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**CITY OF TAVARES
MINUTES OF REGULAR COUNCIL MEETING
JULY 21, 2010
CITY COUNCIL CHAMBERS**

COUNCILMEMBERS PRESENT

ABSENT

Robert Wolfe, Mayor
Lori Pfister, Vice Mayor
Bob Grenier, Councilmember
Sandy Gamble, Councilmember
Kirby Smith, Councilmember

STAFF PRESENT

John Drury, City Administrator
Bob Williams, City Attorney
Nancy Barnett, City Clerk
Bill Neron, Economic Development Director
Chief Lubins, Police Department
Jacques Skutt, Director of Community Development
Chief Richard Keith, Fire Department
Chris Thompson, Interim Public Works Director
Tamera Rogers, Director of Community Services
Brad Hayes, Director of Utilities

I. CALL TO ORDER

Mayor Wolfe called the meeting to order at 4:00 p.m.

II. INVOCATION AND PLEDGE OF ALLEGIANCE

Chief Richard Keith, Tavares Fire Department, gave the invocation and those present recited the pledge of allegiance.

III. APPROVAL OF AGENDA

Mr. Drury stated there were no agenda changes from staff.

MOTION

1
2 **Lori Pfister moved for approval of the Agenda, seconded by Bob Grenier. The**
3 **motion carried unanimously 5-0.**

4
5 **IV. APPROVAL OF MINUTES**

6
7 **Lori Pfister moved to approve the minutes of the July 7, 2010 City Council**
8 **Regular Meeting, seconded by Bob Grenier. The motion carried unanimously 5-0.**

9
10 **V. PROCLAMATIONS/PRESENTATIONS**

11
12 **Tab 2) Proclamation for Water Professionals Week – August 26-20, 2010**

13
14 Mayor Wolfe read a proclamation designating August 16-20, 2010 as Water
15 Professionals Week and presented the proclamation to Mr. Hayes.

16
17 **Tab 3) Employee Medical Center Program Workshop**

18
19 Ms. Tucker stated she wished to provide information as follow up to the discussion held
20 in the fall of 2009 at the Golden Triangle Tri-City Meeting held in Mt. Dora between
21 Tavares, Eustis, and Mt. Dora.

22
23 She said staff from each city have met over the past year and discussed best practice
24 options for provision of employer sponsored health care benefits and effective ways for
25 employers to plan and prepare for the future, with the goal to mitigate annual insurance
26 renewal bills. She said in addition to the information provided in the packets and what
27 will be presented from Mr. Watson, the representative from CareHere, information has
28 been obtained from other public sector agencies. The group has spoken with Human
29 Resources and Risk Management professionals, has visited some clinics and have
30 spoken to employees who use the clinics.

31
32 Mr. Watson provided an overview of the employee health center concept. He noted that
33 his company has been managing on site health centers for over six years, is
34 headquartered in Tennessee and has been focusing on bringing the model to the public
35 sector. He noted that they have just opened up their 12th facility in the State of Florida
36 which are all with the public sector (with the exception of a hospital system which
37 receives some public funding.)

38
39 He said the concept is to set up a voluntary no-cost option that works alongside the
40 health insurance options that employees and their dependents have on their insurance

1 plan. This provides the choice of seeing their traditional provider or they can use the
2 health clinic services and pay nothing out of pocket. By offering this voluntary option the
3 services provided and prescriptions dispensed are offered without having to file a claim
4 with the insurance carrier. The finances from this model show that medical care and
5 medications can be issued at a lower cost than the traditional fee for service model.

6
7 Mr. Watson showed graphs depicting current medical claim costs. He said that by
8 shifting some of those professional services away from the health plan on a voluntary
9 basis, health insurance costs will be able to be reduced. Emphasis is also made on
10 wellness measures. He provided detailed information on how the clinic operates and
11 how it is financed.

