



Islamorada, Village of Islands

SPECIAL CALL VILLAGE COUNCIL MEETING

Council Vacancy & Interim Manager

January 30, 2025 - 5:30 PM
Founders Park Community Center
87000 Overseas Highway
Islamorada, FL 33036

The Village Council has resumed the in-person regular meeting format. Virtual participation is still available to the public. Please see the last page of the agenda for participation details

AGENDA

- I. CALL TO ORDER / ROLL CALL**
- II. PLEDGE OF ALLEGIANCE**
- III. AGENDA: Requests for Deletion / Emergency Additions**
- IV. PUBLIC COMMENT**

This is general public comment. It provides an opportunity for the public to speak about matters that are pertinent to the Village but not scheduled elsewhere on the agenda. The mayor opens public comment on agenda items throughout the meeting.)
- V. APPOINTMENT TO FILL COUNCIL SEAT VACANCY**
 - A.** Motion to Appoint New Councilmember to Replace Vacancy Created by Resignation of Former Councilmember Pinder
- VI. MAYOR / COUNCIL COMMUNICATIONS**
 - A.** Interim Village Manager Discussion
- VII. VILLAGE ATTORNEY / VILLAGE MANAGER COMMUNICATIONS**
- VIII. MOTIONS**
- IX. ADJOURNMENT**

Options for Viewing the Village Council Meeting:

The public is encouraged to watch the meeting on Monroe County's MCTV Comcast Channel 77. Alternatively, the public may view the meeting streamed live on the Village website from their personal computer, tablet or phone via the following link:

https://www.islamorada.fl.us/departments/communications/live_village_broadcast_meeting.php

Option 1: Email your comments.

1. Public comment should be submitted via email to: public.comment@islamorada.fl.us
2. The email should contain "Public Comment" in the subject line.
3. The name and address of the submitter shall be included in the email.
4. Public comment should be submitted by 9 a.m. the day before the meeting. Public comment will be sent to the Village Councilmembers for consideration prior to the meeting. Public comments will not be read during the meeting.

Option 2: Call in During the Meeting.

1. If phoning in, dial 305-224-1968 and enter the webinar ID: **911 0656 4166** followed by #. When the Mayor opens public comment pertaining to the agenda item you are interested in dial *9 to be recognized by the Zoom meeting monitor. The Monitor will call you by the last four digits of your phone number. **Please be sure to unmute your phone when you are called upon.**
2. If watching online via Zoom: Open the Zoom webinar link <https://zoom.us/j/91106564166> and follow the prompts to join the webinar. When the Mayor opens public comment use the "raise your hand" feature to be recognized by the meeting monitor. Public comments will be heard in the order in which they are received.

ADA Assistance:

These meetings are open to the public. In accordance with the Americans with Disabilities Act of 1990, all persons who are disabled and who need special accommodations to participate in this meeting because of that disability should contact the ADA Coordinator at (305) 664-6448 or by email at ADA@islamorada.fl.us at least 48 hours before the scheduled meeting



Council Communication

To: Mayor and Village Council
From: John Quick, Interim Village Attorney
Date: January 30, 2025
SUBJECT: **Motion to Appoint New Councilmember to Replace Vacancy Created by Resignation of Former Councilmember Pinder**

Background:

On January 10, 2025, former Councilmember Buddy Pinder resigned from his position on Village Council. This resignation creates a vacancy on the Council and triggers Section 5(7)(d) of the Village Charter.

Section 5(7)(d) states in pertinent part as follows:

“(d) Filling of vacancies.

- (i) If a vacancy occurs in the office of mayor, the vice-mayor shall serve as mayor until a new mayor is elected as provided in paragraph (3)(a) and assumes the duties of his or her office.
- (ii) If any vacancy occurs in the office of any councilmember and the remainder of the unexpired term is less than 50 percent, the remaining councilmembers shall, within 30 days following the occurrence of such vacancy, by majority vote, appoint a person to fill the vacancy for the remainder of the unexpired term. **If, however, the remainder of the unexpired term is equal to or exceeds 50 percent, the remaining councilmembers shall, within 30 days following the occurrence of such vacancy, by majority vote, appoint a person to fill the vacancy until the next regularly scheduled village election.**
- (iii) Any person appointed to fill a vacant seat on the council shall be required to meet the qualifications of the seat to which he or she is appointed.” (emphasis added)

Analysis:

In this instance, there is more than 50% of the term remaining. Accordingly, Council is required to appoint a replacement within 30 days of the resignation and the appointment will be until the next regularly scheduled Village election.

As a result, Council is required to appoint someone to fill the vacancy no later than Sunday, February 9, 2025. In addition, the next regularly scheduled Village election is in November 2026, so the appointment would run until that date pursuant to the Charter.

Since there are 4 Councilmembers currently seated, if all Councilmembers are in attendance 3 votes will be required to appoint a replacement.

On or about January 13, 2025, the Village advertised the vacancy to the public. The public notice advised that anyone interested in filling that spot through appointment should submit certain information to the Clerk on or before 11:59pm EST on January 27, 2025.

As of January 28, 2025, eight (8) residents have submitted their information to the Clerk for consideration of appointment to Seat 1 vacancy. The letters of interest and the Candidate Affidavit forms for each are provided in the agenda packet.

Proposed Process:

- Each candidate will have three (3) minutes to express their interest and/or qualifications for appointment. Candidates will speak in alphabetical order.
- Councilmembers will ask any follow up questions (if necessary).
- Council will hear public comment
- Councilmembers will vote for up to three candidates by marking an "X" on the appointment sheet (attached).
- Staff will tally the "X's" and provide the top three candidates for appointment.
- Councilmembers will discuss, deliberate and vote for one of the top three.
- When a majority vote is obtained, the appointment for Seat 1 will conclude.
- The winning candidate must receive three votes.

Ultimately, the process is the decision of the Council. If there is a need to discuss the above procedure, this can be addressed at the beginning of the meeting.

Budget Impact:

N/A

Staff Impact:

N/A

Recommendation:

Staff recommends that the Village Council appoint someone to fill the vacant seat on January 30, 2025.

