



**TOWN OF LAUDERDALE-BY-THE-SEA
TOWN COMMISSION
Jarvis Hall
4505 N. Ocean Drive
Wednesday, August 6, 2025
6:30 PM**

1. CALL TO ORDER, MAYOR EDMUND MALKOON

Mayor Edmund Malkoon called the meeting to order at 6:30 p.m. Also present were Vice Mayor Randy Strauss, Commissioner Richard DeNapoli (by phone), Commissioner John A. Graziano, Commissioner Theo Pouloupoulos, Interim Town Manager Ken Rubach, Town Attorney Susan L. Trevarthen, Director of Budget and Finance Lucila Lang, Assistant Director of Budget and Finance Edner St. Jean, Development Services Director Jhanelle Campbell, Acting Town Clerk Courtney Easley, and Events and Marketing Manager Katie Anderson.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

3. INVOCATION

All present observed a moment of silence.

4. ADDITIONS, DELETIONS, DEFERRALS OF AGENDA ITEMS

None.

5. PRESENTATIONS

None.

6. PUBLIC COMMENTS

At this time Mayor Malkoon opened public comment.

Patrick Ucci, resident, stated that the Town is likely facing a sizable payout for the former Town Manager based upon the contract. He asked if the Commission has considered a comparison of Staff salaries, including the Town Manager and Deputy Town Manager positions, with those of other Florida municipalities of similar size.

Lauderdale-By-The-Sea
Regular Town Commission Meeting
August 6, 2025

With no other individuals wishing to speak at this time, Mayor Malkoon closed public comment.

7. PUBLIC SAFETY DISCUSSION

None.

8. TOWN MANAGER REPORT

a. Town Manager Report

Interim Town Manager Ken Rubach stated that Staff will reach out to the Commissioners the following week to schedule individual meetings for review of the upcoming budget. Two public hearings are scheduled in September 2025 for the establishment of the final millage rate and budget.

Work on the Friedt Park playground is almost complete and all equipment has been installed. Painting and work on the sidewalk is underway. A ribbon-cutting will be scheduled, most likely in September.

Town Hall will be closed on Monday, September 1, 2025 in observance of Labor Day.

The Town has received the estimated costs for the re-establishment of a Town Fire Department from Matrix Consulting. The proposed cost was \$30,000, with a time frame of 14 weeks. There was consensus to have this item brought back before the Commission for additional discussion.

9. TOWN ATTORNEY REPORT

None.

10. APPROVAL OF MINUTES

None.

11. CONSENT AGENDA

a. Special Event Application: Fall Beach Baptism 10.04.25

Lauderdale-By-The-Sea
Regular Town Commission Meeting
August 6, 2025

b. Special Event Application: Seaside Players Sea Shorts October Performance

Commissioner Poulopoulos made a motion, seconded by Commissioner Graziano, to approve. Motion carried 5-0.

12. OLD BUSINESS

None.

13. NEW BUSINESS

None.

14. COMMISSIONER PRESENTATIONS

None.

15. COMMISSIONER COMMENTS

Commissioner Graziano reported that he has had discussions with residents on the possibility of holding a public roundtable event to discuss how the Town plans to move forward with best practices. This event would include a limited public comment period.

Commissioner Graziano continued that he has requested copies of all contracts scheduled for renewal during the coming fiscal year. He pointed out that when the Commission discusses budgets for individual projects, they may not have a clear picture of the full impacts of the entire year. Review of these contracts would give them a better grasp on the budget discussion.

Commissioner Graziano congratulated Broward Sheriff's Office (BSO) Lieutenant Chris Sutter on the confirmation of his position with Lauderdale-By-The-Sea. He will assume the role previously held by Captain Bill Wesolowski, who is retiring. He added that he would like to explore the possibility of establishing a Youth Council for the Town.

Commissioner Graziano continued that a request for proposal (RFP) for the Town's audit contract remains active through Monday, August 11, 2025. Once all responses have been received, the Audit Selection Committee will evaluate them and make recommendations.

