

Special Board Meeting Minutes – Approved

Indian River Mosquito Control District
May 4, 2026 @ 1:30 PM

The Indian River Mosquito Control District Board of Commissioners held a special meeting on May 4, 2026, at the District Office.

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

Visitors: Terry McGinn, Doug Carlson, and Isik Unlu (via phone)

Staff: Claudia Alvarado (Chief Financial Officer), 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), and Daniel Long (Aerial Supervisor)

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 1:32 PM.
- II. **Pledge of Allegiance**
- III. **Public Comment - None**
- IV. **Old Business**

A. Executive Director Contract Negotiation (Attachment A)

Isik Unlu, Executive Director Candidate, emailed a counteroffer requesting a salary amount of \$165,000 referencing Anastasia County Mosquito Control District's most recent salary survey released on April 2026 and ten thousand dollars as a reimbursement for moving expenses. Commissioner Broda researched other independent taxing districts and recognized Isik's extensive experience and Ph.D. degree and is willing to entertain a higher salary offer. Commissioner Kirkland also researched other entities comparing number of employees and budgets. She wants to make a decision that is fair to Isik, district employees, and taxpayers. She likes the idea of reimbursing moving expenses and indicated that there is no policy and would like to create a policy. Tamar replied that this is part of a contract negotiation with the Executive Director; it is very rare that public entities offer moving expense reimbursement. Commissioner Broda indicated that she looks at moving reimbursement separate from salary since it's a one-time expense. Attorney Miklas noted that ten thousand dollars is on the upper end of the range. His clients have offered anywhere from three to ten thousand dollars, but most have reimbursed five thousand dollars. Attorney Amos suggested that if approved, receipts should be required to reimburse moving expenses. Commissioner Broda agreed to pay a cap reimbursement to control the expense and referenced Manatee and Pasco Mosquito Control as similar sized entities with Executive Directors earning \$178,000 with no Ph.D. and \$183,000 respectively.

Commissioner Kirkland was ok reimbursing travel expenses between \$5,000 and \$7,500 with receipts. Commissioner Broda is more comfortable with reimbursing \$7,500 with receipts. Isik commented that two years ago she paid nine thousand dollars to move from Broward County, Florida to St. Tammany Parish, Louisiana. Given the cost two years ago and increasing cost of fuel, Commissioner Broda is willing to pay the full ten thousand dollars with receipts.

Commissioner Broda made a motion that moving expenses to Vero Beach be reimbursed for up to ten thousand dollars with supporting documentation submitted. Commissioner Kirkland seconded; motion passed.

The Board continued to discuss the salary offer. Legal counsel commented that the last Executive Director was unwilling to return at the current salary and the term of the contract is two years.

Commissioner Broda made the motion to amend the contract offered to Isik to have a salary of \$165,000. Commissioner Kirkland seconded; motion passed.

Isik was appreciative of the consideration and thanked the Board. Attorney Miklas indicated that he would provide Isik with a contract reflecting the salary amount and adding reimbursement of moving expenses. Isik questioned the severance pay before moving forward. She indicated that the minimum severance package she has seen is three months. The Board is set on six weeks' severance pay due to the latest payout and the two-year contract length. Isik requested to postpone the start date to May 26, 2026 due to a scheduled exam for drone pilot certification and confirmed she would be present the first week of employment.

Commissioner Broda made the motion to amend the contract to reflect that start date of May 26, 2026. Commissioner Kirkland seconded; motion passed.

V. New Business

A. Legal Services Update (Attachment B)

Attorney Amos explained that Rossway Swan was acquired by Lowndes, Drosdick, Doster, Kantor & Reed on February 1st and submitted documentation to renegotiate the legal firm name only. All terms remain unchanged and main offices are in Orlando.

Commissioner Kirkland made a motion to accept the change in name for legal counsel from Rossway Swan to Lowndes, Drosdick, Doster, Kantor & Reed. Commissioner Broda seconded; motion passed.

IX. Adjournment

Commissioner Kirkland made the motion to adjourn. Commissioner Broda seconded; the meeting was adjourned at 2:05 PM.

Attest:

