



Town of Surfside
Special Town Commission Meeting
MINUTES
June 24, 2014
6 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 6:02 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 Karukin and Commissioner Olchyk. Commissioner Cohen was absent.

C. Pledge of Allegiance

Human Resources Director Yamileth Slate-McCloud led the Pledge of Allegiance

Commissioner Cohen arrived at 6:04 p.m.

D. Discussion of Town Manager Transition Plan – Michael P. Crotty, Town Manager

Town Manager Crotty spoke regarding the transition plan and his letter of resignation to the Commission dated June 20, 2014. He went over the terms of his contract which provide for at least sixty (60) days notification and said he would be available for additional meetings going forward until such time or if the Commission desires a shorter period of time or if the Commission wishes to extend the time until a replacement is found. Town Manager Crotty said the Mayor has been in contact with Brett Schneider, Special Labor Council and has gone over the separation agreement. Manager Crotty said he would answer any questions the Commission may have regarding the separation agreement.

Commissioner Karukin made a motion to accept the resignation of Town Manager Crotty. The motion received a second from Commissioner Olchyk and all voted in favor.

Mayor Dietch expressed his appreciation for the service Manager Crotty has given to the community. Commissioner Cohen thanked Manager Crotty as being a wonderful guide for him in his newly appointed Commission seating. Commissioner Olchyk said she was very sorry that he was leaving as he has been a very good Manager, treated everyone fairly and in equal standing, was honest and has delivered the things he said he would for the town. She further indicated that she respected Manager

Crotty very highly, it was a pleasure working with him and wishes him well. Commissioner Tourgeman alluded to what Commissioner Olchyk said and added he hated to see him go and appreciated the time they have spent together and said he has done a fine job for the town. Commissioner Karukin reiterated all that was said and added that one of the characteristics Manager Crotty brought to the table was trust and the residents had seen that. Commissioner Karukin thanked him for his service to the town and wished him well.

Mayor Dietch went over some of the details of the separation agreement which were consistent with the Manager's contract and was suggesting that a payout in its entirety to include accrued vacation and sick time. The Mayor said when the Town Manager was hired there was a provision for financial support for relocation with the condition that if he left before two years it would have to be repaid. The Mayor does not feel that we need to recall the relocation expenses. The Mayor said in the separation agreement we would not invoke that provision. The Mayor said there was a confidentiality provision and non disparity agreement and the Town Manager has read the separation agreement and has agreed to it.

The Mayor asked the Commission if they had any questions and there were none and the Mayor asked for a motion.

Commissioner Karukin made a motion to accept the Separation Agreement. The motion received a second from Commissioner Olchyk and all voted in favor.

The Mayor then said we need a plan to move forward with the selection of a new Town Manager. He indicated there is a lot going on now in the town. The Mayor said there is an opportunity to consider someone who is well known to the Town and the Commission and that was former Public Works Director William Evans who left for professional advancement. The Mayor read some of Mr. Evans strengths and feels he has advanced even more in his qualifications for this job. The Mayor said he had been in contact with Mr. Evans and Mr. Evans would accept the position of Town Manager.

Commissioner Karukin concurred with the Mayor and thought Mr. Evans is totally the right person for the job and would like to bring him back to the town and is ready to make a motion.

Vice Mayor Tourgeman disagreed and felt we need to go through the public process as it needs to be transparent and would like to interview candidates.

Commissioner Olchyk said she very much likes Mr. Evans and has worked with him previously when he was Public Works Director. However, Commissioner Olchyk finds it very offensive that the Commission was not notified first that there was someone to be considered and that an offer was made and accepted. She strongly said that as a matter of principle and as a Commissioner she does not like to be presented with a fete de compli that someone has been contacted and offered the position with some members of the Commission having no voice in it. Because this was done in

this manner Commissioner Olchyk objects at this time. She would like to have a local search and find the best candidate.

