



Town of Surfside
Special Town Commission Meeting
MINUTES
April 27, 2022
6:00 PM
Commission Chambers

1. Opening

1.A Call to Order -

Mayor Danzinger called the meeting to order at 6:00 p.m. He reminded the public about the decorum statement.

1.B Roll Call of Members -

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

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

Also present were Town Manager Andrew Hyatt, Assistant Town Manager Jason Greene, and Town Attorney Lillian Arango.

1.C Pledge of Allegiance -

Police Chief Torres conducted the Pledge of Allegiance.

2. Mayor, Commission and Staff Communication

2.A First Amendment to Town Manager's Employment Agreement -
Shlomo Danzinger, Mayor

For the Commission to review and approve the Town Manager's Employment Agreement as amended by the Mayor and the Town Attorney.

Mayor Danzinger advised the public that there is a meeting that will be starting at 7:00 p.m. sharp and this meeting must finish by 6:45 p.m.

The following individual from the public spoke:

Carolyn Baumel stated that she is in agreement with giving the Town Manager an increase as well as the employees of the Town.

Mayor Danzinger explained the process of starting with a motion for purposes of discussion.

A motion was made by Vice Mayor Rose, seconded by Commissioner Landsman.

The following individuals from the public spoke:

Eliana Salzhauer stated that her comments are not personal and likes Town Manager Hyatt and he is doing a good job. Her objection is the noticing of the meeting, the time of the meeting, and how grossly out of whack the bump of the increase is as it compares to other municipalities.

Jeffrey Platt stated that this is not personal to Mr. Hyatt and stated that there is constant traffic issues, speeding and dogs pooping in Town. He spoke against the large increase being proposed.

Charles Burkett gave a perspective; he spoke regarding the good feeling of this Commission. He stated that they had at one point a great Town Manager and they lost him because of things that took place with the past Commission. The new manager came in with a very difficult commission and he still did a great job. He spoke regarding the great job he has done during COVID and the collapse. He stated that although the Town is small one still needs an experienced and qualified manager.

Diana Gonzalez stated that she disagrees with the salary increase for the amount of the increase. She agrees with a 3% salary increase retroactive and asked who did his evaluation and the evaluation and increase has always been made public.

Joshua Epstein stated that he has had a great experience with Mr. Hyatt and spoke regarding pay increases but is not in agreement with the large increase. He spoke prioritizing giving 5-7% increase to the Town employees.

Mayor Danzinger closed public comment.

Mayor Danzinger addressed the comments made by the public and stated that this is where they will discuss the item. He stated that they also pay taxes and explained the thought process of how they brought the item to the Commission. He stated that they looked at the market value and comparison to neighboring cities and there is a reason why 7 directors left the Town. He provided the comparison of similar municipalities and what they are trying to do is bringing this to market value. He spoke regarding the work he does and what takes place. He spoke regarding the survey and median salary.

Commissioner Landsman thanked the public for their input. He stated that due to Sunshine Laws in the State of Florida this is the only time they can speak. He spoke regarding the surprise of the number of the increase and spoke about considering alternatives. He stated that he has experience in human resources,

compensation, increases and hiring personnel. He stated that he cannot support \$230,000 but will support another number. He spoke regarding the fact that the Town Manager he was supposed to have a review after 6 months and then in a 1 year and that did not take place and he understands there were circumstances that did not allow this to happen and it was never addressed. He stated that this should have been addressed prior to this Commission being elected. He gave the numbers from our previous Town Manager.

Commissioner Velasquez commented on the statement made by Commissioner Landsman that the Town Manager was to receive a year increase not a 6-month increase.

Commissioner Landsman stated that he understands the challenges he worked through and agrees with an increase and he would like to negotiate with his fellow commissioners and if they are willing to go with a \$ 10,000 increase. He spoke regarding the hourly employees and they deserve good treatment and now they are getting a union together due to that. He would be comfortable with a yearly salary of \$180,000.

Commissioner Meischeid stated that the Town Manager has done a good job and spoke regarding his work during the collapse. She stated that this sharp increase is not something she would be comfortable with and suggested a salary increase of \$190,000.

Commissioner Velasquez stated that the Town Manager has done a good job and spoke regarding some projects taking too long and described the different projects that are still pending. She stated that he does deserve an increase in his salary and the proposed amount is extremely high and what will he be getting another increase next year. She agrees with what Commissioner Landsman and Commissioner Meischeid and maybe work in the middle to possibly \$185,000 she would be in agreement. She spoke regarding the 3% increase that the previous Town Manager would receive.

Vice Mayor Rose stated that he is supportive of the new contract based on market value. He stated that if he leaves tomorrow that is the amount they would be paying. He spoke regarding the department heads that left and the employee union being created. He stated that they need to move forward and the residents deserve quality and the employees of the Town need to be taken care of as well. He spoke regarding projects coming forward in the Town. He spoke regarding the grant writer and what they paid.