- Attachments:**
1. VCadenhead
 2. GDully
 3. DEpstein
 4. BKaminstein
 5. TRaffanello
 6. ARichards
 7. SScuderi
 8. LZettwoch
 9. Appointment Sheet

JAN. 14, 2025

TO WHOM IT MAY CONCERN:

I AM APPLYING TO BE SEATED IN SEAT 1
OF THE ISLAMORADA VILLAGE COUNCIL.

I HAVE LIVED IN THE UPPER KEYS SINCE
1956, AM A DISABLED U.S. NAVY VETERAN
AND RAN FOR SEAT 1 IN THE PREVIOUS
ELECTION AGAINST JOSEPH B. PINDER III,
(AKA BUDDY), WHO RESIGNED; I GARNERED
OVER 35% OF THE VOTE (1411) →
(1 OF 2)

2)

AND WISH TO BE CONSIDERED TO BE
HIS REPLACEMENT ON BEHALF OF ALL
THE RESIDENTS OF ISLAMORADA.

THIS IS MY LIFETIME HOME; I WILL
DEFEND IT UNTO DEATH.

SIGNED,

Vancabala

(2 OF 2)

**AFFIDAVIT OF CANDIDATE
ISLAMORADA, VILLAGE OF ISLANDS,
FLORIDA**

STATE OF FLORIDA)
COUNTY OF MONROE)
ISLAMORADA, VILLAGE)
OF ISLANDS)

01-14-2025 P12:13

VAN HUNTER CADENHEAD (hereinafter "affiant"), being first duly sworn, deposes and says:

1. My name is VAN HUNTER CADENHEAD.
2. I am offering myself as a candidate for the office of Village Council Seat 1 for Islamorada, Village of Islands, Florida.
3. I am a registered voter in the State of Florida, presently registered to vote in Precinct No. 25.
4. Pursuant to Chapter 1, Section 5 of the Village Charter, I affirm that I am a resident of Islamorada, Village of Islands, and that if elected, I fully understand that I must maintain my residency within the boundaries of Islamorada, Village of Islands for the duration of my term of office.

I presently reside at the following address (must include zip code)

86550 O/S HWY, ISLAMORADA FL 33036, which is my legal,
residential address.

5. Affiant represents that he/she (is) (is not) currently holding another elective or appointive office- whether city, county or municipal- the term of which or any part thereof runs concurrently with that of the office he/she seeks, and that he/she has resigned from any office from which he/she is required to resign pursuant to F.S.99.012.

SIGNED THIS 14th DAY OF JANUARY, 2025.

Van Hunter Cadenhead
AFFIANT

BEFORE ME, the undersigned authority, personally appeared Van Hunter Cadenhead, who, after first being duly sworn, deposes and states that he/ she executed the foregoing to the best of his/her knowledge and belief.

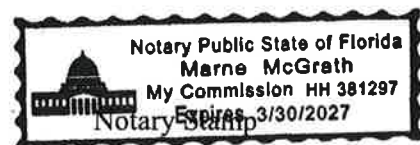
FLORIDA NOTARY:

Marne McGrath
NOTARY SIGNATURE

☐ Did take an oath

☒ Personally known

☐ Produced identification. Type: _____



Greg Dully
116 Coral Ave
Tavernier, FL 33070
GregDully@RemaxCommercialTeam.com
(305) 900- 4232

January 20, 2025

Village Clerk
Village of Islamorada
86800 Overseas Highway
Islamorada, FL 33036

Dear Village Clerk,

I am writing to express my interest in serving as a Council Member for the Village of Islamorada. As a dedicated resident of Islamorada for the past 10 years, I am eager to contribute my experience and skills to the Village Council.

For over two decades, I have worked as a Commercial Realtor, initially in New Jersey and, for the past 7 years, in Islamorada. This extensive experience has provided me with a deep understanding of real estate dynamics, finance, and the unique challenges and opportunities within our community.

My commitment to Islamorada is further demonstrated through my current roles as **Chairman of the Village's Land Acquisition Committee** and as a member of the **Achievable Housing Committee**, positions I have held for several years. These roles have provided me with valuable insights into land use, housing needs, and sustainable development within our village.

In addition to my professional and civic engagements, I serve as a Deacon at the First Baptist Church of Islamorada and have served as a member of its **Board of Directors for the past seven years**. This involvement has strengthened my leadership skills and reinforced my dedication to serving our community with integrity and compassion.

I am a registered voter in the State of Florida and meet the qualifications for candidacy as outlined in the Village Charter. I am committed to maintaining my residency throughout my term if appointed.

If given the opportunity to serve on the Village Council, I will focus on protecting our precious environment and water resources, improving affordable housing options, and preserving Islamorada's unique character. I am confident that my background and dedication to our community make me a suitable candidate for this position.

Thank you for considering my application. I look forward to the possibility of contributing to the continued growth and prosperity of the Village of Islamorada.

Sincerely,

Greg Dully

**AFFIDAVIT OF CANDIDATE
ISLAMORADA, VILLAGE OF ISLANDS,
FLORIDA**

STATE OF FLORIDA)
COUNTY OF MONROE)
ISLAMORADA, VILLAGE)
OF ISLANDS)

Gregory Dully (hereinafter "affiant"), being first duly sworn, deposes and says:

1. My name is Gregory Dully.
2. I am offering myself as a candidate for the office of Village Council Seat 1 for Islamorada, Village of Islands, Florida.
3. I am a registered voter in the State of Florida, presently registered to vote in Precinct No. 26.05.
4. Pursuant to Chapter 1, Section 5 of the Village Charter, I affirm that I am a resident of Islamorada, Village of Islands, and that if elected, I fully understand that I must maintain my residency within the boundaries of Islamorada, Village of Islands for the duration of my term of office.

I presently reside at the following address (must include zip code)

116 Coral Ave. Tavernier, FL 33070, which is my legal,
residential address.

5. Affiant represents that he/she (is) (is not) currently holding another elective or appointive office- whether city, county or municipal- the term of which or any part thereof runs concurrently with that of the office he/she seeks, and that he/she has resigned from any office from which he/she is required to resign pursuant to F.S.99.012.

