

**WITHLACOOCHEE REGIONAL PLANNING COUNCIL
EXECUTIVE COMMITTEE MEETING**

DATE: April 16, 2009
TIME: 6:15 P.M.
PLACE: Withlacoochee Regional Planning Council
1241 S. W. 10th Street
Ocala, FL 34471-0323

MEMBERS PRESENT:

Ronald Allen, Sumter County Municipal Representative (Chair)
Joe Johnston, III, Hernando County Governor's Appointee (V-Chair)
Barbara Fitos, Marion County Commissioner (Secretary)
Dennis Damato, Citrus County Commissioner

MEMBERS ABSENT:

Martha Hanson, Marion County Governor's Appointee

STAFF PRESENT:

Glenda J. Roberts, Office Manager/Board Secretary
Michael R. Moehlman, Executive Director

OTHERS PRESENT:

Fred Landt, WRPC Attorney

AGENDA ITEM #1 - CALL TO ORDER

The meeting was called to order at 6:15 p.m. by Chairman Allen.

AGENDA ITEM #2 - ROLL CALL

Ms. Roberts called the roll and a quorum was present.

AGENDA ITEM #3

A. Executive Director Contract

Mr. Allen stated that he had asked Mr. Landt to meet with Mr. Moehlman regarding the concerns that the Executive Committee had with his contract. Mr. Landt reported

that he met with Mr. Moehlman to get an overview of what went on at the last meeting and he also reviewed the tape along with Ms. Roberts.

Since then he met with Mr. Moehlman to discuss concerns. Mr. Landt felt there was an underlying provision and the concerns could be resolved. From the discussion that was held at the last Executive Committee meeting it was pointed out that there are some generous provisions in Mr. Moehlman’s contract. Mr. Landt explained the history of Mr. Moehlman’s contract. Mr. Moehlman was given more security in his contract because of the low pay that he received at the start of his employment with the WRPC.

Mr. Landt went over the changes that Mr. Moehlman proposed in his contract. The committee was okay with Mr. Moehlman’s current salary of \$114,185. Under Section 4 - Termination and Severance Pay, he would receive 180 working days if he were to be terminated. Under Section 8 - Paid Leave Time, Mr. Moehlman would receive 17 additional days of PLT annually above what regular employees receive. He was also requesting a one time bonus of 10 days of PLT. Mr. Landt felt Mr. Moehlman wouldn’t have a problem if he didn’t receive the additional 10 days of PLT. Mr. Landt stated that the Board could handle the termination provision either by negotiating an end to the contract, or notify Mr. Moehlman prior to the end of his contract that the Board would like to end his contract as is and renegotiate, or funds could be earmarked in the fund balance to cover his severance package in the event of termination. Mr. Landt pointed out that the value of the dispute is just about \$3,000. He added that the amount of the money the Board would have to pay him for attorney fees would probably be more than that. Mr. Landt noted that if he was a Board member he would be concerned about paying retirement on Mr. Moehlman’s car allowance. He pointed out that Mr. Moehlman was willing to give up travel reimbursement for out of town travel, but is requesting that the WRPC pay for his \$75,000 supplemental life insurance policy at a cost of about \$500 per year. Mr. Landt stated that if the Board wanted to remove benefits, they could increase his base salary. Ms. Fitos felt that would be cleaner. Mr. Landt also suggested the WRPC could buy time back from Mr. Moehlman. He pointed out that paid leave time will include Mr. Moehlman’s salary. Other items for consideration were to add the \$75,000 supplemental life insurance policy, remove the calculation of car allowance from his retirement, and eliminate mileage reimbursement for his out of region travel. Mr. Damato suggested Mr. Moehlman’s salary be increased to \$120,000 and other members were in agreement. Mr. Landt reiterated that in the event of termination, money should be earmarked in the fund balance to cover Mr. Moehlman’s severance pay.

After discussion Mr. Landt listed the following items to present to Mr. Moehlman.

- Paid Leave Time (PLT) will include only base salary

MOTION TO PRESENT ITEMS LISTED TO BE INCLUDED IN EX. DIR. CONTRACT

- Car allowance of \$950/mo. won't be included in retirement
- Include paying for \$75,000 supplemental life insurance policy
- Remove out of region travel reimbursement
- Remove automatic escalation of car allowance
- Remove out of state travel restriction
- Increase salary to \$120,000
- Eliminate one-time bonus of 10 days of PLT

A motion was made by Mr. Johnston and seconded by Mr. Damato to present the items as listed to be included in Mr. Moehlman's contract. Motion carried.

The meeting was adjourned in order for Mr. Landt to meet with Mr. Moehlman.

The meeting was called to order again. Mr. Landt stated that Mr. Moehlman is in agreement with the proposed changes to his contract. Mr. Moehlman said that he is willing to cap his PLT longevity days at 500 days.

Mr. Allen asked that Mr. Moehlman's contract be ready for the next full Board meeting. Mr. Landt stated that he would have Mr. Moehlman's contract ready for Mr. Moehlman to sign and then it could be presented to the Board for approval.

AGENDA ITEM #4 - OTHER BUSINESS

None.

AGENDA ITEM #5 - ADJOURNMENT

The meeting was adjourned at 7:10 p.m. by the Chair.

Ronald B. Allen, Chair

