVES THAT WE HAD, TRIED
TO WORK WITH HOMELESS AND START NEW LEGISLATION THAT WE PASSED.
AND THE CIRCULATOR AND ALL OF THAT.
BUT SHE HAD ALL THE DETAILS OF HOW TO OBTAIN THE PEOPLE THAT WAS WORKING WITH US SAFE.
I MEAN, EVERYBODY WAS KEEPING SAFE.

>> IF ANYONE NEEDS RECOGNITION --

>> Manolo Reyes: YES.
BUT AT THE SAME TIME THAT THEY WERE DOING A GREAT JOB TRYING TO MAINTAIN THAT -- I MEAN, A SAFE
ENVIRONMENT IN THAT TOWN BY CLEANING EVERYTHING THAT WE TOUCHED, SHE WAS ON TOP OF IT.
SHE WAS ON TOP OF IT.
THOSE DETAILS.
AND WE CANNOT FORGET THE WONDERFUL STAFF THAT WE HAVE.

>> Danet Linares: OF COURSE.
OUR BOARD SECRETARY.
THE BEST, THE BEST.

>> Gary Ressler: THE BEST WE'VE EVER HAD.

>> Danet Linares: WITHOUT A DOUBT.

>> Ivonne de la Vega: I HAD THE AGENDA ON TIME.

>> Manolo Reyes: OKAY.
WE HAVE --

>> Danet Linares: DO WE NEED TO KEEP THE LIGHT OFF OR CAN WE TURN IT ON?

>> Manolo Reyes: I WAS TRYING TO BE RELAXED.
WE HAVE HISTORICAL DATA AND ALSO WE HAVE --

>> WHAT'S HRCC?

>> Manolo Reyes: HUMAN RESOURCE.

>> Danet Linares: IT MUST BE LIKE A STATE THING.

>> Manolo Reyes: IVONNE, PLEASE TRANSLATE.
THIS IS A HUMAN RESOURCES WHAT?

>> Ivonne de la Vega: THAT IS AN INDEPENDENT AGENCY THAT --

>> Manolo Reyes: COMPARES SALARIES?

>> Ivonne de la Vega: YES.
THAT'S RIGHT.

>> Manolo Reyes: DIFFERENT SALARIES, WHAT ARE THE RANGES, RANGES OF SALARIES IN DIFFERENT POSITIONS.

>> Ivonne de la Vega: CORRECT.
THERE IS A STUDY THAT THE DDA DOES THAT FOR ALL OF THEM.

>> Philippe Houdard: IVONNE, WOULD YOU MIND SENDING ME -- EMAILING ME A COPY, PLEASE.

>> Ivonne de la Vega: YES.
SORRY.

>> Manolo Reyes: WE HAVE A RANGE FROM A PROPOSED MEETING WHICH IS 180.
SHE'S MAKING 185.
THE MIDPOINT IS 200 AND THE MAXIMUM IS 220.
THROW OUT A FIGURE OF 215.
AND I KNOW -- I DON'T DISAGREE WITH IT.
WHATEVER YOU THINK.

>> I SAY YOU TAKE IT TO THE MIDPOINT NUMBER.

>> Manolo Reyes: 200?

>> AND KEY A \$20,000 BONUS FOR THE FOLLOWING YEAR WHEN THIS COMMITTEE SITS HERE AND EVALUATES HER, AND I THINK SHE'S GOING TO EARN IT, FRANKLY.
THAT WAY IT KEEPS -- BY THE WAY, ARE THESE NUMBERS BASED ON A COMPARABLE CITY IN SIZE?

>> Manolo Reyes: I DON'T KNOW.
MOST OF THE TIMES THEY DO IT LIKE THAT.
THOSE ARE COMPARABLE.

>> THIS COMMITTEE CAN THINK OUTSIDE THE BOX.
THAT WAY IT LOOKS LIKE HEY, YOU'RE NOT GIVING UP MASSIVE RAISES AFTER THIS BAD YEAR AND SO MANY BUSINESSES WENT OUT OF BUSINESS AND A GOVERNMENT EMPLOYEE GETS THAT KIND OF MONEY.

>> Manolo Reyes: I AGREE WITH YOU.

>> I GUARANTEE WE'RE GOING TO SIT HERE NEXT YEAR AND WE'RE GOING TO GIVE IT TO HER BECAUSE SHE'S GOING TO EARN IT.
SHE DID ALL OF THIS WITH ALL THE RESTRICTIONS.

