



**NORTH BAY VILLAGE**  
**SPECIAL VILLAGE COMMISSION MEETING MINUTES**  
**APRIL 2, 2024 | 9:00 AM**  
**1666 Kennedy Causeway, #300 North Bay Village, FL 33141**  
**Meeting ID: 838 1407 6519 | Passcode: 287473**

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**ROLL CALL**

**1. Opening Items**

***A. Call to Order***

Mayor Lathan called the meeting to order at 9:00 a.m.

***B. Roll Call***

The following members were in attendance:

Mayor Brent Latham

Vice Mayor Richard Chervony

Commissioner Goran Cuk

Commissioner Andrew Rotondaro

Commissioner Rachel Streitfeld

***C. Pledge of Allegiance***

The pledge of allegiance was recited.

**2. Public Comments**

**3. Discussion / Action Items**

**3.1 Discussion and Potential Termination of the Village Manager's Employment Agreement -  
Sponsored by Vice Mayor Richard Chervony**

**A RESOLUTION OF THE MAYOR AND COMMISSION OF NORTH BAY  
VILLAGE, FLORIDA, TERMINATING THE VILLAGE MANAGER  
EMPLOYMENT AGREEMENT; AND PROVIDING FOR AN EFFECTIVE DATE.**

Vice Mayor Chervony introduced the proposed discussion item and expressed that there are several discrepancies as it relates to the Village Manager's performance.

Vice Mayor Chervony expressed the following items that need to be corrected and or follow up:

- The Village did not receive the Community Contributions from the Shoma Bay Project.
- The Village Manager left for a leadership conference without the Mayor's authorization.
- The Village proposed Community Center changed its composition.

**ACTION:** Vice Mayor Chervony made a motion to terminate the Village Manager. Commissioner Cuk seconded the motion.

Mayor Latham would like to provide Dr. Rosado with an opportunity to answer their concerns.

Dr. Rosado understands Vice Mayor Chervony's concerns as the Commission provides guidance as to taking time to attend a leadership conference.

Mayor Latham stated that the Village Manager left the leadership without leaving anyone in charge. In addition, the record-keeping of the Village Manager's vacation / personal time off was confusing, as he often deleted events from his Outlook calendar. The Village Commission has expectations from the Village Manager.

Commissioner Daro expressed concerns about the removal of calendar items causing confusion for the Village Commission. He emphasized the need for accountability regarding Shoma Bay and requested an update on pending funds. Commissioner Daro mentioned meeting with the Manager regarding the sidewalk project and engaging with the Public Works and Finance departments. Following these discussions, he noted that road restriping on Harbor Islands was completed the day after meeting with the team. Commissioner Daro commended the Village's team and expressed support for retaining the Manager, emphasizing the importance of project completion.

Commissioner Streitfeld is seeking strong leadership with all staff members, particularly in relation to infrastructure projects where urgency was currently lacking. While she acknowledges the necessary processes for permitting and design, she emphasizes the need for increased efficiency to see projects through to completion. There appears to be a lack of clarity within the Commission, particularly regarding calendar invitations being deleted and reporting procedures. She has advised the Manager to provide staff members with clear project phases. Additionally, she requested frequent updates before meetings to enhance communication and efficiency.

Commissioner Cuk expressed that the residents deserve better and highlighted concerns about issues affecting productivity under the current management. He emphasized the importance of addressing these issues promptly for the benefit of the residents. Commissioner Cuk stated that the Village cannot afford to continue with indecision and requires a clear answer on leadership. As a result, he would accept the Village Manager's resignation at this time.

Mayor Latham expressed concerns regarding the Manager's unequal treatment of all members of the Commission. He emphasized the importance of equal treatment for everyone. Mayor Latham was frustrated by instances where one Commissioner's project request took precedence over another Member's, leading to delays and being placed on a list. He also noted that the Manager may struggle to provide a thorough and precise explanation of issues during public meetings. The Village Commission is elected by residents to drive the community's progress. He was concerned regarding perceived friction created by the Manager and a sense of stagnation among Commissioners and how other members of the Commission have voiced frustration over project delays and related issues.

Vice Mayor Chervony inquired about what led the Village Manager to believe he was losing his job, prompting him to remove all personal belongings from his office. As of yesterday, he was still in the process of retrieving items from his office when they had a conversation.

Commissioner Cuk felt that we have a lack of leadership.

Village Manager Rosado apologized for any confusion regarding vacation time and clarified that he did not misuse any Village time. He ensured that his time off in early January and February was properly accounted for during a meeting with Finance on March 11. Managing calendar items during his absence proved challenging, leading to a process of deletion. Chief of Police Carlos Noriega acted as Manager during his conference attendance, with clear communication of his absence dates. Efforts have been made to recover pending funds from Shoma Bay, with the developer contacted and funds recently. The Public Works issues are being addressed through regular staff meetings to ensure accountability and timely project completion. He stated that staff will be held responsible for meeting project deadlines.

Mayor Latham expressed amazement at the effectiveness of taking decisive action. He highlighted a perceived lack of trust in the Village Manager and expressed a need for collaboration to address the current situation.

Commissioner Cuk requires a formal agreement to be established and is uncertain about the feasibility of resolving the issues.

Commissioner Daro seeks clarity on the Mayor's expectations for the upcoming month. Mayor Latham is frustrated with the current handling of affairs and desires transparency for a smooth transition.

Village Manager Rosado proposed holding weekly meetings with each Member of the Commission.

Vice Mayor Chervony expressed he was the most accessible Member of the Commission to meet with. However, the Village Manager had not met with him in the last two weeks, waiting until the final day to do so. A call was received yesterday at 5:32 p.m. regarding ongoing matters.

Commissioner Streitfeld evaluated the Manager two weeks ago, and recent events have altered communication dynamics. She reminded the Commission that an agreement was made to reassess the manager in six weeks. Following the last meeting, the Manager deleted a calendar invitation against the Commission's decision and then sent an email about being out of the office.

Mayor Latham suggested the Manager delegate responsibilities and take a vacation. A plan of action was proposed, giving one week to address issues with Commissioner Cuk and Vice Mayor Chervony. The Mayor's suggestion was accepted by the Village Manager.

Commissioner Cuk withdrew his motion to terminate the Village Manager. There being no second motion failed.

Vice Mayor Chervony expressed concerns about Village projects and will revisit the matter in a week.

There was a consensus to revisit the item in one week at the Regular Commission Meeting.

#### 4. **Adjournment**

**ACTION:** Commissioner Streitfeld made a motion to adjourn the meeting. Vice Mayor Chervony seconded the motion, and it passed by unanimous voice vote.

There being no further business to discuss the meeting was adjourned at 9:56 a.m.

Accepted this 14<sup>th</sup> day of May 2024.

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Brent Latham, Mayor

ATTEST

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Alba L. Chang, CMC  
Village Clerk