

**MINUTES
CITY OF LAKE ALFRED
CITY COMMISSION MEETING
MONDAY APRIL 3, 2017
7:30 P.M.
CITY HALL**

Call to Order: Mayor Charles Lake

Invocation and Pledge of Allegiance: Pastor Mike Strawn

Roll Call: Those in attendance were Mayor Charles Lake, Vice Mayor Nancy Daley, Commissioner John Duncan, Commissioner Jack Dearmin and Commissioner Albertus Maultsby.

Staff attendance: City Manager Ryan Leavengood, Assistant Attorney Seth Claytor, City Clerk Ameen Bailey-Speck, Police Chief Art Bodenheimer, Public Works Director John Deaton, Finance Director Amber Deaton, and Parks and Recreation Director Richard Weed.

CITY MANAGER ANNOUNCEMENTS

City Manager Leavengood stated the Mackay Gardens and Lakeside Preserve will host a free Master Gardener Workshop on Thursday April 6th at 10 am and a Nature Walk on Sunday April 9th at 2 pm. Contact the Parks and Recreation Department for more details or to sign-up for one of these events.

The Library is CLOSED this week for inventory & building maintenance. It will reopen on Monday, April 10th at 9 am. The Library will host two Easter Egg Hunts. The first is for ages 5-10 on Monday April 10th at 4 pm and the second is for ages 0-4 on Wednesday April 12th at noon. Both will be held in the Secret Garden behind the library.

The City is currently accepting applications for summer camp which will run June 12 – July 28th. Check the website for the list of fieldtrips, application, and Jr. Counselor Handbook.

City Manager Leavengood shared an update on Fire Department extraction equipment that the City tested and is planning to purchase. There will be a demonstration for the Commissioners after the purchase.

CITY ATTORNEY ANNOUNCEMENTS

No announcements.

RECOGNITION OF CITIZENS

Mayor Lake recognized Mrs. Mercer from the Lakes Commission and Doug Drigger from TECO.

Jean Brittan, 370 South Echo Dr. thanked the City for all the efforts in Echo Terrace.

EMPLOYEE OF THE QUARTER – ADAM LEATHERBERRY

Police Chief Bodenheimer introduced Officer Adam Leatherberry as employee of the quarter. He stated that Officer Leatherberry worked for Lake Alfred from 2009 to 2013 then returned on January 8th 2016. Since his return he has been a vital part of the Field Training Officer Program, he has shown his knowledge of Police work through education and experience, passing along his experience to trainees. He is proactive working in the schools where he is a SRO, and on the streets where his knowledge and experience is considered one of the best. Officer Leatherberry has the ability to work on all types of cases independently and is constantly helping other officers. Chief Bodenheimer stated that Adam is very deserving of this award, and it is a pleasure having him at the Lake Alfred Police Department.

PRESENTATION: LAKE ALFRED ADDAIR MIDDLE SCHOOL

Ms. Julie Grice, Principal of Lake Alfred Addair Middle School, thanked the Police and Fire Chief for their assistance at the school. She stated that Officer Leatherberry was an asset and they have had fewer discipline issues than last year. She also provided an update about the school. Enrollment is 678 and constantly growing with an estimated 770 for next year. They are preparing for the FSA. The school is adding a fabrication center and transitioning to a STEM Magnet School. The center will house a lathe, 3-D printer and various other equipment including robots. April 24-25 is the open house. They are currently re-marketing and re-branding with new brochures and a new name. A possible new name is Polytech Academy of Lake Alfred and then naming the fabrication lab after Mr. Addair. The intent is to have students run businesses out of the lab and support itself after three years. Service projects and partnership with the community will be part of the curriculum. She thanked the community and churches for both financial and mentoring support.

Mayor Lake asked if the Lake Alfred Polytech Academy will have any ties with the Polytech in Auburndale.

Vice Mayor Daley asked where the students would come from.

Commissioner Duncan asked what the selection process will be, what happens to the local kids if they are not chosen in the lottery.

Ms. Julie Grice stated the vision is for kids to attend a Polytechnic program at Auburndale High School and then have the opportunity to transition to the Polytech University. Students (5th-7th) within the Winter Haven Magnet School area can apply. Most of the current students have applied. The selection process will be by lottery except for the eighth graders that are now seventh graders. The School Board will decide where students attend local alternatives are Stambaugh and Boone. She will be speaking at the local elementary school to explain the process and help with recruiting.

CONSENT AGENDA

Vice Mayor Daley moved to approve the Commission minutes, seconded by **Commissioner Dearmin**. The motion was approved by unanimous voice call vote.

MAYOR LAKE	AYE
VICE MAYOR DALEY	AYE
COMMISSIONER DEARMIN	AYE

COMMISSIONER DUNCAN
COMMISSIONER MAULTSBY

AYE
AYE

AGENDA

1.) ORDINANCE 1380-17: ELECTION PROCEDURES

Assistant City Attorney Seth Claytor read the Ordinance title.