Assistant Town Manager Greene stated they budgeted \$18,000 and paid \$10,000.

Town Manager Hyatt stated that they also received \$2 million dollars from grants thanks to that grant writer.

Commissioner Veissner stated that he understood the changes he worked through and spoke with an increase and he would like to negotiate with his fellow commissioners and if they are willing to go with a \$10,000 increase. He spoke regarding the hourly employees and they deserve good treatment and how they are getting a raise. He would be comfortable with a yearly salary of \$160,000.

Commissioner Veissner commented on the statement made by Commissioner Landman that the Town Manager was to receive a year increase not a 6-month increase.

Commissioner Veissner stated that the Town Manager has done a good job and spoke regarding the work during the collapse. She stated that this sharp increase is not something she would be comfortable with and suggested a salary increase of \$180,000.

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Assistant Town Manager Greene stated they budgeted \$10,000 and bid \$10,000.

Town Manager Veissner stated that they received \$2 million dollars from grants looks to that grant water.

Vice Mayor Rose stated that if he leaves tomorrow, they will pay that amount for a new Town Manager. He spoke regarding losing employees. He stated that if he does not do a good job and they are not happy with him, they will look for another Town Manager and he will be gone. He stated he is supportive of the yearly salary of \$230,000.

Mayor Danzinger stated that he is looking at the market value of the position and they are compensated correctly.

Commissioner Landsman would support \$185,000.

Mayor Danzinger stated he took the average proposed and they are at \$203,000.

Commissioner Meischeid stated that she did her research and it is a high jump and that is why she came with a 15% increase and 5% with a bonus and retroactive to November 2021 and that would bring it from \$165,000 to \$190,000 and in November 2022 give another 15% to bring them closer to the mark. She feels this is too much of an initial jump.

Mayor Danzinger asked Town Attorney Arango regarding retroactive pay.

Town Attorney Arango stated that Florida Statutes does not permit retroactive pay to Town Managers.

Commissioner Meischeid stated that she would recommend what she stated minus the retroactive pay.

Commissioner Velasquez stated that she agrees with Commissioner Meischeid and in November 2022 they could do another evaluation and has no problem discussing it again for an additional increase. She would like to meet somewhere in the middle and \$185,000 would be a better number.

Vice Mayor Rose stated that he does not want to see people leave and that has been the pattern. He stated to Commissioner Meischeid that he understands where she is coming from and spoke regarding the dollar amount and percentage.

Mayor Danzinger asked for the Commission to be at ease.

Mayor Danzinger brought the meeting back to order.

Vice Mayor Rose stated that there is a big demand for qualified employees and the residents deserve top notch people and the residents expect quality and service. He spoke regarding the percentage being large and spoke regarding his concern with the market value. He stated that if he is not performing at his evaluation, they can then let him go. He stated that he is fine with moving forward with \$230,000. He stated that it should trickle down to the employees.

Commissioner Landsman stated that since he is the motion maker, he would like to call the vote.

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

A motion was made by Commissioner Landsman to amend the Town Manager's salary to \$185,000 a year and for the increase to be effective on May 1, 2022, seconded by Commissioner Velasquez.

Commissioner Landsman spoke regarding the increase and is not looking at market value. He stated that he does not believe the Town Manager will leave and would like to remain at \$185,000.

Vice Mayor Rose stated that is why they did the pay study and they are not within the market rate and that is why they lost department directors. He stated that is why they did the pay the study and stated he is fine with \$205,000 he would be supportive of that even though he still believes it is low.

Commissioner Velasquez asked what is the company that did the pay study and asked for the name of the employees that left the Town and how long they were employed. She stated that some of the individuals that left had retired.

Vice Mayor Rose provided the names of the employees that left.

Commissioner Landsman spoke regarding it not being appropriate with the amount of the increase.

Commissioner Meischeid believes that \$185,000 is appropriate.

Vice Mayor Rose spoke regarding the surrounding municipalities.

Town Manager Hyatt stated that he had no comment.

The motion carried with a 3-2 vote with Vice Mayor Rose and Mayor Danzinger voting in opposition.

[Town Manager salary survey _April 2022-b.pdf](#)

[Town Manager salary survey _April 2022.pdf](#)

[Reso Approve First Amendment to Employment Agreement with Town Manager.DOC](#)

[First Amendment to Employment Agreement - Town Manager Hyatt.DOC](#) [Employment Agreement-Town Manager - Andrew Hyatt.pdf](#)


3. Adjournment

A motion was made by Commissioner Velasquez to adjourn the meeting without objection at 7:01 p.m., seconded by Commissioner Landsman. The motion carried with a 5-0 vote.

Respectfully submitted,

Accepted this 10th day of May, 2022.

Attest:



Sandra McCreedy, MPA, MMC
Town Clerk



Shlomo Danzinger, Mayor