SIGNED THIS 20th DAY OF January, 2025.

Gregory Dully
AFFIANT

BEFORE ME, the undersigned authority, personally appeared Gregory Dully,
who, after first being duly sworn, deposes and states that he/ she executed the foregoing to the best of his/her knowledge and belief.

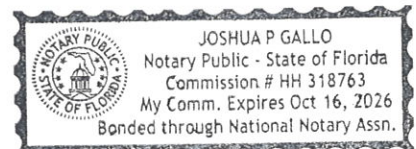
FLORIDA NOTARY:

☐ Did take an oath

☐ Personally known

☒ Produced identification. Type: FLDL

Joshua P. Gallo
NOTARY SIGNATURE



Notary Stamp

January 24, 2025

Subject: David Epstein Intent to fill the vacant Village of Islamorada Council Seat,

This letter of intent, and below information is to serve as a notice for David Epstein to fill the vacant village council seat vacated by Buddy Pinder.

Islamorada and the upper Keys have been my home of record since 1977 when I moved from Vermont as a young child. Growing up on Plantation Key and now the Village of Islamorada allowed me to appreciate the delicate balance of growth and environmental concerns. While my parents worked on both sides of the spectrum one in the Monroe county building department and one as a writer and environmentalists it taught me valuable lessons that I used as I grew into a young adult and went into the Airforce as an Emergency Manager.

My military and public service to the United States was shaped by my upbringing in the FI Keys. While serving as the AF and DOD Emergency manager, managing 1800 Emergency Managers and 1.5B budget I used critical thinking and objectives that considered risks, fiscal responsibility, strategic planning and environmental impacts. While serving in key positions and training political appointees, I learned and taught (FEMA and Mgt courses) others in major areas of the United States to take all positions into account when serving their federal state and local governments. My goal was always to return to my roots in Islamorada and serve as a true public servant. While I traveled to every continent except Antarctica I always reflected one day I would eventually serve my home town.

The time came when I needed to take the next step toward my goal of serving closer to home. I transitioned, and permanently moved into my home on Coral rd, and created my position at Homestead AFB. Serving as the South FL and State DoD liaison on Emergency Management, which included working with local political leaders to prepare, mitigate hazards and look at land use that could impact mission, and the environment. These keys steps were to help prepare for my next chapter in life to help my village one day to tackle key issues that are in front of them in the present and the future. Retiring as a public servant July 2024 has allowed me to move to the final chapter of service local government where it matters most.

Currently I serve on the park and recreation committee which has started the process of giving me an understanding of a few of the items that the current village leadership faces. Key issues that face Islamorada are intertwined with environment, development, risks and fiscal responsibilities. The current strategic plan that is being undertaken will take a heavy lift to dissect, implement and make sure that all recommendations are properly vetted. Land use/development must be looked at holistically to make sure rights of ownership, risks to environment and safety are all part of the decision-making process.

Fiduciary responsibilities, safety of our residents, economic and environment impacts are all part of our village concerns that if properly addressed are attainable. Behind the scenes I have been working with several key County agencies to make sure I am up to speed on local issues at the grass roots levels.

A few key facts at age 13, I worked at Mr Petes now shrimp shack making ice-cream, at age 15 with my dad created don't splash your trash and handed out over 50K bags to local charter boats to bring the trash home with them. At 18 I bought the shoe store Footloose and Fancy in Tavernier Towne. Retired Air Force, retired Senior DOD Civilian, all active security clearances still in place. Current owner of a small business in Islamorada reducing traffic through use of environmentally friendly low speed vehicles, Realtor, work for an owner in Islamorada that restored a property to its 1930s roots and history verse tearing down and modernizing, FIU speaker for students enrolled in consequence Mgt program.

My Core values are honesty, integrity, take care of people and service before self. Please consider me to use my skillsets to help keep Islamorada moving forward, while not sacrificing its history and delicate ecosystem.



David Epstein
171 Coral Road
Islamorada, FL 33036
305-394-5350

**AFFIDAVIT OF CANDIDATE
ISLAMORADA, VILLAGE OF ISLANDS,
FLORIDA**

STATE OF FLORIDA)
COUNTY OF MONROE)
ISLAMORADA, VILLAGE)
OF ISLANDS)

_____ (hereinafter "affiant"), being first duly sworn, deposes and says:

1. My name is David Epstein.
2. I am offering myself as a candidate for the office of Village Council Seat 1 for Islamorada, Village of Islands, Florida.
3. I am a registered voter in the State of Florida, presently registered to vote in Precinct No 25.
4. Pursuant to Chapter 1, Section 5 of the Village Charter, I affirm that I am a resident of Islamorada, Village of Islands, and that if elected, I fully understand that I must maintain my residency within the boundaries of Islamorada, Village of Islands for the duration of my term of office.

I presently reside at the following address (must include zip code)

171 Coral Rd Islamorada, FL 33036, which is my legal,
residential address.

5. Affiant represents that he/she (is) (is not) currently holding another elective or appointive office- whether city, county or municipal- the term of which or any part thereof runs concurrently with that of the office he/she seeks, and that he/she has resigned from any office from which he/she is required to resign pursuant to F.S.99.012.

SIGNED THIS 25th DAY OF January, 2025.

David Epstein

AFFIANT

BEFORE ME, the undersigned authority, personally appeared David Epstein,
who, after first being duly sworn, deposes and states that he/ she executed the foregoing to the best of his/her knowledge and belief.

FLORIDA NOTARY:

___ Did take an oath

☒ Personally known

___ Produced identification. Type: _____

Christina Warfield
NOTARY SIGNATURE



Notary Stamp

To Whom It May Concern,

My name is Beth Kaminstein and I am interested in filling the vacant Council seat. I have been a Village resident since its inception and have owned a house in Islamorada since 1989.

My late husband, Ron Levy, spearheaded the “Go Local” Islamorada incorporation movement and I was involved with all aspects of that political plight. The Village was originally created to preserve self-rule. I firmly believe Islamorada residents are served best as an incorporated entity.

I am aware of the necessity and the power that governing our village can bring to the lives of our neighbors and I seek to restore faith in the possibility of a government that cares about the environment we all live in both physically and psychically.

