

**CITY OF WINTER PARK
REGULAR MEETING OF THE CITY COMMISSION
August 28, 2006**

The meeting of the Winter Park City Commission was called to order by Mayor David Strong at 3:30 p.m. in the Commission Chambers, 401 Park Avenue South, Winter Park, Florida.

The invocation was offered by Pastor Eric Doran, Kress Memorial Seventh Day Adventist, followed by the Pledge of Allegiance.

Members present:

Mayor David Strong
Commissioner John Eckbert
Commissioner Douglas Metcalf
Commissioner Douglas Storer
(departed at 6:27 p.m.)

Also present:

City Attorney Trippe Cheek
City Manager James Williams
City Clerk Cynthia Bonham
Deputy City Clerk Nancy McLean

Members absent:

Commissioner Barbara DeVane

MAYOR'S REPORT:

Mayor Strong announced the request of Robert Vega to withdraw public hearing 'c' from the agenda to be discussed at the September 11, 2006 meeting.

- a) Presentation of the 2005 poster for the 5th Annual Concours d' Elegance car show.

Bob Tallgren, Concours d' Elegance car show organizer, presented the City with a framed poster from the 2005 car show as a token of their appreciation for the City's support. He explained the original painting will be auctioned and all proceeds will go towards the Winter Park Community Center Outreach Program.

- b) Proclamation-Proclaiming August 29, 2006 as Bill Swartz Day in Winter Park.

Mayor Strong presented Bill Swartz, Chief of Athletic Programs and Assistant Director of Parks & Recreation, with a proclamation proclaiming August 29, 2006, as "Bill Swartz Day" due to his retirement. Mr. Swartz stated it was a pleasure working with the Commission members and City staff for the past 20 years.

Sam Stark, Chamber of Commerce, presented Mr. Swartz with a plaque in recognition of outstanding service and dedication to the Winter Park community.

- c) Presentation of \$10,200 check from The Committee of One Hundred of Orange County to the Winter Park Police Department to purchase automated external defibrillators.

Chairman Phil Demero, The Committee of One Hundred of Orange County, presented Police Chief Ball with a \$10,200 check as matching funds for the purchase of automated external defibrillators to service the Winter Park Community and its visitors.

- d) Board appointment - Ethics Task Force.

Commissioner Eckbert submitted the nomination of James W. Markel to the Ethics Task Force. Mayor Strong raised the issue of two suggested nominees who were not citizens of Winter Park, however; they both work in Winter Park and serve on boards.

Motion made by Commissioner Metcalf to approve Mr. Markel and the other nominees, seconded by Commissioner Storer and carried unanimously with a 4-0 vote. Commissioner DeVane was absent.

PRESENTATION BY COMMISSIONER ECKBERT REGARDING THE BUDGET.

Commissioner Eckbert gave a brief description of his background with investment banking and business valuation. He addressed the budgeting process and the management of the City as the concept of total quality management. He explained the challenges of not having a way to look forward to the financial projections, comprehensive and actionable information regarding the interests and concerns of the citizens, a process for building consensus among Commissioners regarding financial priorities of Winter Park; or knowing the efficiency of our current operations. He stated he sees the need for a way to read and understand these different inputs for the Commission so they can guide and direct the City wisely. He spoke about the importance of having objectives and the need to measure performance.

Commissioner Eckbert briefly discussed Coral Springs citizen participation tools, their performance measurement process, and strategic and business plans. He spoke about the need for the City to create their own key outcome list similar to Coral Springs which will allow the Commission to drive towards core measurable outcomes that focuses on the budget while accomplishing the objectives of the Commission and annually sees if goals are being accomplished. Commissioner Eckbert described Winter Park growth data (population & employee), payroll, impact on the millage, number of employees per 100 in population, and employees per \$1 million in revenues.

Commissioner Eckbert suggested making changes to improve communication with citizens to gain their input, executing a strategic planning session that delivers quantifiable and measurable goals and objectives, utilizing the outcome to integrate the strategic plan into the budgeting process for 2007 that would include a zero based budgeting exercise; commencing a committee on re-engineering

government, both from a board structure and Commission level; and having a Charter review provision with the need for a periodic Charter review.