12
13 Mr. Drury reviewed the history of the Golden Triangle Summit meetings that have been
14 held with the goal of cost reductions through working together. One of the issues that
15 was proposed was employee healthcare clinics. There is a short term upfront cost and
16 there is a long term reduction in costs that mitigates the double digit increases that cities
17 have been faced with. He noted that Leesburg, Mt. Dora, and Eustis have decided to
18 move forward with the clinic and the purpose of this meeting was to determine Council's
19 interest. If Council has interest, during the normal budgeting process staff would bring
20 back specifics on the costs and Council will make a decision as to whether or not this is
21 the right year to join. Ms. Tucker said the City of Eustis will be reviewing with their
22 Commission on August 2, Leesburg has decided to move forward, and the City of Mt.
23 Dora's Commission has had their presentation and approved in part, pending more
24 information.

25
26 Mayor Wolfe asked for clarification on the costs on the upfront costs versus annual
27 costs. Mr. Watson said the estimated annual costs are based on projections of how
28 many hours and how much utilization of services would be used. He said the \$25,000
29 would be the start up costs which would be shared by all the cities participating
30 depending on usage.

31
32 Mr. Watson reviewed the cost savings that have been projected.

33
34 Mr. Drury said if the issue is brought back to Council, the information that would be
35 needed would be what was paid last year for employees versus the amount that would
36 be paid in the coming year, and (given a reasonable assumption of growth) the costs
37 that would be incurred for the next few years. He said the same information would be
38 needed for the impacts of the clinic program.

39

1 Vice Mayor Pfister questioned the source of the company's revenues. Mr. Watson
2 responded that a flat per employee fee is charged of \$23.00 per employee per month
3 which includes the services for the employees and their covered dependents. Mr.
4 Watson discussed the savings in medications because of their buying pool. He said
5 their company does not make a profit on medications.

6
7 Councilmember Gamble discussed the School Board's system which is self-funded. He
8 asked if Blue Cross would contribute anything to the clinic. Mr. Drury said their way of
9 contribution would be through a lower cost to the city. Councilmember Gamble
10 suggested that this be discussed with Blue Cross.

11
12 Councilmember Smith discussed the issue of the uncertainty of the new health
13 insurance law. Mr. Watson acknowledged there are a lot of unknowns but that generally
14 speaking, it does not address the cost of a prescription or cost of an admission to a
15 hospital.

16
17 Vice Member Pfister questioned the City's liability and Mr. Watson responded that most
18 of the medical providers have their own medical insurance, but if not, they have a
19 corporate plan available.

20
21 Ms. Tucker noted in terms of health care reform there has been discussion of the
22 numbers of uninsured who will be coming into the market to receive health care
23 services which will affect physician patient loads.

24
25 Vice Mayor Pfister asked how the costs will be allocated. Mr. Watson said there are a
26 couple of options which would be to base it on the number of employees or on the
27 utilization by each group.

28
29 **Mayor Wolfe stated that he thought that there was a general consensus to bring**
30 **the issue of the Employee Health Clinic brought back for further consideration**
31 **during budget discussions.**

32
33 **VI) SWEARING IN BY CITY ATTORNEY AND DISCLOSURE OF EXPARTE**
34 **CONTACTS**

35
36 City Attorney said there are no quasi judicial matters on the agenda.

37
38 **VII) READING OF ALL ORDINANCES/RESOLUTIONS INTO THE RECORD**

39
40 Ms. Barnett read the following ordinance by title only:

1 concerning employee compensation, he did not think Council could make a decision.
2 Mayor Wolfe asked that one of the councilmembers propose a compensation package
3 to vote on at this meeting.
4

5 Vice Mayor Pfister said as a representative of the citizens, she needed to hear public
6 opinion, that she wanted more time to review the changes, and that she felt the public
7 should also have seen the recommendations before the meeting. Councilmember Smith
8 concurred.
9

10 Mr. Drury said he was hearing that Council wished to have the contract brought back at
11 a subsequent meeting. He said the reason it had been presented sooner, was so that
12 Council would have the information before developing the budget. He said in terms of
13 the employees, the budget currently includes a reasonable COLA and elimination of
14 furlough.
15

16 Attorney Williams discussed the practice that had been followed to do the City
17 Administrator's evaluation first, and then follow up with compensation review. He noted
18 that Mr. Drury's current compensation package is effective through the end of
19 September.
20

21 Vice Mayor Pfister said the Mayor did what was instructed and she did not have a
22 problem with what the Mayor had negotiated to this point. She said whether or not she
23 agrees with the contract, she is concerned with not being able to advise the public
24 beforehand.
25

