



**Town of Surfside
Regular Town Commission Meeting
MINUTES**

January 10, 2023

7:00 PM

Commission Chambers - 9293 Harding Avenue
Surfside, FL 33154

1. Opening

1A. Call to Order

Mayor Danzinger called the meeting to order at 7:06 p.m.

1B. Roll Call of Members

Town Clerk McCready called the roll with the following members present:

Present: Mayor Shlomo Danzinger, Vice Mayor Jeff Rose, Commissioner Marianne Meisheid, Commissioner Nelly Velasquez and Commissioner Fred Landsman.

Also Present: Acting Town Manager Hector Gomez and Town Attorney Tony Recio.

1C. Pledge of Allegiance

Acting Chief Healy provided the pledge of allegiance.

1D. Mayor and Commission Remarks - Mayor Shlomo Danzinger

Commissioner Landsman wished everyone a Happy New Year.

Commissioner Meisheid wished everyone a Happy New Year and it was great talking to everyone during the events and the Music Under the Stars which was a terrific event.

Commissioner Velasquez thanked everyone and Happy New Year to all and a very prosperous 2023.

Vice Mayor Rose thanked Parks and Recreation Department Team for the Winter Wonder Land event, the Winter Camp and 96th Street park ground breaking as well as the Tourist Board with the event from last Saturday which had over 300 people attending. He stated that is what the Tourist dollars are used for and make events great.

Mayor Danzinger thanked Parks and Recreation Department Team for the Winter Wonder Land event, Winter Camp and all the other events. He spoke regarding the Music Under the Stars and it was a great event and thanked Tourist and Communications Director Trigueros. He stated that this Commission came in and tripled the budget for the Tourist Board and they are delivering. He recognized former Mayor Burkett who is in the crowd. He spoke regarding Family Fun Day that is upcoming. He spoke regarding the decorum statement and reminded the public and the Commission.

1E. Agenda and Order of Business Additions, deletions and linkages

A motion was made by Vice Mayor Rose to link item 2D (Town Manager Resignation) from the 5:30 p.m. meeting to be heard with along with item 1I (Citizens Presentation by Charles W. Burkett) on this agenda, seconded by Commissioner Landsman. The motion carried with a 5-0 vote.

1F. Community Notes - Mayor Shlomo Danzinger

Mayor Danzinger spoke regarding the passing of Miami Dade County Clerk of Courts Harvey Rubin and read a biography of Mr. Rubin and called for a moment of silence.

1G. Tree City USA Presentation - Hector Gomez, Acting Town Manager

Acting Town Manager Gomez introduced the item and made the presentation. He stated that the plaque will be placed in the lobby of Town Hall.

1H. CTS Update - Hector Gomez, Acting Town Manager

Acting Town Manager Gomez introduced Allyn Kilsheimer who provided an update on the CTS investigation.

Mr. Kilsheimer spoke regarding the obstacles encountered and he reports that almost all those have been resolved and what is pending involves the Federal Government. He spoke regarding what occurred in the Summer as it pertains to the sand testing. He spoke regarding the negotiations with NIST as it pertains to testing the samples. He stated that he needed an additional \$575,000 to complete the investigation. He stated that there were design mistakes. He explained the live load and how the loads are designed.

A motion was made by Vice Mayor Rose for discussion purposes, seconded by Commissioner Meisheid.

Mayor Danzinger opened the floor to public comments.

The following individuals from the public spoke:

Eliana Salzhauer spoke in favor of providing the additional funds to find out what happened.

George Kousoulas spoke in favor of providing Mr. Kilsheimer what he needs to bring this to a conclusion.

Jeffrey Platt spoke regarding the sand beach renourishment project and the trucks

on 88th street and the ground under 88th street and if that could have been a contributing cause and that has never been considered or spoken about.

Mr. Kilsheimer stated that they looked at 88th Street very thoroughly and that had nothing to do with the collapse.