Commissioner Eckbert offered all of these suggestions as a different way to operate and improve the City. He stated that City employees are excellent individuals who strive to do their very best for what is right for the City and they do their jobs very well. He believed they can overlay these management tools into their existing operations and into the way they work. He asked that his suggestions be considered.

Commissioner Metcalf stated they should consider the analysis of the strategic plan and the survey should take place in the fall, allowing them to work on the objectives for next year. He expressed this as an effective way to manage the budget rather than raising taxes.

Commissioner Storer thanked Commissioner Eckbert for communicating his ideas with his expertise and noted how important it was to balance the qualitative with the quantitative. He addressed Winter Park as a high service and quality City.

Mayor Strong gave Commissioner Eckbert credit for his presentation and explained the need to focus on these issues as a Commission and as a City and to give each a lot of thought.

CITY ATTORNEY'S REPORT:

- a) RESOLUTION NO. 1956-06: A RESOLUTION OF THE CITY COMMISSION OF WINTER PARK, FLORIDA, GRANTING AUTHORIZATION TO THE MAYOR FOR THE EXECUTION OF FLORIDA DEPARTMENT OF TRANSPORTATION SUPPLEMENTAL LOCAL AGENCY PROGRAM AGREEMENT FOR FPN 416368-1-38-01 SR 426 and SR 527.

Attorney Cheek read the resolution by title. No public comments were made. Public Works Director Troy Attaway explained the intent of the ordinance. Mayor Strong pointed out a possible error within the ordinance regarding the date.

Motion made by Commissioner Metcalf to adopt the resolution, subject to the correction of the date within the resolution as pointed out by Mayor Strong and to approve the agreement, seconded by Commissioner Storer. Upon a roll call vote, Mayor Strong and Commissioners Storer, Eckbert and Metcalf voted yes. The motion carried unanimously with a 4-0 vote. Commissioner DeVane was absent.

- b) Attorney Cheek provided an update on the Carlisle.

CONSENT AGENDA:

- a) Approve the minutes of 7/24/06 (special meeting); 8/10/06 (special meeting); 8/14/06 (regular meeting) and 8/14/06 (special meeting).

- b) Approve the following bids and change order:
- 1) WP-14-2006, Lot Cleaning Service for Code Enforcement and Trimming of Headstone Areas at Palm Cemetery, to Big Dog's Lawn Care. (Budget: as requested by Code Enforcement and Cemeteries)
 - 2) Change Order #1, (Request for Proposals) RFP-18-2006, Farmers' Market Decorative Fence, Gates and Railing, to construct patio fencing and gates for the south end of the market; CO amount \$17,025.44 (Budget: KWPB) **PULLED FROM THE CONSENT AGENDA FOR DISCUSSION. SEE BELOW.**
 - 3) Waiving the bidding procedures to allow for the purchase of a new mechanical CPR Device for the Fire Department. This is the only device of its kind currently on the market. Fire Department has tested it in the field and actually saved a life with it. Device is from Zoll Medical Corporation; \$30,570.00 (Budget: FD)
 - 4) Task Order 2006-05 to CH2M Hill for the Wymore WTP Re-Pump Facility Conversion at a cost of \$6,357,429.00 (Budget: Utilities (see attached proposal) **PULLED FROM THE CONSENT AGENDA FOR DISCUSSION. SEE BELOW.**
- c) Approve the sidewalk overgrowth education information to be provided to residents regarding their responsibility and role in maintaining their landscaping and sidewalks.
- d) Authorize the execution of the mutual aid agreement with Bay St. Louis, Mississippi from assistance provided by Winter Park during Hurricane Katrina.
- e) Approve the contract with Southeast Shipping and Rigging and the expenditure of \$79,500.00 (donated by sponsors) for the Art on the Green exhibition budget to ship, install and return the sculptures loaned to the City. **PULLED FROM THE CONSENT AGENDA FOR DISCUSSION. SEE BELOW.**
- f) Authorize the Mayor to execute the Interlocal agreement with the City of Orlando regarding Hammerlin Avenue.