Lauderdale-By-The-Sea
Regular Town Commission Meeting
August 6, 2025

Commissioner DeNapoli stated that he would like to see the Town undertake a salary study for purposes of comparison to other municipalities.

Mayor Malkoon thanked Town Staff for their patience and professionalism over the last few weeks. He advised that he will attend the upcoming Florida League of Cities conference and provide a report at the next Commission meeting.

The Mayor and all the Commissioners wished Town Clerk Katrina Adler a full and quick recovery.

16. ORDINANCES 1ST READING

None.

17. ORDINANCES 2ND READING

None.

18. RESOLUTIONS – PUBLIC COMMENTS

- a. Resolution 2025-32: A RESOLUTION OF THE TOWN OF LAUDERDALE-BY-THE-SEA, FLORIDA, APPROVING THE GENERAL RELEASE AND WAIVER OF CLAIMS AGAINST THE TOWN ATTACHED HERETO AS EXHIBIT “A”; PROVIDING FOR SEPARATION PAYOUT FOR LINDA CONNORS; PROVIDING FOR REPEAL OF ANY CONFLICTING RESOLUTION; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

At this time Mayor Malkoon opened public comment, which he closed upon receiving no input.

Director of Budget and Finance Lucila Lang explained that Resolution 2025-32 provides for a separation payment to former Town Manager Linda Connors. The hourly rate of pay for this position was \$110.50; according to the terms of her contract, the Town will provide a severance payment equal to 20 weeks, which comes to \$88,398.40. A payout for 86.57 hours of accrued vacation time comes to \$9,565.93, and 440.49 hours of accrued unused sick leave comes to \$48,673.26. The total gross separation payment is \$146,637.60.

Lauderdale-By-The-Sea
Regular Town Commission Meeting
August 6, 2025

In addition, the former Town Manager will receive her regular paycheck on Friday, August 7, 2025 for the pay period of July 19 through July 29.

In accordance with the terms of separation, the Town will cover the cost of the former Town Manager's COBRA insurance premiums from August 1 through December 31, 2025. The Town will be billed directly during this period.

Mayor Malkoon requested that Director of Budget and Finance Lang comment on the Town's pay scale for contracted positions such as Town Manager. Director of Budget and Finance Lang advised that the Town Manager position is governed by a contract with the Commission, which means that position was not part of the Town's most recent compensation study. The most recent such study was in 2022, after which time adjustments were made for positions with salaries or wages that were lower than the norm. The fiscal year (FY) 2026 budget includes funding for another compensation study.

Mayor Malkoon recalled that the Town had also conducted a separate Town Manager salary survey. Director of Budget and Finance Lang confirmed that this information was collected by the Town Clerk from various nearby municipalities and was separate from the compensation study. Mayor Malkoon suggested that this survey could be updated as well.

Town Attorney Susan Trevarthen explained that pursuant to governing law, the Town Manager's contract is specific regarding her right to receive the severance payment: this payment is contingent upon the former Town Manager's subsequent approval of the release. She is afforded time to review the release and make a determination on whether or not to sign it.

Town Attorney Trevarthen continued that minor revisions to the release's language are common and would not change the outcome of that document. She will respond to any input provided by the former Town Manager during this statutory period. The amounts reported earlier are not subject to change.

Town Attorney Trevarthen added that while the severance payment is contingent upon acceptance of the release, the leave payout is not, according to the terms of the contract.

Commissioner Poulopoulos made a motion, seconded by Commissioner Graziano, to approve Resolution 2025-32. Motion carried 5-0.

Lauderdale-By-The-Sea
Regular Town Commission Meeting
August 6, 2025

b. Resolution 2025-33: A RESOLUTION OF THE TOWN OF LAUDERDALE-BY-THE-SEA, FLORIDA, APPOINTING INTERIM TOWN MANAGER KEN RUBACH AS ACTING TOWN MANAGER AND SETTING HIS COMPENSATION; APPOINTING ALTERNATE ACTING TOWN MANAGERS; PROVIDING FOR REPEAL OF ANY CONFLICTING RESOLUTION, SEVERABILITY, AND FOR AN EFFECTIVE DATE.