Mayor Danzinger closed public comment.

Commissioner Landsman spoke regarding the investigation and the initial funding is unfortunate. He spoke regarding the test which cost over \$600,000. He stated that he wants to bring this to a conclusion and to an end point and there might still be some more what ifs. He stated that people want to know who the villain is and that is not the conclusion that will be received but what went wrong in different areas. He said that he is ok with allocating the additional funding and they should share the load and have developers participate in the cost. He would like to have a time frame from Mr. Kilsheimer and not ask for any more funds from the Town of Surfside.

Commissioner Meischeid would also like to come to a conclusion and if they could get state assistance or grants. She also agrees to try to get money from other sources to help fund this.

Commissioner Velasquez thanked Mr. Kilsheimer for the presentation. She spoke regarding NIST and she would like to have answers and it is important that the soil is in good condition. She stated that when they hired Mr. Kilsheimer it was to get a quicker answer than NIST and if his answer is going to come at the same time as NIST, she feels she is not doing right by their citizens by spending more money. She suggested for him to go to NIST with his report and see what they tell him.

Vice Mayor Rose asked when the report would be available.

Mr. Kilsheimer stated that once he has everything, he can have the report ready.

Vice Mayor Rose asked if his report would be coming out before NIST's report.

Mr. Kilsheimer stated that NIST currently is expecting to release their report in 2025.

Vice Mayor Rose stated that the drawings did not match on a number of items inspected. He asked if there will be an examination where older buildings could study their drawings to see if they match up.

Mr. Kilsheimer addressed the comments made and many buildings in this Country are doing the same thing. He spoke regarding some of the short cuts that people can take. His suggestion is that for buildings done in the 1980s that the Town will have suggestions to pass on to other people.

Vice Mayor Rose stated that he studied the ground and subterranean levels as well.

Mr. Kilsheimer stated that the parts on the pile and from the first floor up have to be tested.

Vice Mayor Rose is comfortable with the additional funding but is also in agreement with obtaining funds from grants, developers or others that would benefit from this.

Commissioner Velasquez asked when he said 3 months from when NIST allows him to see the testing, when is that.

Mr. Kilsheimer stated that there is no way for him to know when they are going to do what they say they are going to do. He stated that they are talking to them, and they are getting lots of calls from news organizations and the ice has been broken with NIST. NIST will allow them to do what we need to do with the samples as long as their samples are not damaged.

Commissioner Velasquez stated that he has no way of telling them when they will be able to test those samples from NIST. She suggested it would take a smaller amount then requested and come back in a month or two.

Mr. Kilsheimer addressed the comments made by Commissioner Velasquez.

Vice Mayor Rose called out the news cameras here tonight to cover this piece and what they need. They are looking for funds and still focused on the piece of the lost lives and that is the story that should be run not what they are here for.

Mayor Danzinger spoke regarding the unauthorized spending.

Mr. Kilsheimer explained the testing and gave clarification of the dewatering process of the test and the load testing.

Mayor Danzinger asked who authorized to spend \$1.2 million dollars when anything over \$25,000 had to go before the Commission. He spoke regarding the percentage of the initial funding.

Mr. Kilsheimer stated that given the urgency of this situation money wasn't discussed and it was to find someone to do the work and get someone here to do the work and you could not wait for an RFP process.

Mayor Danzinger asked regarding the report.

Mr. Kilsheimer stated that they are 90% sure that the geological testing did not cause the collapse.

Mayor Danzinger spoke regarding the deadline provided by the Finance Department. He asked if they are getting a report in 2 to 3 weeks.

Mr. Kilsheimer did not state he would provide an interim report. He stated that he will issue some type of memo to describe what he has tonight when he is done with the portion, he is almost complete.

Mayor Danzinger spoke regarding the budget and would like to start seeking alternate ways of funding the remainder of the test.