Mayor Strong pulled Items b) 2), b) 4) and e) for discussion.

Motion made by Commissioner Storer to approve the Consent Agenda with the exception of items b) 2), b) 4) and e); seconded by Commissioner Eckbert and carried unanimously with a 4-0 vote. Commissioner DeVane was absent.

Consent Agenda Item b) 2)

Parks Director John Holland explained the Farmers' Market project is to replace the railing around the top portion of the patio area which would be paid for through the funds raised by 'Keep Winter Park Beautiful.'

Motion made by Commissioner Storer to approve Consent Agenda item b) 2), seconded by Commissioner Eckbert and carried unanimously with a 4-0 vote. Commissioner DeVane was absent.

Consent Agenda Item b) 4)

Utilities Director Dave Zusi explained the treatment plant improvements and associated bond issues. Mayor Strong asked if the bond issue was adequate to complete all the water improvements they expected it could do. Mr. Zusi stated it was adequate and will complete the last stages of the plant improvements. Mayor Strong asked Mr. Zusi to provide a report to the Commission regarding any surplus water facilities they have or anticipate having, or if they might be suitable for other use or for sale. Mr. Zusi responded by saying the only two properties they have that may be eligible would be the University and Swoope Plants.

Motion made by Commissioner Storer to approve Consent Agenda b) 4), seconded by Commissioner Metcalf and carried unanimously with a 4-0 vote. Commissioner DeVane was absent.

Consent Agenda Item e)

Lindsey Hayes explained this item is paid from pledges and donations and not City funds. **Motion made by Commissioner Metcalf to approve Consent Agenda item e), seconded by Commissioner Eckbert and carried unanimously with a 4-0 vote. Commissioner DeVane was absent.**

PUBLIC HEARINGS:

- a) ORDINANCE NO. 2682-06: AN ORDINANCE OF THE CITY OF WINTER PARK, FLORIDA, AUTHORIZING THE ISSUANCE BY THE WINTER PARK COMMUNITY REDEVELOPMENT AGENCY OF NOT EXCEEDING \$2,320,000 REDEVELOPMENT REVENUE BONDS, SERIES 2006, IN ACCORDANCE WITH THE COMMUNITY REDEVELOPMENT ACT OF 1969; AND PROVIDING AN EFFECTIVE DATE. Second Reading

Attorney Cheek read the ordinance by title. No public comments were made. Mayor Strong asked for verification of language within the ordinance that he was not sure was correct. He asked Attorney Cheek or Wes Hamil to double check the application of bond proceeds and ensure it was properly worded. City Attorney Cheek stated he will review the matter.

Motion made by Commissioner Eckbert to adopt the ordinance, subject to the verification of language within the ordinance, seconded by Commissioner Storer. Upon a roll call vote, Mayor Strong and Commissioners Storer, Eckbert and Metcalf voted yes. The motion carried unanimously with a 4-0 vote. Commissioner DeVane was absent.

- b) Request of Rock Properties: CU and Planned Development Approval to construct a 13,500 square foot Walgreen's Drug Store on the current Shell gas station property at 550 N. Orlando Avenue on the northeast corner of U.S. 17-92 and Fairbanks Avenue.

Planner Stacey Scowden and Planning Director Jeff Briggs provided a powerpoint presentation giving an overview of the property and the proposed site plan which included a wall around the parking lot. Mr. Briggs explained the site plan was intended to improve traffic circulation by eliminating curb cuts along Fairbanks and Orlando Avenue. Ms. Scowden displayed photos of other Walgreen & CVS stores to compare the architectural aspects of the buildings. She also presented the proposed east/west elevations of the Walgreen, the north/south elevations, and the rendering of the elevation from the front of the proposed building. Mr. Briggs stated the Harper Street condition needs to be removed because it will not work. He explained that making Harper Street one-way going north would be more of a detriment to traffic rather than improve it.

Commissioner Metcalf addressed his preference of upgrades to this location because of being a gateway into the City. He addressed having the Fairbanks gateway secured in Winter Park ensuring ordinances are available to take care of the 50 year plan for Winter Park. He stressed the rules being in place before they break ground and wanted this to be implemented rather than constantly debating this matter.

