

Special Board Meeting Minutes – APPROVED

Indian River Mosquito Control District
October 10, 2025 @ 9:00 AM

The Indian River Mosquito Control District Board of Commissioners held a special meeting on October 10, 2025, at the District Office to discuss the Executive Director's Contract.

Present: Janice Broda (Vice-Chairman) and Anna Kirkland (Secretary/ Treasurer)

Visitors: Michael Hudon, Richard Kirkland, Grody Kirkland, Gene Riddell, Doug Carlson, Kevin White

Staff: Sherry Burroughs (Executive Director), Claudia Alvarado (Chief Financial Officer), Kevin Kinney (Director of IT and Maintenance), Layla Lockey (HR Assistant), John Thomas (Inland Inspector), Todd Hingle (Inland Supervisor), Daniel Long (Aerial Supervisor), and Luina Ribera (Administrative Assistant).

Legal Counsel: Paul Amos (Rossway Swan)

- I. **Call to Order:** Commissioner Broda called the meeting to order at 9:01 AM.
- II. **Pledge of Allegiance**
- III. **Notice of Objection**

At the Chairman's request, Executive Director Burroughs read into the record an email from the Chairman to Paul Amos indicating his disagreement with the board conducting this meeting to discuss the Executive Director's contract knowing he was unable to attend. The email referenced the enabling legislation which requires that "the chair and vice chair shall vote at all meeting of the board" and as a result, any action taken at the October 10th meeting without the chair voting would be illegitimate. He requested the attorney advise the board in writing that a vote taken without the board chair voting would be legally invalid action. Copies of the Chairman's email were provided to the Board members.

Paul Amos acknowledged receiving the email and discussed his research on the matter, including case law, Robert's Rules of Order, and Attorney General Opinions regarding providing notice of board meetings, locations, accessibility, and Sunshine Law. He was unable to find any statutory law or cases specifically that addressed this specific language. Implied authority to designate a temporary officer in place of a regular officer, unless the enabling act or bylaws prohibited it. He stated he was unable to find anything that prevents a board from reestablishing a chair, if the chair was unavailable. He suggested there was a conflict in quorum necessity and voting in the enabling legislation.

Commissioner Kirkland made the motion that Commissioner Janice Broda be appointed as Chair pro tempore of the Indian River Mosquito Control District. This appointment will remain in effect for this meeting or until the Chair is able to resume their duties. Commissioner Kirkland and Commissioner Broda approved. Motion passed.

Commissioner Broda made the motion to appoint Anna Kirkland Vice Chair for this meeting. Commissioner Kirkland and Commissioner Broda approved. Motion passed.

- IV. **Public Comment**

Doug Carlson, Michael Hudon, and John Thomas provided comments.

Claudia read letters of support for the Executive Director from Dr. Jorge Rey, FMEL, Andrea Leal, Executive Director of Florida Keys MCD, Patrick Linn, Executive Director of Collier MCD, Adriane

Rogers, Executive Director of Pasco County MCD, Jim Millican, President of Florida Association of Special Districts, and Jenifer McBride into the record.

V. Old Business

A. Discussion of Executive Director Contract

Commissioner Broda read a statement into the record. She indicated that the matter is about environmentally appropriate, effective, and economical mosquito control for our community and the contract, as written, does not honor a majority consensus. She commented that the Board needed to find a way to move forward into the future by majority consensus.

Commissioner Kirkland read a statement into the record. She noted her strong commitment to fiduciary duty and ensuring the District operates with the highest level of efficiency, transparency, and accountability. Believing the contract is not in the public's best interest, she recommended that the Board refrain from renewing the current contract and suggested renegotiating or exploring other employment options with clearer accountability and oversight. She recommended holding workshops with the Executive Director to improve communication, review management practices, and align future performance expectations.

Commissioner Kirkland made the motion that the Board of Indian River Mosquito Control District review and take no further action on the renewal of the current employment agreement for the Executive Director until the Board has completed a full evaluation and discussion of the contract terms. Furthermore, the Board should initiate negotiations for a revised agreement or explore employment options beyond the scope of the existing contract as may be appropriate following the review. Finally, I do request the Board to schedule individual and group workshops with the Executive Director to facilitate open dialog, evaluate management practices and mutually establish performance expectations for the future.

Commissioner Broda asked for clarification. Commissioner Kirkland said she does not want to renew the contract as written; it needs to be changed. Commissioner Broda sought legal counsel as to how to proceed.

Paul Amos offered to help with communications and facilitate contract negotiations.

Commissioner Kirkland indicated her motion was not to renew this contract; it needs to be changed. Commissioner Broda seconded the motion. Motion passed.

Commissioners offered to email their contract concerns to Attorney Amos. He requested to establish meeting times to discuss contract terms. Commissioner Broda noted that the next regular meeting is October 14th and the Executive Director's contract is already on the agenda.

Executive Director Burroughs read her statement for the record, overviewing the accomplishments over the last five years. She acknowledged the Board's support and the staff for their hard work, support, and shared pride in the District's progress.

Attorney Amos noted that there is a contractual provision that the decision be followed up in writing.

VI. Adjournment

Commissioner Broda made the motion to adjourn. The Board unanimously approved; the meeting was adjourned at 10:57 AM.

Attest:



A handwritten signature in black ink, appearing to be 'J. Broda', written over a horizontal line.



A handwritten signature in blue ink, appearing to be 'Anthony K. Kellan', written over a horizontal line.