City Manager Leavengood stated on November 3, 2014, the City Commission adopted several ordinances suggesting changes to the Charter regard the Election Processes. Ordinance 1342-14 proposed referendum language to amended Article IV, Section 4.05(c) of the Charter to require all ties in and/or for municipal elections to be decided by a drawing of lots. The language suggested that the specific process would be determined by an Ordinance on a future date. Subsequently, on April 7, 2015, the citizens voted on and approved the amendments to the Charter.

The proposed Ordinance provides guidance for a specific process that would meet the requirements of the Charter and Florida Law.

Staff recommended approval of Ordinance 1380-17 on first reading.

Vice Mayor Daley asked what would happen in the event of a three way tie.

Assistant City Attorney Seth Claytor stated he would provide for an alternate scenario for a three way tie.

Vice Mayor Daley moved to table Ordinance 1380-17 on first reading, seconded by **Commissioner Duncan**. The motion was approved by unanimous voice call vote.

MAYOR LAKE	AYE
VICE MAYOR DALEY	AYE
COMMISSIONER DEARMIN	AYE
COMMISSIONER DUNCAN	AYE
COMMISSIONER MAULTSBY	AYE

2.) ORDINANCE 1381-17: PERSONNEL MANUAL AND EMPLOYEE HANDBOOK AMENDMENT

Assistant City Attorney Seth Claytor read the Ordinance title.

City Manager Leavengood stated the employee handbook sets forth in detail the employee benefits programs, personnel policies, general guidelines, and disciplinary rules of the city. The last formal review of the Personnel Manual was conducted last year, and adopted on January 19, 2016.

Following the major revisions from previous years, staff has reviewed the policies on a continuing basis and how they have been implemented and applied. The majority of the changes are designed to clarify and to improve the intent of existing policies.

The one substantive change is a rebalancing of leave time accrual for firefighters. Firefighters accrue the same amount of hours for sick leave and holiday leave as regular fulltime employees (e.g. 8 hours for each sick day/holiday). This is a reduced benefit for a firefighter that works 53 hours per week since they have a lower hourly rate of pay for their given salary but receive the same numeric of hours as a standard employee that works 40 hours per week. The proposed change increases holiday and sick leave to 12 hours instead of 8 per holiday/sick day. The same standard of a 50% increase over regular employees was applied to vacation accrual which resulted in a decrease in each accrual tier (-24 hours to -48 hours).

The annual net change of the rebalancing is an increase in holiday pay for all firefighters of 40 hours; an increase in sick leave accrual of 48 hours; and a reduction in vacation accrual ranging between 24 and 48 hours depending on years of service. The changes are consistent with a survey of several cities' fire departments that were included in our most recent salary survey. The budget impact of the proposed changes is minimal (~\$5,000).

Staff recommended approval of Ordinance 1381-17 on first reading.

Vice Mayor Daley asked if the firefighters were aware of the changes.

Fire Chief Costine stated that most of the staff were aware of the changes and he has not heard any opposition.

Commissioner Maultsby moved to approve Ordinance 1381-17 on first reading, seconded by **Vice Mayor Daley**. The motion was approved by unanimous voice call vote.

MAYOR LAKE	AYE
VICE MAYOR DALEY	AYE
COMMISSIONER DEARMIN	AYE
COMMISSIONER DUNCAN	AYE
COMMISSIONER MAULTSBY	AYE

RECOGNITION OF CITIZENS

No citizen comments.

COMMISSIONER QUESTIONS AND COMMENTS

Vice Mayor Daley announced that Allister Mackay and his family is visiting the Mackay House tomorrow around 11 am. He will be bringing historical documents. The fact finding committee is working on a book or pamphlet and Commissioner Duncan is working on an informative audio program that will be accessed via a cell phone. Thanksgiving Day will be 100th anniversary of the house, it was first occupied Thanksgiving Day 1917. The week before Thanksgiving they are planning a fund-raiser complete with kilts and other period costumes. There will be an Earth Day educational event for kids from the elementary school on Friday April 21st. The event was held last year with 90 kids attending. They enjoyed a nature tour and an identification tour. This year there will also be a Gopher Tortoise tour.

Commissioner Duncan thanked Ms. Grice for the update and stated he was glad the Lake Alfred kids will have a place to go to Middle School. A Sunrise Service is scheduled at Lions Park at 6:45 a.m. and there will also be an Easter Egg Hunt as well.

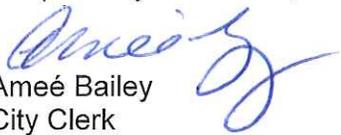
Commissioner Dearmin asked about the boat races and it was confirmed that they will be held on April 21-23 at Lions Park.

Commissioner Maulsby spoke about his grandson's baseball career. Starting with T-Ball in Lake Alfred and now with the Yankees in Tampa.

Mayor Lake spoke about the progress at the Transportation Advisory Committee meeting attended by himself and Community Development Director Bailey where she gave a presentation regarding the Downtown Vision and future expectations. He attended the Citrus Label Heritage Tour unveiling in Auburndale in front of the Stewart Packing House. He also stated there is a Burn Ban in place.

With there being no further business to discuss, Mayor Lake adjourned the meeting at 8:31 pm.

Respectfully Submitted,


Ameé Bailey
City Clerk