Commissioner Storer spoke about the application having merits and rights. He explained what he believed to be an entry feature into the City on part of the property. He compared this to the Rollins College entry to their campus which was well designed with continuity and a basis to entering Winter Park. Commissioner Storer expressed seeing the concept of a gateway on both sides of the road and that the intersection needed to be looked at on all four corners, but that this application should not be delayed.

Mayor Strong asked if access on Fairbanks Avenue and 17/92 will be closed and about any variances. Mr. Briggs stated that was correct and that there were no variances with this request because they met parking, setbacks, stormwater retention and landscaping. He commented it is a conditional use due to the project size being over 10,000 square feet with the drive-thru component.

Attorney Hal Kantor provided the presentation for the applicant to include the architectural rendering and the conditional use criteria (he explained what is allowed and what they are proposing with all aspects of the project). He asked for approval with the exception of Harper Street.

Lurline Fletcher, 790 Lyman Avenue, asked about the access and about closing the access off Fairbanks. Clarification was made regarding the access to the proposed project.

Tom McMacken, 1821 Shiloh Lane, spoke against the project because it is the gateway to the City and hoped better development will be approved at this location. He asked that this request either be tabled or denied until there is a proposal compatible with the City's vision.

Joe Terranova, 700 Melrose Avenue, disagreed with Mr. McMacken. He spoke about the need for openness at this location which the project proposes. He believed the Commission should approve the project on the terms and conditions as recommended by the Planning and Zoning Commission (P&Z).

Carolyn Cooper, 1047 McKean Circle, spoke against the request because of the need for 20' minimum setbacks, landscaping is critical and mature trees are needed, the brick wall should be 4 feet, and the developers should give the City the front corner allowing for more open space.

Attorney Kantor stated something significant needs to be accomplished with the corner but they will follow through with P&Z recommendations. He asked the Commission for approval.

Mayor Strong and Commissioner Eckbert provided suggestions to strengthen the second P&Z recommendation by revising some of the wording. Mayor Strong suggested they dedicate the corner to the City and allow the City to decide what should be done with the corner.

Commissioner Eckbert asked if there could be a better visionary plan instead of a traditional Walgreen. Mr. Briggs responded they have no control over the market place or who buys the properties.

Motion made by Mayor Strong that the wording be changed to "such architecture and materials acceptable to the City"; delete item 3 with Harper being one-way; and require conveyance of the corner to the City for a gateway feature, seconded by Commissioner Storer. Upon a roll call vote, Mayor Strong and Commissioners Storer, Eckbert and Metcalf voted yes. The motion carried unanimously with a 4-0 vote. Commissioner DeVane was absent.

Mayor Strong asked Mr. Kantor what he thought of this idea. He stated they can work with the City. He explained the corner needs to be defined so it does not intrude with the site plan. Commissioner Storer asked staff to look at the two corners and see what kind of treatments could be done at the four corners and possibly hire a designer for entry features.

- c) Request of Robert Vega: CU Approval-To construct a six unit, four story residential condominium building of 23,500 square feet with parking at 125 S. Interlachen Avenue.

Item was postponed until September 11, 2006 Commission Meeting.

A recess was taken at this time.

- d) AN ORDINANCE OF THE CITY OF WINTER PARK, FLORIDA, RELATING TO STORMWATER, AMENDING SECTION 58, LAND DEVELOPMENT CODE, ARTICLE V – ENVIRONMENTAL PROTECTION REGULATIONS, DIVISION 1. STORMWATER MANAGEMENT, AMENDING SECTION 58-168 UNDERGROUND STORMWATER SYSTEM STANDARDS TO PROVIDE FOR THE CONSTRUCTION OF UNDERGROUND STORMWATER TREATMENT SYSTEMS ON PRIVATE FACILITIES; OMITTING DIVISION 2. STORMWATER BOARD OF APPEALS, SECTIONS, SECTIONS 58-191 THROUGH 58-194. First Reading

Attorney Cheek read the ordinance by title. Public Works Director Troy Attaway explained the ordinance cleans up the stormwater ordinance and allows for underground exfiltration systems in areas outside of the Central Business District for commercial properties. He stated the ordinance also includes language to ensure that the facility continues to operate into the future. No public comments were provided.