Commissioner Cohen spoke and said he was sure the Mayor and Commissioner Karukin feel that Mr. Evans is highly qualified and having no knowledge of the candidate would go with the recommendation of the Mayor. However, he feels that we owe it to our constituencies to have a search and go through the process. He further stated that he has a vision of a town manager who would take the town of Surfside to the next level and would like to review resumes and interview candidates to assure we have found the right one. He concurs with Commissioner Olchyk that we should not make this a very costly process and advertise locally and perhaps through the Town Managers Association.

The Mayor responded to the Commission by stating that he never intended to offend anyone or deny them their rights and responsibilities as elected officials as that would be the furthest thing from his mind. He said that he sees that we are in a crisis because there is so much going on in the town and there are many challenges that have been going on for many months and challenges that come in every day. He presented the candidate as an option not as a fete de compli and he is not adverse to a public process. He further stated that he has always fought for transparency and honesty as that is what he stands for. He presented this option because he knows of Mr. Evans capabilities and felt this was an attractive consideration. However, if the Commission feels otherwise he will go along with their decision.

Vice Mayor Tourgeman said he has reservations about the issue as he came to the meeting, read a memo and someone was ready to make a motion to accept the candidate in question. He feels that this is not due process and agrees with Commissioner Olchyk and Commissioner Cohen. He said he has no negativity toward Mr. Evans but feels we owe ourselves due process and to interview candidates so we can compare.

Commissioner Karukin made it clear that he was the one who called Mr. Evans without consulting anyone when he heard that Manager Crotty was resigning. He felt that Mr. Evans would be perfect for the job. He called Mr. Evans and asked if he would be interested if his name was put in the hat as a candidate and Mr. Evans replied yes. That was the end of the conversation and things proceeded from there. He said this was not the Mayor's initiative. He feels that Mr. Evans is a perfect fit for the town.

Commissioner Cohen said he understands the positions of the Mayor and Commissioner Karukin but also that Manager Crotty indicated he would be there for the town through the transition period and is not jumping ship. Since he has no knowledge of Mr. Evans and never interviewed him he cannot vote either way at this time. One of the concerns he has is that Mr. Evans has been with Sunny Isles for only two years and is willing to leave for a better opportunity in such a short period of time and if that would happen again in Surfside and although this may not happen he would like to get someone who is in for a longer haul.

The Mayor asked the Commission what process they should like to follow. Commissioner Olchyk suggested we let Human Resources utilize all free avenues available for advertising the position and consult with Town Manager Crotty for organizations he is familiar with.

Human Resources Director Yamileth Slate-McCloud presented a chart showing the recruitment process. Director McCloud said in order to go forward she needs approval from the Commission as to the job description, salary and a cutoff date for acceptance of applications and who will review the applications to create a short list. These items should be finalized by the July 8th Commission Meeting. Director McCloud listed the publications where they would advertise the position and if there was a fee. Director McCloud detailed more of the process after applications are received. The Town Commission agreed to utilize the same job description, salary range and requirements used in the previous Town Manager's recruitment.

Commissioner Karukin feels that this process is too long and burdensome when we have an ideal candidate at our doorstep.

Commissioner Cohen said there is no reason why they cannot interview Mr. Evans now but still accept applications and interview others so they are sure they have the right candidate. He suggested we shorten some of the time frames on items and make a decision tonight to at least get the advertising out as he feels we will have a good response.

After some discussion it was agreed that as part of the criteria to create a short list, the applicant should have South Florida experience and that Manager Crotty be involved in the selection process. Mayor Dietch suggested that staff narrow the list to ten applicants and the Commission then narrow it down to five applicants.

Manager Crotty presented some options to move things up and said advertising could go out in July with applications coming in as soon as three weeks and the selection process could be done as early as August. The Commission agreed to this timeframe.

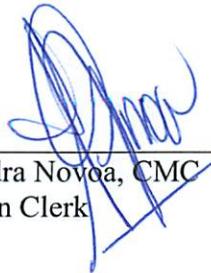
2. Adjournment

There being no further business to come before the Commission, the meeting adjourned at 6:52p.m.

Accepted this 8th day of July, 2014


Daniel Dietch, Mayor

Attest:



Sandra Novoa, CMC
Town Clerk