



**Minutes
Town of Lake Park, Florida
Emergency Commission Meeting
Wednesday, June 27, 2012 7:00 p.m.
Town Commission Chamber, 535 Park Avenue**

The Town Commission met for the purpose of a Emergency Commission Meeting on Wednesday, June 27, 2012 at 7:00 p.m. Present were Mayor James DuBois, Vice-Mayor Kendall Rumsey, Commissioners Steven Hockman and Tim Stevens, Interim Town Manager Jamie Titcomb, Town Attorney Thomas Baird, and Town Clerk Vivian Lemley. Commissioner Jeannine Longtin was absent.

Mayor DuBois led the Pledge of Allegiance. Town Clerk Vivian Lemley performed the Roll Call.

Mayor DuBois stated that an e-mail was received from Commissioner Longtin stating that she had a work schedule conflict.

DISCUSSION AND POSSIBLE ACTION:

1. Town Manager Employment Agreement with Dale Sugerman

Mayor DuBois stated that Attorney Baird has been negotiating a Town Manager contract with Mr. Sugerman, the proposed Town Manager.

Attorney Baird stated that he submitted the employment agreement that the Commission authorized him to submit and that Mr. Sugerman responded with two substantive changes. He stated that the changes are in Section 6, the Commission had offered a range of an annual base salary of \$90,000 to \$110,000 and Mr. Sugerman responded and said that he would like that salary to be \$120,000. The other substantive change was to Retirement, Section 13, the Commission had authorized him to offer Mr. Sugerman 6% of the base salary as a Town contributed retirement, and Mr. Sugerman responded with 10%. He stated that the other changes or revisions to the agreement provided by Mr. Sugerman are not substantive, have no financial impact, and are simply to clarify some provisions that were in the contract that he received. He gave the example that in Section 9, Annual Leave instead of first year of employment Mr. Sugerman revised it to say the first full payroll cycle after commencing employment.

Mayor DuBois asked Commissioner Stevens if he had any questions.

Commissioner Stevens stated that the contract looks good, that he has spoken with Attorney Baird, and that he had no questions.

Mayor DuBois asked Vice-Mayor Rumsey if he had any questions.

Vice-Mayor Rumsey stated that he is good for now.

Mayor DuBois asked Commissioner Hockman if he had any questions.

Commissioner Hockman stated that the Annual Leave was talked about and asked if the Commission was provided with an actual number of days.

Interim Town Manager Titcomb stated that the Annual Leave number is 26 for the calculation of this level contract.

Commissioner Hockman asked what is typical for a five-year employee.

Interim Town Manager Titcomb stated that he does not have that information and offered to get the information for Commissioner Hockman.

Commissioner Hockman stated that the other item that was changed is that Mr. Sugerman is asking for two times the Town Manager's base salary for life insurance and asked what that is in cost.

Interim Town Manager Titcomb stated that the way he understands it is that the insurance products of the Town are group products that involve all the employees in a particular classification. For example for Life Insurance Mr. Sugerman would be calculated in at the same rate as any other employees that are afforded that benefit and because Mr. Sugerman is asking for an additional amount his rate may be slightly different.

Commissioner Hockman stated that the standard was the base salary and that is how the contract has read and Mr. Sugerman is asking for two times the base salary so he is assuming it is going to be additional for that and that he would like to know what that cost is going to be.

Finance Director Rane stated that since the Town has a group policy it is charged the same for everybody and that he believes that it will be about \$500 a year. He stated that it has not been run through the Town's insurance people yet.

Commissioner Hockman asked if that was additional.

Finance Director Rane stated "yes".

Commissioner Hockman stated that the reason he is saying that is because \$120,000 would now be \$240,000 and with most employees, it may only be \$40,000, so there is a big difference. He stated that he also noticed that the maximum on Section 13 was not added. He stated that he had requested that a maximum be put in that Section so that it prevents the percentage to go up.

Attorney Baird stated that he understands that there was not a consensus from the Commission to do that.

Commissioner Hockman stated that the consensus was 6% and Mr. Sugerman is asking for additional.

Attorney Baird stated that is not reflected in the notes that he has from the meeting.

Commissioner Stevens stated that it is actually helping the Town by not. He stated that he thought that Commission Hockman was recommending staggered language that contribution goes up 2%.

Commissioner Hockman stated that "no" that he was saying that at a maximum of 15% and no more than 2% in a calendar year.

Commissioner Stevens stated that under this the revised contract says that any amount more than that would require a majority vote of the Town Commission.

Commissioner Hockman stated that he understands that, but it does not protect that the next Commission comes in here and saying to double it and go to 20%.

Commissioner Stevens stated that the next Commission could make it 100%.

Commissioner Hockman started that if there is a contract and the contract sets the maximum per year would be 2%.