Motion made by Commissioner Storer to accept the ordinance on first reading, seconded by Commissioner Eckbert. Upon a roll call vote, Mayor Strong and Commissioners Storer, Eckbert, and Metcalf voted yes. The motion carried unanimously with a 4-0 vote. Commissioner DeVane was absent.

CITY MANAGER'S REPORT:

- a) Plan and budget request for the 2006 and 2007 Holiday Lights

Sam Stark, Winter Park Chamber of Commerce President, addressed the committee overseeing the holiday lights in Winter Park for the present and future. He spoke about the areas they considered when they developed the plan: 1) infrastructure, 2) timing, 3) budget, and 4) good taste. He stated they believe their plan is appropriate for this year and will continue to improve in future years.

Mr. Stark stated they are utilizing the resources currently in place which includes intersection lights at New England, Morse and Canton; they are adding an intersection light at Lyman Avenue; and are creating a gateway on the north side of Park Avenue and north of Fairbanks by adding clay pots with lights, cascade lights on the intersections and lights on trees. He stated the lights will go all the way up and down Park Avenue on the trees from Fairbanks to Swoope. He stated they will continue to have the poinsettias, red street banners and using what they already have in inventory and creating some new and exciting things that will improve the

2007 holiday season. He stated they want to put into place electrical outlets in the park and along some of the streets and storefronts to help with the clay pots.

Mr. Stark spoke about their budget request this year of \$25,000 and a \$25,000 commitment from staff. He stated he hopes that the 2006 request can come out of contingency funds and to include future funding in the next budget year and years thereafter to continue this holiday light tradition. He acknowledged Susan Finnegan and Rosemary Gillett who had the initial vision for Winter Park. He asked that their request be approved as submitted. He stated they would like the lights to be installed the week before Thanksgiving.

Mayor Strong asked for clarification of their 2006 budget request. Parks and Recreation Director Holland addressed the areas of the project that affected staff; replacing the batteries every 2 days and watering the potted plants at 4:00 a.m. that caused overtime which they funded through the \$25,000.

Mayor Strong questioned the cost of various portions of this project. Mr. Stark responded as follows: intersection lights for Lyman and Park Avenues (\$13,000), cascade lights for Park Avenue and Fairbanks Avenue (\$3,250), pots (\$400), four trees (\$1,000) and Park Avenue lights (\$6,000).

Mayor Strong asked about the balance currently in the contingency funds and the outstanding expenditures that still need to be paid from this fund. City Manager Williams and Finance Director Wes Hamil responded regarding the outstanding expenditures. Mayor Strong addressed past practices and his preference that the City contribute to the project and also receive contributions of private donations. Mr. Stark stated they will continue to secure private donations. It was clarified that the lights need to be ordered by September.

Woody Woodall, 411 Shepherd Avenue, supported the purchase of clay pots. He asked for clarification of the budget request. He spoke positively about the plans for this year and the future.

Nancy Shutts, 2010 Brandywine Drive, did not support the pots because of the plan to utilize the Parks Department and the lights in the pots not showing up. She asked who is going to take over the project next year.

Willow Shambeck, 339 Park Ave S., stated the committee agreed they want the pot lights to be brighter, however they have the pots and want to utilize them. She hoped this year will be the last year of the battery packs if the budget for next year is approved. She asked for support of the plan.

Joe Terranova, 400 Melrose Avenue, spoke in support of the lighting, the 2006 funding and to budget the project in 2007 so the electrical outlets can be installed to eliminate the battery packs. He spoke about his personal contribution toward the project last year and his intention this year.

Melixa Carbonell, 339 Park Ave S., Chairman of Park Avenue Area Association, addressed the need for a committee to review immediate impacts for daytime,

evening and long term to build up their presentation of holiday lighting on Park Avenue. She spoke about the need for this project to continue every year.

Mayor Strong spoke about the 2006 and 2007 budget requests and asked if the project will be completed after that. Ms. Finnegan, 75 Palmer Avenue, stated they are not finished because they want to connect New England Avenue all the way to Hannibal Square. She stated they will probably be working on that in 2008.

