

**MINUTES**  
**Special Call Meeting Minutes**  
**November 3rd, 2025**  
**6:30 p.m.**  
**Government Center**  
**6601 Main Street**  
**Miami Lakes, Florida 33014**

**1. CALL TO ORDER:**

Mayor Dieguez called the meeting to order at 6:30 pm.

**2. ROLL CALL:**

The Town Clerk, Gina M. Inguanzo called the roll at 6:30 pm with the following Councilmembers being present: Councilmember Fernandez, Councilmember Cuadra Garcia, Councilmember Garcia, Councilmember Herzberg, Councilmember Sanchez, Vice Mayor Morera and Mayor Dieguez.

**3. MOMENT OF SILENCE:**

Councilmember Garcia led the prayer.

**4. PLEDGE OF ALLEGIANCE:**

The Pledge of Allegiance was led by Councilmember Fernandez.

**5. ORDER OF BUSINESS (DEFERRALS/ADDITIONS/DELETIONS):**

None.

**6. PUBLIC COMMENTS: (YouTube 10:12)**

*(Phonetic spelling of each speaker's name will be used throughout the minutes unless correct spelling is known.)*

The Town Clerk, Gina M. Inguanzo, read the instructions of proper decorum that are to be respected and followed during public meetings.

Ms. Bonnie Cintron came before the Town Council to participate in Public Comments. She spoke in support of Town Manager Pidermann. She stated that based on her observations at Town meetings and her one-on-one conversations with him, she stated that she finds him to be knowledgeable, efficient, and highly competent in performing his duties. She questioned the

reasoning behind calling a special call meeting to implement a Performance Improvement Plan, as the town manager does not have any prior negative reports regarding his performance.

Ms. Connie Pena came before the Town Council to participate in Public Comments. She spoke in support of Town Manager Pidermann. She stated that she has known Mr. Pidermann for many years and can attest to his professionalism, reliability, and attentiveness to the Town of Miami Lakes. She stated that she wholeheartedly supports his continued involvement and contribution to the Town.

Mr. John Alleman came before the Town Council to participate in Public Comments. He spoke in support of Town Manager Pidermann. He explained that he has known Mr. Pidermann for over 25 years and can attest to his integrity and professionalism, and genuine passion for the Town of Miami Lakes. He further explained that Mr. Pidermann leads with transparency and commitment to serving the community.

Mr. Enrique Suarez came before the Town Council to participate in Public Comments. He spoke in support of Town Manager Pidermann. He stated that he has known Mr. Pidermann since elementary school and can attest that he is a person of strong character. He further stated that Mr. Pidermann is a man of integrity and strong family values.

Mr. Albert de Castillo came before the Town Council to participate in Public Comments. He spoke in support of Town Manager Pidermann. He stated that Mr. Pidermann is a man of incredible integrity and strong moral character. He questioned the reasoning behind calling a special call meeting to implement a Performance Improvement Plan, as the manager does not have any prior negative reports regarding his performance.

Mr. Jose Montes came before the Town Council to participate in Public Comments. He spoke in support of Town Manager Pidermann. He stated that he has known Mr. Pidermann for over 55 years and can attest to his leadership skills and transparency. He further stated that the Town has continued to improve each year under Mr. Pidermann's management. He explained that under Mr. Pidermann's leadership, the Town now provides better customer service and has reestablished a sense of teamwork among Town staff. He further explained that Mr. Pidermann has demonstrated the ability to manage complex municipal operations, foster community engagement, and implement policies that promote both economic development and fiscal responsibility.

Senator Rene Garcia came before the Town Council to participate in Public Comments. He spoke his support of Town Manager Pidermann. He stated that he has known Mr. Pidermann for over 20 years and can attest to his integrity. He explained that under Mr. Pidermann's leadership, a sense of teamwork has been reestablished among Town staff and overall staff morale has greatly improved.

Mr. Eugene Ochoa came before the Town Council to participate in Public Comments. He spoke in support of Town Manager Pidermann. He stated that Mr. Pidermann is well respected among Town Staff. He further explained that Mr. Pidermann works hard and continues to execute his job very well.

Mr. Adrian Baste came before the Town Council to participate in Public Comments. He spoke in support of Town Manager Pidermann. He stated that he would rather the Council dedicate the time and attention currently being given to this matter toward Town initiatives that are of greater importance.

Mr. William Perez came before the Town Council to participate in Public Comments. He spoke in support of Town Manager Pidermann. He explained that Mr. Pidermann is a reliable leader, has incredible integrity and always responds to the needs of the Town's committees. He further explained that under Mr. Pidermann's leadership, staff morale has greatly improved.

Ms. Lynn Matos came before the Town Council to participate in Public Comments. She spoke in support of Town Manager Pidermann. She questioned the reasoning behind calling a special call meeting to implement a Performance Improvement Plan, as the manager does not have any prior negative reports regarding his performance. She explained that Special Call Meetings are for urgent, time sensitive matters. She stated that Mr. Pidermann serves the Town with professionalism and integrity.

