



VILLAGE COUNCIL REGULAR MEETING MINUTES

Village Hall - Council Chambers

226 Cypress Lane | Palm Springs, FL 33461

Wednesday, September 29, 2021, at 6:00 PM

COUNCIL

Mayor Beverly Smith

Vice Mayor Gary Ready

Mayor Pro Tem Doug Gunther

Council Member Joni Brinkman

Council Member Patti Waller

ADMINISTRATION

Village Manager Richard Reade

Village Attorney Glen Torcivia

Village Clerk Kimberly Wynn

1. CALL TO ORDER

Mayor Smith called the Special Meeting to order at 6:08 PM.

2. ROLL CALL

Present: Mayor Beverly Smith, Vice-Mayor Gary Ready, Mayor Pro Tem Douglas Gunther, Council Member Joni Brinkman, and Council Member Patti Waller

Absent: None

Also Present: Village Attorney Glen Torcivia, Village Clerk Kimberly Wynn, Assistant Village Manager Kim Glas-Castro, Director of Planning, Building & Zoning, Iramis Cabrera and Director of Parks and Recreation Justin Lucas

2. PUBLIC COMMENT

Mayor Smith offered the public an opportunity to comment.

a. **Mr. Brent Morgan - 3965 Bellevue Avenue** - Mr. Morgan commented on the availability of Mr. Reade's resignation letter and severance package. Village Attorney Torcivia advised Mr. Morgan that the information is available in the Clerk's Office. Mr. Morgan questioned when the resignation took place, he did not see an item on the last Council meeting, or an amended agenda. Mayor Smith stated that the revised agenda with the additional item will be available online.

3. ADDITIONS, DELETIONS, OR MODIFICATIONS, AND APPROVAL OF AGENDA

Mayor Smith requested the following additions and revisions to the agenda. She requested that Item 4.2., Discussion Regarding Assignment of Duties of Interim Village Manager gets moved as the first item followed by 4.1. Add Item 4.3., Motion to Authorize and Allow the Finance Department to Use the Existing or Remaining Signatures on the Plate (Check) for payroll until a new one is obtained. Add Item 4.4., Approval to Schedule a Special Meeting to ratify the SEIU Collective Bargaining Agreement.

Council Member Waller made a motion to approve the Agenda as Revised, seconded by Vice- Mayor Ready. The motion carries 5-0

4. ORDER OF BUSINESS

4.1 Provide Direction for Recruiting Village Manager

- Letter from the Village Attorney to the Mayor and Council

Mayor Smith introduced this item. She mentioned it would be difficult to hire an Interim Village Manager during the holidays. Then she asked Village Attorney Torcivia to discuss the item further.

The Village Attorney, Mr. Torcivia, advised the timeframe to hire a manager is generally 4-6 months. He said there were several ways to hire a Village Manager. They could have HR conduct an internal search or hire a consulting firm. He provided the Council with a condensed copy of the former Village Manager's contract. Further discussion about benefits and salary was discussed. Reference to severance pay was removed since the position is temporary. They said that he gave the slim down version of Mr. Reade's agreement. He suggested the use of the League of Cities' Managers in Transit (MIT). He provided the Council with a list of names and said he reached out to many of them. Village Attorney Torcivia said he spoke to Mr. David Harden about being Interim Village Manager. Mr. Harden was not interested in being an Interim Village Manager full-time. He would consider a very short time period (2-3 weeks) part-time to sign.

Council Member Brinkman stated that she inquired about Mr. Harden sitting as Interim Village Manager because of the stability he would bring. Mayor Smith noted that most of the Managers on the list were not from Palm Beach County. She talked about her concerns and the importance to create a stable work environment. It is critical at this time, especially with the Director of Public Utilities and Assistant Director of Public Utilities position vacant. She suggested Michael Bornstein since he was from Lantana and the City of Lake Worth Beach. Both cities are responsible for utilities area, so he has knowledge. He is interested in short-term only. (3-6 months) while the Village conducts their search for a

Manager. He has Community Redevelopment Agency (CRA) experience. He is also experienced with the County.

Vice Mayor Ready asked if Assistant Village Manager Glas-Castro would be more accessible to do her duties by hiring Mr. Bornstein as Interim Village Manager. Mayor Smith stated that Mr. Bornstein is very experienced in the business.

Mr. Bornstein is looking for something short-term (4-6 months), while the Village searches for a permanent Village Manager.

Vice-Mayor Ready asked if this would free up Assistant Village Manager Glas-Castro to do her other duties. The Council discussed Assistant Village Manager Glas-Castro's workload and if there would be a change in her responsibilities. Mayor Smith explained that Mr. Bornstein had managerial experience, CRA experience, ties to the County as well as other Managers so additional duties would not be expected of Assistant Village Manager Glas-Castro. They spoke of the importance of stability and getting support for Assistant Village Manager Glas-Castro. Council Member Brinkman asked if a Public Service Director would be hired by the Interim Village Manager. Mayor Smith discussed the vacant Director of Public Service and Assistant Director of Service positions, and the importance to have them filled. Assistant Village Manager Glas-Castro spoke on the status of the candidates for Council ensued in further discussion. The Council asked about Mr. Bornstein hiring Department Heads. Mayor Pro Tem Gunther does not agree with the Interim Village Manager hiring a Department Head. He thinks we should look at the list of people.

