

CITY OF WESTLAKE



MINUTES

City Council Workshop

Wednesday, April 22, 2026, at 6:00 PM

The Lodge at Westlake Adventure Park
5490 Kingfisher Blvd.
Westlake, Florida 33470

CITY COUNCIL:

JohnPaul O'Connor, Mayor
Greg Langowski, Vice Mayor
Gary Werner, Council Member – Seat 1
Erik Gleason, Council Member – Seat 2
Charlotte Leonard, Council Member – Seat 3

CITY STAFF:

Zoie P. Burgess, CMC, Acting City Manager
Odet Izquierdo, Acting City Clerk
Donald J. Doody, Esq., City Attorney
Osniel Leon, AICP, Planning and Zoning
Suzanne Dombrowski, P.E., ENV SP, Engineering

CALL TO ORDER

Mayor O'Connor called the City of Westlake Workshop on Wednesday, April 22, 2026, to order at 6:00 PM

ROLL CALL

Present and constituting a quorum:

Councilman Erik Gleason
Councilwoman Charlotte Leonard
Vice Mayor Greg Langowski
Mayor JohnPaul O'Connor
Councilman Gary Werner

Also Present:

Zoie P. Burgess, CMC, Acting City Manager
Odet Izquierdo, Acting City Clerk
Sean M. Swartz, Esq., City Attorney

PLEDGE OF ALLEGIANCE

Mayor O'Connor led the Pledge of Allegiance.

WORKSHOP AGENDA

A. Discussion of Contract Negotiations for City Manager Candidate - Howard Brown

Mayor O'Connor introduced item.

Mayor O'Connor opened the discussion by indicating he would lead the Council through a synopsis of where negotiations stood and how the process had arrived at its current state. He noted that handouts had been distributed to Council members to assist in the line-by-line review.

Mayor O'Connor began on a positive note, expressing personal appreciation for City Manager candidate Howard Brown. Mayor O'Connor described the process as involving considerable back-and-forth and expressed that he was comfortable with where the parties had landed, while inviting the Council to weigh in on any items they wished to tweak, add, or change.

Mayor O'Connor directed the Council's attention to two documents, which originated from Mr. Brown and reflected his initial compensation proposals with a low and high estimate, and a red-lined document prepared by the Mayor, which represented the result of the negotiations and served as the primary working document for the workshop discussion.

Mayor O'Connor then proposed going line by line through the compensation structure. Vice Mayor Langowski and other members of the Council confirmed they wished to work through the items in that manner, and the group focused its attention on the red-lined document for the remainder of the discussion.

Discussion took place among Council regarding various line items, with Mr. Brown and Mr. Swartz providing clarification and responses to questions presented.

Following discussion and minor revisions requested by Council and Mr. Brown, Mayor O'Connor concluded the review of the line items by stating that the total compensation package represented an "all-in" amount. Council expressed consensus regarding the final compensation package and agreed to move forward at another special meeting with the execution of the newly finalized contract.

CITY COUNCIL COMMENTS

Councilwoman Charlotte Leonard shared how she was happy with the decision to hire Mr. Brown and looked forward to working with him.

Councilman Erik Gleason expressed support for the appointment of Mr. Brown and stated she looks forward to working alongside him.

Councilman Gary Werner thanked the Mayor and newly appointed City Manager, Mr. Brown, for their collaborative efforts throughout the negotiation process and sought Council consensus regarding the acquisition of lapel pins for Council Members.

Vice Mayor Greg Langowski congratulated newly appointed City Manager, Mr. Brown, and acknowledged the groundbreaking ceremony for Westlake's new elementary school held on April 30th.

Mayor JohnPaul O'Connor congratulated Mr. Brown on his appointment as City Manager and shared a production update, including a visual presentation of the challenge coin design.

City Council consensus on April 29th for a special meeting.

CITY ATTORNEY COMMENTS

No comments.

CITY MANAGER COMMENTS

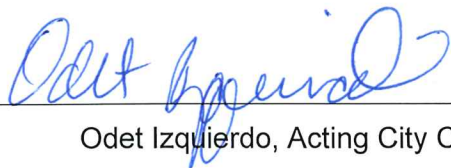
No comments.

PUBLIC COMMENTS

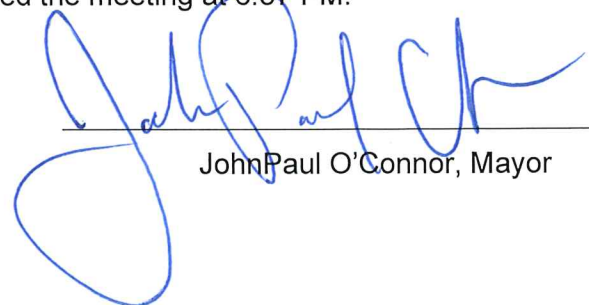
This section of the agenda allows for comments from the public to speak. Each speaker will be given a total of three (3) minutes to comment. A public comment card should be completed and returned to the City Clerk. When you are called to speak, please go to the podium, and prior to addressing Council, state your name and address for the record. All public comments will be noted and may receive a response if necessary. Any follow-up will be handled by staff later.

ADJOURNMENT

There being no further business, Mayor O'Connor adjourned the meeting at 6:57 PM.



Odet Izquierdo, Acting City Clerk



JohnPaul O'Connor, Mayor