Mr. Kilsheimer addressed the comments made and you lose momentum when you have to stop, and they are not at a standstill. He stated that they are still doing work.

Mayor Danzinger stated that they have exhausted the funding they allocated and believes that they should get back to him and see if they can obtain the funds from other sources.

Commissioner Landsman does not mind earmarking the funds and not spend any money until Town Attorney Recio and Mr. Kilsheimer has an answer from NIST saying that they have access to the materials.

Town Attorney Recio stated which materials because there are two different ones.

Commissioner Landsman wants a commitment in writing to those materials, on site and off site, in order for Mr. Kilsheimer to complete the testing.

Mayor Danzinger stated that NIST has never come and given an update.

Vice Mayor Rose is fine with that but if someone writes a check for that amount, then they can move forward. He stated that what Commissioner Landsman means is Town funding.

Commissioner Landsman stated that he would not like to spend anyone's money until they get a commitment from NIST.

A motion was made by Vice Mayor Rose to fund the additional \$575,000 subject to a written commitment from NIST to access the onsite and offsite materials and the timeline of the access, seconded by Commissioner Meisheid. The motion carried with a 4-1 vote with Commissioner Velasquez voting in opposition.

11. Citizens Presentation by Charles W. Burkett - Sponsored by Commissioner Velasquez

This item was linked with item 2D (Town Manager Resignation) from the 5:30 p.m. meeting and heard in conjunction with item 1J (Town Manager's Resignation).

Mayor Danzinger spoke regarding the ground rules and their goal is to do Town business. He is offering double the amount that everyone is allowed to provide the presentation. He will give former mayor Charles W. Burkett 6 minutes to do the presentation.

Former Mayor Burkett requested 14 minutes.

Commissioner Landsman asked to have former mayor Charles Burkett give his presentation and move on.

Mayor Danzinger gave former mayor Charles Burkett the 15 minutes and read the decorum statement into the record.

Former mayor Charles Burkett addressed some comments made regarding this

being a hit piece or campaigning and will leave it up to the public. He stated that the resident's trust was betrayed not because some individuals were fired. He provided his presentation regarding the resignations of former Town Manager Andrew Hyatt, Assistant Town Manager Jason Greene and Police Chief Rogelio Torres.

Mayor Danzinger stated for the record that the night of the election former Mayor Burkett was the one that stuck around and congratulated him and thanked him for helping him during the transition.

Commissioner Velasquez would like to hear public comment before the Commission responds.

Mayor Danzinger opened public comment.

The following individuals from the public spoke:

Jeffrey Platt agrees with the presentation.

Eliana Salzhauer commended former mayor Burkett for the presentation. She spoke regarding the lies of the reason why the Town Manager resigned.

Horace Henderson stated this is disgraceful and they deserve a commission that will not rape the world.

Mandyf Davedpour spoke regarding the cameras here for this item and is begging to move on and take care of town business.

Gerardo Vildostegui thanked former mayor Burkett for the presentation and the non-disparagement clause and encourages this commission to do a motion to release those employees from that non-disparagement clause.

George Kousoulas spoke regarding the fact that month after month things were not getting done and the previous town manager was not getting things done. He stated that things have to come to a head, and anyone can see that the commission is dissatisfied, and the town manager saw the writing on the wall.

Mayor Danzinger closed public comment.

Commissioner Landsman made a statement on the record regarding his thoughts and he is surprised and frustrated with the innuendos of the sunshine violations being made against him and the rest of the commission. He stated it is incorrect and making assumptions which are incorrect. He was not surprised of the resignation because the attorney's spoke with the commission and showed them the letter of resignation prior to the meeting and if another commissioner did not read the letter that is something else. He works in human resources and knows how things take place. He spoke regarding the vote for the severance package. He stated that voting to give him the compensation package was only fair because of the work he did with COVID and the CTS collapse.