I have been involved with many projects in the Upper Keys beginning with the playground behind the library in the early 1990s. I was one of a four-person team which built the Montessori Island School in Tavernier and then wrote the charter for it to become the Montessori Island Charter School, which is now operating as Treasure Village Montessori. As a founding board member of Ocean Studies Charter School (mm100), I was instrumental in writing its charter as well. The success of these two institutions is an indication of my ability to plan, think strategically, and participate in building institutions based on sound financial structure. I was nominated by Commissioner David Rice, about ten years ago, and am still currently serving on the Art In Public Place committee for Monroe County, as well as creating, along with Rob Dixon, and serving as a founding board member of the Alligator Lighthouse restoration project, and am a board member of the Good Health Clinic.

I am an artist with a flexible schedule and will commit my time and energy to the fullest. I have nothing to gain financially by sitting on the Council and will act respectfully, intelligently, and responsibly to all if given the chance.

I am putting my name in the hat because I believe the only way self-governing works is if we all participate in it. Now is my time.

I am happy to meet you individually or provide references for your review.

Sincerely,
Beth Kaminstein

STATE OF FLORIDA)
COUNTY OF MONROE)
ISLAMORADA, VILLAGE)
OF ISLANDS)

Page 14 of 31

From: [TOM RAFFANELLO](#)
To: [Marne McGrath](#)
Subject: Application for Islamorada Village Council, Seat 1
Date: Friday, January 24, 2025 2:09:18 PM

This Message Is From an Untrusted Sender

You have not previously corresponded with this sender.

[Report Suspicious](#)

Good afternoon.

I am applying for the aforementioned position.

I have previously submitted my resume for the consideration of the selecting officials.

Thank you for your help.

Best, Tom

THOMAS W. RAFFANELLO

172 Key Heights Drive
Tavernier, Florida 33070
(305) 781-9998
twraffa@bellsouth.net

Qualification Highlights

A highly decorated and qualified executive offering over thirty-two years as a Special Agent, Assistant Special Agent in Charge, and Special Agent in Charge with the United States Department of Justice, Drug Enforcement Administration ("DEA"). Offers seventeen years of supervisory, management, and senior level executive positions in addition to fifteen years of investigation work, including several sensitive undercover and high-profile assignments. Recognized as an initiator and motivator with a strong work ethic and ability to assess and capitalize on individual's strengths, build cohesive production teams, and take corrective action when necessary. National top secret security clearance demonstrates unassailable integrity, honesty, and candor. Specific areas of qualifications include:

- Responsible for 1100 Agents & Employees
- Internal Oversight and Risk Management
- Program & Policy Formation
- Operational and Strategic Planning
- Develop, implement, & chair crisis management committees
- Member of Joint Terrorism Task Force
- Program Review & Vulnerability Analysis
- Criminal & Administrative Investigation
- Resource Management & Allocation

Executive Positions Held:

Drug Enforcement Administration

Special Agent In Charge, Miami Field Division

- Command DEA's largest field division, which includes 22 offices throughout Florida and the Bahamas
- Direct the activities of 900 special agents, task force officers, intelligence analysts, diversion investigators, and administrative employees
- Planning and oversight responsibility for discretionary budget of approximately \$15 million
- Develop and implement Miami Field Division's operational activities and strategic focus
- Liaison with highest ranking national and international law enforcement officials
- Coordinate and prioritize multi-agency, multi-jurisdictional investigations and prosecutions targeting major domestic and international drug trafficking organizations
- Chaired DEA Executive Staff members responsible for reviewing and recommending applicants seeking promotions to supervisory and executive levels
- Responsible for recommending personnel to the Administrator for Senior Executive Service

Chief of Operations, Operations Division, Headquarters

- Principal advisor to the Administrator and Deputy Administrator on matters pertaining to world-wide operations
- Directed world-wide operational initiatives, including foreign operations in 58 countries
- Established and communicated operational and strategic policies
- Planned and oversaw budget of more than \$200 million and 10,000 employees worldwide

Special Agent In Charge, Phoenix Field Division

- Responsible for 7 offices, directed more than 300 agents and civilian employees
- Planned and oversaw discretionary budget of approximately \$5 million
- Developed and implemented Phoenix Field Division's operational activities and strategic focus
- Coordinated multi-agency, multi-jurisdictional investigations and prosecutions targeting Mexican drug trafficking organizations
- Established and oversaw narcotics enforcement task forces, consisting of federal, state and local agencies, including the Joint Terrorism Task Force.

Chief, Office of Congressional Affairs, Headquarters

- Liaison with members of Congress and their staffs to pursue DEA's legislative and budgetary agenda
- Brief Congressional members and their staff on DEA's operations world-wide

Executive Assistant to Chief of Special Operations Division, Headquarters

- Assist Chief Special Operations Division in establishing seamless law enforcement strategies and operations aimed at dismantling national and international trafficking organizations by attacking their command and control activities
- Responsible for collection, dissemination and tracking of classified information that provides valuable intelligence concerning these organizations
- Liaison with international intelligence community in furtherance of special operation projects requiring cooperation between the DEA and foreign countries to gather evidence needed to prosecute major international drug traffickers in the courts of the United States

Honors & Recognitions

- Presidential National Merit Award, 2002
- Attorney General's Award for Outstanding Achievement, 1993
- Arizona Narcotic Officers' Man of the Year Award, 2001
- Outstanding Award for Group Achievement – Administrator's Award, 1993
- Special commendation from director of FBI for outstanding achievements in law enforcement, 1988
- Over twenty Special Achievement Awards for Outstanding Performance at all levels of service, 1980-present
- Life Member, International Association of Chiefs of Police
- Numerous Commendation Letters from U.S. Attorneys, DEA Administrators, FBI Directors, international organizations, and federal, state, and local agencies

AFFIDAVIT OF CANDIDATE
ISLAMORADA, VILLAGE OF ISLANDS,
FLORIDA

01-24-2025 P01:47

STATE OF FLORIDA)
COUNTY OF MONROE)
ISLAMORADA, VILLAGE)
OF ISLANDS)

Thomas Raffanello

(hereinafter "affiant"), being first duly sworn, deposes and says:

1. My name is Thomas Raffanello.
2. I am offering myself as a candidate for the office of Village Council Seat ____ for Islamorada, Village of Islands, Florida.
3. I am a registered voter in the State of Florida, presently registered to vote in Precinct No. 25.
4. Pursuant to Chapter 1, Section 5 of the Village Charter, I affirm that I am a resident of Islamorada, Village of Islands, and that if elected, I fully understand that I must maintain my residency within the boundaries of Islamorada, Village of Islands for the duration of my term of office.

