

Special Town Commission meeting of the Town of Ocean Ridge held on Thursday, July 16, 1998 at 3:30 PM in the Town Hall meeting chambers.

Mayor Kaleel called the meeting to order and roll call was answered by the following:

Commissioner Aaskov	Commissioner Bridges
Commissioner O'Hare	Commissioner Stamos
Mayor Kaleel	

Mayor Kaleel advised that the meeting was called to discuss the status of negotiations with John Lynch and his rejection of the Town offer for the Town Manager position and his counter-offer.

Comm Bridges advised that he did not want to counter-offer as the salary was clearly stated in the advertisement.

Comm Stamos questioned the benefits which were given to former Town Manager Bill Mathis. Town Clerk Hancsak explained that Mr. Mathis was making just over \$50,000 when he left and the only benefit he received additional to any other employee was that the Town paid for the monthly health insurance premium that he was receiving through Belle Glade.

At this point, Atty Nicoletti arrived at the meeting and advised the Town Commission that Mr. Lynch was no longer interested in the position.

Comm Stamos commented that Mr. Lynch had requested a three-year contract with six month's severance. Atty Nicoletti advised that as of that morning, Mr. Lynch had advised him that he would not accept the position without a contract and later in the day, told him that he was not interested at all.

Mayor Kaleel commented that the issue was not worth belaboring as Mr. Lynch has turned down the position. Comm Stamos disagreed questioning why Mr. Lynch would interview with the Town and then withdraw when offered the position. He added that he felt there was something "fishy" about the situation. Atty Nicoletti advised that he did not feel Ocean Ridge was first on Mr. Lynch's list. Mayor Kaleel told Comm Stamos that if he felt there was anything "fishy" on the part of the attorney or himself that he was mistaken. Comm Stamos explained that was not his implication.

Atty Nicoletti stated that in speaking with Mr. Dunham he had requested that six months severance be included in his benefits package. Mayor Kaleel commented that he was willing to suggest three months severance with three months additional health and life insurance coverage. Atty Nicoletti advised that Mr. Dunham is requesting \$57,000 salary and added that he is currently making \$74,000 as assistant city manager of Palm Beach Gardens.

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Comm O'Hare commented that he is really disappointed that Mr. Lynch is not accepting the position adding that Mr. Dunham was not even on his short list. He questioned what would happen with Mr. Dunham in a few years when he wants to be making \$74,000 again. He added that he felt Mr. Dunham had very poor eye contact and rambled during the interview. He concluded that he felt Mr. Lynch was the candidate to take the proactive stance that the Town needs.

Comm Aaskov advised that she, too, was concerned that Mr. Dunham might be looking for another position before long after taking such a large pay cut. She added that he was her second choice after Mr. Lynch.

Comm Stamos commented that he was sorry that the Town lost Mr. Lynch and advised that he did not object to paying Mr. Dunham the \$57,000 as requested, as he felt anything less would be an insult.

Comm Bridges advised that Mr. Dunham had always been his first choice because of his knowledge of planning which would lead the Town into their Focus 2000 objectives.

Mayor Kaleel suggested that the staff find out how the Town compares in salary competitiveness. Comm Stamos stated that Mr. Black of ICMA had previously told the Town Commission that their salary for the Town Manager position was below average.

Mayor Kaleel noted that although he had reservations about Mr. Lynch, he placed his full support behind him at the prior meeting when he voted to offer Mr. Lynch the position. Comm O'Hare agreed that any candidate should have unanimous support, but that he did not feel he could support Mr. Dunham with the information he had.

Comm O'Hare moved that a decision be postponed until September (when all Commissioners would be back from their vacations), seconded by Comm Stamos.

Comm Bridges stated that the fact that the above motion was made undermines Mr. Dunham. He added that Mr. Lynch and Mr. Dunham were interviewed the same and that Mr. Dunham was his first choice.

Comm Aaskov commented that she would like to see the issue resolved at this meeting and not postponed until September.