Commissioner Meisheid agrees with Commissioner Landsman and having been in the corporate field for over 30 years, this is something that happens all the time. When someone gives their resignation, you accept it. She stated that she was sad but it happened and the matter has been resolved and parties entered into a mutual agreement.

Commissioner Velasquez does want to hear how this happened and have this

commission remove the disparagement clause and allow Mr. Hyatt to say what happened because she had a meeting prior to the Mayor speaking with him and Mr. Hyatt never stated anything about resigning. She stated the same that neither Mr. Greene or former chief Torres mentioned anything about resigning.

A motion was made by Commissioner Velasquez to remove the nondisparagement clause from Mr. Andrew Hyatt, Mr. Jason Greene and former police chief Rogelio Torres in order for them to be able to speak the truth. The motion died for lack of a second.

Vice Mayor Rose stated that he also was given a couple of hours prior to the meeting the letter of resignation. He stated that the same people that stated that he should be kept are the same people that did not want to give him the increase. He spoke regarding the presentation that former mayor Burkett gave and that he is the same individual that was saying that all the employees in Town were corrupt. He read the titles of those employees that were forced to resign by the previous mayor and commission. He spoke regarding the comment made by former mayor Burkett and asked him if his reason for coming here with his presentation is because he was running for office.

Former Mayor Burkett stated that he is here as a concerned resident. He stated that if Surfside needs him to run he will run.

Vice Mayor Rose stated that it is clear the reasoning why he did this presentation and working with former elected officials.

1J.) Town Manager's Resignation (Add on Item)

This was an add on item which was from the 5:30 p.m. meeting and was linked to this agenda item 1I. This item was discussed in conjunction with item 1I (Citizens Presentation by Charles W. Burkett).

2. Quasi-Judicial Hearings

3. Consent Agenda

All items on the consent agenda are considered routine or status reports by the Town Commission and will be approved by one motion. Any Commission member may request that an item be removed from the Consent Agenda and discussed separately. If the public wishes to speak on a matter on the consent agenda they must inform the Town Clerk prior to the start of the meeting by completing a speaker card. They will be recognized to speak prior to the approval of the consent agenda.

Mayor Danzinger opened public comment.

The following individuals from the public spoke:

Gerardo Vildostegui spoke regarding the police vehicles and does not believe it is the

correct vehicles to be purchased and the police should ride bicycles.
Horace Henderson spoke regarding the reason why they are purchasing nine vehicles.

Mayor Danzinger closed public comment.

A motion was made by Vice Mayor Rose to approve the consent agenda, seconded by Commissioner Landsman. The motion carried with a 5-0 vote.

3A. Approval of Minutes - Sandra N. McCreedy, MMC, Town Clerk

Approved on consent.

[2022-12-13 Special Town Commission Meeting Minutes.pdf](#)

[2022-12-13 Regular Town Commission Meeting Minutes.pdf](#)

3B. Approving and Authorizing the Purchase of Nine (9) 2023 Police Vehicles, Together with Emergency Lighting Equipment, Graphics, Radio Equipment and Radio Programing. - Hector Gomez, Acting Town Manager

Town Administration recommends approval of the authorization to expend for police vehicles in the amount for the Police Department in the amount of \$573,978.75.

Approved on consent.

[Resolution Amending Reso 2022-2942 Approve Police Vehicle and Equipment Purchase.DOCX](#)

[Attachment B HG2 Nine \(9\) Vehicles.pdf](#)

[Attachment A Garber Ford Nine \(9\) Vehicles.pdf](#)

[Attachment C Sign Savers.pdf](#)

[Attachment D Surfside Police Dept. - APX6500 Four \(4\) Mobile Radios.pdf](#)

[Attachment E Miami Dade.pdf](#)

3C. Zambelli Fireworks Agreement for Fourth of July Event - Hector Gomez, Acting Town Manager

Town Administration is seeking approval to enter into a new two (2) year contract agreement with Zambelli Fireworks for the Fourth of July Firework show.