>> Manolo Reyes: SO LET'S DO MIDPOINT AND A BONUS AT THE END OF THE YEAR.

>> Ivonne de la Vega: I THINK WE ALSO HAVE TO REMEMBER THAT THE LAST – I MEAN, WE DON'T HAVE THAT INFORMATION, BUT WHAT WAS THE SALARY THAT ALYCE HAD AND ALSO THE SALARY THAT WAS OFFERED TO THE OTHER EXECUTIVE DIRECTOR WHICH I BELIEVE WAS 230.

>> Manolo Reyes: 225, SOMETHING LIKE THAT.

>> Danet Linares: PLUS A BONUS.

>> Danet Linares: PLUS A BONUS.

>> IT WAS A GUARANTEED BONUS.

>> Manolo Reyes: THAT WAS A MISNOMER.

>> I LOVE THIS IDEA, JOSE.

I JUST WANT TO SET HER UP FOR SUCCESS AND I WOULD SAY I THINK WE NEED TO DEFINE WHAT BENCHMARK SHE NEEDS TO HIT IN ORDER TO OBTAIN THE BONUS.
NOT SORT OF THIS NEGATIVE THING.

>> IF SHE COMES NEXT YEAR WITH HALF OF THIS AND WE HAVE NUMBERS THAT WE SEE THAT WE'VE INVESTED A CERTAIN AMOUNT OF MONEY AND GOTTEN A CERTAIN AMOUNT OF MONEY IN RETURN THAT WE SAFE MONEY, THAT THEY'VE GONE OUT AND NOT ONLY SIT BACK AND WORK WITH THE MONEY THAT THE DDA GETS.

OKAY, WE HAVE A BUDGET OF \$8 MILLION A YEAR, AND THEN OUR VALUE IS 8 OR 9, NO.
WHAT IS THE VALUE OF THE MONEY THAT YOU SPENT HERE?

I'M FINE WITH IT.

WE CAN SIT NEXT YEAR AND GIVE HER HER BONUS.

LOOK AT WHAT HER FUTURE SALARY IS GOING TO BE AFTER THAT.

BUT IF SHE CONTINUES TO WORK AT THIS, YOU KNOW, WE'RE PROBABLY GOING TO LOSE HER TO ANOTHER CITY.

A BIG CITY IS GOING TO OFFER HER A JOB AND SAY HEY, WE'RE GOING TO PAY YOU 280.

COME AND WORK WITH US.

HOPEFULLY SHE'LL SAY NO AT THAT TIME KNOWING IF SHE CONTINUES TO WORK THE WAY SHE'S WORKING HERE, SHE CAN HAVE A JOB FOR A LONG TIME.

>> Manolo Reyes: YES.

>> Danet Linares: UH-HUH.

BUT I WOULD RECOMMEND HIGHER THAN 200, BECAUSE IF WE WERE HIRING A NEW PERSON AND THEY WERE GOING TO COME AND START AT OVER 230, YOU KNOW, I THINK THAT – I UNDERSTAND THAT THE EXPERIENCE LEVEL WAS DIFFERENT, BUT AT THE SAME TIME, I THINK CHRISTINA HAS REALLY WORKED VERY, VERY HARD TO KEEP THE AGENCY, YOU KNOW, WHERE IT IS AND EXCEEDED ANYBODY'S EXPECTATIONS AND I JUST THINK THAT WE SHOULD REWARD HER FOR THAT.

>> YOU WANT TO SPLIT THE DIFFERENCE?

>> Philippe Houdard: IF I CAN COMMENT ALSO, JUST ON THE POINT OF REFERENCE THAT WAS THE OFFERING SALARY, THAT WAS BASED ON BACKGROUND EXPERIENCE AND TENURE AND SENIORITY AND A NUMBER OF FACTORS.

JUST AS A LITTLE BIT OF BACKGROUND ON THAT.

I LIKE THE GENERAL CONCEPT THAT JOSE HAS SUGGESTED.

I THINK INCREASING IT, I DON'T KNOW IF IT'S 200 OR SOMETHING A LITTLE BIT ABOVE THAT, BUT I THINK ALSO PROVIDING THE INCENTIVE MECHANISM WHICH IS SO RARE IN PUBLIC SECTOR, BUT I THINK IF THERE'S A WAY TO STRUCTURE THAT, IT ALIGNS EVERYBODY'S INTERESTS.