26 Councilmember Grenier added that he would like to hear public opinion first and what
27 could be done to help the staff.
28

29 **MOTION**
30

31 **Lori Pfister moved that Council review the new negotiated contract that was**
32 **presented and have Council vote on it at the next meeting to allow Council an**
33 **opportunity to speak to the public. The motion was seconded by Kirby Smith.**
34

35 Councilmember Gamble said he had advised Mr. Drury that in his opinion his increase
36 and his benefits should be no more than given to the regular employees. He said this is
37 a business agreement and Mr. Drury understood that.
38

39 **The motion carried 3-2 as follows:**
40

1	Robert Wolfe	No
2	Bob Grenier	No
3	Lori Pfister	Yes
4	Sandy Gamble	Yes
5	Kirby Smith	Yes

6
7 **Tab 7) Bassmasters Crappie Tournament 2011**

8
9 Mr. Neron said that staff is requesting that Council approve the attached contract for the
10 City to host the Bass Pro Shop Crappie Masters 2011 Florida State Championship at
11 Wooton Park.

12
13 Mr. Neron reported that for the last three years, the City of Tavares in partnership with
14 the Lake County Tourist Development Council (TDC) has hosted the Bass Pro Shop
15 Crappie Masters State Championship at Wooton Park.

16
17 As outlined in the attached contract, it is proposed that the City and the TDC again host
18 this event in 2011. The estimated cost to host the event is \$15,000 in host fees and an
19 estimated \$2,500 for other expenses. The TDC has committed to providing half of the
20 host fee of \$7,500. The City's share of expenses would be an estimated \$10,000 and
21 would be covered by 2010 – 2011 CRA-TIF revenues. He discussed the economic
22 multiplier effect of the 2009 tournament based on surveys done of 52 anglers which is
23 estimated to be \$536,812.

24
25 Mayor Wolfe asked if the audience wished to speak. Ms. Barnett noted that the agenda
26 showed the item as occurring in 2012 however this was in error as it should have read
27 "2011."

28
29 **MOTION**

30
31 **Kirby Smith moved to approve the contract for the Bass Prop Shop Crappie
32 Masters 2011 State Championship at Wooton Park January 26-29, 2011, seconded
33 by Sandy Gamble.**

34
35 **The motion carried unanimously 5-0.**

36
37 **Tab 8) Design of Alleyway Signs**

38
39 **Mr. Skutt presented the following report:**

40

1 On June 2nd, Council approved and assigned names to the City's downtown alleyways.
2 The alleyways were named after famous seaplane aviators and after pioneering families
3 that have made a historical impact on Tavares. Staff is seeking guidance from Council
4 to enable the development of a consistent, implementation plan to be applied towards
5 the signage and commemoration of all of our downtown named alleyways.

6
7 Alleyway Facts to Consider:

- 8
9 1. There are 15 named alleyways within our Downtown.
10
11 2. 11 of these alleyways span at least one block. Several span more than one
12 block. Combined, there are more than 50 alleyway/road intersections.
13
14 3. The width of the alleyways in most instances is 12 feet. Available road right-of-
15 ways for signage at alleyway/road intersections vary, but sidewalks and mature
16 trees will restrict the location and size of a sign structure at many intersections.
17
18 4. Traditionally, alleyways provide a convenient pathway for utilities, trash collection
19 and rear yard access thus allowing more flexibility in creating an inviting,
20 neighborhood appearance along the property's street frontage.
21
22 5. To date we have improved two alleyways with attractive, pervious brick pavers
23 (Marie King & Y Henri Fabre Alleyways).

24
25 A contract has been awarded to improve three more.

26
27 Guidance requested to enable formulation of implementation plan:

28
29 **1. Number of identification signs per alleyway.**

30
31 **2. Mounting of identification signs.**

32
33 **3. Color of identification signs.**

34
35 **4. Letter Font.**

36
37 **5. Historic Plaque.**

38
39 Council has suggested that historic plaques are needed to commemorate the individual
40 after whom the alleyway is named. Mounting the plaque securely to the sign pole

1 without degrading the appearance of the pole or plaque may present a challenge. Staff
2 has attached examples of several plaques that could possibly be mounted to the sign
3 pole. The limited ground space available at alleyway intersections would make it difficult
4 to plant an additional mount just for the commemorative plaque. Alternatively, rather
5 than physically mounting a plaque on each alleyway, historic information concerning the
6 honored individuals could be placed on our website and upon pamphlets that could be
7 distributed from city hall. Another option may be to have one large plaque centrally
8 located in our downtown that speaks about all of city pioneers.