Approved on consent.

[Reso Approve Agreement with Zambelli 4th of July Fireworks.DOCX](#)

[Exhibit A - Zambelli Fire Works Contract 2023 and 2024.pdf](#)

4. Ordinances

4A. Second Reading

4B. First Reading

4B1. Planning and Zoning Ordinance Change - Single Curb Cut width expansion on lots less than 100 feet in width - Hector Gomez, Acting Town Manager

The Town Commission should consider this Ordinance to expand the maximum width of a single curb cut on lots with less than 100 feet of frontage from 18 feet to 24 feet.

A motion was made by Vice Mayor Rose to take a 5 minute recess at 9:45 p.m., seconded by Commissioner Velasquez. The motion carried with a 5-0 vote.

The meeting recessed at 9:45 p.m.
The meeting reconvened at 9:58 p.m.

Mayor Danzinger called the meeting to order at 9:58 p.m.

Town Clerk McCready called the roll with all members of the Commission present.

Town Clerk McCready read the title of the ordinance into the record.

Commissioner Landsman introduced the item. He stated that this item was discussed last month and explained the code section and requirements and what is allowable.

Mayor Danzinger opened the floor to public comment.

The following individuals from the public spoke:
George Kousoulas
Gerardo Vildostegui

Mayor Danzinger closed public comment.

Commissioner Meisheid stated that this creates an environment of over pavements, and the aesthetics will change. It also decreases the green space on the properties. She is concerned about the pervious part of the code. She would like to see an increase of the pervious area to 60%.

Commissioner Velasquez disagrees with the comments and believes it is better to have a wider driveway because you are taking the vehicles off the streets.

Vice Mayor Rose agrees with Commissioner Velasquez and spoke regarding the possible changes and if he has two 12 foot curb cuts would it work with the water flow.

Acting Town Manager Gomez addressed the comments made and the valley for the water flow.

Vice Mayor Rose spoke regarding having a third car being squeezed in and allowing more walkability only if you have 100 foot lot (item number 2) to match it and not be more than 24 feet.

Mayor Danzinger clarified the change requested. He stated that this does not reduce the pervious area because there are still pervious requirements that have to be met.

A motion was made by Commissioner Landsman to approve the ordinance on first reading with the standard inclusion stating the driveway connection to the street shall be in substantial accordance with FDOT standard detail sheet for type F and drop curb/valley gutter as applicable, seconded by Vice Mayor Rose with an amendment to include that if the property with a lot with less than 100 feet to one curb cut of a maximum width of 24 feet instead of 18 feet as proposed in the ordinance. Commissioner Landsman accepted the amendment as the motion maker. The motion carried with a 4-1 vote with Commissioner Meischeid voting in opposition.

[Ordinance Amending Curb Cut Width - FR Draft 12-15-22.pdf](#)

[Exhibit A.DOCX](#)

5. Resolutions and Proclamations

If the public wishes to speak on a matter on this section of the agenda, they must inform the Town Clerk by completing a speaker card and they will be recognized to speak prior to the approval of any resolution..

6. Good and Welfare (Set for approximately 8:15 p.m.)

Public comments for subjects or items not on the agenda.

Mayor Danzinger opened the floor to public comment.

The following individuals from the public spoke:

Eliana Salzhauer spoke regarding being upset with the direction the Town is going and finances in general. She spoke regarding an investigation on an email which was a parody.

Maria Faravia spoke regarding food trucks, and they are getting out of hand as well as the styrofoam containers and the trash being left.

Gerardo Vildostegui spoke regarding the parody email that was sent and that is not criminal in nature.

Mandyf Davenport spoke regarding bullying from the previous Commission. She apologized for the actions of the previous speakers and thanked the commission for what they have done. She stated that she was embarrassed with that email and that is what bullies do.

Moshe Wertheimer spoke in support of the Commission.

