



**CITY OF DELAND**  
**SPECIAL MEETING OF THE CITY COMMISSION**  
**MARCH 28, 2026 AT 9:00 AM**  
**CITY HALL, COMMISSION CHAMBERS**  
**120 SOUTH FLORIDA AVENUE**

**MINUTES**

**CALL TO ORDER**

Mayor Cloudman called the meeting to order at 9:00 am.

**ROLL CALL**

Present: Richard Paiva, Commissioner, Jessica Davis, Vice-Mayor Commissioner; Dan Reed, Commissioner; Kevin Reid, Commissioner; Christopher M. Cloudman, Mayor-Commissioner.

Staff Present: Michael Pleus, City Manager; Dale Arrington, Interim City Clerk-Auditor; Jeremy Wiggins, Human Resources Director

**WELCOME ADDRESS AND OUTLINE OF TODAY'S EVENTS**

Mayor Cloudman thanked the Commission, staff and the five finalists for the position of City Clerk-Auditor for attending this special meeting on Saturday. He explained that today would consist of individual Commissioner interviews with each candidate, interviews of each candidate with the entire Commission, and then an opportunity for discussion and possible selection of a final candidate. Mayor Cloudman continued by explaining that a special meeting has also been scheduled for Monday, March 30, 2026, in case additional thought and discussion is required before making a final selection. Mayor Cloudman then asked Human Resources Director Jeremy Wiggins to provide further instructions for today's proceedings.

Mr. Wiggins went through the schedule in more detail, advising on candidate escorts, room locations and time parameters for the individual interviews; explaining lunch arrangements with the candidates and city Department Heads; and an explanation of the process the Commission would use to conduct the group interview of candidates.

Mr. Wiggins answered several questions about the schedule

**RECESS MEETING TO SPECIFIC TIME**

There being no further questions, at 9:11 a.m. Mayor Cloudman recessed the meeting until 11:30 a.m.

**RECONVENE PREVIOUSLY ADJOURNED MEETING**

The Mayor called the recessed meeting back to order at 12:31 p.m.

**PUBLIC INTERVIEW OF CANDIDATES**

The Mayor clarified that both the preceding lunch and this portion of the meeting were open to the public.

Before beginning the individual interviews, Jeremy Wiggins explained that individual candidates would be able to leave the premises following completion of their interview, and that there would not be an opportunity to re-interview anyone today.

Commissioner Davis asked several questions relating to the process for selecting a preferred candidate and negotiating salary and fringe benefits. Mr. Wiggins indicated that once a selection is made, negotiations for a contract would need to be completed. The Mayor stated that the Commission will need to decide whether to pick a top candidate, and a possible alternate, and the composition of

the negotiation team. The Commission discussed the process for conducting the interviews and agreed that each candidate would be given an opportunity to provide opening remarks. The Commission would then proceed with asking individual questions with each Commissioner having an opportunity for initial and follow-up questions. Lastly, each candidate would be given an opportunity to provide closing comments and address anything they feel may have been missed. The Commission indicated agreement with the process and announced that they were ready for the first candidate.

The Commission proceeded to interview each candidate in the following order. Mr. Wiggins escorted candidates to and from the room.

The Commission interviewed Mr. Jonathan Jacob from 12:40 p.m. to 1:10 pm.

The Commission interviewed Ms. Kieu Moses from 1:13 p.m. to 1:37 p.m.

The Mayor recessed the meeting for a short break at 1:37 p.m. and reconvened the meeting at 1:45 p.m.

The Commission interviewed Ms. Bonnie Slotnik from 1:47 p.m. to 2:16 p.m.

The Commission interviewed Mr. Christian Gowan from 2:18 p.m. to 2:40 p.m.

The Commission interviewed Ms. Cassandra Kilgore from 2:42 p.m. to 3:00 p.m.

## **PUBLIC PARTICIPATION**

There were no members of the public present.

## **COMMISSION DISCUSSION**

Before beginning discussions, the Mayor asked the Commission if everyone was satisfied with the pool of candidates interviewed. All Commissioners indicated that they were satisfied.

Following initial discussion, the Commission decided that they would begin narrowing down the discussion by each naming their top three candidates, not in any particular order, to determine if there is any commonality. Mayor Cloudman asked that this be done using candidates names and that the names be stated in the order that they interviewed.

Commissioner Kevin Reid stated his top three candidates were Kieu Moses, Christian Gowan and Cassandra Kilgore.

Commissioner Dan Reed stated his top three candidates were Kieu Moses, Christian Gowan and Cassandra Kilgore.

Mayor Cloudman stated his top three candidates were Kieu Moses, Christian Gowan and Cassandra Kilgore.