The Village Council discussed the terms of the Employment Agreement and decided upon ten (10) hours of Administrative Leave Time; 2.5 days per pay period of PLT annually, compensation of \$180,000.00 for the period of time. Mayor Pro Tem Gunther and Council Member Brinkman suggested \$175,000.00

starting. The Council discussed Florida Retirement System (FRS) participation and whether temporary employees were required to participate. Assistant Village Manager Glas- Castro confirmed that employees are required to join (regardless of if they're part-time, full time or contingent). The Council agreed that Interim Village Manager would receive car insurance if applicable and a Village cell phone. Approval to pay association dues would be at the discretion of the Council. Travel is approved; however, expenses are to get reimbursed. They would like to have him start as soon as possible.

Vice Mayor Ready made a motion to approve an Agreement to seek Mr. Bornstein as Interim Village Manager not to exceed six (6) months. It was seconded by Council Member Waller. The motion carried 5-0.

4.2 ***(Moved to Item 4.1)*** Discussion Regarding Assignment of Duties of Interim Village Manager

- Letter from Village Attorney to Mayor and Council About Dual Office Holding

The Village Attorney, Mr. Torcivia discussed the item. He explained that the Assistant Village Manager, Assistant Village Manager Glas-Castro, and the Police Chief, Tom Ceccarelli, were unable to be Interim Village Manager because serving a dual office is prohibited in Florida. He explained there are some duties she can do; however, there are duties that fall under sovereign powers such as signing checks, hiring, and firing employees. Mr. Torcivia discussed authorizing purchase orders and signature plates or checks. The Police Chief is also unable to be Interim since he is considered an Office under the Constitution. He explained some of the problems involved with holding a dual office. He offered the alternative for the Council to meet on a more frequent basis, purchase orders, and requisitions get placed on the Consent Agenda to authorize the Mayor or Vice-Mayor to sign them until the Interim Village Manager is found.

Mayor Pro Tem Gunther wanted to know who was currently authorized to sign purchased orders. Mayor Smith explained that Department Heads can sign up to \$5,000 and the Village Manager can sign up to \$25,000. She said that there is a list of purchase orders (additional backup provided at the meeting). There is a request to approve the purchase orders to reopen them on October 1, 2021.

Mayor Smith mentioned that there is no one able to sign emergency purchase orders or individual checks according to our Village Charter.

Council Member Brinkman asked if the list of purchase orders presented was. Assistant Village Manager Glas-Castro explained that many of the POs were approved at a previous Council Meeting. Council Member Waller asked if Mayor Smith could sign the purchase orders.

Council made two motions:

The First motion was made by Vice Mayor Ready to have Mayor Smith sign purchase orders until the Interim Village Manager begins, seconded by Council Member Waller. The motion carries 5-0.

The Second Motion was made by Mayor Pro Tem Gunther to approve continuing to use the current Village Manager and the Mayor's signature plate to write checks and payroll until the Interim Village Manager is announced. It was seconded by Council Member Brinkman. The motion carried 5-0.

Council Member Brinkman suggested that Emergency Authorizations get handled under an Emergency Meeting (current practice).

Employee raises and disciplinary notices were discussed. Mayor Pro Tem Gunther asked if the duties would fall under the Interim Village Manager. At this

point, the Council decided to discuss the direction of an Interim Village Manager (Item 4.1)

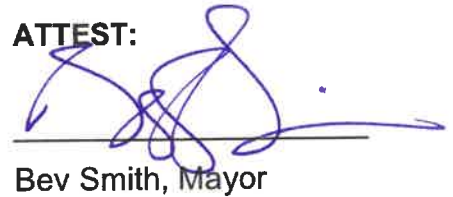
It was suggested that an appointment to the General Employees' Pension Board get discussed at the Special Meeting after an Interim Village Manager is approved.

Mayor Smith also requested an additional item on October 7, 2021, Special Meeting Agenda to approve ratification of the SEIU (and possibly PBA) Collective Bargaining Agreements.

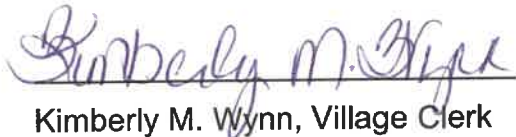
5. ADJOURNMENT

Hearing no further business, Mayor Smith adjourned the meeting at 6:52 PM.

ATTEST:


Bev Smith, Mayor

The undersigned is the Village Clerk of Palm Springs, Florida, and the information provided herein is the Minutes of the Special Meeting held on **September 29, 2021**. Which minutes were formally approved and adopted by the Village Council on **December 9, 2021**.


Kimberly M. Wynn, Village Clerk

If a person decides to appeal any decision made by this Council with respect to any matter considered at this meeting, he will need a record of the proceeding, and that for such purpose he may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. Persons

who need accommodation in order to attend or participate in this meeting should contact the Village Clerk at (561) 965-4010 at least 3 business days prior to the meeting in order to request such assistance

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