



LAKE MARY CITY COMMISSION

**Lake Mary City Hall
100 N. Country Club Road**

**Regular Meeting
MINUTES
THURSDAY, JUNE 2, 2022, 7:00 PM**

NO VIDEO RECORDING WAS MADE FOR THIS MEETING.

1. Call to Order

The meeting was called to order by Mayor David Mealor at 7:01 P.M.

2. Moment of Silence

3. Pledge of Allegiance

4. Roll Call

David Mealor, Mayor
Jordan Smith, Commissioner
George F. Duryea, Commissioner
Sidney Miller, Deputy Mayor
Justin York, Commissioner
Kevin Smith, City Manager
Michael Biles, Police Chief
Michael Johansmeyer, Fire Chief
Brent Mason, Finance Director
Bruce Paster, Public Works Director
Krystal Clem, Community Development Director

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Bryan Nipe, Parks and Recreation Director
Stephen Noto, Assistant City Manager
Michelle McCurdy, City Clerk
Chris Richter, Recreation Manager
Tom Rhodes, Helpdesk Technician
Katie Reischmann, City Attorney

5. Approval of Minutes

A. Draft City Commission Meeting Minutes May 19, 2022

Commissioner Smith made a motion to approve the Draft City Commission Meeting Minutes for May 19, 2022. Commissioner York seconded the motion, and the motion carried unanimously.

6. Special Presentations

A. Lifesaving award recognition for Ms. Briatico - teacher at Crystal Lake Elementary (Michael Johansmeyer, Fire Chief)

Michael Johansmeyer, Fire Chief came forward.

Chief Johansmeyer thanked the Mayor, City Manager, and Commission and asked Ms. Briatico to come forward as well. He stated that about a week ago the City of Lake Mary had posted a Chain of Survival that exemplifies, start to finish what happens in an emergency. It is vital to know what to do in these situations so that the situation doesn't get worse. He presented a lifesaving award to Ms. Briatico for successfully performing the Heimlich Maneuver on a student who was choking on a bottlecap during class.

Ms. Briatico thanked the City on behalf of all teachers who are saving kids' lives in all different kinds of ways, every day, in classrooms. She stated that it is not a requirement for teachers to be CPR certified but she would like to get to a point where it is. She requested any suggestions the City may have on how to make it a requirement and would like to partner with the Lake Mary Fire Department to try to start making that happen.

Mayor Mealor stated that what Ms. Briatico is proposing is a wonderful idea and an incredibly good use of one's time, as teachers are required to attend many workshops and meetings already.

Mayor Mealor recognized Kevin Smith, City Manager.

Mr. Smith stated that he couldn't agree with Ms. Briatico more. The City has a one hundred percent requirement for all employees to be certified. Having met that goal, the City has an even more aggressive goal in mind, and would like to get every citizen and person that works in the entire City of Lake Mary CPR certified. He stated that Chief Johansmeyer will be able to get her in touch with our Fire Inspection Division, specifically Torry Walker, who would be happy to come out to the school and teach the course. He thanked Ms. Briatico for supporting us on that and advised that it is a great endeavor that will pay dividends, such as the example exemplified by herself.

7. Citizen Participation - This is an opportunity for anyone to come forward and address the Commission on any matter relating to the City or of concern to our citizens. This also includes: 1) any item discussed at a previous work session; 2) any item not specifically listed on a previous agenda but discussed at a previous Commission meeting or 3) any item on tonight's agenda not labeled as a public hearing. Items requiring a public hearing are generally so noted on the agenda and public input will be taken when the item is considered.

No one came forward, and the citizen participation section was closed.

8. Unfinished Business

There was no unfinished business, and the Unfinished Business section was closed.

9. New Business

A. Resolution No. 1050 - Pay and Classification Plan (Kevin Smith, City Manager)

Katie Reischmann, City Attorney, read Resolution No. 1050 by title only.

