

**AGENDA MINUTES
CITY COMMISSION MEETING
CITY HALL, 501 W MEADOW STREET
MONDAY, MAY 13, 2024 5:30 PM**

1. CALL TO ORDER

The City of Leesburg Commission held a regular meeting on Monday, May 13, 2024, at Leesburg City Hall. Mayor Burry called the meeting to order at 5:30 p.m. with the following members present:

Commissioner Allyson Berry
Commissioner Jay Connell
Commissioner Mike Pederson
Commissioner Alan Reisman
Mayor Jimmy Burry

Also present, were City Manager (CM) Al Minner, City Clerk (CC) J. Andi Purvis, City Attorney (CA) Grant Watson, the news media, and others.

INVOCATION

Mayor Burry gave the invocation followed by the Pledge of Allegiance to the Flag of the United States of America.

PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA

2. PROCLAMATIONS:

A. Leesburg High School Boys Weightlifting Team State Championship

Mayor Burry read a proclamation acknowledging the outstanding sportsmanship and athletic achievements of the 2023-2024 Leesburg High School Boys Weightlifting Team applauding their back-to-back State Championships and urging all citizens of Leesburg to celebrate their extraordinary season and wish them continued success. Go Jackets!

Head Coach, Josh Boyer received the proclamation on behalf of the Weightlifting Team. The boys of the Weightlifting Team provided a "We are Leesburg" t-shirt to each commission member.

3. PRESENTATIONS:

A. None

4. PUBLIC COMMENTS:

This section is reserved for members of the public to bring up matters of concern or opportunities for praise. Issues brought up will not be discussed in detail at this meeting. Issues will either be referred to the proper staff or will be scheduled for consideration at a future City Commission Meeting. Comments are limited to three minutes.

Mayor Burry informed everyone that later on in the agenda they will be taking public comments about the position of the city manager. This is not the time to do that, since we will allow for public comments at that time.

Lay Brother Stephen Gerard Sidlovsky of 119 West 8th Street, Blaine, Ohio said he was there to provide an update on the new Florida Personhood City resolution. He was specifically visiting cities in Sumter and Lake County. Since the last meeting, he has begun speaking to other cities and towns, including Bushnell, Eustis and Minneola about the personhood resolution and preamble covenant personhood language and citizens could vote to have it inserted in each respective city charter. The cutoff date for the personhood resolution for the General Election in November is August 23, 2024. He remembered that date because it was his sister's birthday. He was invited by the Conservative Villages Salt and Life Faith Committee to provide a personhood education brief. That group clapped and continues to focus on opposing Florida Amendment Four, which he labeled a culture of death issue and everyone will be voting on that this November. He strongly recommended voting no on Amendment Four. A yes vote of 60% will authorize the deaths of 65,000 innocent babies peacefully developing in their mother's wombs annually. We just celebrated Mother's Day, and his mother, Arlene Marie, was a traditional stay-at-home mom who taught four kids about the typical house chore responsibilities. She valued birthdays and always provided him with his favorite birthday cake, carrot cake. Whenever they expected company, his mother always chose him to clean the bathroom because she wanted to show cleanliness, and she wanted to provide the best hospitality for family members and guests. If his mother ever heard vulgar language coming out of his mouth, she would quickly guide him to the bathroom sink and wash his mouth out with ivory soap. He thanked his mom for teaching him how to speak properly. He has been providing personhood education throughout the area, and he will do another follow-up. He ended his comments with a history lesson. Patrick Henry years ago said in a wonderful speech "give me liberty or give me death." He would parallel that by saying give the baby, the person, human acknowledgment of fetal personhood and the right to birth liberty and never death in the mother's womb.

5. CONSENT AGENDA:

Routine items are placed on the Consent Agenda to expedite the meeting. If the Commission/Staff wish to discuss any item, the procedure is as follows: (1) pull the item(s) from the Consent Agenda; (2) vote on remaining items with one roll call vote, (3) discuss each pulled item and vote by roll call

Commissioner Reisman moved to adopt the Consent Agenda as presented, and Commissioner Pederson seconded the motion.

