

TOWN OF REDINGTON SHORES  
BOARD OF COMMISSIONERS  
**SPECIAL MEETING**  
**IN PERSON AND VIA ZOOM**

FRIDAY, JULY 23, 2021 – 2:00 P.M.  
MINUTES

Present upon roll call: Commissioner Krouk, Commissioner Blackburn, Vice Mayor Robinson and Mayor Henderson. Absent, Commissioner Krajewski.

Hiring of Public Works Position

Commissioner Blackburn asked if she should start with a motion and then discussion. Commissioner Blackburn stated the if she had to make a motion, she would recommend Mario. Commissioner Blackburn stated Vice Mayor Robinson and Commissioner Krouk have experience hiring and firing personnel, and stated before becoming a realtor, had 20 years of experience with hiring and firing and learned to screen for behavior and values, values being the hardest to screen for. In looking for values, Mike Pafumi is a rare find for an employee, has a great attitude, resourceful, etc. All three of the applicants are nice guys, Brian, and Tom are very likable, maybe Brian more of a conversationalist than Mario. Brian is likable, has a lot of certificates, but not every certificate we are looking for. In looking at his work history, his decisions appear very self-serving, leaving for a shorter commute makes sense, but a pattern of moving to other areas raises a red flag. Commissioner Blackburn stated she never got from Brian, anything about the job itself, liking the job, performing the job, pride in doing a good job, but she did get that from Mario. Mario, like Mike, likes to stay busy, use to working outside, not one to sit around. Another advantage of Mario is he has mechanic skills, being able to do this in house is a benefit. Mike Pafumi knows Mario and Tommy and met Brian. Commissioner Blackburn stated she asked Mike who he prefers and he said Mario and I respect that. Commissioner Blackburn compared the different certificates the candidates have. Having employees with these certifications is important. Commissioner Blackburn stated her recommendation would be to hire Mario with the start day asap, with an offer letter stating within 120 or 180 days complete the NPDES, as he has the NIMS course completed, Brian does not have the NIMS course completed.

Commissioner Krouk stated to Commissioner Blackburn, that you are thinking of hiring Mario conditionally on getting certificates, you would recommend him because of his work ethics. Commissioner Blackburn stated she agrees, but also Mario has the mechanical experience. Commissioner Krouk stated so you think Mike and Mario will be a good combination for ground maintenance and mechanical repairs, and both would be trained for NPDES and NIMS. Commissioner Blackburn stated yes. Commissioner Krouk stated it appears Mario had the least background in grounds maintenance. Vice Mayor Robinson commented he thinks the assessment of Brian is wrong. I dug deeply into his work ethic and feel very comfortable with it, and he also has the mechanic ability and unlike Mario, he understands sewer and stormwater operation as he has trained and worked in those areas. I do not want to hire someone who may or may not have interest in these areas. Brian has on the job training in these areas. Mayor

Henderson stated there are three good choices, but feels Brian is the best choice as he has what the town is looking for and what the town needs in an employee. After discussion, Commissioner Blackburn moved to offer the job to Mario Orlando, conditional on his completing NPDES training tier one within six months of hire. Motion died for lack of second. Vice Mayor Robinson moved to hire Brian Stees, seconded by Commissioner Krouk. Commissioner Krouk asked Commissioner Blackburn, how she would feel is we select Brian, knowing his experience. Commissioner Blackburn stated she would be very fine with it, and knows Mike Pafumi would be also, we are here for the town. Commissioner Krouk asked if Brian has experience with Sunshine locates. Mayor Henderson stated she thinks so but is not sure. Right now, we are using a company right now to mark our utility, until our staff can get trained.

Vice Mayor Robinson amended his motion to hire Brian Stees conditionally upon successfully completing a background check, drug and alcohol testing and any other personnel issues, the starting pay of \$20.00 per hour with a review of compensation after six-months, seconded by Commissioner Krouk. Roll call: Commissioner Krouk, yes, Commissioner Blackburn, no, Vice Mayor Robinson, yes and Mayor Henderson yes.

Respectfully submitted,

Mary F. Palmer, MMC  
Town Clerk