



**Agenda**  
**McIntosh Town Council Special Meeting,**  
**Community Center 5835 Avenue F**  
**August 28, 2023, at 7:00 pm**

*\*\*Notice to Meeting Attendee\*\**  
*As a courtesy to others, please ensure cell phones are turned off during the meeting.*  
*Welcome to the Town of McIntosh Town Council meeting.*

**CALL TO ORDER**

**INVOCATION AND PLEDGE**

**ROLL CALL**

President Ciotti	P
Vice President Mullikin	P
Councillor Jones	P
Councilor Naworensky	P
Councillor Sindledecker	P
Mayor Roddy	P

**I. CITIZEN COMMENT**

*All persons wishing to address the Town Council will be asked to limit their comments to the specific subject being addressed. Individuals may sign up in advance by calling the Town Office prior to the meeting and will be allowed 5 minutes to speak. Anyone who attends the meeting and did not sign up in advance will be allowed 2 minutes to speak. In order to foster mutual respect between the Town Council and the public, it is requested that comments are directed at specific issues rather than personal comments directed toward Board members or staff. Please note that if a person desires to appeal any decision made to any matter considered at the above meeting, that person may need to ensure that a verbatim record of the proceeding is made, which record includes the testimony and evidence on which the appeal is to be based.*

**II. ITEMS FOR CONSIDERATION – TOWN MANAGER**

1. Budget Salary Worksheet  
**President Ciotti** presented the worksheet.

**VP Mullikin** motioned to consider discussing the budget salary worksheet 2<sup>nd</sup> **Cllr Jones** for discussion.

**TM Gonzalez** Presented the 5 Benefits available for employees.

**President Ciotti** suggested offering Lynda all the benefits. David has left, and we have a candidate that we will discuss. Starting salary of 35k for the first 90 Days and then a possible raise and benefits after the 90 days.

**Cllr Jones-** What does that come to hourly?

**President Ciotti-** \$16.50

**President Ciotti-** For Jessi- I was originally going to pay her \$50K but the previous president negotiated down to \$43,500. I would like to give her a 10% raise to get her closer to, not above, not even in range of public employees with administrative duties, let alone her other duties with the town, she is underpaid. The next smallest town in Florida, their clerk is \$66K and their population is 500. Jessi being a college graduate, pre-law, we have seen what she can do, though she needs improvement as we all do. The root of a good Town Manager is here, and we don't want to lose another.

**Cllr Jones-** We haven't completed her evaluation yet; how can we vote?

**Cllr Sindledecker-** Her contract needs to be changed so that the evaluation comes before the budget. We have all had the opportunity to put in our 2 cents for the evaluation, so we have a sense of what we think, and we had a year to think about it.

**Cllr Jones, Naworensky & Mullikin-** Stated they have not finished their forms yet.

**VP Mullikin-** The only issue that has been brought up by residents is that the office is closed for lunch. If they could stagger lunches so the office is not closed, that would be good.

**President Ciotti-** There have also been requests that the office be open until 6 one day a week.

**Cllr Sindledecker-** What business cannot be done by phone, email, or otherwise these days?

**President Ciotti-** Asked TM Gonzalez how these numbers fit into our budget.

**TM Gonzalez-** Explained the worksheet.

**Cllr Sindledecker-** There is \$50k put into reserves but is concerned that is not enough with the comprehensive plan coming up. The comprehensive plan is \$40k, water lines, mapping, and several other projects. What is the appropriate way to go about using the money we have in the bank if we need to go over the \$50k? Do we do a budget amendment?

**President Ciotti-** Explained the process.

**Cllr Naworensky-** Looking at Jessi's salary increase, on the surface 10% seems alarming, but we are advancing along, and it is quite concerning to hear that our town is so far behind the norm in salaries.

**President Ciotti-** It is disturbing.

**Cllr Sindledecker-** I believe we underpaid Jeannie, so this is the right direction.

**Don Medeiros-** Asked about David's Salary

**Dennis Devore-** Asked about the charter provision for pensions.

**President Ciotti-** Yes, 5.75% was passed in an ordinance.

**Janice Strange-** What should the salary be for administrative that was stated previously?

**President Ciotti-** Proposing a 10% increase.

**Janice Strange-** The office is not open for 40 hours, were those other offices open for 5 days?

**Cllr Sindledecker-** There is work that happens on Fridays and when the office is closed, at night, and other times, she is a full-time employee. We do not have enough employees to open the office 5 days a week.

**Charles Gates-** We are blessed to have money in the bank. Now is the time when we need to face our financial responsibilities for our employees. We had 3 great employees last week, David had outstanding qualities, and we lost that. Lynda is a great addition, and Jessi is well-trained and very lucky to have them. Applauds council for working for nothing, but this is her business, her position is 24 hours a day.

**Cllr Sindledecker-** Yes, she carries the town cell phone with her and answers it.

David was out until 10 p.m. the other night working in waste deep water, and before that worked on

overcoming the heat. This may not be a two-man job, but at certain times of the year, we should look at hiring to help with the mowing when it is needed.

**Cllr Sindledecker** motioned to accept the budget salary worksheet as presented **2<sup>nd</sup> VP Mullikin**

*Motion passed 4-1 Cllr Jones opposed.*

2. Pending Litigation

**Attn Corbett-** Does the council want to accept the offer, counter, or reject the offer made and move forward with litigation?

**Cllr Jones** motioned to consider the pending litigation and the options for the Jones shed, **2<sup>nd</sup> Cllr Sindledecker**

**VP Mullikin-** The plat has not changed, so the front of the house is still at 441.

**Cllr Jones-** Went and looked at the property and the area. Would like to stick with the original denial. If they are going to demolish the building that sits directly behind where they wanted to put it, why it can't go there? It sets a dangerous precedent, not in agreement with the proposed settlement.

**Cllr Naworensky-** We should defend our historic district and let a judge decide.

**VP Mullikin-** In agreement to let the judge decide and protect our historic district. Other residents have also asked to consider this.

**Cllr Sindledecker-** Defending our code is simplistic, there were missed steps on both sides. Still concerned with the placement of the shed. It should be appropriately placed to historic COA standards. We should continue on towards trial.

**President Ciotti-** Could go either way on this. We want to enforce our codes, but we had a new town manager, and the code says that if we mess up they will get the permit.

**Cllr Sindledecker-** It wasn't an easy decision but think we should let a judge decide.

**Cllr Jones-** There was a combination of errors on both sides, but it started with an incomplete and invalid application to the committee setting the stage.

**President Ciotti-** Let the judge decide.

**Mayor Roddy-** The Council's decision is the council's decision, it is costing the town money and would like to see it end as fast as possible.

*Further comments from the audience about possible counter offers.*

**Cllr Sindledecker-** We have tried.

**Don Medeiros-** What is the level of confidence for this case?

**Attn Corbett-** If we go to trial I will do everything in my power to defend the town and try to get the judge to see our side.

**Dennis Devore-** Commended council for listening to their residents.

**Cllr Sindledecker-** Leading by consensus is not leadership, and while I appreciate how some town members feel about it, that is not why I made my vote. I made it solely on a lot of research and time spent to deeply understand the issues, not just, not liking where it was or the look of the shed. I looked at all of the complexities, the missteps on both parts, and how much it costs. While I really appreciate the input, that isn't why I made my decision.

**Cllr Jones** motioned to reject the proposed settlement offer and to continue toward litigation **2<sup>nd</sup> Cllr Sindledecker**

*Motion Passed Unanimously*

3. Contract Renewal for Town Manager

**Cllr Sindledecker-** The evaluation should come before the contract so it can be part of the budget process. If it is done by July 1<sup>st</sup> changes can be included in the budget.

**Cllr Jones-** Why wouldn't the contract start at the same time as our fiscal year does?

**Cllr Sindledecker-** Agrees

**VP Naworensky-** Agrees

**President Ciotti-** The Changes will be put into the contract and start October 1<sup>st</sup>. Salary is increased to \$47,950; the evaluation will be changed to be done by July 1<sup>st</sup>.

**Holger Giese-** As manager for Sportsman's Cove, Jessi, I like how we work together. As a resident, I am still not happy. Meetings are not posted within 72 hours on the website. You may be available 24/7 but someone that works Monday-Friday has no chance to go to the town office. Some things are not available to do on the website, the tree permit, and you can't pay bills with a credit card. One day a week the office should be open until 6.

**Cllr Jones** motioned to approve the Town Manager's employment agreement with the changes made to the salary and the July 1<sup>st</sup> evaluation date **2<sup>nd</sup> Cllr Sindledecker**

*Motion Passed Unanimously*

4. Public Works Technician

**President Ciotti-** Presented a description of the candidate for the Public Works Technician

**Cllr Naworensky-** Asked if we have considered a background check.

**President Ciotti-** Yes, background check and drug test.

**Mayor Roddy-** Please be patient in the meantime before he starts with the maintenance and repairs.

5. Storm Preparation

**TM Gonzalez-** A new list will be put out for storm preparation on the website and boards.

Provided a brief description of what will be on the list.

*Discussion on sandbags*

III. **MANAGER COMMENTS**

**TM Gonzalez-** The garbage company said they are still picking up on Wednesday, if anything changes, we will send out a public alert.

IV. **MAYOR COMMENTS**

V. **ATTORNEY COMMENTS**

VI. **COUNCIL COMMENTS**

**President Ciotti-** The cable company's bringing tucks from Middle Brook and asked if they could park a few tucks at Wayside Park. He told them it was okay (no objections from council).

**Cllr Jones-** Jessi we need to get flags, benches, and trash cans from the park.

VII. **CITIZEN COMMENT**

*Meeting adjourned at 8:10 p.m.*