9
10 Mr. Skutt summarized that staff is seeking direction so that a plan can be developed
11 and implemented and appropriate funding sources identified.

12
13 Vice Mayor Pfister said she preferred the blue color as it matches the Tavares logo and
14 stated she felt it should be a reverse blue noting that a blue with white letters would be
15 better for night time navigation. Councilmember Grenier concurred noting a lot of the
16 state historical markers are in blue.

17
18 Mayor Wolfe asked for audience comment.

19
20 Don Campbell, 1502 E. Alfred

21
22 Mr. Campbell asked how the sign would attach to the pole. Mr. Skutt said there is a 90
23 degree mounting bracket that fits on top of the pole. Mr. Campbell said he liked a
24 straight aluminum pole, sign mounted off the side and blue with white lettering.

25
26 Denise Laratta, Royal Harbor

27
28 Ms. Laratta said she liked blue with white letters, fluted (whatever pole looked the best
29 and was the least expensive). She said she thought putting a plaque on each alleyway
30 was too much but she liked two of the ideas: one would be to have all the information on
31 the internet and the other would be to put a structure in the park area that would contain
32 all the stories behind the alleyway names.

33
34 Mr. Campbell said he agreed with having some sort of plaque downtown around the
35 Seaplane port.

36
37 Bill Stomp, Britannia Blvd, Royal Harbor

38
39 Mr. Stomp suggested consideration of the new Tavares logo on the side preceding the
40 name.

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MOTION

Kirby Smith moved to approve a 7 foot straight aluminum pole, with blue sign white lettering and a small Tavares logo in the upper left hand corner using a well visible Arial or Tacoma font, and to put the plaque/monument by the Woodlea House, seconded by Lori Pfister.

Mr. Skutt he would like an opportunity to bring back a design for the monument in Wooton Park.

The motion carried unanimously 5-0.

Tab 9) Request for Authorization for the Mayor to Sign the New Water Protection and Sustainability Program Agreement

Mr. Hayes presented the following report:

The purpose of the request is to request authorization for the Mayor to sign an agreement between the City and St. Johns River Water Management District for the City to receive an approximate \$940,000 grant towards Phase I of the Water Reclamation Facility.

Previously Council approved the application for \$16,541,549.00 from the Florida Department of Environmental Protection (FDEP) State Revolving Fund (SRF) program and to withdraw \$1,027,000.00 for the design and engineering of the reclamation facilities and infrastructure which has been authorized by FDEP. This will be accomplished in a 4 phase approach to the design and construction. The City is presently completing the Phase I Design of this system and it should ready for the bidding process to start at the end of July 2010. Phase I will consist of the Construction of a 5M Gallon storage tank and a distribution system from Woodlea Rd down to Royal Harbor. This Water Protection and Sustainability cost share agreement will assist the City in funding the phase I construction portion with approximately \$940,000 in Grant money. The Phase I cost of construction is estimated at approximately \$5.0M

Mayor Wolfe asked if anyone in the audience had comments.

MOTION

1 **Bob Grenier moved to authorize the Mayor to sign the agreement with St. Johns**
2 **River Water Management District to receive the Water Protection and**
3 **Sustainability Program grant, seconded by Lori Pfister. The motion carried**
4 **unanimously 5-0.**
5

