



**Town of Surfside
Town Special Commission Meeting
MINUTES**

August 13, 2014

4:15 p.m.

**Town Hall Commission Chambers - 9293 Harding Ave, 2nd Floor
Surfside, FL 33154**

1. Opening

A. Call to Order

Mayor Dietch called the meeting to order at 4:18 P.M.

B. Roll Call of Members

Town Clerk Sandra Novoa called the roll with the following members present: Mayor Dietch, Vice Mayor Tourgeman, Commissioner Olchyk and Commissioner Cohen. Commissioner Karukin was absent.

C. Pledge of Allegiance

Chief Allen led the Pledge of Allegiance

Vice Mayor Tourgeman made a motion to allow Commissioner Karukin to participate via telephone conference. The motion received a second from Commissioner Olchyk and all voted in favor.

2. Town Manager Recruitment Discussion and Ranking –

Mayor Dietch thanked staff for their clear direction in this process and also thanked all applicants for expressing their interest in the town. The Mayor indicated that the Commission has learned a lot from the interviews and said they have a very difficult decision to make as they have had a pool of very good candidates.

The Mayor opened the meeting for comments.

Vice Mayor Tourgeman said he read every application and then the list was narrowed down to five. He believes the decision will not be easy as there are some very qualified applicants for consideration. He believes the Commission will make the right decision and select the right person who will help move the town forward and stay for years to come. He thanked the Commission and especially Commissioner Olchyk for insisting that they have due process and advertise the position. He said he personally has found this to be a tough decision. The Vice Mayor wanted to publicly thank Town Manager Crotty who was a great help to him in reviewing resumes, exchanging ideas and picking out strong and weak points.

Commissioner Olchyk also wanted to thank the Human Resources Director and said she was very happy that they did not have to spend a lot of money to get a pool of competent

candidates. She thanked the applicants for their interest in Surfside and said it was a pleasure meeting them.

Commissioner Cohen also thanked everyone and said he is fortunate that in his position as an attorney he has had experience in interviewing candidates for a job. He is ready with his rankings and hopes that whoever is selected is the most qualified and dedicated to move the town forward as well as stay for a long time.

Commissioner Karukin reiterated what has been said and thanked everyone. He especially thanked the Commission for allowing him to participate via telephone conference at this meeting. He agrees that there was a strong list of candidates.

Mayor Dietch said as well as strong qualifications he was assessing the fit of the candidate as to who will not only get us through today but the future as well. He then asked the Commission to fill out their ranking sheets, sign it, and give it to the town clerk. Scoring is based on ranking with rank 1 receiving 3 points, rank 2 receiving 2 points and rank 3 receiving 1 point. The Town Clerk tallied the sheets and announced the findings.

Town Clerk Sandra Novoa read the rankings as follows:

William Evans – 13 points
Julian DeLeon – 6 points
Jay Henry – 4 points
Colin Donnelly – 4 points
John Schneider – 1 point

William Evans was ranked number one and a contract will be negotiated with him. The Mayor asked the Commission if they wanted him to negotiate the contract. The salary range would be between \$140-\$155,000. Commissioner Karukin supports the Mayor in negotiating and agrees to begin with the low end of the salary and tie increases in with longevity as well as IPMA credentials. It was suggested some provision be included in the contract which would prevent a turnover and give more stability to the position. The Mayor said he would send the Commission a copy of the current Town Manager's contract for their review and suggestions. The Mayor will also get input from the labor attorney. The contract will go to the Commission today and the Mayor is asking for their input by end of week.

Commissioner Olchyk said she spoke to Mr. Evans and asked if he would be using this position as a stepping stone and then move on. Mr. Evans assured her that he would be here for the long run. The Commissioner also had concerns about his lack of educational credentials and asked if that would be a problem supervising staff with more educational background at least on paper. She also said she realizes his experience makes up for that but wants it to be considered as she is very education minded. She wanted to express that everyone should be treated equally with the same respect and not take sides because of one in higher authority.

Vice Mayor Tourgeman agrees with Commissioner Olchyk and said some of the other candidates did have more degrees than Mr. Evans. However he is very confident that Mr. Evans is the right person for the job. Although he does not possess the education that others may have he knows how to handle and communicate with people. The staff knows him and respects him and he hopes he will explore the possibility of higher education. He said he feels Mr. Evans will get things done and be responsive to the community.

Commissioner Karukin said that not having a degree was not the end all but people management skills are critical in this position. He further stated that Mr. Evans knows the staff, and the community and the issues. He is very happy he has been chosen.

Commissioner Cohen said he supports the selection of Mr. Evans and agrees that there were other candidates with educational degrees. However, the fact that Mr. Evans knows the community and staff is a huge benefit.

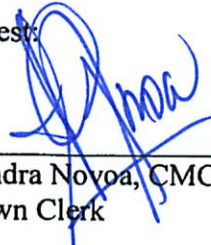
Public speaker Monica Grandeze said she also had a problem with the lack of educational degree from Mr. Evans and asked if any member of the Commission was related to or knows him as a personal friend. The answer from the Commission was no but they did know Mr. Evans when he was Public Works Director of Surfside.

3. Adjournment

There being no further business to come before the Commission, the meeting adjourned at 4:58 p.m.

Accepted this 9th day of September, 2014

Attest:



Sandra Novoa, CMC
Town Clerk



Daniel Dietch, Mayor