Mr. Smith came forward to discuss. He stated we typically perform salary/pay plan studies on a biannual basis. The last one was in 2020. A couple of concerns arose and caused us to hesitate before moving forward during budget prep last year. The market was stagnant, and Covid and its resulting effects on the economy prohibited a lot of salary movement in the neighboring jurisdictions. We were cognizant of the fact that our appreciation and property tax value, something that has served this city historically well, was abnormally low and was actually the lowest in Seminole County at the time. Now, fast forwarding a year later, both of those situations have essentially reversed themselves. Mr. Smith stated he is very pleased that our early numbers from Seminole County Property Appraiser's office show an almost 11% appreciation on the property tax values. He stated that if you extrapolate that over a two-year period and put a normal regression line on it, we are still in the 6-7% which is a more normalized number. He stated that those numbers make him feel very good from a current and ongoing fiscal standpoint. Mr. Smith continued with saying, the market has moved significantly, and used an example of two years ago to show the movement. The City found ourselves at the bottom end of the scale, to use the Police Department for an example, in our local comparators for salary purposes. We made adjustments that brought us up to near the top of the scale, technically we were tied for second, about \$500 annually from the top. Two years later, where we sit today, we find ourselves back near the bottom again. In that short amount of time, not only did things move, but they also moved dramatically. The salary survey and the resolution attached does a handful of things Mr. Smith explained. It moves those Police Department beginning salaries up to what is considered extremely competitive in the market. It does the same thing with the Fire Department's beginning wages. It also runs throughout the pay scale of our current officers for purposes of retention of those with quality and experience.

It also moves into the general fund. There have been significant challenges there as well. Using another example of a Maintenance Specialist, these ladies and gentlemen in our Public Works Department repair broken lines and continuously keep our citizens with clean drinking water. The market for those folks became very problematic, so we had to make some adjustments along the way. We've managed to take a look at several of the key areas that were in immediate need, and address those as well. He stated that there are still some challenges in front of us, and that we are going to have to find ourselves more nimble than just biannually going forward. He stated that it is a crazy labor market right now, and he doesn't anticipate it changing anytime soon.

He went on to say, that the pay scale will also give the ability to those experienced employees, with abnormal amounts of institutional knowledge, who have reached the top of their pay scale, a little head room to keep up with the inflationary costs that we're dealing with these days. This will raise the pay plan one pay scale, or 5% this current year. The request will also do that similar move next year, another 5%. Essentially, moving them 10%, but breaking it up for a variety of reasons over a two-year period. The cost of these adjustments, between the current payroll and resulting payroll is about

\$461,000.00. Mr. Smith stated it is a hefty number, but as he always says, “our employees are what make us shine.” He stated we are great because of our employees; the market is getting very difficult. We are victims of our own success in a lot of ways, in that we have some extremely talented employees. The problem is, we’re not the only ones that know it. Our neighboring cities, not just in Seminole County, but beyond, recognize the quality talent that we have, and are aggressively recruiting our employees. While we take pride in our staff, we also need to be cognizant that we’d rather continue to have them work for us here, at Lake Mary. Pay may not always be an incentive, but it can certainly be a disincentive.

Mr. Smith advised he would be happy to expand on this as much as needed if Commission would like and/or answer any questions. He stated that his ultimate request is that Commission approve and adopt the aforementioned recommendations that are in the agenda item through Resolution No. 1050, which will be effective June 11, 2022.

Mayor Meador asked Commission if there were any questions in relation to this request.

Commissioner Duryea asked if the total cost was included in these calculations, such as pension.

Mr. Smith stated that FICA, Medicare, Pension, everything is always included, as that is the true cost.

Mayor Meador stated that he appreciates the thought that went into this. Raising starting salaries is one thing, but as we’ve seen in other sectors, to take an entry level and bump that and to not recognize and compensate the long-term employees’ disincentivizes the very things that we are trying to reward our team for.

The item was then opened for discussion and a motion.

Deputy Mayor Miller asked where the new pay plan will put us in relation with the pay scales for other nearby entities.

Mr. Smith stated that in our Public Safety sectors it puts us within hundreds of dollars from the top. It depends on the particular position with the general employees, some are towards the top and some are not. He stated that there is still some work to be done there. But that the City has to look at the fiscal aspects as well and take it in a phased approach. Mr. Smith added that this is proposed to be done and can be done

without any effect on our current millage rate or the millage rate going into the next year's budget.

Commissioner Smith thanked the City Manager for putting this together and the hard work put into it. He stated it is well needed, and that the City has great employees, which is evident with the services we provide to the residents. He stated that the employees deserve it and that the City needs to retain what they have, as we recruit the best. He supports this 100%.

Commissioner York stated that he wanted to second all of Commissioner Smith's comments.

Deputy Mayor Miller made a motion to approve Resolution No. 1050, A Pay and Classification Plan. Commissioner Smith seconded the motion, and the motion carried unanimously 5-0 by roll call vote. Commissioner Smith, Yes; Commissioner Duryea, Yes; Deputy Mayor Miller, Yes; Commissioner York, Yes; Mayor Mealor, Yes.