The roll call vote was:

Commissioner Connell	Yes
Commissioner Reisman	Yes
Commissioner Pederson	Yes
Commissioner Berry	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission adopted the Consent Agenda, as follows:
(Each item has its coordinated resolution number listed below the header)

A. CITY COMMISSION MEETING MINUTES:

- 1. Regular meeting held April 22, 2024**

B. PURCHASING ITEMS:

- 1. None**

C. RESOLUTIONS:

- 1. Resolution of the City Commission of the City of Leesburg, Florida, providing funding for the Facade, Sign and Landscape Grant program for projects located within the Major Corridors and Community Redevelopment Agency areas for Fiscal Year 2024; and providing an effective date. (FSL Grants 441/27 2024)**

ADOPTED RESOLUTION 11,811

- 2. Resolution of the City Commission of the City of Leesburg, Florida authorizing the Mayor and City Clerk to execute an Amendment to the Four-Year Extension of the Current Contract with Florida Blue to provide Administrative Services for the city's Group Health Insurance Plan; and providing an effective date.**

ADOPTED RESOLUTION 11,812

- 3. Resolution of the City Commission of the City of Leesburg, Florida, approving a Proportionate Share Mitigation Agreement entered into by and between the School Board of Lake County, Florida, Orange Bend Ranch, and the City of Leesburg, Florida to allow for payment of Lake County School Impact Fees; and providing an effective date. (Orange Bend Ranch Proportionate Share)**

ADOPTED RESOLUTION 11,813

- 4. Resolution of the City Commission of the City of Leesburg, Florida authorizing the City Commission to approve the purchase of one (1) Mobile Air Cascade Compressor by Breathing Air Systems in the amount of \$224,177.70; and providing an effective date.**

ADOPTED RESOLUTION 11,814

5. **Resolution of the City Commission of the City of Leesburg, Florida authorizing staff to submit a grant application to Lake County for Community Development Block Grant (CDBG) Funding for sidewalk construction and/or replacement projects in the CDBG target areas; and providing an effective date.**

ADOPTED RESOLUTION 11,815

6. **Resolutions authorizing execution of Gas Service Agreements between the City of Leesburg and TLC Whitemarsh, LLC.**
 - a. **Resolution of the City Commission of the City of Leesburg, Florida authorizing the Mayor and City Clerk to execute a Gas Service Agreement between the City of Leesburg and TLC Whitemarsh, LLC, for the purpose of setting forth the terms under which the city will provide natural gas service to the development known as Preservation Place, Phase 1; and providing an effective date.**

ADOPTED RESOLUTION 11,816

- b. **Resolution of the City Commission of the City of Leesburg, Florida authorizing the Mayor and City Clerk to execute a Gas Service Agreement between the City of Leesburg and TLC Whitemarsh, LLC, for the purpose of setting forth the terms under which the city will provide natural gas service to the development known as Preservation Place, Phase 2; and providing an effective date.**

ADOPTED RESOLUTION 11,817

- c. **Resolution of the City Commission of the City of Leesburg, Florida authorizing the Mayor and City Clerk to execute a Gas Service Agreement between the City of Leesburg and TLC Whitemarsh, LLC, for the purpose of setting forth the terms under which the city will provide natural gas service to the development known as Preservation Place, Phase 3; and providing an effective date.**

ADOPTED RESOLUTION 11,818

7. **Resolution of the City Commission of the City of Leesburg, Florida authorizing the Mayor and City Clerk to execute a Gas Service Agreement between the City of Leesburg and Palms Land HoLdings, LLC, for the purpose of setting forth the terms under which the City will provide natural gas service to the development known as Lake Denham**

Townhomes; and providing an effective date.

ADOPTED RESOLUTION 11,819

6. PUBLIC HEARINGS AND NON-ROUTINE ITEMS:

A. SECOND READING OF ORDINANCES

- 1. An Ordinance amending the Future Land Use Map of the Comprehensive Plan of the City of Leesburg, changing the Future Land Use Map Designation of certain property containing 4.72 +/- acres from Low Density Residential and Industrial to Low Density Residential, for a property generally located east of Flatwoods Road and west of South Street, lying in Section 28, Township 19 South, Range 24 East, Lake County, Florida; and providing an effective date. (Southwinds Phase III SSCP)**

ADOPTED ORDINANCE 24-20

Commissioner Reisman introduced the ordinance to be read by title only. CC Purvis read the ordinance by title only.

Commissioner Reisman made a motion to adopt the ordinance and Commissioner Pederson seconded the motion.

CA Watson asked everyone who wished to provide testimony on any of the public hearings or non-routine items under 6A or 6B on the agenda to stand and raise their right hand. He swore them all in. **Mayor Burry** asked the planning and zoning director to provide an overview.