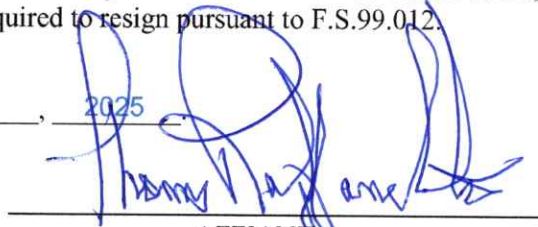
I presently reside at the following address (must include zip code)

172 Key Heights Drive, Tavernier, FL 33070

_____, which is my legal, residential address.

5. Affiant represents that he/she (is) (is not) currently holding another elective or appointive office- whether city, county or municipal- the term of which or any part thereof runs concurrently with that of the office he/she seeks, and that he/she has resigned from any office from which he/she is required to resign pursuant to F.S.99.012.

SIGNED THIS 24 DAY OF January, 2025



AFFIANT

BEFORE ME, the undersigned authority, personally appeared Thomas Raffanello, who, after first being duly sworn, deposes and states that he/ she executed the foregoing to the best of his/her knowledge and belief.

FLORIDA NOTARY:

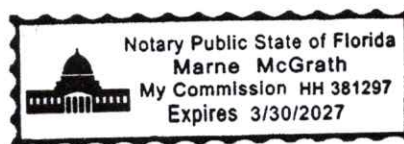
____ Did take an oath

☒ Personally known

____ Produced identification. Type: _____



NOTARY SIGNATURE



Notary Stamp

ANNA RICHARDS
193 HIBISCUS ST.
TAVERNIER, FL. 33070

Dear Mayor Mahoney & Village Attorney Mr. Quick,

I would like to put in to fill the vacancy from Buddy Pinder's resignation. I am a resident of Islamorada for almost 40 years, moving up from Marathon. I graduated from Coral Shores high school and married my husband, Jason in 1993 at Islamorada Community Church by Tony Hammon. Both of our families have lived here for many years and multiple generations. Our own 4 children were born and raised here, continue to live here and grow their own businesses and families here as well.

My land surveying business of 30+ years located in Islamorada serving only Monroe County and continuing to do so is what I believe helps make me highly qualified for this position. I have dealt with many of the departments in the Village over the years with all land, conservation, easements, legal, FEMA, wastewater, storm water and other issues. Being a business owner, I am familiar with budgets and prioritization of projects to meet completion dates and dealing with clients daily. I am also a Certified Floodplain Manager and licensed Realtor.

I am currently the President of the Upper Keys Rotary Club, and volunteer with many community events during the year when needed. I have served on the board of PKS PTA, Coral Shores SAC, Little League and coached many sports along the way just to name a few things. I'm extremely proud of my oldest children now following and doing the same with sponsoring teams and coaching, also voicing to me how they understand how important it is and appreciate it even more now. I want to continue to help my community especially with the new comp plan we are embarking upon, I do truly believe that my knowledge with all land issues can be a benefit to Islamorada.

Any questions please feel free to reach out to me.

Thanks,
Anna Richards

**AFFIDAVIT OF CANDIDATE
ISLAMORADA, VILLAGE OF ISLANDS,
FLORIDA**

STATE OF FLORIDA)
COUNTY OF MONROE)
ISLAMORADA, VILLAGE)
OF ISLANDS)

Anne Richards (hereinafter "affiant"), being first duly sworn, deposes and says:

1. My name is Anne Richards.
2. I am offering myself as a candidate for the office of Village Council Seat 1 for Islamorada, Village of Islands, Florida.
3. I am a registered voter in the State of Florida, presently registered to vote in Precinct No. 216.
4. Pursuant to Chapter 1, Section 5 of the Village Charter, I affirm that I am a resident of Islamorada, Village of Islands, and that if elected, I fully understand that I must maintain my residency within the boundaries of Islamorada, Village of Islands for the duration of my term of office.

I presently reside at the following address (must include zip code)

193 Hibiscus St., Tavernier, FL 33070, which is my legal,
residential address.

5. Affiant represents that he/she (is) (is not) currently holding another elective or appointive office- whether city, county or municipal- the term of which or any part thereof runs concurrently with that of the office he/she seeks, and that he/she has resigned from any office from which he/she is required to resign pursuant to F.S.99.012.

SIGNED THIS 13 DAY OF January, 2025

[Signature]

AFFIANT

BEFORE ME, the undersigned authority, personally appeared Anne Richards,
who, after first being duly sworn, deposes and states that he/ she executed the foregoing to the best of his/her knowledge
and belief.

FLORIDA NOTARY:

☐ Did take an oath

☒ Personally known

☐ Produced identification. Type: _____



Stephanie Scuderi
127 N Rolling Hill Rd
Tavernier, FL 33070
scuderiworks@gmail.com
305.394.4822

January 17, 2025

Islamorada Village Council
Islamorada, Village of Islands
86800 Overseas Hwy
Islamorada, FL 33036

Dear Mayor Mahoney and Council Members,

I am writing to express my interest in the Village Council Seat One appointment and respectfully request your support.

In the 20+ years I've lived in the Keys, the last 16 of which have been in Islamorada on Plantation Key, I've observed Council meetings, issues, challenges and accomplishments. Several times I have been asked to consider a Council seat, but my professional situation prohibited me from participating in local politics. That said, I spent that time serving on several boards to the benefit of Islamorada and the Keys, including nine years on DAC IV, nine years on the College of the Florida Keys Board, all but one year I served as Chair of the Board, Islamorada Chamber of Commerce Executive board member and secretary, Take Stock in Children mentor and board member, Monroe County Affordable Housing Advisory Committee to the County Commission, Key Largo Chamber of Commerce Governmental Affairs Committee. Several of these positions were Governor appointments and County Commission appointments, indicating a broad array of support for my skills, reputation and contributions.

