

CITY HALL, SEBRING, FLORIDA, July 3, 2018

Minutes of regular meeting of Council held this date.

PRESENT: John Shoop, Mayor; Charlie Lowrance, President Tom Dettman, Pro-tempore; Lenard Carlisle, Scott Stanley and Mark Stewart, Councilmembers; Bob Swaine, City Attorney; Scott Noethlich, City Administrator and Kathy Haley, City Clerk.

The invocation was given by Mayor Shoop followed by the Pledge of Allegiance.

Mayor Shoop reported there will be the annual fireworks show on July 4<sup>th</sup> at 9:00 pm. Mayor Shoop thanked all of the sponsors.

Mayor Shoop introduced the Mayor of Bowling Green, Sam Fite. Mr. Fite stated he is the incoming President of the Ridge League of Cities. Mr. Fite stated there are also other board members from the Ridge League in attendance. Mr. Fite stated he would like the City to consider becoming a member again of the Ridge League and explained in more detail about the Ridge League and what they offer. Mayor Shoop and Council thanked Mayor Fite and the board members for coming.

Councilman Dettman reported that he had recently attend the Public Risk Management Conference with the City Finance Director and the Human Resource Officer and that it was a very informative conference.

President Lowrance presented the consent agenda items. The items presented for approval were: minutes from Council's regular meeting on June 19, 2018; announcement of upcoming meetings from July 4 – July 17, 2018; approve staff's recommendation for bid acceptance to paint the Wastewater Treatment Plant and instruct the City Attorney to prepare the necessary contract with West Florida Maintenance, Inc.; approve budget workshop dates for the FY 2018/2019 budget as presented; approve State Road 17

drainage improvement project/acceptance of Excavation Point, Inc. quote of June 12, 2018 as presented.

Moved by Carlisle, seconded by Stewart and with the unanimous vote of Council the consent items were passed.

Mr. Rob Bullock, Event Coordinator of Backdraft Promotions, came before Council to ask permission to hold the Sebring Firefest event in downtown Sebring on September 29, 2018. Mr. Bullock explained the event and how it would differ from the event they held a couple of years ago and the participants that will be involved. Mr. Bullock stated he is also having a food truck rally in conjunction with this event. Mr. Bullock stated he is hoping to get sponsors to pay for the event so he is not asking for a waiver of fees at this time. Mr. Lowrance commended Mr. Bullock on doing this event.

Moved by Dettman, seconded by Stanley and the unanimous vote of Council to approve Sebring Firefest event for September 29, 2018 as presented conditioned upon providing the appropriate liability insurance certificate showing at least one million dollars of coverage naming the City as additional insured ten days prior to the event.

Ms. Jennifer Codo-Salisbury, representing the Central Florida Regional Planning Council, reported that Council has been presented with an overview of the ten-year water supply plan and related Comprehensive Plan amendments along with a proposed ordinance. Ms. Codo-Salisbury stated Council will need to approve the following schedule used to adopt the ordinance.

Moved by Carlisle, seconded by Stewart and the unanimous vote of Council to instruct staff to proceed with adoption of the ordinance as presented.

Ms. Jennifer Codo-Salisbury, reported that Council has been presented with proposed text amendments of the City's Comprehensive Plan as a result of the newly formed Heartland Regional Transportation Planning Organization (HRTPO). Council has been presented with an overview along with a proposed ordinance which will amend certain elements of the City's Comprehensive Plan amendments. Ms. Codo-Salisbury stated Council will need to approve the following schedule used to adopt the ordinance.

Moved by Carlisle, seconded by Stewart and the unanimous vote of Council to instruct staff to proceed with adoption of the ordinance as presented.

Ms. Jennifer Codo-Salisbury, reported that Council has been presented with the Evaluation and Appraisal (EAR) Based Comprehensive Plan amendments as required by the State. Council has been presented with the report along with a proposed ordinance which will revise certain elements of the City's Comprehensive Plan. Ms. Codo-Salisbury stated Council will need to approve the following schedule used to adopt the ordinance.