Vice Mayor Jessica Davis stated her top three candidates were Kieu Moses, Christian Gowan and Cassandra Kilgore.

Commissioner Richard Paiva stated his top three candidates were Kieu Moses, Bonnie Zlotnik and Christian Gowan.

Jeremy Wiggins advised that this round of voting indicates that one candidate can be eliminated from further consideration.

The Commission discussed their next step. Mr. Wiggins explained that he has ballots and that Commissioners could rank their top three candidates by assigning three points to their first choice, two points to their second choice and 1 point to the third choice. The original ranking sheets are attached to these minutes. The composite voting is as follows:

Candidate Name	Mayor Cloudman	Vice Mayor Davis	Comm. Reid	Comm. Reed	Comm. Paiva	TOTAL PTS
Jonathan Jacob						
Kieu Moses	1	3	2	3	2	11
Bonnie Zlotnik					1	1
Christian Gowan	3	1	3	1	3	11
Cassandra Kilgore	2	2	1	2		7

Michael Pleus indicated that there was a clear consensus on the top two. Jeremy Wiggins reported the scores.

Commission members discussed the candidates' characteristics, experiences, skills, education and certificates, and responses to interview and application questions. A discussion was conducted about how difficult it was to decide between these two top candidates and which candidate will serve the best interests of the City. Mr. Wiggins clarified several points of information that were raised. Mr. Wiggins indicated that a second round of voting may be needed to determine priority order because it sounds like the Commission as a whole is satisfied and struggling to determine the top candidate. In response to a question, Mr. Wiggins explained that upon selection of a top candidate, the Commission would provide direction on contract requirements. Mr. Pleus indicated that generally the Mayor and the Human Resources Director negotiate the contract.

Mayor Cloudman stated that it sounded like most Commissioners have a preference. He invited Commissioner Paiva to express his preference. Commissioner Paiva indicated he could not make a decision between the two and needed more time to further consider his preference. Commissioner Kevin Reid explained that he could not attend the Monday night meeting. Vice Mayor Davis indicated that she would like to take another ballot today. Commissioner Paiva indicated that he would support the majority of the Commission, but that he stood firmly undecided between the top two candidates. There was discussion about the need to have the support of the full Commission on this decision. Commissioner Kevin Reid rechecked his calendar and determined that he could attend the March 30, 2026 meeting.

Following further discussion, the Commission decided to take another ballot. Mr. Wiggins distributed the ballots and provided instructions. The original ranking sheets are attached to these minutes. The composite voting was as follows:

Candidate Name	Mayor Cloudman	Vice Mayor Davis	Comm. Reid	Comm. Reed	Comm. Paiva	TOTAL PTS
Jonathan Jacob						
Kieu Moses	2	1	2	1	tie	6
Bonnie Zlotnik						
Christian Gowan	1	2	1	2	tie	6
Cassandra Kilgore						

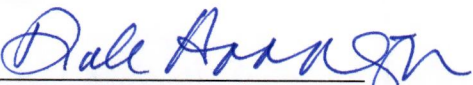
Mr. Pleus announced that the total scores were tied. Mr. Pleus indicated that he thought it would be best to adjourn today's meeting and reconvene on Monday for further discussion. Mr. Pleus asked if there was any information that staff could provide to assist. Following further discussion, it was decided that the Commissioners would review and reflect upon the materials before them and come to the upcoming meeting prepared to discuss.

**ADJOURNMENT**

There being no further business to come before the Commission, the meeting was adjourned at 4:32 pm.

RESPECTFULLY SUBMITTED,

APPROVED ON:

  
 Dale Arrington, Interim City Clerk-Auditor

DATE: 4/20/26

**CITY OF DELAND**  
**Request for Commission Action**  
**April 20, 2026**

**SUBJECT:** Approval of Minutes for the Special Meeting held on March 28, 2026, the Special Meeting held on March 30, 2026 and the regular Meeting held on April 6, 2026.

**DEPARTMENT:** City Clerk

**PREPARED BY:** Dale Arrington, Interim City Clerk

**ATTACHMENTS:** 03-28-2026 City Commission Special Meeting\_Minutes, 03-30-2026City Commission Special Meeting\_Minutes, 04-6-2026 City Commission Regular Meeting\_Minutes

**APPROVED BY:** Michael Pleus, City Manager, April 14, 2026

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**SUMMARY/HIGHLIGHT:**

**STRATEGIC PLAN FOCUS AREA/ACTION STEP:**

N/A

**SUSTAINABILITY:**

N/A

**FISCAL IMPACT:**

N/A

**RECOMMENDATION:**

It is recommended that the City Commission review and approve the attached Minutes.

**BACKGROUND/DISCUSSION:**