



**BOARD OF COMMISSIONERS
TOWN OF REDINGTON SHORES
WORKSHOP
WEDNESDAY, JANUARY 28, 2026
MINUTES**

A **Workshop** of the Board of Commissioners of the Town of Redington Shores, Florida was convened at 6:00 p.m.

Members Present: Mayor Commissioner Tom Kapper, Vice Mayor Commissioner Erin Schoos, Commissioner CJ Hoyt, Commissioner Doug Harr, Commissioner Larry Maynard

Members Absent: none

Other Municipal Officials Present: Town Manager Margaret Carey, Deputy Town Clerk/Management Analyst Rafael Soto, Public Works Supervisor Mike Pafumi, Building Official Eve Spencer, Permit Tech Jenny Gonzalez, Town Attorney Nancy Meyer, Chief Lee Ann Holroyd and Captain Dan Doherty (ISPD)

1. ROLL CALL BY THE TOWN CLERK

2. APPEARANCES AND PRESENTATIONS – none.

3. OLD BUSINESS – none.

4. NEW BUSINESS

a. Building Department Topics

Building Official Spencer presented a number of topics.

1. Research of Permit Fee Schedule – The Commission directed Ms. Spencer to study actual costs as well as regulatory costs the town is not currently charging. Results will be presented at a future workshop.
2. Nonconforming Properties – The Building Department will be looking at the list of noncompliant properties. Staff will identify the homes that were substantially damaged. Each noncompliant home will be handled individually. Focus will be on education and assistance for homeowners – while moving toward compliance.
3. Updating Website – Staff will work with the attorney to ensure that we have adopted an Ordinance to include the most recent Florida Building Code. All updated information will be included on the website.
4. Action Plan for Expired Permits – Staff have already started following up on expired permits.
5. Legislative Mandate Compliance – Staff started working on Milestone inspections. They are required for buildings over 3 stories and over 30 years old as of 2024. Started collecting inspection reports and will be following up with others that are due.
6. Express Permitting – Staff are working to streamline the permit process for projects that are like-for-like replacements and do not require technical plan review.

Public Comment

Ginger McQuigg	61 181 st Avenue W	Should we stop cleaning up our neighbor's house? Yes, unless you have the owner's permission. Let code enforcement address that.
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b. Parks and Recreation Topics

Town Manager Carey explained that the Parks and Recreation Advisory Committee did not meet in 2025 due to the hurricanes and because of members being displaced from their homes. They will, however, begin meeting in February 2026. Since the Commission has expressed interest in beautification issues that usually fall within the scope of the PAR committee, it may be a good idea to

coordinate ideas to avoid duplication of efforts. Much research has already been completed by PAR. Commissioner Maynard said he would like to attend the upcoming PAR meeting. Commissioner Hoyt explained examples of past projects that PAR spent a considerable amount of time working on. She asked Commissioner Maynard if he was aware. He said yes, and we will probably start over. Commissioner Hoyt said definitely not and that is the point of knowing the history of what has already been done. Commissioner Schoos suggested inviting PAR to make a presentation to the Commissioner – to which Commissioner Maynard agreed. Commissioner Harr suggested that PAR include ideas to make our town distinct – so people know when they are in our town. Commissioner Schoos recalls having a meeting with Creative Pinellas just before Hurricanes Helene and Milton to redesign our signage. Commissioner Hoyt asked Manager Carey to speak about Duke Energy and the upcoming Utility Undergrounding Project. Manager Carey said she met with Duke representatives today and the project is moving to the next phase of planning. We had a discussion about light pole replacement. The assistance of PAR will be helpful when making our selection. Loretta Fricks, Chairperson of the PAR Committee, said she believes the Committee will be ready to present their updated recommendations at the March Regular Meeting.

Public Comment

Jennie Blackburn	17717 Gulf Blvd.	PAR has done a great job and just a reminder that each district is represented by a PAR member. Commissioners should connect with their district's PAR member.
Christy Herig	17609 1 st Street E	Not everyone's sense of "beautification" is the same. We follow Florida-friendly which is sometimes in conflict. Commissioners can provide ideas to Loretta to discuss at the PAR meeting.

c. Town Charter Update for Commissioner Term Length

Commissioner Maynard explained his desire to extend the Commissioner terms to 4 years. Mr. Maynard suggested the extended terms may save money and address Commissioner turnover. Mr. Maynard would like to see his projects through to completion. Commissioner Schoos asked for clarification about when and how this would take effect and what about term limits? Ms. Schoos also suggested following the Indian Shores model of 3-year terms for all. The Commission discussed that option and also to move the election from March to November. Commissioners directed the town attorney to update the draft ordinance to include 3-year terms and a November election and bring back to a regular meeting for consideration. Following adoption of the ordinance, these changes would also be included on the November 2026 ballot as a referendum for the voters – since this would change the Town Charter.

