

Special Board Meeting Minutes – Draft for Approval

Indian River Mosquito Control District
April 2, 2026 @ 9:00 AM

The Indian River Mosquito Control District Board of Commissioners held a special meeting on April 2, 2026, at the District Office.

Present: Janice Broda (Chair) and Anna Kirkland (Vice Chair)

Visitors: Don Shroyer, George F. O’Meara, Terry McGinn, and Doug Carlson

Staff: Tamar Rivera (HR Director), Kevin Kinney (Director of IT and Maintenance), Kyle Kosinski (Director of Science), Johanna Avril (Community Relations Director), Todd Hingle (Coastal Supervisor), Daniel Long (Aerial Supervisor), and Morel Jules (Education Specialist)

Legal Counsel: Paul Amos (Rossway Swan) and David Miklas (Law Office of David Miklas, P.A.)

- I. **Call to Order:** Commissioner Broda called the meeting to order at 9:00 AM.
- II. **Pledge of Allegiance**
- III. **Public Comment - None**
- IV. **New Business**

A. Executive Director Candidate Interviews

Tamar, Human Resource Director, asked a total of 30 questions with a value of ten points per each question. Commissioner Broda and Commissioner Kirkland scored the candidates.

1. Natasha Agramonte’s interview started at 9:02 AM, ended at 11:18 AM.
2. “Peter” Jiang’s interview started at 11:30 AM, ended at 12:55 PM.

Meeting was paused for lunch break.

3. Isik Unlu’s interview started at 2:05 PM, ended at 4:22 PM.

The Board discussed candidate scores. Commissioner Broda indicated that Candidate Isik stood out with a score of 242 but was concerned on her availability; Natasha’s score is 232 and Peter’s score is 194. Commissioner Kirkland scored Isik 233, Natasha 229, and Peter 228. Commissioner Kirkland indicated that Isik is her first pick; Commissioner Broda agreed. Doug indicated that the district could help with the transition to not lose her over relocation as a timing issue. Commissioner Borda’s concern is not having an Acting Executive Director since Isik might not be available for two more months. Attorney Amos suggested offering remote work for 60 or 90 days. Attorney Miklas suggested including remote work in contract negotiations.

Isik was asked to return to the Board room. Commissioner Broda asked Isik if she would consider working remotely through the end of the school year, including a couple of paid trips to the district. Isik is open to that suggestion and wants to provide sufficient notice to her current employer and will follow up with Tamar to provide a start date.

Commissioner Broda questioned how contract negotiations would be handled. Attorney Miklas indicated that the contract needed to be modified to include remote work. Commissioner Borda asked Isik if she would be willing to work at-will until she could relocate

to the county. Isik questioned Attorney Miklas if there are other alternatives. Attorney Miklas indicated she could work at-will until a contract was signed. Attorney Amos added that the contract could include a contingency in which remote work counts towards the contract time. Attorney Miklas suggested handing Isik a draft contract to start the ball rolling. Tamar indicated that for HR purposes she would need to provide an offer letter including full details and the background check still needs to be completed. Attorney Miklas asked if regardless of the offer letter, could the contract be provided to Isik for her to start reviewing via email. The Board agreed to allow Legal Counsel to draft an Addendum reflecting remote work to include with the draft contract and provide at the next Regular Board Meeting on April 14th.

X. Adjournment

Commissioner Kirkland made the motion to adjourn. Commissioner Broda seconded; the meeting was adjourned at 4:55 PM.

Attest: _____