Moved by Carlisle, seconded by Stewart and the unanimous vote of Council to instruct staff to proceed with adoption of the ordinance as presented.

Councilman Stewart stated he would like to go back and discuss the request from Mayor Fite earlier in the evening to join the Ridge League of Cities. Mr. Stewart stated he felt the City should be a part of this organization and support the Ridge League of Cities.

Moved by Stewart, seconded by Carlisle, and the unanimous vote of Council to pay the annual membership to the Ridge League of Cities.

Mr. John Davis, the City's Auditor and representing Wicks, Brown, Williams & Co., presented a power-point presentation of the City's audited financial statement as of September 30, 2017. Mr. Davis stated the City is great financial shape. Mr. Davis then went over the audited report summary.

Moved by Dettman, seconded by Carlisle, and the unanimous vote of Council to approve audited financial statements for fiscal year ended September 30, 2017.

Mr. Scott Noethlich stated he would like to bring up an item that is not on the agenda. Mr. Noethlich stated that there are salary adjustments he feels needs to be made to two department heads and he has a suggested salary but would like to hear from Council first. Mr. Stewart stated he feels this is a knee-jerk reaction to a recent salary hire and feels this should be discussed at budget time. Mr. Stanley stated budget time is the appropriate time to discuss these issues. Mr. Lowrance stated that we are in budget season and in comparison with department heads he feels they are in the 80% according to the Evergreen Study with rank and file personnel in the 60-70% and if department heads are moved up he feels this presents an even great discrepancy. Mr. Lowrance feels that each department head should be looked at separately with each requiring different credentials. Mr. Carlisle stated we have to take care of those working for us and it seems when we have to rehire in a position we hire at more money. Mayor Shoop stated the salaries should be managed within your budget. Mr. Shoop stated he feels we should look at the Evergreen Study and if the department head wants to pay more in salaries to keep good people and not have as many employees they should be able to do that. Mr. Dettman stated he feels there should be better communication with department heads and let them know what is happening with salaries and not learn at a meeting or in the paper.

Mr. Dettman asked Mr. Noethlich what salary he was proposing. Mr. Noethlich stated he is proposing that the two department heads receive at 10% increase putting them both at \$84,400.00. Clerk Haley asked Mr. Noethlich what two department heads he is referring to. Mr. Noethlich stated the Public Works Director and the Utilities Director. Mr. Noethlich stated this would put them in the 95% range of the Evergreen Study.

Moved by Carlisle, seconded by Dettman to approve the salary increase as presented. Mr. Lowrance asked if they would still then be eligible for the 3% COLA and Merit increase in October. Mr. Noethlich stated yes. Mr. Dettman stated he would prefer then to do a 7% increase and then if we get the 3% increase in October they would get that. Mr. Lowrance stated he would be more comfortable with that. Mr. Carlisle amended his motion and Mr. Dettman seconded the amendment for the 7% and 3% as discussed. With Carlisle, Dettman and Lowrance voting aye and Stewart and Stanley voting nay, because they felt this issue should be discussed at budget time, the motion passed as amended.

The City bills were presented for payment as follows:


General Fund	\$ 20,346.91
CRA	\$ 11,957.44
Infrastructure	\$109,003.90
Water & Wastewater	\$179,325.39
Solid Waste	\$ 2,177.65
Golf Course	\$ 10,278.22
P-Card	\$ 56,610.14

Moved by Carlisle, seconded by Stewart and with the unanimous vote of Council, the motion passed to approve the paying of the bills as presented.

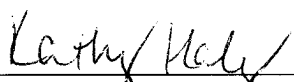
Clerk Haley announced there is a vacancy on the Historical Preservation Commission and the Community Redevelopment Agency. Anyone interested in applying can get the

application on line and return it to the Clerk's office.

There being no further business, the meeting was adjourned.

  
Charlie Lowrance, President

ATTEST:

  
Kathy Halley, CMC, City Clerk