Motion made by Commissioner Metcalf to approve the \$25,000 from the Contingency Fund from the 2006 budget and \$25,000 for labor costs, seconded by Commissioner Eckbert. Mayor Strong addressed his preference of approving a portion of the request and hoped there to be private donations for an equal amount. **The motion carried unanimously.**

Commissioner Storer departed the meeting after this item at 6:27 p.m.

b) Bricking request for Via Lugano.

Public Works Director Troy Attaway provided information regarding the process the City went through concerning the request to brick a portion of Via Lugano by the bridge. He stated the City was planning to pave Via Lugano from the bridge of Isle of Sicily to Via Tuscany about 1 ½ years ago. He stated Dr. Beattie informed the City that he was interested in bricking the portion of Via Lugano from the bridge to the intersection of Pinetree and would pay the cost of that minus what the City would have spent for paving. After discussions were well underway about the details, they received a petition from a significant number of residents on the Isle of Sicily not in favor of bricking or narrowing that section of road but wanted it repaved with asphalt. He addressed the City's brick policy not applying in this case because the stretch of road is about 300' long and there are only two property owners affected. He stated they mailed out a postcard to the residents as to whether or not they preferred brick and showed the significant number of people that voted against bricking.

Mr. Attaway stated that either option could occur; bricking or paving, and not be a problem. He explained the benefits of bricking because it would identify this as a separate road and not just a through road as a continuation of Via Lugano. He agreed with Dr. Beattie that bricking would deter vehicles from turning around at the end of the road. The City's bricking policy was discussed and Mr. Attaway's comments that this request would not fall under this policy. He clarified that the road would not be narrowed if bricked and would function the same way except with brick instead of asphalt.

Jessie Graham, Jr., representing the Beattie family, stated he understood the bricking policy does not apply but does not specifically say 1,000 feet. He further elaborated on portions of the bricking policy that he believed pertained to their defense. He stated that Dr. Beattie owns more than 2/3 of the frontage along the stretch of road he is asking to have bricked and there are safety and welfare concerns of Dr. Beattie. He spoke about the vehicles using the roadway as a

raceway and the brick would help in that regard. He asked for approval of their request to brick.

Ernestine Beattie, 561 Via Lugano, spoke in support of bricking the corner of Pinetree/Via Lugano up to the bridge. She stated that Mr. Attaway did a good job providing information but that she spoke with more neighbors. She provided a list of the neighbors residing in the neighborhood on Pinetree and Via Lugano that she spoke with as well as a petition signed by people in favor of bricking. She displayed the residents on the Isle of Sicily opposed to the bricking as compared to residents not opposed. She asked for support of the bricking because it will be economically beneficial to the City, will be beautiful, will provide a safety factor, and more people appear to be in favor than against.

There was discussion concerning the type of brick that would be used. Mr. Attaway stated it would be the smooth brick.

The following spoke in favor of the bricking for various reasons such as safety concerns and enhancement of property values:

Steve Amburgey, 354 W. Fairbanks Avenue (broker)
Tracy Beattie, 1760 Pinetree Road
Robert Harvie, 1033 Via Tuscany Oaks
Dr. Jack Beattie, 561 Via Lugano
Mr. Graham disputed who owned portions of the roadway.

The following spoke against the bricking because of their dispute of Dr. Beattie owning 2/3 of the property, the lack of residents in favor, and not wanting a rough roadway:

David Kaplan, 9 Isle of Sicily (represented 10 of 11 homeowners)
Thurman Kitchin, 3 Isle of Sicily

Commissioner Metcalf spoke about his uncertainty with the intent of the bricking policy concerning 1,000 foot strips or if that minimum is set within the policy. He did not want every bricking request to become a referendum from everyone surrounding an area. He commented he supports the bricking because it would be a logical entryway off the public streets going onto a more private street and would serve a public purpose to slow down traffic and lessen the traffic.

Commissioner Eckbert stated he believed it is a generous position of the Beattie's to pay for this expense, the safety and aesthetics issues are attractive, but he is troubled by the number of people in opposition. He asked for more information regarding the roughness of the bricks. He concluded by stating he is not in favor of it until there is more neighborhood support but did not understand why there was opposition.