Public Comment

Jennie Blackburn	17717 Gulf Blvd.	Clarified to Commissioner Maynard that Commissioner turnover was not due to a problem in town hall. There were lots of separate reasons.
Barry Taylor	300 182 nd Avenue East	Concurs with the Mayor. Agrees that 2-year terms are not enough. 3 years is better than 4. Turnover was not due to elections, just to clarify.

d. Coffee with the Commissioners

Town Manager Carey explained before the hurricanes the previous Mayor hosted "Coffee with the Mayor" events. These were 1-hour informal gatherings on a Saturday morning to meet with residents and business owners. Recently, Commissioners have expressed interest in bringing back this event with all Commissioners. The event can be called "Coffee with the Commissioners." Commissioner Schoos said she suggested the idea and is in favor, suggesting perhaps 2 events per year – 1 for

residents and 1 for business owners. Commissioners discussed and agreed to move ahead with scheduling an event. They decided on Saturday, February 28 and the first event will focus on residents. Town Manager Carey will coordinate the event.

e. Agenda Process

Town Manager Carey provided Commissioners with the most current Policy and Procedures for Commissioners. Ms. Carey highlighted the procedures for placing items on the agenda. The process for Commissioners is to submit the agenda item and any supporting documentation to the Clerk or Town Manager by noon on Wednesday before the upcoming meeting. Commissioner Hoyt also requested the policy be updated to require transparency for topics being added – for the benefit of Commissioners and residents. Commissioners Harr and Schoos agreed saying that providing context helps the other Commissioners prepare to discuss the topic and prevent items from being pushed to future meetings. Manager Carey offered to assist any Commissioner with preparation of memos to include in the packet. Attorney Meyer said that requirement is already stated in the manual. Ms. Meyer said for example, if you want to discuss a particular code, please send that code to the Clerk to include in the packet. Commissioners agreed this topic will be discussed at a future workshop and Commissioners should bring any suggested changes to the meeting to decide on necessary updates to the Commissioners Policy and Procedures manual.

f. Staff Positions

Mayor-Commissioner Kapper stated that the position of Town Clerk is vacant because the Town Manager let the previous Clerk go. Although it may be justified, he feels that the Town Manager should have run it by the commissioners before it was done. Mr. Kapper suggested that to save the town money, perhaps the Town Clerk position is not necessary, and the Town Manager could do both jobs. He asked Commissioner Maynard for feedback. Commissioner Maynard said he has no idea what all the staff do on a daily basis and that he wants to see that. Attorney Meyer said that is something the Town Manager is responsible for. Perhaps she can bring that back to the Commission. Commissioner Harr asked for clarification. Commissioner Hoyt asked if it was legal to not have a Town Clerk. Attorney Meyer said the ordinances are written so the Town Manager oversees the Town Clerk. Commissioner Schoos said there is conflicting language about Town Manager responsibilities between the code and charter that should be cleaned up to match. Discussion ensued. The attorney clarified that currently the Town Manager has the power to terminate an employee. The attorney will review the differences and bring back to a future meeting.

Mayor-Commissioner Kapper said he does not want to find out about a termination in an email after it has been done. Commissioner Harr said that he had more than one conversation at town hall with the Manager where she expressed concerns with the Clerk's performance. Mayor Kapper said he had the same discussion with the Manager 3 months before the termination. The Manager clarified that Mayor Kapper at that time said, " She is so nice. Don't make me do it" so she didn't make him do it. The Manager did her job. Commissioners asked Mayor Kapper how he would have liked this to have gone instead. Discussion ensued about how an open meeting discussion would have put the Clerk in an awkward position. Manager Carey agreed, saying she was trying to avoid that.

Commissioner Hoyt asked Mayor Kapper if he had read the Memorialization of Termination – to which Mayor Kapper said he is done talking about the subject.

Commissioner Hoyt requested the Town Attorney to speak about Sunshine Law. We, as Commissioners, cannot get together outside of meetings and talk about topics we might be voting on. It is a Second Degree misdemeanor to violate the Sunshine Law.

Public Comment:

Jennie Blackburn	17717 Gulf Blvd.	Expressed to the Mayor about running and managing the town. You need to stop fighting about the Manager. She is doing a fantastic job.
Colleen Woodburn	231 176 th Terrace Dr E	The Manager seems to exhibit good judgement, and termination is difficult and it is important to do it quickly – not let it drag on. I support the Manager.
Christy Herig	17609 1 st Street E	Advised the Commission to ask Attorney Eschenfelder about the changes that were not reflected in the charter.
Loretta Fricks	235 176 th Avenue E	The Commission has a lot to do with the vision and direction of the town – and they hired the Town Manager to manage the day-to-day.
Julie Newcomb	214 176 th Avenue E	This town has been doing very well and for the first time the community is asking who is the town manager and who are the commissioners. The Coffee with the Commissioner event is good. It got very personal in here and seems this is conversation that needs to be done in your offices and not in this meeting.
Cathy Taylor	300 182 nd Avenue E	If you want to know what your staff do, don't they have job descriptions? Larry – that would [upset me] if I were on the staff. If you are going to ask someone to do 2 jobs, you will have to increase her salary. If you want the town to continue to work well, you cannot pinch every penny.

The Mayor clarified that the Town Manager does a great job and he has no problem with her performance. Town Manager Carey explained reasons why she made the decision to terminate – and explained the importance of the role of Town Clerk. She said she is carefully reviewing resumes and is seeking an applicant with direct experience – and someone who will respect the important role of Town Clerk.

Commissioner Hoyt asked if this topic is closed? Mayor Kapper said yes and asked Commissioner Maynard if he is done and he responded yes. Are we all on board with the Town Manager hiring a new Town Clerk? Yes, there was consensus among Commissioners Hoyt, Harr, Schoos and Mayor-Commissioner Kapper. Commissioner Maynard responded he is trying to understand where we are at. Commissioners Harr and Hoyt asked Commissioner Maynard what is the question? If there are concerns, let's address them. The Mayor said we already addressed them. Commissioner Maynard said okay. Mayor Kapper said he just wants to be informed of important decisions before they happen.

5. ADJOURNMENT

There being no further business before the Board, the meeting adjourned at 8:00 P.M.

Respectfully submitted,


 Margaret Carey
 Town Manager/Acting Town Clerk

2.11.26
 Date Approved by Board of Commissioners