Professionally, I worked for Centennial Bank for 15 years, the last four of which I served as Market President. In those four years, Centennial Bank was the only bank in the Keys that grew market share – we grew four percent, significant growth in a mature market. I attribute that growth to our focus on our strategic plan, our bankers' local presence, participation and contribution to the market, local non-profit support and simply being present, paying attention and engaging. This includes supporting the Village as their bank of record for many years, working with the Village to accomplish financial goals and safekeeping of taxpayer funds.

My educational background includes an undergraduate degree in Communications, a MS in data science and an MBA, all from top tier universities. I graduated top of my MBA class and my classmates elected me to be the class commencement speaker. I mention these as they reflect my commitment to educational excellence and the importance I place on relationships and communicating effectively and with impact. My educational experience and my professional experience demonstrate a skill set I believe will benefit the Council, one of leadership, strategic planning and measurement, budget management, stakeholder relationships and communication, balancing interests and the importance of effective and appropriate dissemination of information.

Islamorada is my home. My 17 year old son, Ray has grown up here, his Dad, Perry built his guiding business over the last 30 years, my parents have been homeowners since 1993 and fully retired to the Keys in 2007, living across the street from me on Plantation Key. I proudly speak about how wonderful it is to live here, how it's the most beautiful place in the Keys and the community is tight-knit, paying attention and engaged. I am at a point in my life where I have the time to dedicate to bringing my best to the Village Council, unencumbered by third-party relationships. My experience as a resident, my reputation as a contributing member of the community and the passion I have for Islamorada, all speak to the value I will confidently bring to the Village Council.

Thank you for considering my application. I look forward to the opportunity to deepen my contribution to the Village of Islamorada to serve our community. Please feel free to contact me to schedule a conversation at your convenience.

Sincerely,

A handwritten signature in black ink, appearing to read 'Stephanie Scuder', with a long, sweeping horizontal line extending to the right.

Stephanie Scuder
scuderiworks@gmail.com
305.394.4822

Encl: Affidavit of Candidate

**AFFIDAVIT OF CANDIDATE
ISLAMORADA, VILLAGE OF ISLANDS,
FLORIDA**

STATE OF FLORIDA)
COUNTY OF MONROE)
ISLAMORADA, VILLAGE)
OF ISLANDS)

Stephanie Scuderi

(hereinafter "affiant"), being first duly sworn, deposes and says:

1. My name is Stephanie Scuderi
2. I am offering myself as a candidate for the office of Village Council Seat 1 for Islamorada, Village of Islands, Florida.
3. I am a registered voter in the State of Florida, presently registered to vote in Precinct No. 25.
4. Pursuant to Chapter 1, Section 5 of the Village Charter, I affirm that I am a resident of Islamorada, Village of Islands, and that if elected, I fully understand that I must maintain my residency within the boundaries of Islamorada, Village of Islands for the duration of my term of office.

I presently reside at the following address (must include zip code)

127 N Rolling Hill Rd. Tavernier FL 33070 which is my legal residential address.

5. Affiant represents that he/she (is) (is not) currently holding another elective or appointive office- whether city, county or municipal- the term of which or any part thereof runs concurrently with that of the office he/she seeks, and that he/she has resigned from any office from which he/she is required to resign pursuant to F.S.99.012.

SIGNED THIS 16 DAY OF January, 2025

[Signature]
AFFIANT

BEFORE ME, the undersigned authority, personally appeared Stephanie Scuderi, who, after first being duly sworn, deposes and states that he/ she executed the foregoing to the best of his/her knowledge and belief.



Stephanie Conde
Comm.: HH 189981
Expires: Nov. 27, 2025
Notary Public - State of Florida

[Signature]
NOTARY SIGNATURE

FLORIDA NOTARY:

☐ Did take an oath

☐ Personally known

☒ Produced identification. Type: FLDL

Notary Stamp

January 27, 2025

Islamorada Village of Islands

Dear Islamorada Village Council,

I am expressing my interest in the Islamorada Village Seat 1 Vacancy.

I am a registered voter in the State of Florida and a resident of the Village. I own a home in Islamorada and I am active in the community.

Sincerely,

A handwritten signature in cursive script, appearing to read "L V Zettwoch".

Col Larry V Zettwoch, ESQ
USAF (Ret)
PO Box 1913
Islamorada, FL 33036

**AFFIDAVIT OF CANDIDATE
ISLAMORADA, VILLAGE OF ISLANDS,
FLORIDA**

STATE OF FLORIDA)
COUNTY OF MONROE)
ISLAMORADA, VILLAGE)
OF ISLANDS)

LARRY V. Zettwoch (hereinafter "affiant"), being first duly sworn, deposes and says:

1. My name is LARRY V. Zettwoch.
2. I am offering myself as a candidate for the office of Village Council Seat 1 for Islamorada, Village of Islands, Florida.
3. I am a registered voter in the State of Florida, presently registered to vote in Precinct No. 24.
4. Pursuant to Chapter 1, Section 5 of the Village Charter, I affirm that I am a resident of Islamorada, Village of Islands, and that if elected, I fully understand that I must maintain my residency within the boundaries of Islamorada, Village of Islands for the duration of my term of office.

I presently reside at the following address (must include zip code)

111 W. PLAZA CANADA ISLAMORADA, FL 33036, which is my legal, residential address.

5. Affiant represents that he/she (is) (is not) currently holding another elective or appointive office- whether city, county or municipal- the term of which or any part thereof runs concurrently with that of the office he/she seeks, and that he/she has resigned from any office from which he/she is required to resign pursuant to F.S.99.012.

SIGNED THIS 27th DAY OF JANUARY, 2025.

L. V. Zettwoch
AFFIANT

BEFORE ME, the undersigned authority, personally appeared Larry V. Zettwoch, who, after first being duly sworn, deposes and states that he/ she executed the foregoing to the best of his/her knowledge and belief.