Mayor Strong stated he did not understand why there was opposition but because there is, he cannot support the request. He asked that the neighbors meet and further discuss this.

Motion made by Commissioner Eckbert that this petition be tabled and while it is on the table that a specific layout of the area that would be bricked be sent to the residents in opposition, showing graphically that the right-of-way is going to be as it was going forward as it is now, and to specify the type of bricking that would be used (if you can use the same bricks as Via Lugano so it is not different than what is in front of their property) and that it is no expense to any of the neighbors, then re-ask the question and see if this clarification impacts anyone's decision. Seconded by Commissioner Metcalf and motion carried unanimously.

Commissioner Eckbert expressed his preference of speaking to residents in person. Mr. Attaway listed some of the residents he had spoken with personally. Mayor Strong asked Mr. Attaway, along with a Commissioner to hold a meeting to see if this can be resolved within the next two weeks.

c) Budget discussion.

Human Resources Director Anna Currie spoke on behalf of City employees regarding the need for competitive salaries and benefits. She addressed the current pension plan that was converted in 1992 from a defined benefit plan to a defined contribution plan. She stated the contribution level for the City is still set at 7% and the City has fallen behind in the contribution and benefit levels. She provided a survey by ICMA. She spoke about the need to reduce the gap between police/fire and general employees both in contribution and benefit levels.

Ms. Currie summarized the proposed contribution percentages according to years of service and the three proposals to get to those numbers. She spoke about reviewing vesting and suggested that the City goes to a five year vesting.

She spoke about a proposed health benefit for employees that were in the general employee plan at the time of its conversion in 1992 and retires with at least 20 years service who would receive three years of health insurance premiums paid at the single coverage rate. She concluded by asking for approval of one of the pension plan options, to change the vesting requirement and to approve the health plan benefit that would sunset in five years.

Mayor Strong spoke about the generosity of the City toward health and retirement benefits and wondered if the benefits are consistent with the private sector overall. Ms. Currie stated from the information they were able to gather, the City is low and that a 10% contribution appears to be on the lower end of what employers are contributing in the private sector and is more in the public sector. Upon comments and discussion, Ms. Currie stated she will survey surrounding cities.

Ms. Currie addressed employee compensation. She spoke about the competitive labor market in Florida and the unemployment rate being low in the Orlando Metropolitan area. She stated the last classification and pay plan review was conducted in 2000 by Cody & Associates. She stated that Cody & Associates has, after the bidding process, reviewed external and internal equity. They were asked to recommend a better performance evaluation system, and review of FLSA of

each job to be sure of compliancy. She stated they surveyed the relevant labor markets (Central Florida, Region and State) and summarized what they discovered with the classification and pay schedule. She provided options for implementing the pay plan and asked that the Commission approve one of the plans.

Mayor Strong stated he wanted to see staff's recommendation for both the pension and pay plan incorporated into the next budget they receive so this can be considered along with other requests.

Commissioner Eckbert stated he would like to incorporate performance based compensation to be able to track who is performing and who is not. He stated he would like to see a pay for excellence and additional compensation focused in that perspective rather than an across the board pay raise for everyone regardless of their performance. Ms. Currie reminded the Commission that this evening's suggestions are to ensure employees are up to a level now to be competitive with the market, and to discuss merit increases in the future. She stated she is having problems filling positions and finding qualified individuals. Commissioner Metcalf asked about the amount of turn over in Winter Park in a year.

City Manager Williams stated we do not hire people who they believe are not the best but have problems finding them. He addressed the City's performance based merit system and that not everyone gets a raise because it is determined by the department head whether that person is meeting the objectives. Commissioner Metcalf asked about the merit increase and how it is applied. Ms. Currie explained the process.

Public comments were made as follows:

Joe Terranova, 400 Melrose Avenue, spoke in support of funding for the library. He stressed the importance of the library personnel pay and benefits being comparable to City staff. He spoke about his dislike as to how funding decisions were made last year regarding outside organizations.

