



**TOWN OF LOXAHATCHEE GROVES
TOWN COUNCIL SPECIAL MEETING
TOWN HALL COUNCIL CHAMBERS – 155 F. Road, Loxahatchee Groves, FL 33470
Tuesday, May 12, 2026**

TOWN COUNCIL AGENDA ITEMS

CALL TO ORDER

Mayor El-Ramey called the meeting to order at 6:00 PM

PLEDGE ALLEGIANCE AND MOMENT OF SILENCE

Mayor El-Ramey led the Pledge of Allegiance and Moment of Silence.

Councilmember Kane acknowledged the passing of a resident (Dennis Fowler).

ROLL CALL

Mayor Lisa El-Ramey, Vice Mayor Manish Sood (via Zoom), Councilmember Paul Coleman, Councilmember Anita Kane, Councilmember William “Joe” Stephens, Acting Town Manager Valerie Oakes, Outside Counsel from Gray Robinson Johnneeka Simpson, and Acting Town Clerk Kenthia White.

ADDITIONS, DELETIONS, AND/OR MODIFICATIONS

There were no additions, deletions, and/or modifications presented.

MOTION: COUNCILMEMBER KANE/ COUNCILMEMBER COLEMAN MOVED TO APPROVE THE AGENDA. MOTION PASSED (5-0).

PUBLIC COMMENTS ON NON-AGENDA ITEMS

No public comments were received.

REGULAR AGENDA**1. Follow up to Negotiations for Town Manager Contract**

Outside Counsel Johnneeka Simpson of Gray Robinson presented an update on the status of severance negotiations with the previous Town Manager. She noted that since negotiations were in progress, that the conversation should be limited, and cautioned using specifics. She reported that she had met separately with Acting Town Manager Valerie Oakes and Mayor El-Ramey the prior week, to establish negotiation parameters. Negotiations began with the Town's offer of two weeks of severance pay under the employment contract. The Town Manager's counterproposal was to waive the required 30-day notice period, accept a termination without cause designation, receive payment of all accrued and unused paid time-off (PTO), and receive 16 weeks of severance pay. The Town countered at 10 weeks of severance, which incorporates the five weeks of paid administrative leave already received to date, along with the required PTO payout. She confirmed that any agreement would be detailed in a Separation Agreement, in which the Town Manager would relinquish all potential claims against the Town and its Council Members, and that opposing Counsel was in agreement with this framework. She mentioned that opposing Counsel was said to respond later that evening around 6:30 P.M.

Councilmember Stephens inquired as to whether termination with cause could be an option.

Ms. Simpson confirmed that she does believe the Town may pursue the path of termination with cause and that this has already been discussed with opposing Counsel, with no pushback. She indicated the provisions within the contract that she was focusing on during the negotiations, as well as a violation of terms of the Mayor's initial motion from a previous meeting.

Council discussion ensued regarding strategies to move forward with options presented.

**MOTION: COUNCILMEMBER KANE/ COUNCILMEMBER COLEMAN
MOVED TO AUTHORIZE THE ACCEPTANCE OF THE TOWN'S
COUNTER-OFFER OF TERMINATION WITHOUT CAUSE, AT 10
WEEKS OF SEVERANCE PLUS THE CONTRACTUALLY
OBLIGATED PTO, EFFECTIVE AT THE CLOSE OF THE
CURRENT PAY PERIOD. MOTION PASSED (5-0).**

TOWN STAFF COMMENTS

There were no comments from staff.

TOWN COUNCIL COMMENTS

Councilmember Anita Kane announced a public meeting on the I-Park Master Transportation Plan. She noted this would be the only Western community public meeting before the plan is finalized and urged all residents to attend. The meeting is scheduled for Tuesday, June 30, 2026, from 6:00 PM to 8:00 PM at the Belle Glade Public Library.

ADJOURNMENT

Councilmember Kane motion to adjourn the meeting. The motion was seconded by Councilmember Coleman. Motion passed (5-0). Meeting adjourned at 6:46 P.M.

**TOWN OF LOXAHATCHEE GROVES,
FLORIDA****ATTEST:**

Signed by:

Kentlia White

Town Clerk

Signed by:



Mayor Lisa El-Ramey, Seat 2

Signed by:

Manish Sood

Vice Mayor Manish Sood, Seat 5

Signed by:

Joe Stephens

Councilmember William "Joe" Stephens, Seat 1

Signed by:

Anita Kane

Councilmember Anita Kane, Seat 3

Signed by:



Councilmember Paul Coleman II, Seat 4