FLORIDA NOTARY:

☐ Did take an oath
☒ Personally known

☐ Produced identification. Type: _____



Notary Stamp

Seat 1 Village Council Vacancy Appointment Sheet																		
<table><tr><td><u>Candidate</u></td><td><u>Selection "X"</u></td></tr><tr><td>Van Cadenhead</td><td>_____</td></tr><tr><td>Greg Dully</td><td>_____</td></tr><tr><td>David Epstein</td><td>_____</td></tr><tr><td>Beth Kaminstein</td><td>_____</td></tr><tr><td>Thomas Raffanello</td><td>_____</td></tr><tr><td>Anna Richards</td><td>_____</td></tr><tr><td>Stephanie Scuderi</td><td>_____</td></tr><tr><td>Larry Zettwoch</td><td>_____</td></tr></table>	<u>Candidate</u>	<u>Selection "X"</u>	Van Cadenhead	_____	Greg Dully	_____	David Epstein	_____	Beth Kaminstein	_____	Thomas Raffanello	_____	Anna Richards	_____	Stephanie Scuderi	_____	Larry Zettwoch	_____
<u>Candidate</u>	<u>Selection "X"</u>																	
Van Cadenhead	_____																	
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Anna Richards	_____																	
Stephanie Scuderi	_____																	
Larry Zettwoch	_____																	



Council Communication

To: Mayor and Village Council
From: Sharon Mahoney, Mayor
Date: January 30, 2025
SUBJECT: Interim Village Manager Discussion

Background:

On January 9, 2024, Mayor Mahoney introduced a list of Florida League of Cities "Members-in-Transition" for consideration of interim Village Manager. Village Council asked the Acting Village Manager, Sheila Denoncourt, to direct Human Resources to contact the members on the list and solicit their interest in being considered for Interim Village Manager.

Jamie Terry, Human Resources Director, reviewed the list, and solicited interest from 10 potential candidates on the list. A response was received from three people on the list, one of which was interested in being considered (resume attached), and the other two declined.

The Village Manager job opportunity is currently posted to social media, Governmentjobs.com, and the Village job opportunities website.

Analysis:

Village Council selected Sheila Denoncourt as Acting Village Manager on January 9, 2024. Ms. Denoncourt has provided stability and continuity for Village staff as the Acting Village Manager.

One candidate from the Members-In-Transition list has expressed interest. There are several factors to consider when deciding to select an Interim Village Manager:

- The candidate is not local and will likely require some type of housing allowance.
- It could take a minimum of three weeks for the Interim Village Manager to start working at Village Hall.
- It will take time for an Interim Village Manager to get acclimated to processes, procedures and Islamorada.
- During the interim period, the Village Manager position is actively being recruited.

At the request of Village Council, Human Resources has prepared Request for Proposal (RFP) for an Executive search firm to conduct recruitment activity for the selection of the Village Manager. RFP 25-01 will be posted on DemandStar on January 29, 2025 for thirty (30) days.

Budget Impact:

Staff Impact:

Recommendation:

Staff recommends Sheila Denoncourt continue as Acting Village Manager until such time as the Village Manager position is filled.

Attachments: 1. Alan Cohen Resume

Alan J. Cohen

Energetic, inclusive, entrepreneurial and resourceful executive with 30+ years of public and private sector management experience. Strengths include strategy, economic/community (re)development, complex project management, communications/public outreach, diversity/equity/inclusion, community relations, operations analysis, relationship management, change management, union/labor relations, negotiations, budgeting, and emergency management.

MANAGING PARTNER **Sage Consult, LLC**

2022 - Present
Fort Lauderdale, FL

A boutique management and strategy consultancy working with private and public sector clients, helping them navigate the other, improving their organizations and business processes, and on special projects.

ASSISTANT COUNTY ADMINISTRATOR **Broward County**

2015-2022
Fort Lauderdale, FL

Provided strategic and operational support to the County Administrator, for an organization with 6000+ FTE, ~2,000,000 residents and a \$6.3 billion budget (\$1.6 billion GF).

Major Accomplishments:

- Served as pre-construction project manager (PM) and design/construction Client Representative for the \$1.3 billion Convention Center Expansion and Headquarters Hotel project.
- Served as pre-construction PM for Joint Government Center project with City of Fort Lauderdale.
- Worked with Chief Resilience Officer (CRO) and industry partners to adopt/implement Property Assessed Clean Energy (PACE) program; created first consumer protection requirements in State.
- Served as point person on sustainability/resiliency. Worked with CRO to convert County to 100% solar power purchases, increase solar footprint, reduce carbon footprint, and partner with private sector, 31 cities and 3 counties on resiliency communications/education and lobbying.
- Oversaw County's tourism agency, including its reorganization and rebranding efforts.
- Worked on variety of ED/CD initiatives in partnership with business organizations and staff.
- Served as Acting County Administrator in the absence of the County Administrator.

CITY MANAGER **City of Sunrise**

2012 - 2015
Sunrise, FL

Directed and managed the daily operations, programs and activities of this City government with 1100+ FTE, ~90,000 residents, 18 direct reports, and a \$435 million budget.

Major Accomplishments:

- Successfully brokered multiple projects, including (recruitment) American Express SE US Regional HQ, (retention) Centene FL HQ, and (multi-use development) Metropica.
- Created a unique public-private partnership (P3) to alleviate local parking issues.
- Sustainably eliminated an ~15% structural General Fund budget deficit through financial, debt and organizational restructuring, and introduced new budgeting and reporting practices.
- Greatly improved what had been considered the worst Building Dept. in the County.
- Worked with City Commission to be first local government agency to join regional C-51 Reservoir water preservation project. Negotiated the master Capacity Allocation Agreement.
- Increased employee diversity and engagement/morale, implemented new staff development initiatives and created a strong management team.
- Implemented new investment program in the water, wastewater and natural gas utilities to improve water/wastewater effluence quality/system integrity and expand gas utility territory.
- Successfully led effort to fund a Leisure Services Master Plan, with 70+% voter approval of a \$65M General Obligation bond referendum to improve parks and recreational programming.
- Negotiated on behalf of 28 cities to establish County's Consolidated E-911 System.
- Initiated/completed City's transition to a self-funded health insurance model.
- Initiated development of City's first Sustainability Action Plan.

ajcohen@sageconsultllc.com - 607-279-7725 - www.linkedin.com/in/alan-j-cohen

CITY MANAGER
City of Sunny Isles Beach

2011 - 2012
Sunny Isles Beach, FL

Directed and managed the daily operations, programs and activities of this City government with 250+ FTE, ~21,000 residents, 8 direct reports, and a \$41 million budget.