Comm O'Hare stated that he was concerned that Mr. Dunham's offer was so close to the counter-offer being considered for Mr. Lynch. Atty Nicoletti advised that he did not share any information between the two candidates and that he did inform Mr. Lynch of what he thought the Town Commission would accept. He added that when he spoke to Mr. Lynch on the evening of July 14th, Mr. Lynch expressed his surprise that the Town Commission moved so quickly on a decision adding that he still had other interviews scheduled. He explained that if there was any sharing of information, it was between the two candidates.

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Comm O'Hare advised that he would like to listen to the tape of the interviews again and that maybe he would get a different impression.

Roll call was taken on Comm O'Hare's motion.

Motion failed – yea 2 (O'Hare, Stamos)
nay 3 (Aaskov, Bridges, Kaleel)

Mayor Kaleel commented that there was no guarantee that things would have gone well with Mr. Lynch and they will never have that assurance with any candidate. He added that they are fortunate as Mr. Dunham has connections within Palm Beach County.

Comm Bridges moved to authorize the Town Attorney to enter into negotiations with Greg Dunham, seconded by Comm Stamos.

Comm Bridges amended his motion to include appointing Mr. Dunham pursuant to the offer outlined by Atty Nicoletti in his memo of July 16, 1998.

Comm Stamos withdrew his second.

Atty Nicoletti advised that Mr. Dunham had stated that he would accept the offer outlined in the memo and that he could start on or before September 1, 1998.

Comm Aaskov seconded Comm Bridges' motion.

Comm O'Hare advised that he could possibly endorse Mr. Dunham, but that he would need more time to consider him. Atty Nicoletti advised that Mr. Dunham had implied to him that he would not accept the position if there was not unity of the Town Commission.

Comm Aaskov commented that she felt good about Mr. Dunham since Comm Bridges had worked with him previously and had positive things to say about Mr. Dunham from personal experience. Comm O'Hare questioned why that relationship was not disclosed and the remaining commissioners reminded Comm O'Hare that Comm Bridges had disclosed it during the interviews.

Mayor Kaleel stated that he was excited about Mr. Dunham and reiterated that regardless of who was chosen, there would not be a guarantee that it would work out.

Comm Stamos commented that he would support any candidate that is picked adding that Mr. Dunham was his second choice behind Mr. Lynch.

Mayor Kaleel advised that he felt the Commission needed to make their decision. He commented that he did not believe Mr. Lynch would have stayed with the Town for a long time given the attitude of the Commission.

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Comm Aaskov stated that if the vote were held until September, Mr. Dunham could possibly not be available.

Mayor Kaleel commented that he felt very good about this decision adding that Mr. Dunham is coming from a great community and that he will be a tremendous asset to Ocean Ridge.

Comm O'Hare advised that he would like to respond, but Mayor Kaleel called the roll on Comm Bridges' motion.

Motion carried – yea 4 (Aaskov, Bridges, Stamos, Kaleel)
nay 1 (O'Hare)

Comm O'Hare stated that he was sorry that he would not lie in order to make everything seem “happy and rosy.” He advised that he only needed more time to consider Mr. Dunham and suggested that the vote be postponed so that he could review the tape of the interview. Atty Nicoletti suggested that perhaps Mr. Dunham speak to Comm O'Hare.

Mayor Kaleel stated that he would favor another meeting in the morning after Comm O'Hare has had more time to consider his decision.

Mayor Kaleel moved to adjourn until 8 AM the following morning, seconded by Comm Bridges.

Comm Aaskov commented that the commissioners had received Mr. Lynch's counter-offer the previous evening and that in reviewing it, the commissioners should have gotten a good idea that they would not be going with him or he with the Town. She added that after reading the counter-offer, she reviewed Mr. Dunham's resume.

Atty Nicoletti questioned if the Commission wanted to nullify the vote to which Comm Bridges stated that it would not make a difference as the press was present to report the vote regardless. Comm Bridges added that he hoped Comm O'Hare would talk with Mr. Dunham and change his opinion.

Roll call was taken on Mayor Kaleel's motion.

Motion carried – yea 5.

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The meeting was adjourned at 4:35 PM.

Mayor Kaleel

Commissioner Aaskov

Commissioner Bridges

Commissioner O'Hare

Commissioner Stamos

Attest By:

Town Clerk