

INDIAN SHORES

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TOWN COUNCIL WORKSHOP MINUTES TUESDAY, FEBRUARY 8, 2022, BEGAN AT 3:01 P.M. INDIAN SHORES MUNICIPAL CENTER, 4TH FLOOR

The Town Council Meeting convened at 3:01 P.M.

Those present: Mayor Patrick C. Soranno, Vice Mayor Mike Hackerson, Councilor Mike Petruccelli, Councilor Diantha Schear, Councilor Bill Smith, and Town Attorney Regina Kardash.

Also present: Town Administrator Bonnie Dhonau, Town Clerk Freddie Lozano, Police Chief Rick Swann, Police Captain Glen Smith, Building Official Brian Rusu, Interim Town Engineer Jerry Dabkowski, John Daly of Creative Insights, Labor Attorney Sacha Dyson of GrayRobinson, P.A., and Dr. Candiss Rinker.

Those absent: Director of Finance and Personnel Susan Scrogham

ITEM # AGENDA ITEM

1.0 Consideration of approving the Town Council Workshop agenda for February 8, 2022.

Mayor Soranno opened the workshop with a written statement regarding Resolution 04-2022 to appoint Vice Mayor Hackerson as the point of contact for legal matters. He felt that it was not appropriate and goes against the Town's Charter.

Vice Mayor Hackerson disclosed that he initiated the proposed resolution. He responded to Mayor Soranno's statements with his own written statements regarding a lack of communication on legal town matters. Through conversations, he hopes they can work together to resolve the issues.

3:16 P.M. – Ms. Dhonau left the meeting to retrieve her notes from her office to respond to Vice Mayor Hackerson's statements.

Patrick C. Soranno
Mayor

Mike Hackerson
Vice Mayor

Diantha Schear
Councilor

Michael (Mike) Petruccelli
Councilor

William F. (Bill) Smith
Councilor

Bonnie Dhonau
Town Administrator

Richard (Rick) Swann
Chief of Police

Susan L. Scrogham
Director of Finance
and Personnel

Freddie G. Lozano
Town Clerk

Regina Kardash, Esq.
Town Attorney

Mayor Soranno proceeded with the meeting until Ms. Dhonau returned. He amended the agenda by adding 1.0A Public Hearing of Resolution 04-2022.

Motion by **Vice Mayor Hackerson** – seconded by **Councilor Petruccelli** to approve the Town Council Workshop agenda for February 8, 2022, as amended. **All Ayes. Motion carried 5-0.**

2.0 Comments from the public on any agenda item.

Dr. Rinker, 19340 Gulf Blvd., commented on the salary survey. There are now three versions that made her question its validity and methodology as there are no addendums explaining the changes included in the results. Her objective is to ensure that the Town staff is paid fairly and competitively.

3:21 P.M. – Ms. Dhonau returned to the meeting with her notes and responded to Vice Mayor Hackerson’s statements.

Attorney Kardash responded with a list of items that she felt should have been brought to her as the counsel for the Town. She clarified that the proposed resolution to appoint Vice Mayor Hackerson as the point of contact for legal matters is to ensure that the Town is providing her the information that she needs to give the Town competent legal advice.

Attorney Dyson’s presence at this meeting was questioned. She replied that she is retained by the Town to provide labor and employment services.

3.0 Discussion on Salary Survey results.

Mr. Daly presented his Salary Survey findings based on data collected from similarly sized municipalities. He touched on the Town’s job positions to show which are above or below the LLM and overall market average.

He explained that the minor changes to the results were due to a change to the salary of an employee from one of the cities.

A lengthy discussion ensued on the questionable results, methodology used, and the reasons for the three salary survey versions.

Mr. Daly stated that the data was not manipulated, and he was not pressured to change the data to favor one position over another.

Councilor Petruccelli recommended tabling the results for further discussion.

Consensus was reached by the Council to table the salary survey results.

Chief Swann and Captain Smith were not given the opportunity to meet with Mr. Daly to discuss his findings even after several requests. Chief Swann and Captain Smith had issues with some of the findings based on the demographics and criteria used. He felt that the results did not accurately represent them.

The Workshop ran long. The remaining agenda items below will be addressed at a future meeting.

- 4.0 Discussion on Auditor Selection Committee resolution.**
- 5.0 Discussion on Town Attorney proposal.**
- 6.0 Discussion on Indian Shores Holiday Boat Parade.**
- 7.0 Discussion on Memorial Day Picnic.**
- 8.0 Citizens' comments on any subject.**
- 9.0 Council members' comments on any subject.**
- 10.0 Workshop adjournment. 5:09 P.M.**



Freddie Lozano
Town Clerk