Mr. Abel Fernandez participated in Public Comments via Zoom. He spoke in support of Town Manager Pidermann. He explained that in Article 3.1 of the Town Manager's Contract, it states that if the manager does not have a performance evaluation during his contract month, it is assumed that he has an above satisfactory evaluation. He questioned the reasoning behind calling a special call meeting to implement a Performance Improvement Plan, as the town manager does not have any prior negative reports regarding his performance.

Mr. Patrick Kunkel participated in Public Comments via Zoom. He stated that he is the HOA President of Loch Lomond. He then voiced his support for Town Manager Pidermann. He stated that Town Manager Pidermann has made his role as HOA President much easier. He explained that Mr. Pidermann has always been responsive, even when out of the office.

Mr. Jorge Alvarez came before the Town Council to participate in Public Comments. He spoke in support of Town Manager Pidermann. He stated that he serves on one of the Town's committees and explained that Mr. Pidermann has always been responsive, even when out of the office.

Town Clerk Inguanzo stated for the record that she received a written Public Comment from Mr. Roberto Alonso, voicing his support for the Town Manager Pidermann.

There being no further public comments, public comments were closed.

## **7. NEW BUSINESS**

### **A. Discussion of Town Manager Contract (Sanchez)**

Councilmember Sanchez presented his item and explained that he would like to implement a performance improvement plan for the Town Manager. He further explained that the performance improvement plan is to clearly define expectations, establish measured goals, and offer guidance to ensure successful fulfillment of all responsibilities assigned to the Town

Manager. He stated that his recommendation is that the Town Council move forward with implementing a Performance Improvement Plan for the Town Manager, with a review period concluding with the annual performance evaluation on February 1<sup>st</sup>, 2026.

Councilmember Sanchez then moved to create the Performance Improvement Plan for the Town Manager, in order to annotate what he would like to see improvements on between now and February 1<sup>st</sup>. Councilmember Cuadra Garcia seconded the motion. After discussion amongst the Town Council, Councilmember Sanchez withdrew his item.

Mayor Dieguez explained that Councilmember Sanchez's item cannot be withdrawn as it was already moved and seconded; therefore, the Town Council must vote to table the item.

Councilmember Sanchez then moved to table the item indefinitely. Vice Mayor Morera seconded the motion. The motion passed unanimously.

#### **B. Discussion of the Charter Revision Commission and Potential Appointees (Sanchez)**

Councilmember Sanchez presented his item and explained that in accordance with Section 7.4 of the Town Charter, subsection A states that "At its first regular meeting in December of 2005, and thereafter every 10<sup>th</sup> year commencing December 2015, the council shall appoint and fund a Charter Revision Commission". He further explained that the Charter Revision Commission is established every ten years to review the Town Charter and recommend amendments or updates for the Town Council's consideration and potential voter approval.

Councilmember Sanchez stated that as there is no Regular Council Meeting scheduled for December, it is recommended that the Town Council act during the November Regular Council Meeting to establish the Charter Revision Commission by resolution and appoint all seven members at that time. Thus, Councilmember Sanchez moved to have a resolution present at the November Regular Council Meeting with all seven appointees within that resolution. Mayor Dieguez seconded the motion.

Mayor Dieguez asked Town Clerk Inguanzo to clarify if in the past, the resolution attached to the agenda would be left blank, and for the council members to make their appointments at the November Regular Council Meeting and for her to include their names in the resolution after the meeting adjourns. Town Clerk Inguanzo confirmed that this protocol is correct and that the names of the appointees would be included in the resolution before the execution of said resolution.

Councilmember Herzberg stated that the establishment of the Charter Revision Commission should be timely if they want the revisions to go up for a vote for the November 2026 General Election ballot.

Town Attorney Gastesi provided feedback on the procedure and timeline for making sure the Charter Revision recommendations will be included in the November 2026 ballot.

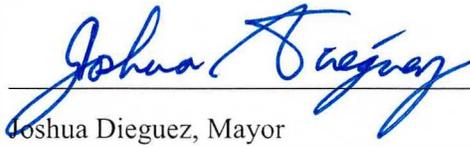
Town Clerk Inguanzo stated that she reached out to the Elections Department to clarify the proper protocol regarding charter amendments. She stated that if any municipality submits a charter amendment and would like it to be part of the general election on November 3<sup>rd</sup>, 2026, the deadline to submit any charter amendments or any other questions will be July 24<sup>th</sup>.

Where there being no further discussion, the motion passed unanimously. Councilmember Cuadra Garcia was absent.

**8. ADJOURNMENT:**

There being no further business to come before the Town Council, the meeting was adjourned at 8:35 pm.

Approved this 20<sup>th</sup> of January 2026.

  
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Joshua Dieguez, Mayor

Attest:

  
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Gina M. Inguanzo, Town Clerk