6 **Tab 9) School Bus Barn Horizon Project Update**
7

8 Mayor Wolfe presented a summary on this project. He noted that the County, the City
9 and the School Board had met several times to review the appraisals, environmental
10 reports, and to develop a plan that accomplishes all three governmental agencies'
11 goals as it relates to the bus barn property. He said that significant headway has been
12 made and that all three agencies are working well together. The current proposal is for
13 the city to give a 20 acre parcel at Woodlea to the School Board as a future school site.
14 The City would work with the County to purchase the bus barn School Board property,
15 the County would keep part of the property that is abutting the judicial campus, and the
16 City would keep the other part of the property for the proposed public safety facility. The
17 School Board would move its maintenance facilities into new facilities outside the City of
18 Tavares. /agreements with specifics numbers and acreages will be drafted and
19 presented to the boards for approval at future meetings. The School Board staff has
20 presented an estimated sale of the bus barn property cleared of the older structures to
21 the City and County, for \$650,000 plus the Woodlea property which is consistent with
22 the appraisal documentation. The split between the City and County on the remaining
23 \$650,000 will be cleared in financial planning and acreage split will be presented to
24 respective boards, after the School Board has made its decision on the sale with the
25 price and numbers that have been presented.
26

27 Councilmember Gamble asked for further clarification. Mayor Wolfe said the City will
28 obtain the property that runs adjacent to Alfred. Councilmember Gamble noted the City
29 is still going to put up 20 acres as well as contribute to the \$650,000 and will the County
30 put up any land and also contribute to the \$650,000. Mr. Drury said an easement for
31 some property in Fruitland Park is being worked out and staff will bring more details at
32 the next meeting.
33

34 Vice Mayor Pfister complimented the Mayor, the City Administrator and the staff on their
35 progress.
36

37 **Mr. Drury said it appeared there is consensus from Council to continue moving**
38 **forward and the goal would be to present further information at the next Council**
39 **Meeting regarding final agreements between the three governmental agencies.**
40

1 **Mayor Wolfe thanked Mr. Davis from the School Board for his contributions.**

2
3 **Mayor Wolfe invited public comment and stated negotiations would continue.**

4
5 **Tab 11) Discussion on Golf Cart Ordinance – Requirement for Drivers License**

6
7 Mayor Wolfe reported that previously the Council adopted Ordinance #2009-08
8 permitting licensed drivers to drive golf carts on public streets in the City of Tavares.

9
10 At the meeting of June 2, 2010, a motion was made to approve Ordinance #2010-11
11 which would have eliminated the requirement to have a driver's license. Discussion was
12 held that by eliminating the drivers' license requirement, the city would be following the
13 state law which is to be 14 to operate a golf cart. That motion did not receive a second
14 and was denied. Subsequently a motion was made to not change the current
15 Ordinance #2009-08, which passed 3-2.

16
17 Mayor Wolfe said Vice Mayor Pfister had requested that the issue be discussed again
18 by Council. He said he felt discussions before had centered on the issue of age noting
19 that there was opinion that the two years between 14 and 16 was significant. He asked
20 for discussion on the issue of reconsidering this ordinance to be 16 and older with no
21 drivers license required.

22
23 Discussion followed. Mayor Wolfe asked for public comment

24
25 **Betty Burleigh, 214 New Hampshire Avenue**

26
27 Ms. Burleigh said if 16 year olds were allowed to drive how would the city ensure that
28 they knew the rules of the road.

29
30 Vice Mayor Pfister said she thought this would be a matter of parental responsibility.

31
32 **Norm Hope, Myakka River Road**

33
34 Mr. Hope said he is president of a Home Owners Association which has been
35 designated as a golf cart community. He said he has a responsible 14 year old
36 grandson but he does not know how to drive a car and does not know the rules of the
37 road. He said even maturity wise he could probably handle it, but it takes a certain
38 amount of training and skill to drive 25 mph. He said he believed strongly that it would
39 be wrong to not require a driver's license because they have passed a test and know
40 the rules of the road.

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Dan Campbell, 1502 E. Alfred, Tavares

Mr. Campbell said he had lived in Celebration before he moved to Tavares. He said the age issue had come up when he lived there. He said a group had pulled statistics and there was a marked increase between 14 and 16 on the number of accidents or incidents, licensed or no.

Denise Laratta

Ms. Laratta said she agreed with the age of 16. She said having grown up in New York City she had known many people who had never had a driver's license out of choice, and she could see where having a golf cart would be very useful.

Vice Mayor Pfister said there are several residents at Lake Frances Estates who have no driver's license and this is the only way they can get around.