Attorney Baird stated that the contract could still be amended even if that provision was put in there just like next year if the Commission decides that 10% contribution is too much the Commission could decide that 2% is what the Town will contribute to retirement.

Commissioner Hockman stated that he is not keen on the amount, but his vote is not going to make much of a difference. He stated that Mr. Sugerman said himself to do more with less and Mr. Sugerman is asking for more and the question is, is Mr. Sugerman going to do less for that. He stated that there was a large amount of people who submitted their resumes and are willing to work for a lot less that were probably just as qualified.

Mayor DuBois asked if that was a question and suggested moving on to a motion and then the Commissioners can debate because the Commission is in the position now to ask questions, get answers and making flat out statement is probably not appropriate during this portion of the meeting. He asked Commissioner Hockman if he had any questions.

Commissioner Hockman stated no.

Mayor DuBois asked for a motion.

Motion: A motion was made by Commissioner Stevens to approve the Town Manager Employment Agreement as revised by Mr. Sugerman; Vice-Mayor Rumsey seconded the motion.

Commissioner Hockman stated that Mr. Sugerman made the statement to do more for less and Mr. Sugerman is coming in asking for more but, it probably doesn't make any difference because more than likely it is a three vote anyway.

Commissioner Stevens stated that he thinks that we are doing more with less. He stated that the former Town Manager Maria Davis was making anywhere between \$147,000 to \$175,000 per year through the duration of her employment and now the Commission is offering \$132,000 to Mr. Sugerman so basically the Town is getting more in that the Town is getting Dale Sugerman who has more experience with less amount of money.

Mayor DuBois stated that he did not think that Mr. Sugerman was referring to his salary. He stated that is not something he specifically remembers but, that he recalls Mr. Sugerman talking about Town operations in general and doing more with less not specifically directed towards his salary. He thinks that when comparing net versus net out of this salary that the Commission spent a lot of time at the last meeting talking about cell phones and automobiles, Mr. Sugerman has not asked for a cell phone or an automobile stipends, and that equals about \$10,000 in round numbers. He stated that Mr. Sugerman has asked for \$120,000 and the Commission created a range from \$90,000 to \$110,000 if you take out the \$10,000 for the cell phone and automobile stipend and take out the 2.5% that the Town started out with former Town Manager Davis' pension plan, it still comes out at the top of the range.

Commissioner Hockman stated that "it doesn't matter you guys approve what you want".

Vice-Mayor Rumsey called the question.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Hockman		X	
Commissioner Longtin			Absent
Commissioner Stevens	X		
Vice-Mayor Rumsey	X		
Mayor DuBois	X		

Motion passed 3-1

Mayor DuBois stated that the motion carries and congratulated Mr. Dale Sugerman and that he looked forward to having Mr. Sugerman start and to signing the contract and seeing Mr. Sugerman start as soon as he possibly can. He stated that the Commission cannot discuss any more than the actual business on the agenda because of the emergency nature of this meeting. He thanked Interim Town Manager Titcomb for his services.

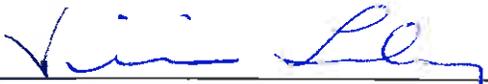
Interim Town Manager Titcomb stated that it has been an honor and a privilege to serve the Town of Lake Park.

ADJOURNMENT

There being no further business to come before the Commission and after a motion to adjourn by Commissioner Vice-Mayor Rumsey and seconded by Commissioner Stevens, and by unanimous vote, the meeting adjourned at 7:14 p.m.



Mayor James DuBois



Town Clerk, Vivian Lemley, CMC



Approved on this 18 of July, 2012



AGENDA

Lake Park Town Commission
Town of Lake Park, Florida
Emergency Commission Meeting
Wednesday, June 27, 2012, 7:00 p.m.,
Lake Park Town Hall
535 Park Avenue

James DuBois	—	Mayor
Kendall Rumsey	—	Vice-Mayor
Steven Hockman	—	Commissioner
Jeanine Longtin	—	Commissioner
Tim Stevens	—	Commissioner
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Jamie Titcomb	—	Interim Town Manager
Thomas J. Baird, Esq.	—	Town Attorney
Vivian Mendez Lemley, CMC	—	Town Clerk

PLEASE TAKE NOTICE AND BE ADVISED, that if any interested person desires to appeal any decision of the Town Commission, with respect to any matter considered at this meeting, such interested person will need a record of the proceedings, and for such purpose, 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 with disabilities requiring accommodations in order to participate in the meeting should contact the Town Clerk's office by calling 881-3311 at least 48 hours in advance to request accommodations.*

- A. **CALL TO ORDER**
- B. **PLEDGE OF ALLEGIANCE**
- C. **ROLL CALL**
- D. **DISCUSSION AND POSSIBLE ACTION:**
Town Manager Employment Agreement with Dale Sugerman
- E. **ADJOURNMENT:**