Ben Jacobson spoke regarding civility and how it obviously has been lost with the past Commission and this new Commission has brought that back. He spoke regarding the email that was sent out and how it was impersonating the Mayor the same way he would send out his emails. He supports the Mayor.

Jeffrey Platt spoke regarding bullying and the lying taking place and deceiving the residents. He asked why the previous Police Chief was fired.

George Kousoulas spoke regarding comments made that the end of civilization would happen with the beach chair ordinance, and nothing has changed. He spoke regarding the new year's weekend and that is how bad it would get, and the beach was crowded, and all

the operators were inside their boxes, and it was nice.

Moshe Banin stated that he did not agree with some things from the last Commission and if everything is catastrophized no one will learn or listen.

Mayor Danzinger closed public comment.

Commissioner Landsman responded to the comments made and the email sent was not parody and if they want to run for office then run for office. He stated that they need to try to be civil and work together.

Commissioner Meischeid stated that the legal issues need to be left up to the Town Attorneys and she is tired of the misinformation going around. She would like for staff to look into the issue with the food trucks.

Commissioner Velasquez thanked the speakers. She spoke regarding the negativity, and it starts from this dais and accusing the previous Commission of what happened. She stated that they did do things out in the open. She spoke regarding constantly bashing the previous Commission.

Vice Mayor Rose addressed the issue, and he will speak to the food truck guys to only stop at the construction job sites. He spoke regarding civility going both ways and bullies cannot come here and call them bullies. He stated that the same group of people that complain about former mayor Dietch complained about former mayor Burkett. He spoke regarding the delays that the previous commission would cause because they would not take the needed action on projects. He stated that the four elected officials that ran are here to reinvest in the infrastructure of the Town and getting projects done. He spoke regarding the fraudulent email that was sent like it was coming from the Mayor.

Mayor Danzinger reminded Commission Velasquez that she is part of the new Commission. He spoke regarding blocking their driveway and the Acting Town Manager will address that shortly. He stated that there are State and Federal statutes that show it is a crime to impersonate a public officer. He stated that this action happened and now it has to be investigated and it is up to the State Attorney's Office. He stated that Mr. Hyatt's letter of resignation was disseminated to the Commission hours prior to the Commission and he had conversations with the attorneys.

Acting Town Manager Gomez addressed the comments made regarding food trucks and they will discuss with the vendors.

Mayor Danzinger closed public comments.

7. Town Manager and Town Attorney Reports

7A. Town Manager's Report - Hector Gomez, Acting Town Manager

Acting Town Manager Gomez provided the Town Manager's report. He spoke regarding the grand opening of the lobby and the Surf Club will be issued their certificate of occupancy.

Commissioner Velasquez asked how long the contract for the beach chair is and when will the traffic study be completed.

Acting Town Manager Gomez stated that the contract is for 2 years and the traffic study should be happening concurrent with the construction of 96th street park.

Mayor Danzinger spoke regarding the timeline schedule and has anything been done to modify that schedule.

Acting Town Manager Gomez addressed the comments made by the Mayor.

Mayor Danzinger asked regarding the beach lighting.

Acting Town Manager Gomez stated that it would be around January 31 and the lights are built in Canada.

Mayor Danzinger asked regarding the different items and their timelines.

Acting Town Manager Gomez addressed the questions by the Mayor.

Vice Mayor Rose is glad that they are moving forward with the Building Department. He asked if there is a way of tracking if there are delays and if those could be brought to them during the briefings so they can address the questions from the residents.

Acting Town Manager Gomez addressed the comments made and stated it is his job to update the Commission.

A motion was made by Vice Mayor Rose to approve the Town Manager's Report, seconded by Commissioner Velasquez. The motion carried with a 5-0 vote.

[January 2023 Town Manager's Report.pdf](#)

7B. Town Attorney's Report - Lily Arango, Town Attorney

Town Attorney Recio provided the Town Attorney's report as well as the pending litigation cases and their status.

