



# City of Eustis, Florida

City Hall  
10 North Grove Street  
Post Office Drawer 68  
Eustis, FL 32727-0068

## Meeting Minutes - Final City Commission

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Thursday, May 4, 2017

6:00 PM

City Hall

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**INVOCATION:** Joseph Richardson, Central Florida Free Thought Community,  
and Commissioner Sabatini

**PLEDGE OF ALLEGIANCE:** Commissioner Sabatini

**CALL TO ORDER:** Mayor Morin - 6:05 p.m.

### **ACKNOWLEDGEMENT OF QUORUM AND PROPER NOTICE**

**Present:** 5 - Commissioner Carla Gnann-Thompson; Commissioner Anthony Sabatini;  
Vice-Mayor Marie Aliberti; Commissioner Linda Bob; and Mayor Robert  
Morin

### **I. AGENDA UPDATE - None**

### **II. APPROVAL OF MINUTES**

[16360](#)

April 20, 2017 - Regular City Commission Meeting

A motion was made by Commissioner Anthony Sabatini, seconded by  
Commissioner Linda Bob, to Approve the Minutes. The motion passed by an  
unanimous vote.

### **III. PRESENTATIONS**

[16362](#)

Proclamation declaring May 7 - 13, 2017 as Public Service  
Recognition Week

*Mayor Morin presented a proclamation declaring May 7 - 13, 2017, as Public Service  
Recognition Week within the City of Eustis.*

### **IV. AUDIENCE TO BE HEARD**

*Commissioner Gnann-Thompson announced the arrangements for the viewing and  
funeral service for the husband of Carla Miller Mitchell.*

*Mayor Morin announced that the local Scout troop would be recognized at the end of  
the meeting.*

*Gail Isaac Thomas asked about the designation of Orange Avenue as Martin Luther  
King Boulevard.*

*Rick Gierok, Public Works Director, explained that since Orange Avenue is a County road, the City had to work through them. They have now authorized the City to install the standard brown institutional signs; however, City staff has found a more attractive sign and has sent photos to the County for their approval as it is a non-standard sign.*

*Ms. Isaac Thomas thanked Mr. Gierok and the Public Works employees for their repair of a deep hole at the corner of Orange Avenue and Exeter. She commented that she is still waiting on the street lights.*

*Dan Lackey congratulated the Commission and Miranda Burrowes on the previous weekend's events.*

*David Williamson, Central Florida Freethought Community, thanked the Commission for allowing them to participate in the solemnization of the meeting. He asked several questions regarding the invocations and expressed concern regarding the offering of a second invocation following theirs. He asked they not be scheduled in the future for specific dates such as National Day of Prayer.*

*Richard Pettis commented on his business' contributions to the community. He cited issues they have had with trying to participate in City events due to their business involving firearms. He noted he cannot sell firearms at the events due to his license. He commented on his desire to display his wares at the first Friday event.*

*Commissioner Sabatini stated the issue had been straightened out for the May event.*

## **V. CONSENT AGENDA**

### **16357**

Resolution No. 17-37: Budget amendment recognizing actual St. John's River Water Management District (SJRWMD ) grant funding

**A motion was made by Commissioner Sabatini, seconded by Commissioner Gnann-Thompson, to Approve the Consent Agenda. The motion carried by the following vote:**

**Aye:** 5 - Commissioner Gnann-Thompson; Commissioner Sabatini; Vice-Mayor Aliberti; Commissioner Bob; and Mayor Morin

## **VI. ORDINANCES, PUBLIC HEARINGS & QUASI-JUDICIAL HEARINGS**

### **16363**

Resolution No. 17-38: Approving revised interlocal agreement with Lake-Sumter Metropolitan Planning Organization (MPO)

*Derek Schroth, City Attorney, announced Resolution No. 17-38: A Resolution of the City Commission of the City of Eustis, Florida; authorizing the City Manager to execute a revised interlocal agreement between the Lake-Sumter Metropolitan Planning Organization, the Lake County Board of County Commissioners, the Sumter County Board of County Commissioners, and the municipalities of Astatula, Clermont, Eustis, Fruitland Park, Groveland, Howey-in-the-Hills, Lady Lake, Leesburg, Mascotte, Minneola, Montverde, Mount Dora, Tavares and Umatilla, funding and implementation of the Transportation Management System and for creation and management of a fund for non-grant-eligible expenses.*

*Bill Howe, Human Resources Director sitting in for City Manager Ron Neibert,*

*reviewed the history of the MPO and the proposed agreement renewing the City's membership in the MPO.*

*Mr. Schroth opened the public hearing at 6:27 p.m. There being no public comment, the hearing was closed at 6:27 p.m.*

*The Commission noted the recent issues with the MPO as well as the amount of anticipated growth and the need to maintain the City's relationship with the MPO. Concerns were expressed regarding the management of the MPO, the recent motion to dismiss the MPO director and the need to continue to monitor the situation.*

**A motion was made by Commissioner Bob, seconded by Commissioner Gnann-Thompson, to Approve Resolution No. 17-38. The motion carried by the following vote:**

**Aye:** 5 - Commissioner Gnann-Thompson; Commissioner Sabatini; Vice-Mayor Aliberti; Commissioner Bob; and Mayor Morin

## **VII. OTHER BUSINESS**

### **16359**

#### **Internal Pay Equity Study and Pay Adjustments**

*Mr. Howe presented the Internal Equity Pay Study and explained the issue with internal pay inequities noting instances where new employees are being paid significantly more than current employees doing the same job. He cited the Commission's previous approval to proceed with the RFP and the selection of Cody and Associates. He further explained the recommendations contained in the report with a cost for the current fiscal year of \$91,000. He stated staff's recommendation that the Commission authorize the City Manager to proceed with implementation of the recommendations.*