IT ALIGNS THE DDA'S.

IT'S GOOD FOR CHRISTINA.

I ALSO AGREE I WOULD BE EXTRAORDINARILY SURPRISED IF SHE DOESN'T HIT THAT BY THE END OF THE YEAR.

I WOULD BE SHOCKED.

AND IF SHE DOESN'T, THAT'S THE WHOLE REASON YOU HAVE IT IN THE FIRST PLACE.

EVERYTHING POINTS TO THE FACT THAT HER PERFORMANCE IS VERY HIGH.

I DON'T EXPECT IT TO GO DOWN, BUT I DO THINK THAT'S, YOU KNOW, A HEALTHY WAY TO STRUCTURE IT.

>> Manolo Reyes: WHAT ABOUT BRINGING HER AT THE END OF THE YEAR TO THE MAXIMUM?

>> Danet Linares: I LIKE THAT.

>> Manolo Reyes: 210.

>> IT WAS 200 AND 10%.

>> Manolo Reyes: 210.

WE HAVE RECOGNIZED WHAT SHE'S DOING, WHAT SHE HAS DONE.

BECAUSE SHE HAS DONE A LOT.

IN A LOT OF DIFFICULT CIRCUMSTANCES.

210 PLUS 10 AT THE END OF THE YEAR.

>> WE'RE IN AGREEMENT.

>> Manolo Reyes: OKAY.

EVERYBODY IS IN AGREEMENT?

>> YEP.

>> Manolo Reyes: HOW ABOUT YOU, PHILIPPE?

>> Philippe Houdard: YES.

>> Manolo Reyes: 210 PLUS 10.

>> ALL RIGHT.

ALL IN FAVOR?

[AYES]

>> Manolo Reyes: I THINK THAT WE SHOULD -- IF THERE WAS SOME SORT OF OBJECTIVE THAT IF SHE HAD -- SOME OF WHAT WE WOULD LIKE TO SEE, I KNOW --

>> I THINK WE COULD GO THROUGH THIS ALMOST AS LIKE, PULL THE HEADINGS OFF. SAY CONTINUE TO DEMONSTRATE --

>> Manolo Reyes: THAT'S RIGHT.

>> CONTINUE TO, YOU KNOW, MOVE THE DDA FORWARD. IT SHOULDN'T BE HARD TO DEVELOP THAT.

>> Manolo Reyes: SO I'M GOING TO VOLUNTEER SPENCER.

>> I'LL DO IT.

>> Manolo Reyes: WELL, ALL OF YOU GUYS AND SEE WHAT YOU COME UP WITH. SOME SIMPLE OBJECTIVES.

>> I HAVE A GOOD RELATIONSHIP WITH CHRISTINA. I'LL TEXT HER PROBABLY MORE THAN OTHERS. USUALLY LOOK AT THIS IDEA, LOOK WHAT THEY DID IN THIS DOWN, AND YOU TAKE IDEAS TO THE DIRECTOR. YOU JUST DON'T LET HER RUN THE THING. BEFORE COVID I OBVIOUSLY WOULD SEE HER MORE, BUT THEN AFTER THERE WOULD BE A TEXT. HEY, LOOK AT THIS, LOOK AT THIS INSTAGRAM ACCOUNT, LOOK WHAT THEY'RE DOING IN THIS CITY, LOOK WHAT THIS PERSON DID AND IS DOING HERE, AND YOU SEE IDEAS THAT YOU THINK WILL WORK.

>> Manolo Reyes: OKAY.

>> IT'S GOING TO BENEFIT HER.

>> Danet Linares: GREAT. AWESOME. SPENCER, YOU'RE GOING TO TAKE A FIRST CRACK AT IT?

>> I WILL. I'LL SEND IT TO YOU GUYS.

>> Manolo Reyes: SEND IT TO IVONNE. IF YOU WANT TO BRING CHRISTINA IN OR SHE'S GOING TO LEARN --

>> SHE'S WATCHING YOU US ON FACEBOOK.

>> Ivonne de la Vega: NO, SHE'S NOT. I'M CHECKING, I'M CHECKING. I CAN HAVE HER COME BACK IN.

>> Danet Linares: OKAY.

>> IS SHE HERE IN THE BUILDING?

>> Manolo Reyes: NO.
SHE'S HOME.