Commissioner Velasquez asked if the Shannon Gallagher case stops the developer from building.

Town Attorney Recio stated it does not.

A motion was made by Vice Mayor Rose to approve the Town Attorney Report, seconded by Commissioner Landsman. The motion carried with a 5-0 vote.

8. Unfinished Business and New Business

9. Mayor, Commission and Staff Communications

9A. Town Manager Recruitment Process - Hector Gomez, Acting Town Manager

The Town Administration recommends discussion on the Town Manager's recruitment process.

Acting Town Manager Gomez introduced the item and provided an overview of what the Charter states as it relates to the appointment of a Town Manager. He stated that whatever path they take it is up to them to decide as well as any other options. He stated that in the most part it is something that they have undertaken inhouse and still been able to do an executive search with the Human Resources Director we have. He asked them to trust the process and that they can run it and they will have a successful search. He spoke regarding the proposals they received and the cost and if they want to go local, nationwide and what they are looking for in a Town Manager.

Mayor Danzinger asked if there is anything else that needs to be discussed tonight to move this forward.

Human Resources Director Yamileth Slate-McCloud stated that what she needs to know is if they want to go with an external company to do the search or inhouse and if they choose inhouse she would need to get a confirmation of the job description and provide a salary range.

A motion was made by Vice Mayor Rose to extend the meeting for 30 minutes at 10:58 p.m., seconded by Commissioner Landsman. The motion carried with a 5-0 vote.

Mayor Danzinger opened public comment.

The following individual from the public spoke:

Eliana Salzhauer stated that using a firm you obtain a wider number of applicants.

Mayor Danzinger closed public comment.

Vice Mayor Rose asked Human Resources Director Slate-McCloud how many years she has been working in Surfside and how many searches inhouse and outsourced has she been a part of.

Human Resources Director Slate-McCloud stated that she has been working 16 years in Surfside and has gone through 10 town managers and they have only used an executive outsource company to do the search only once during her 16 years.

Commissioner Landsman stated he is in the recruitment field and thanked Human Resources Director Slate-McCloud and appreciates her long service to the Town of

Surfside and asked where they are today with all the changes, how comfortable does she feel to execute this search.

Human Resources Director Slate-McCloud stated that she feels very comfortable as long as the process is defined.

Commissioner Landsman feels confident to keep it inhouse and save that money.

Mayor Danzinger stated that he saw the process last year and he wants to trust the Human Resources Department and believes it should be kept inhouse.

Commissioner Meisheid agrees to keep it inhouse with the history and experience of our Human Resources Department Director and would like to stay within the local area because it would be a faster start up and people that understand South Florida.

Commissioner Velasquez is happy that they want to keep it inhouse and is comfortable to have her take it on again and it saves the Town money. She would prefer to go out further and reach out to other states.

Mayor Danzinger stated that if you go with someone local who has been in the system that person will have the method and contacts locally that will help and not have someone from another state that does not have the contacts needed.

A motion was made by Vice Mayor Rose to keep the search inhouse, seconded by Commissioner Landsman. The motion carried with a 5-0 vote.

Mayor Danzinger spoke regarding the job description, and he read through it and at the very least the job description should state what is in the charter and there was not a lot in there of the requirements by the Commission. He stated that maybe since it is being done inhouse they can come back later with some ideas.

Commissioner Landsman stated that with his experience that many candidates do not read the actual job description. He stated it should be shorten to have something more concise and it should be discussed at another date.

Mayor Danzinger suggested adding the minimum requirements in the charter and code then come back with more specifics.

Mayor Danzinger spoke regarding the salary range and it could be a high and low. He spoke regarding the a range and spoke regarding similar municipalities.

Commissioner Meisheid agrees with the Mayor.

Commissioner Velasquez does not agree in putting a salary range.

