



**ISLAMORADA, VILLAGE OF ISLANDS
SPECIAL CALL VILLAGE COUNCIL MEETING**

**Founders Park Community Center
87000 Overseas Hwy
Islamorada, FL 33036
Friday, September 27, 2013
3:00 PM**

I. CALL TO ORDER / ROLL CALL

Mayor Ken Philipson called the meeting to order at 3:00 pm. The following Village Council members were present on roll call: Mayor Philipson, Vice Mayor Ted Blackburn, Councilman Mike Forster, Councilwoman Deb Gillis and Councilman Dave Purdo. Also in attendance were Village Manager Ed Koconis, Village Attorney Nina Boniske, Village Clerk Ariana Lawson, Human Resources Manager Kelly Toth, Finance Director Maria Aguilar and all other appropriate personnel.

II. PLEDGE OF ALLEGIANCE

Public Works and Parks & Recreation Director John Sutter led the Pledge of Allegiance.

III. AGENDA: Request for Deletion / Emergency Additions

There were no emergency additions to or deletions from the agenda.

IV. DISCUSSION REGARDING RECOMMENDED CANDIDATES

Mayor Ken Philipson explained that the purpose of the Special Call Village Council Meeting was for the selection of an in-house Village Attorney to replace the currently contracted law firm Weiss Serota Helfman Pastoriza Cole & Boniske, P.L.

- | | |
|-------------------------------|--------------|
| A. L. Roland Blossom | TAB 1 |
| B. Ralf Brooks | TAB 2 |
| C. Roget Bryan | TAB 3 |
| D. David Migut | TAB 4 |
| E. Gabrielle Radcliffe | TAB 5 |

*Minutes of
Special Call Village Council Meeting
September 27, 2013*

V. SELECTION OF CANDIDATES TO INTERVIEW

Council individually scored the five (5) Village Attorney candidates recommended to them by the Ad Hoc Village Attorney Recommendation Committee, in order from 1 (top ranked choice) to 5 (lowest ranked choice). Village Clerk Ariana Lawson and Human Resources Manager Kelly Toth tabulated the scores. The final overall ranking, in order from 1 to 5 was as follows: 1) David Migut; 2) Roget Bryan; 3) Gabrielle Radcliffe; 4) L. Roland Blossom; and 5) Ralph Brooks.

VI. DISCUSSION REGARDING INTERVIEW PROCEDURES

A. Key Interview Questions with Weighted Scoring Guidelines

TAB 6

VII. INTERVIEWS OF SELECTED VILLAGE ATTORNEY CANDIDATES

Council requested the top two (2) candidates address Council in alphabetical order to explain why they should be considered for the position of Village Attorney. Second-ranked candidate Roget Bryan delivered a presentation to Council, followed by first-ranked candidate David Migut.

VIII. PUBLIC COMMENT

Mayor Ken Philipson called for public comment. Cheryl Culberson encouraged Council to consider each candidate's professional background.

IX. DISCUSSION AND/OR ACTION ON NEXT STEPS

Mayor Ken Philipson and Councilman Dave Purdo selected David Migut as their top-ranked candidate. Vice Mayor Ted Blackburn, Councilman Mike Forster and Councilwoman Deb Gillis selected Roget Bryan as their top-ranked candidate. Following additional discussion, Mayor Ken Philipson chose to change his top-ranked candidate to Mr. Bryan.

Mr. Migut addressed Council. Village Attorney Nina Boniske confirmed that the Village Charter only requires a 3-2 vote for the candidate selection, but reminded Council of their self-imposed decision to require a super majority vote for selection of the new Village Attorney at the previous Village Council Workshop. Councilwoman Gillis spoke in favor of a super majority vote.

Mayor Philipson made a motion to offer the Village Attorney position to the second-ranked candidate in the event that negotiations with the first-ranked candidate are unsuccessful. Councilman Mike Forster seconded the vote. Council voted and the motion passed 4-1, with Councilwoman Gillis dissenting.

Councilwoman Deb Gillis made a motion to offer the position of Village Attorney to Roget Bryan. Councilman Mike Forster seconded the motion. Council voted and the motion passed 5-0.

X. MAYOR / COUNCIL COMMUNICATIONS

Mayor Ken Philipson initiated discussion of position benefits, recommending a \$140,000 salary, medical benefits, a 401K plan, relocation expenses, and a 20-week severance package for termination without cause. Mayor Philipson also recommended termination require a super majority by the Council. Village Attorney Nina Boniske advised against requiring a supermajority vote for termination, stating that it would bind future Councils and conflict with the Village's Charter. Council discussion ensued regarding

the contract term and severance package. Ms. Boniske advised Council that establishing a term would allow for a staggered severance package and that without a specified term the entire severance amount allowable under law would be authorized.

Mayor Philipson called for public comment. David Giardino encouraged Council to consider a staggered severance package and lower salary during the initial 90-day period. Mayor Philipson closed public comment.

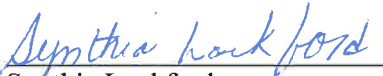
Council agreed that Mayor Philipson and Village Manager Ed Koconis shall pursue negotiations with Roget Bryan and bring a contract back to Council for approval at the October 10, 2013 Regular Village Council Meeting.

XI. VILLAGE ATTORNEY / VILLAGE MANAGER COMMUNICATIONS

There were no additional Village Attorney or Village Manager communications.

XII. ADJOURNMENT

Councilman Dave Purdo offered a motion to adjourn. Vice Mayor Ted Blackburn seconded the motion. The meeting adjourned at 4:29 pm.


Synthia Lankford
Village Clerk

Approved by the Village Council this 13th day of March, 2014.