At this time Mayor Malkoon opened public comment, which he closed upon receiving no input.

Town Attorney Trevarthen recalled that the Town had created a succession plan some years ago in the event of absence or illness. Staff prepared a new plan based upon input from Interim Town Manager Rubach, who must be assigned the role of Acting Town Manager by Resolution according to the Town's Charter. In the event of his absence, the line of succession would include Director of Budget and Finance Lang, followed by Development Services Director Jhanelle Campbell.

Town Attorney Trevarthen added that Resolution 2025-33 also sets the compensation for the Acting Town Manager.

Commissioner DeNapoli observed that the inclusion of an increase in pay for Interim Town Manager Rubach in his new role will need to be kept in mind by the Commission as they ensure costs remain under control. He noted that the Interim Town Manager's contract includes provisions referring to the possibilities of hiring or not hiring the Interim Town Manager to the permanent Town Manager position. If he is not hired to the permanent position, the contract provides for a reversion back to the prior position and prior pay.

Commissioner DeNapoli concluded that future Town Manager contracts should be different from the former Town Manager's contract.

Commissioner Graziano commented that he was very impressed with the Interim Town Manager's work, including his service as Public Works Director. While he did not disagree with the proposed compensation for the role of Acting Town Manager, he pointed out that this amount was determined based on the previous Town Manager's contract, for which he felt the compensation package may not have been appropriate.

Commissioner Graziano recalled that he had not participated in the most recent evaluation of the former Town Manager, as he has wished to see a full year's performance

Lauderdale-By-The-Sea
Regular Town Commission Meeting
August 6, 2025

in that role. He concluded that he would not object to consideration of a bonus for the Acting Town Manager.

Commissioner Poulopoulos recalled that when the former Town Manager was elevated from the Interim to the permanent Town Manager position in 2021, she had received an 18% salary increase. Should Resolution 2025-33 pass, the Acting Town Manager will see a 12.5% increase.

Commissioner Poulopoulos recommended that individuals' past accomplishments be taken into consideration when determining the salary for this permanent position in the future, and concluded that the changes in position are business decisions made with the best interests of the Town and its taxpayers in mind.

Vice Mayor Strauss also recalled the previous Town Manager salary survey, which was taken into account for the former Town Manager, as well as the fact that South Florida has a higher cost of living than the rest of the state. He added that Lauderdale-By-The-Sea is competing with other municipalities throughout the state of Florida when seeking a Town Manager. In order to receive the quality they wanted, they chose to pay that position appropriately in comparison to what other Town Managers earned throughout the state and with the higher cost of living in mind. The benefits that accompanied this position were also determined with retention in mind.

Vice Mayor Strauss continued that the search for a Town Manager can be a long and costly process. He emphasized that the Commission will pay close attention throughout this process to ensure commensurate Town Manager compensation and to attract candidates of high quality. He concluded that he was confident in Interim Town Manager Rubach.

Commissioner DeNapoli suggested that the Commission consider not only salary increases, but possible bonuses as well, as these would not lead to a significantly higher salary on an ongoing basis.

Mayor Malkoon advised that he was pleased the Interim Town Manager was willing to accept the role of Acting Town Manager, and was confident in his abilities and relationships with Staff.

Commissioner Graziano made a motion, seconded by Commissioner Poulopoulos, to approve Resolution 2025-33. Motion carried 5-0.

Lauderdale-By-The-Sea
Regular Town Commission Meeting
August 6, 2025

Acting Town Manager Rubach thanked the Commission for their confidence in him, and concluded that Staff will ensure the work of the Town continues to run smoothly.

19. QUASI JUDICIAL PUBLIC HEARINGS

None.

20. ADJOURNMENT

With no other business to come before the Commission at this time, the meeting was adjourned at 7:18 p.m.



Mayor Edmund Malkoon

ATTEST:



Courtney Easley, Acting Town Clerk

9-11-2025

Date