10. Other Items for Commission Action

11. City Manager's Report

A. Items for Approval

Mr. Smith asked Commission for a Budget Workshop on July 21st at 5:00pm. Mayor Mealor asked if there was any objection. There was none, and the date and time was confirmed.

B. Items for Information

There were no items.

C. Announcements

There were no items.

12. Mayor and Commissioners Report - 3

A. Deputy Mayor Miller

He said he had spoken with Chief Johansmeyer regarding the CPR training in his neighborhood, Timacuan. He would also look into getting the club house for the Fire Department to run sessions out of it as well.

He stated that having had the gavel for the last meeting, he has a new respect for Mayor Mealor and what he does. He continued saying, this is not easy, and he's never seen anybody any better at it than what Mayor Mealor does. He wanted to thank him for that and say that the Leadership Seminole award is a big deal. For our Mayor to have it, is a great recognition of his leadership in the community.

Mayor Mealor thanked Deputy Mayor Miller and stated that he hoped he articulated the very reason he was standing up there. It was because of this incredible team and the work they all do, and the reflection of that work throughout the community. He said he just happens to have the gavel, but he knows who does the work.

B. Commissioner York

He appreciated the opportunity to attend the opening of Budget Blinds of Lake Mary, on Crystal Lake Avenue, with Mayor Mealor and Commissioner Smith. He stated it is staffed and operated by longtime residents and encouraged everyone to check it out. He continued saying, that they've done an awesome job restoring it and it will be another great addition to our downtown businesses. He complimented Deputy Mayor Miller for being a steadfast leader at the last meeting and that he had done a great job. It was a busy program that day, with a well-attended meeting.

C. Commissioner Smith

He attended a CALNO meeting with two presentations. One was from Winter Springs staff on Home Based Businesses. Winter Springs did not make changes to their code

as the other cities had done, due to State direction. The consensus was for Winter Springs to work with the Tri-County League of Cities and also their local representatives to try to get it changed. The second presentation was by Habitat for Humanity in Seminole. It was impressive that in the past year twelve homes were built and sold. They had received a 3.5-million-dollar gift from MacKenzie Scott. He liked what Commissioner York said about Budget Blinds and wanted to congratulate the Mayor on being the recipient of the 2022 Leadership Legend Award and thank him for everything he does for the City.

D. Commissioner Duryea

There was no report.

13. City Attorney's Report

Mrs. Reischmann had a few bills that the Governor had signed that she wanted to discuss.

The first bill is about publishing Legal Notices in the paper. She stated that this one is allowing us to post them to the County's website instead. The City would have to show a cost savings if making those changes. Prior notification would have to be provided to the public by posting notice in the newspaper or direct mailing out to residents. The City Clerk and City Manager have previously discussed and prefer to leave the notices as they are for now.

The second being, a public records exemption adoption, regarding the exemption of Police officers' geolocation.

A third, is that there is no provision for residential picketing. This is something that a lot of Cities have already done, making it unlawful to be picketed at home.

The fourth is Florida's tree removal statute that did allow someone to have a tree cut down only with something from an arborist. It has now been revised, so that the only property that can use that is if you actively use it as a residence. Not a property owner saying they plan to build residences there. The documentation must be from someone who has been on site, not just someone from an arial picture.

We must amend our land development code to allow for floating solar.

The Chief now has additional power to break up what are called “pop up parties”, that are organized on social media. It gives the Police extra power where they can designate the zones where they can double the penalties if cars are doing something in violation of law. There is also information regarding the noise of the cars and trying to make it more constitutional prohibiting the cars from amplified sound.

The “Don’t Say Gay” bill also had something about unlawful employment actions for making someone feel bad for their race, gender, or national origin.

Finally, the election statute, is setting up special officers to investigate election complaints and they are placing additional requirements on citizen initiatives on mail-in ballots and not allowing for ranked choice. They have in some areas, where you go by how many votes each person got, and rank them. No private donations for any election’s expenses.

She advised that she is going to keep watching what the Governor is signing but will have to miss the next meeting. Her fill-in will be completely briefed.

Commissioner Duryea asked if this is all State legislation, and if there is any Federal legislation affecting us. Mrs. Reischmann said she will report on that next time. She isn’t aware of anything other than ARPA.

Commissioner Smith asked about the smoking bill, preventing people smoking in parks. She said she would look at that. We may want to change our code to be more specific.

14. Adjournment

There being no further business, the meeting adjourned at 7:32.