

**MINUTES
CITY OF INDIAN ROCKS BEACH
CITY COMMISSION MEETING
TUESDAY, JUNE 24, 2025 at 4:30 P.M.
HOLIDAY INN
401 2ND STREET, INDIAN ROCKS BEACH, FLORIDA 33785**

Mayor-Commissioner Houseberg called the meeting to order at 4:30 p.m., followed by the Pledge of Allegiance and a moment of silence.

MEMBERS PRESENT: Mayor-Commissioner Denise Houseberg, Vice-Mayor Commissioner Janet Wilson, Commissioner Jude Bond, Commissioner John Bigelow, and Commissioner Hilary King.

OTHERS PRESENT: City Manager Gregg Mims, City Attorney Randy Mora, and City Clerk Lorin Kornijtschuk, City Attorney Matthew Maggard and FCCMA Senior Advisor, Pam Brangaccio.

For continuity, items are listed in agenda order, although not necessarily discussed in that order.

1. ACTION ITEM: Resolution 2025-05 – Appointment and Contract of City Attorney (Shumaker, Loop and Kendrick, LLP)
(Presented by: Attorney Randy Mora)

City Attorney Mora presented Resolution 2025-05, establishing a contract for legal services with Shumaker, Loop and Kendrick, LLP. He explained the resolution includes negotiated compensation rates of \$385/hour (down from an initial proposal of \$400/hour), along with adjustments to travel billing. The resolution would supersede prior resolutions concerning the appointment of a city attorney and would take effect immediately upon adoption.

Attorney Mora stated that, upon approval, Attorney Matthew Maggard of Shumaker, Loop and Kendrick would take over as the new City Attorney.

Public comment was opened and closed with no comments.

Motion: Vice Mayor Commissioner Wilson motioned to approve Resolution 2025-05, seconded by Commissioner King.

ROLL CALL VOTE:

- Commissioner Bigelow – Yes
- Commissioner Bond – Yes
- Commissioner King – Yes
- Vice Mayor Commissioner Wilson – Yes
- Mayor Commissioner Houseberg – Yes

Approved 5-0.

2. DISCUSSION: City Manager Recruitment – Review of Commission’s Questionnaire (Presented by: FCCMA Senior Advisor, Pam Brangaccio)

Ms. Brangaccio thanked the Commission and staff for their participation in the City Manager recruitment process. She reviewed the tentative schedule and presented a draft advertisement, noting that it reflected the Commissioners’ desire to recruit a highly qualified, community-focused leader. She confirmed that salary data from the Florida League of Cities and comparable municipalities is publicly available, and most candidates will be aware of the market.

July 18: Last day for applications to be submitted by candidates.

July 22 at 2:00 p.m.: Two senior advisors review the applications based on the parameters outlined in the advertisement, and public viewing.

August 5 at 2:00 p.m.: Special City Commission Meeting-The Commission will review and confirm the applicants to be interviewed.

August 11 at 9:00 a.m.: Individual candidate interviews with individual Commissioners.

August 12 at 9:00 a.m.: Public interviews for each of the candidates with the entire City Commission.

It is anticipated that after the interviews, at the regular meeting of August 12th, the Commission would rank the interviewed candidates, authorizing the City Attorney to negotiate with the top candidate for a contract to return to the Commission for review and approval.

Kelly Cisarick, 448 Harbor Drive South, recommended gathering anonymous input from staff members regarding what they believe the next City Manager could do better to support their departments.

Bert Valery, 2113 Gulf Boulevard, commented that the primary concern should not be salary, as many qualified candidates are attracted to the lifestyle and environment of Indian Rocks Beach.

John Pfanstiehl, 448 Harbor Drive South, agreed with Mr. Valery, noting that the city’s location is a strong draw for candidates.

The Commission held a detailed discussion on how to present compensation in the job advertisement:

Commissioner King noted that while the draft advertisement overall was strong, there was one paragraph referencing 2025–2026 projects and city facility rehabilitation that was unclear and difficult to follow. She recommended revising that paragraph to ensure clarity for candidates who may not be familiar with the local context. Commissioner King further emphasized the importance of reflecting that while legal issues are handled by the City Attorney, the City Manager plays a vital support role—particularly in areas such as the magistrate process.

Vice Mayor Commissioner Wilson asked whether the draft salary section referred to the base salary or total compensation. Ms. Brangaccio explained that cities typically note either a base salary range or “salary negotiable based on qualifications,” with benefits negotiated separately.

Vice Mayor Commissioner Wilson expressed a preference for stating a base salary of up to \$175,000, with benefits to be negotiated.

Mayor Commissioner Houseberg and **Commissioner Bond** agreed, noting that \$175,000 is a reasonable amount that allows flexibility without locking in a starting salary.

Commissioner Bigelow emphasized that many applicants already have an expected salary in mind and that clarity in the ad helps manage expectations.

MOTION: Vice Mayor Commissioner Wilson moved to adopt the language:
Salary up to \$175,000 based on qualifications. A full benefits package is available and will be negotiated."

ROLL CALL VOTE:

- Commissioner Bigelow – Yes
- Commissioner Bond – Yes
- Commissioner King – Yes
- Vice Mayor Commissioner Wilson – Yes
- Mayor Commissioner Houseberg – Yes

Approved 5-0.

3. ADJOURNMENT

Motion: Vice Mayor Commissioner Wilson motioned to adjourn at 5:31 p.m., seconded by Commissioner King.

Unanimous approval by acclamation.