>> SOMETIME IN JULY CELEBRITY SAID THEY WOULD BE DOING A LOT OF 3-DAY CRUISES.
HE DEALS A LOT WITH THE CREWS AND STUFF LIKE THAT.

>> HI.
I'M BACK.

>> Manolo Reyes: CHRISTINA, WE ARE REDUCING YOUR SALARY TO 160.

>> BACK TO WHERE YOU STARTED.

>> Manolo Reyes: THAT'S WHAT WE STARTED YOU AT AND YOU DIDN'T ACCOMPLISH ANYTHING.

>> Ivonne de la Vega: I CONVINCED THEM OTHER.

>> Manolo Reyes: WE RAISED YOUR SALARY TO \$210,000.
WE'RE GOING TO EVALUATE YOU AT THE END OF THE YEAR.

>> THANK YOU SO MUCH.

>> Manolo Reyes: YOU'VE EARNED EVERY SINGLE PENNY OF IT.
KEEP UP THE GOOD WORK.
LET ME TELL YOU SOMETHING, DON'T SLOW DOWN.
OKAY?

>> NO.
I DON'T HAVE IT IN MY BLOOD.

>> Manolo Reyes: ONE THING THAT I WANT TO TELL YOU IN FRONT OF EVERYBODY, YOU KEEP INFORMED,
BECAUSE YOU STILL PRESS ME ABOUT IT.

>> I LIKE TO BRING YOU GOOD NEWS.

>> Manolo Reyes: OKAY.
OKAY.
CONGRATULATIONS AND THANK YOU.

>> Manolo Reyes: IT IS THE TEAM BEHIND ME, SO I REALLY ATTRIBUTE ALL THE SUCCESS TO THE STAFF.

>> Manolo Reyes: THAT'S RIGHT.
AND YOU AND I, WE HAVE TO SIT DOWN SO WE CAN TAKE CARE OF THE STAFF.

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>> AS WELL, YES, PLEASE.

RECOGNITION FOR ALL THEIR HARD WORK.

IN FACT, SORRY TO INTERRUPT, BUT WE'RE GOING TO DO AT THE END OF APRIL A STAFF APPRECIATION DINNER, KIND OF DINNER TO RECOGNIZE STAFF AND THE HARD WORK OVER THE YEARS, SO I WELCOME THE BOARD TO COME TO THAT AND MAYBE WE CAN DO SOMETHING SPECIAL FOR THOSE THAT HAVE SOME -- I HAVE STAFF MEMBERS THAT HAVE FINISHED SCHOOL, SOME THAT HAVE GOT CERTIFICATES IN DIFFERENT AREAS SUCH AS PROCUREMENT.

THERE'S BEEN JUST A LOT OF SUCCESS AMIDST THIS NEGATIVE YEAR OF THE PANDEMIC.

I'M JUST REALLY PROUD OF THE TEAM THAT I HAVE AND THANK YOU TO THE BOARD FOR ALL THE SUPPORT AND FOR ALL OF THE GUIDANCE THROUGHOUT THIS YEAR.

I COULDN'T HAVE DONE IT WITHOUT ALL OF YOU AND THE STAFF BEHIND ME.

>> I'LL VOLUNTEER TO COOK BARBECUE FOR THE DINNER.

>> THAT'S RIGHT.

YOU OWE US A BRISKET.

>> YOU HAVE NO IDEA.

THIS IS LEGENDARY BARBECUE WE'RE TALKING ABOUT.

>> YOU OWE US BRISKET, SPENCER.

>> LET'S DO IT.

>> WE SHOULD GET TOGETHER.

>> THAT'S GREAT.

AWESOME.

WE'RE TAKING YOU UP ON YOUR OFFER, SPENCER.

>> THANK YOU SO MUCH.

>> Manolo Reyes: WE DON'T HAVE ANY MORE.

NO MORE COMMENTS.

ANY OTHER BUSINESS THAT WE HAVE TO ATTEND?

SO WE'RE GOING TO ADJOURN.

HEY, LISTEN.

>> SORRY.

>> Manolo Reyes: WE'RE GOING TO ADJOURN THE MEETING.

>> I'LL MOVE IT.

>> SECOND.

>> Manolo Reyes: THIS MEETING IS ADJOURNED.
Conversations continued and the meeting was then adjourned.

3. MEETING ADJOURNMENT