MOTION

Kirby Smith moved to consider permitting 16 year olds and older to drive golf carts with no drivers license, seconded by Lori Pfister.

Councilmember Gamble said his main concern is that people would be allowed to drive with no motor vehicle safety training.

The motion carried 3-2 as follows:

Robert Wofle	Yes
Kirby Smith	Yes
Lori Pfister	Yes
Sandy Gamble	No
Bob Grenier	No

Councilmember Gamble said the reason that he voted "no" is that he has a problem with people who have DUI's who would be allowed to drive a golf cart.

XI. OLD BUSINESS

None

1 **XII. NEW BUSINESS**

2
3 None

4
5 **XIII. AUDIENCE TO BE HEARD**

6
7 **Bill Stomp, Britannia Blvd, Royal Harbor**

8
9 Mr. Stomp commented on the City Administrator compensation discussion held earlier.
10 He suggested Council consider giving an annual bonus tied to performance as opposed
11 to an increase in salary which could be tied to the general employee compensation.

12
13 Mayor Wolfe noted that Audience to be Heard is intended for items not on the agenda
14 and he suggested that the audience members contact individual councilmembers if they
15 wished to continue the discussion on this topic.

16
17 **Charlotte Hope, Fox Run**

18
19 Ms. Hope said that if the residents no longer feel that what is said is important or worthy
20 of consideration, then the city government has become a five man triumvirate with no
21 need for residents. She said that due to the fact that the councilmembers are elected it
22 would behoove them to listen to the desires of the people who elected them.

23
24 **XIV. REPORTS**

25
26 **Tab 17) City Administrator**

27
28 Mr. Drury reminded council of the budget workshop on July 28th at 4 p.m. when the
29 maximum tentative millage rate must be set. He discussed the previous budget direction
30 given by Council, noting that the budget is balanced and staff had worked very hard to
31 prepare the budget to this point.

32
33 **Tab 18) City Council**

34
35 **Vice Mayor Pfister**

36
37 None.

38
39 **Councilmember Gamble**

40

1 Councilmember Gamble asked if something could be posted on the web site in order to
2 ask the voters their opinion on keeping the same level of service as last year so that
3 they would understand that in order to keep the same services, the millage rate would
4 have to increase.

5
6 Mr. Drury noted this was the direction given by Council. He commented that the only
7 responses would be from citizens who follow the web page. He asked if the Board
8 wished him to formulate a question on the web site. He noted that level of service can
9 be interpreted differently depending on the individual. Councilmember Gamble
10 acknowledged some comments on the web may come from people who are not
11 citizens. Councilmember Smith he would prefer to have citizens call or email him with
12 their opinion.

13
14 Councilmember Gamble said he appreciated Mayor Wolfe's efforts towards Mr. Drury's
15 compensation package but that he would have preferred to have more information and
16 that he meant no criticism.

17
18 **Councilmember Grenier**

19
20 Councilmember Grenier said he agreed with Councilmember Gamble. He said he
21 wanted to hear the citizens' input and that he felt Mayor Wolfe had done a great job.

22
23 Councilmember Grenier stated he had visited the Tavares Nature Center and observed
24 that it is high and dry and things are going well and staff had done a great job.

25
26 Councilmember Grenier said at the next Historical Society Board of Directors meeting,
27 they would be discussing the downtown walking tour brochure. He said Wooton Park
28 will be added and the alleyways will be included along with the historical information.

29
30 **Councilmember Smith**

31
32 Councilmember Smith recognized the state baseball tournament being hosted tomorrow
33 in Tavares.

34
35 Councilmember Smith asked for an update on the way finding signs.

36
37 Ms. Ross said the bids have been received and the review committee will be ranking
38 them and bring to the next board meeting.

39

1 Councilmember Smith asked for an updated on the public safety building design. Mr.
2 Drury said 13 proposals have been received. Chief Keith said the Horizon Team will
3 meet in two weeks to rank the proposals and it will come back to Council two meetings
4 from now.

5

6 **Mayor Wolfe**

7

8 No report.

9

10 **Adjournment**

11

12 There was no further business and the meeting was adjourned at 6:21 p.m.

13

14 Respectfully submitted,

15

16

17

18 _____
19 Nancy A. Barnett, C.M.C.

City Clerk