Ruby Homyssi, 2649 Galliano Circle, St. Margaret Mary Church & Community Organization, spoke in support of summer program scholarships, full funding of the summer program for \$84,000, and a reduced fee schedule for qualifying families. Parks and Recreation Director Holland stated the \$84,000 is included in the proposed budget under special events. Mayor Strong asked if they have ever considered placing this in the CRA budget. Mr. Holland responded he like to see that happen.

Susan Gabel, 1539 Golfside Drive, spoke on behalf and read a letter from Ms. Martha Hall, 331 W. Lyman Avenue supporting the summer youth program.

Cathy Jackson, 639 W. Central Boulevard, Orlando, Coalition for the Homeless of Central Florida, asked for funding of a portion of the services they had provided to the homeless of Winter Park in the amount of \$9,769.00.

Nancy Shutts, 2010 Brandywine Drive, spoke in favor of the summer youth program and the need to provide recreational services to the residents. She expressed concerns with how the City will maintain its services with the monies being collected that are going to decrease in the next two years.

Karen James, 1551 Dale Avenue, asked that funding be provided for the Winter Park Historical Association.

Carolyn Cooper, 1047 McKean Circle, spoke in support of compensating our employees appropriately and that we need to trust their judgment. She spoke against the money being spent on consultants. She asked that the CRA fund more areas such as community service and minority businesses, that the millage rate not increase, and that employees be given the respect they deserve and be held accountable and trained if necessary.

Mayor Strong addressed the paving strategy and asked how the streets are prioritized for repaving. Public Works Attaway explained their use of pazers and their study years ago. He explained they rate all the roads and the City-wide plan for five years and will be updating the plans this year. He addressed the need to focus on high volume roads such as Palmer and Temple.

Commissioner Metcalf asked about the health increase for this year. City Manager Williams stated it was a little over 10%. Mayor Strong requested that staff prepare an updated budget, incorporating some of the considerations given, including the pension and compensation plan, and update the requests by outside organizations. Commissioner Eckbert spoke about the process used last year regarding the allocation of charitable giving. There was discussion regarding pension and health insurance for Commissioners.

Finance Director Wes Hamil stated all additional information requested from the Commission has been provided. He stated there will be a little over \$1 million to work with at the current mileage rate, and the additional \$220,000 from the decrease in debt service/increase in operating millage to total \$1,250,000.

Funding for the Federal and State lobbyists was discussed. Commissioner Metcalf spoke about the State lobbyist and the monies granted. City Manager Williams stated that staff was on top of obtaining the FRDAP grants but if the Commission believes we need the lobbyist, they can provide the funding. Building Director George Wiggins spoke about State Representative Dean Cannon helping in this regard and his belief that the City is well equipped as we are with his expertise. He addressed Representative Cannon and Senator Constantine moving forward with the City's budget requests and how Rep. Cannon was instrumental in obtaining the Railroad Avenue residences monies.

Rollins Boathouse issue

Mayor Strong asked if everyone was happy with the boat house being built at Rollins. Ms. Cooper responded affirmatively.

Corrine Drive annexation

Mayor Strong spoke about Orange County stating the City cannot annex the property on Corrine Drive. Attorney Cheek stated that is their opinion and the City does not necessarily agree with them.

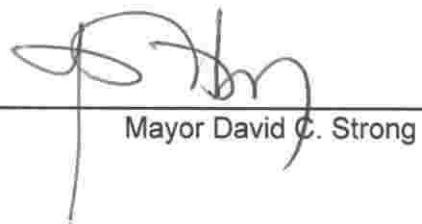
NEW BUSINESS (PUBLIC COMMENTS)

Carolyn Cooper, 1047 McKean Circle, addressed commuter rail and the cost to the City. She spoke about the need for an area-wide traffic assessment, a survey of Winter Park citizens concerning ridership, and a negotiated estimate of O & M costs and proportional distribution.

NEW BUSINESS (CITY COMMISSION):

Mayor Strong stated there are preliminary discussions regarding leasing the State Office Building on a short term basis.

The meeting adjourned at 8:40 p.m.



Mayor David C. Strong

ATTEST:



City Clerk Cynthia Bonham