Major Accomplishments:

- Implemented a major restructuring plan to improve operational efficiencies, and increased employee diversity and engagement/morale.
- Instituted new fiscal practices (e.g., 5-year budgeting, new monthly reports to Commission).
- Collaborated with a citizen's group to create the City's first resident feedback survey.
- Developed new relationships with County officials/others that led to the approval of several long-standing City-desired projects.
- Developed the City's first IT Master Plan to address future technology needs.
- Updated Comprehensive Plan to reflect statutory requirements and community sentiment.

PRESIDENT
Cohen Consulting

2004 - 2012
Ithaca, NY/Washington, DC/Paris, France

Provided executive-level interim management services for SMEs, and consulting on business and organizational development, relationship management, and public relations.

Client Highlights:

- CEO/President - Technology start-up, focused on business development, R&D (hardware and software), project/contractor/IP management, and client support. Secured/managed recurring development contracts with US DOD and a Fortune 500 aerospace firm.
- COO - Performance management software business. Developed new strategy and workflow processes for sales, finance, and client support. Developed/implemented a new (2.0) software.
- Executive Director - NGO providing education to US Congress/State legislatures on foundations & philanthropy, focused on communications, strategic planning, fundraising, membership & OD.
- Fortune 500 Company - Assisted with development of new comp system, including JDs for entire workforce. Provided data analysis/recommendations for executive compensation decisions.
- Regional Airport - Business development functions, including managing and improving relationships with air carriers. Negotiated new jet service with one air carrier and the retention of another air carrier's services.
- Technology Company - Assisted with the development of a feasibility study and business plan for a new commercial supercomputer facility. Negotiated acquisition and vendor contracts.
- Commercial Investor - Consulted on the development of a multi-use re-development building project, including securing both public and private sector financing and regulatory approvals.

MAYOR/MANAGER (Executive Mayor - City Manager Equivalent)
City of Ithaca

1996 - 2003
Ithaca, NY

Directed/managed the daily operations, programs and activities of this City government with 550+ FTE, ~30,000 residents, 15 direct reports, and a \$52 million budget. No professional management.

Major Accomplishments:

- Lobbied successfully for a HUD regulatory change that made Ithaca an entitlement city, resulting in guaranteed funding and a 73% increase in the community redevelopment agency budget.
- Secured State Legislative approval to create a residential parking permit system.
- Developed relationships with state/federal officials, resulting in 146% grant awards increase.
- Attracted over \$200M of investment to the city's downtown and other commercial districts.
- Restructured the organization, diversified the workforce, created a strong management team, increased employee engagement/morale, and implemented a customer service philosophy.
- Developed/implemented the City's first vision/mission/values statement and strategic plan.
- Created a neighborhood planning process, the Neighborhood Housing Initiative and other programs that revitalized city neighborhoods and provided more affordable housing. Worked with

community, staff and developers to improve/rejuvenate older, lower income areas without gentrification via infrastructure/other investments, incentives and programming.

- Created the first (local or state) hate crimes legislation in NY State.
- Created first municipal property tax abatements in NY for investments in historic structures.
- Fostered new relationship with Cornell U. that resulted in increased funding, a direct community investment of \$48M, and a new initiative to create local businesses by commercializing IP.
- Initiated a drug enforcement program that eliminated crack houses in the city.
- Created City's first emergency ops plan, co-created unified response structure with emergency service providers/agencies in County, and oversaw creation of countywide E-911 System.
- Instituted new fiscal practices (e.g., 5-year budgeting), streamlined operations (10% workforce reduction), increased revenues (32% AI) and increased tax base (27% AI).

MANAGEMENT CONSULTANT

US-Ukraine Foundation/USAID/US State Department

1999 - 2004

Kiev, Ukraine

- Consulted with 12 Ukrainian cities, and provided training in strategic planning and management principles to hundreds of city officials nationwide at regional training centers.
- Facilitated Horishni Plavni's (fka Komsomolsk) municipal strategic plan (first in Ukraine).
- Co-founded 'Ukrainian Conference of Mayors' to network, share info and attend trainings.

VOLUNTEER FIREFIGHTER

Ithaca Fire Department

1994 - 2002

Ithaca, NY

- Performed all duties of an NFPA-certified interior firefighter.

OWNER/MANAGER

Simeon's on the Commons Restaurant

1984 - 1999

Ithaca, NY

- Directed and managed all front and back of house operations and services of this full-service restaurant with 46 seats winter/78 seats summer with \$1.1 million sales/37 FTE.

MANAGER

La Barranca Realty

1989 - 1993

Hastings on Hudson, NY

- Managed all aspects of 40-unit apartment building, utilizing selective investments to improve operating efficiency and aesthetics; increased sales value by 53% during weak market cycle.

SELECTED EXTRACURRICULAR ACTIVITIES

- Nova Southeastern University, Master of Public Administration Curriculum Committee
- Greater Fort Lauderdale Alliance, Board of Directors, Governor's Council
- Southeast Florida Regional Climate Change Compact, Economic Resilience Committee
- International City/County Management Association, Sustainability Committee
- Broward County City Managers Association, Racial Equity Committee
- Rotary Club, Community Service Chair, Board of Directors
- Taste of the Nation Hunger/Poverty Relief Event, Chair
- Conference Speaker - Resiliency, Regional Planning, P3s

EDUCATION

HEC School of Management

Master of Business Administration, Strategy

Paris, France

2011

Cornell University

Bachelor of Science, Business Management

Ithaca, NY

1986