*The Commission questioned the differential with other cities with Linda Bunting from Cody and Associates explaining that it was strictly an internal study to identify inequities between employees doing similar jobs. She explained the statistical analysis utilized to identify specific inequities.*

*The Commission asked if the proposal would bring the City to near perfection and how many cities reach that level with Ms. Bunting stating it would bring the City as close as possible and indicating that most cities have a structured pay plan.*

*The Commission questioned how many cities usually accept their recommendations with Ms. Bunting indicating 80 to 90%.*

*The Commission asked about the possibility of phasing in the recommended changes with Ms. Bunting recommending implementing all at one time if possible. She added that, if it is phased in, the employees who are too low, will remain too low and never catch up.*

*The Commission then asked about the number of cities that have had litigation issues after with Ms. Bunting explaining they do not track that type of information. She confirmed that Eustis' inequities were one of the worst she's seen.*

*The Commission discussed how the situation arose noting that part of the issue was due to employees not receiving raises for five years. It was also noted that, due to low salaries, the City would hire employees, train them and then they would leave.*

*The Commission confirmed the increases would be implemented in the next pay*

*period and confirmed that the funds are available with Mr. Howe explaining that funds were included in the budget planning for the fiscal year.*

*The Commission discussed the following: 1) No other options being presented; 2) Difficulties with equity issues in public service during economic downturns; 3) Difficulties in hiring new employees; and 4) Vacant positions not being filled in the past with existing employees having to take on additional responsibilities.*

*CONSENSUS: Utilizing a roll call vote, it was a consensus of the Commission to recommend to the City Manager to make adjustments to address the pay equity concerns.*

## **VIII. FUTURE AGENDA ITEMS**

*Mr. Howe announced there would be an agreement for disc golf on the next agenda.*

## **IX. COMMENTS**

### **City Commission**

*Mayor Morin greeted the Boy Scout Troop and presented them with City pins. Scouts in attendance included Ryan Bartels, Andrew Bartels, Hunter Wiedeman, Erick Vega, Connor McLean, Gauge Simpson, Zane Simpson, Ethan Shubin, Scout Leader Bartels, and Stephanie Simpson.*

*Commissioner Gnann-Thompson announced the Downtown Cruise-in to be held May 27th.*

*Vice Mayor Aliberti cited the First Friday event with the Cinco de Mayo theme.*

*Commissioner Sabatini announced the Chamber Open House to be held at Merrill Lynch Insurance, the upcoming CenterState Bank Frankly Friday event, the LEMA new artist reception, the Eustis Service League reception for the new School Superintendent Diane Kornegay, and the Eustis High School Lady Panthers softball game.*

*Mayor Morin stated the organizational support grant program application period would remain open through May 31st. He congratulated Lt. Dan Sawchuk for being named Firefighter of the Year and Engineer Paramedic Jordan Burkholder for being name Paramedic of the Year.*

### **City Manager**

*Mr. Howe reminded the Commission about the annual Spirit Awards luncheon.*

### **City Attorney**

*Mr. Schroth explained the City adopted an invocation policy by resolution in 2014. He explained that the City has a rotating list of people available to provide invocations and that the City Clerk uses the list to request speakers. He also indicated that the policy does not contain a prohibition against more than one invocation at a meeting. He added that the invocation and pledge are actually held before the meeting is called to order.*

*Commissioner Sabatini asked if the list is limited geographically with Mr. Schroth*

*responding it is limited to those congregations and churches either published in the phone book as shown in Eustis or researched from the internet and in consultation with local chambers of commerce. He noted that the representative from the Freethought Community indicated they had members within the City of Eustis, which also allows an organization to be on the list.*

*Commissioner Sabatini indicated he would be proposing at the next meeting to restrict the list to the geographic parameters of the City and add additional criteria that they must have either a church within the City or an established presence with more explicit criteria. He asked if the City Attorney saw any problems with his proposal.*

*Mr. Schroth stated the language in the City's policy is from the case involving Atheists vs. the City of Lakeland. He stated there has been no decision yet regarding any additional restrictions and expressed concern regarding the possibility of a constitutional challenge.*

*Commissioner Bob stated that if an organization has members within the City, they need to be allowed to speak.*

*Commissioner Sabatini commented on the presentation of the invocation as a community building effort and cited the need to give precedence to representatives of City residents.*

*Commissioner Bob commented on the need for those people to sign up for the list with Commissioner Sabatini recommending that the Commissioners personally contact individuals to ask them to speak.*

*Mary Montez, City Clerk, explained that annually she prepares a mailing list based on the criteria cited by the City Attorney as well as including those organizations that have requested to be on the list, such as the Freethought Society. Letters are then mailed to everyone on the list and she follows up with phone calls and emails and there is still difficulty in obtaining speakers for all of the meetings.*

*Vice Mayor Aliberti presented a public service educational video regarding ALS noting that she lost her husband to ALS and wanted to educate people regarding the disease.*

## **Mayor**

*Mayor Morin thanked City staff and Commissioners for their work with the weekend's events particularly the Vietnam Wall Memorial. He specifically noted Tom Carrino, Miranda Burrowes, Nate Edmunds and Erin Bailey. He thanked Commissioner Sabatini for his service with the Florida National Guard.*

## **X. ADJOURNMENT - 7:08 p.m.**

\*These minutes reflect the actions taken and portions of the discussion during the meeting. To review the entire discussion concerning any agenda item, go to [www.eustis.org](http://www.eustis.org) and click on the video for the meeting in question. A DVD of the entire meeting or CD of the entire audio recording or verbatim transcript of the meeting can be obtained from the office of the City Clerk for a fee.