Commissioner Landsman stated that in his experience you should not put a salary range and if you see a salary minimum then that candidate might be making much less and then they will want your minimum range. He stated it would be a double-edged sword. He believes it puts you in a position of overpaying for talent that is not worth it.

Mayor Danzinger believes you should put a minimum and maximum range.

Commissioner Meischeid asked Human Resources Director Slate-McCloud what her experience is relating to salary ranges on the job posting. Human Resources Director Slate-McCloud stated that it is the practice of the Town to post the salary range. She spoke further about the pros and cons of doing so.

Commissioner Velasquez asked why the Assistant Building Official position did not add the salary range.

Human Resources Director Slate-McCloud stated that it would be hard to have applicants because neighboring municipalities were paying more than what the Town was paying.

Commissioner Velasquez spoke regarding what took place when they hired Mr. Hyatt.

Vice Mayor Rose stated that they should pay at market rate and is comfortable with a range of \$220,000 to \$260,000 in order to obtain qualified applicants and bringing it to market. He stated that he would like to have someone for the long term.

A motion was made by Vice Mayor Rose to start the salary range from \$220,000 to \$260,000, seconded by Mayor Danzinger. Vice Mayor Rose amended his motion to start the salary range from \$220,000 to \$265,000, Mayor Danzinger accepted the amendment.

Mayor Danzinger stated that you are paying the Acting Town Manager Gomez \$185,000 and you want a salary range higher for the new hirer.

Commissioner Landsman stated that if you are doing a salary range to start it at \$185,000 not \$220,000 and paying more does not mean that you are getting quality.

A motion was made by Vice Mayor Rose to extend the meeting 15 minutes until 11:45 p.m., seconded by Commissioner Landsman. The motion carried with a 5-0 vote.

Vice Mayor Rose believes they should not shortchange themselves by not paying them enough.

Commissioner Meischeid stated that they do need to be in the market and looked at the compensation study which shows \$222,000 to \$265,000 and they need to be in the market range.

The motion carried with a 3-2 vote with Commissioner Velasquez and Commissioner Landsman voting in opposition.

[Attachment A - Job Description.pdf](#)

[Attachment B - Town Manager Salary Survey.pdf](#)

[Attachment C -Town Manager Recruitment Flyer.pdf](#)

[Attachment D - Town Manager Recruitment Ranking Sheet to Short List.pdf](#)

[Attachment E - Ranking Summary Sheet.pdf](#)

[Attachment F- Town Manager Ranking Sheet Top Three Candidates.pdf](#)

[Attachment G - Ballot to Select the Town Manager.pdf](#)

9B. Seawall Height Requirements - Hector Gomez, Acting Town Manager

It is recommended that the Town Commission direct Town Staff to prepare an Ordinance setting a minimum seawall height for new construction based on the results of their research.

Acting Town Manager Gomez provided an overview of the item and stated that they need to update their seawall height.

Vice Mayor Rose asked if they are also talking about existing construction not new construction.

Acting Town Manager Gomez stated correct.

Mayor Danzinger opened the floor to public comment.

The following individuals from the public spoke:

Eliana Salzhauer

George Kousoulas

Mayor Danzinger closed the floor to public comment.

A motion was made by Vice Mayor Rose for the Town Planner and Town Attorney to come back with some recommendation as an ordinance on first reading next month, seconded by Commissioner Meischeid.

Vice Mayor Rose asked if there is a 5 year or 10 year plan and that should be added to their resiliency plan.

The motion carried with a 5-0 vote.

[Attachment A - Zoning Code References to Seawall Heights.docx](#)

10. Adjournment

A motion was made by Commissioner Landsman to adjourn the meeting without objection at 11:41 p.m., seconded by Vice Mayor Rose. The motion carried with a 5-0 vote.

Accepted this _____ day of _____, 2023.

Shlomo Danzinger, Mayor

Attest:

Sandra N. McCready, MPA, MMC
Town Clerk