PZD Miller stated this was a housekeeping item. It is a request for a small scale comprehensive plan map amendment to go from low density residential and industrial to very low density residential. It is located east of Flatwoods Road and west of South Street. It is part of the South Winds Cove development. The total area is 4.72 acres. The South Winds Cove development is almost all two-story town houses. In this case, where Harbor Winds is located, they would like to put one-floor apartments. There would be no density increase. The current zoning is R-3 high density residential. They would like to clean up that land use and provide a use that the city does not have enough of. **Mayor Burry** asked if there were any questions for the planning and zoning director. There were none. He asked if the petitioner had anything to add. **PZD Miller** stated they were good with everything that had been previously discussed. **Mayor Burry** asked for public comment. There were none.

The roll call vote was:

Commissioner Reisman	Yes
Commissioner Pederson	Yes
Commissioner Berry	Yes
Commissioner Connell	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission adopted the ordinance.

2. **An Ordinance of the City of Leesburg, Florida, vacating a 7,367 square foot portion of Park Avenue generally located between West Meadow Street and the City's Fountain Lake Bike Trail, as shown on the Official Map of the City of Leesburg, Florida, recorded in Plat Book 2, Page 19, of the Public Records of Lake County, Florida; and providing an effective date. (Beacon College)**

ADOPTED ORDINANCE 24-21

Commissioner Reisman introduced the ordinance to be read by title only. CC Purvis read the ordinance by title only.

Commissioner Reisman made a motion to adopt the ordinance and Commissioner Berry seconded the motion.

Mayor Burry requested comments from the Commission and the audience.

PZD Miller stated this is located on the north side of West Meadow Street and ends at the Fountain Lake bike path. It is across from the Beacon College athletic field. It is a small vacate of a previously platted roadway, it has been there for many years and never constructed. It is only 7,367 square feet. It is a rectangular shape and the purpose of the vacate is to allow Beacon College to build an athletic/health center. They have been working with Beacon College on this, they have reviewed designs, and it looks really good. **Mayor Burry** wanted to clarify that this was a road to nowhere. **PZD Miller** agreed it is a road to nowhere. It is on paper, but never built. **Mayor Burry** asked if there were any further questions or comments. There were none.

The roll call vote was:

Commissioner Pederson	Yes
Commissioner Berry	Yes
Commissioner Connell	Yes
Commissioner Reisman	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission adopted the ordinance.

3. **An Ordinance amending the Future Land Use Map of the Comprehensive Plan of the City of Leesburg, changing the Future Land Use Map Designation of certain property containing 10.08 +/- acres from Institutional to General Commercial, for a property generally located north of U.S. Highway 441 and west of College Drive, lying in Section 15, Township 19 South, Range 25 East, Lake County, Florida; and providing an effective date. (Silver Lake Commons SSCP)**

Commissioner Reisman introduced the ordinance to be read by title only. CC Purvis read the ordinance by title only.

Commissioner Reisman made a motion to adopt the ordinance and Commissioner Pederson seconded the motion.

Mayor Burry requested comments from the Commission and the audience.

CM Minner wanted to give a quick summary of this item and the next item, since they are technically one and the same. One is for rezoning, which is this item, and the next one is the PUD. The airport through the city commission is trying to sell a ten acre parcel to some developers which affects the northwest corner of US 441 and College Avenue. Part of the contingencies in the sales contract, which was about 2.7 million dollars for the ten acres, included them getting the rezoning they needed. However, at the 11th hour, he was contacted by the college because they had concerns about the development. Years ago, the city promised to never develop this parcel. We worked out a quid pro quo where the college gave us this property, and we gave the college some other property. Now, the city attorney is going back through the records on this, but long story short, he has been in touch with the college, the developer and the county to try and get this concern squared away. They need to do more homework, so he asked that this item be tabled to a date certain of June 10, 2024. We will readvertise, and follow up with the city attorney. His report covered this item and the next agenda item. If they decide to table this, they will need to read the next one aloud and table it to a date certain as well.

Commissioner Reisman made a motion to table this item to a date certain of June 10, 2024, at 5:30 p.m. in the commission chambers, and Commissioner Pederson seconded the motion.

Commissioner Reisman mentioned that the FAA elevation points for the buildings have not been approved, so it is a good idea this item is being postponed. **PZD Miller** agreed. Anytime you are near the airport, there is an area on the FAA website that they have to log into and describe the tallest point on the property, such as the top of the structure or if there would be an antenna, things like that. They also need to provide the legal description. The FAA would come back and say what they are allowed to do within that flight area, zone or path. They have different names for the different paths, but anything that is built within that area requires them to provide that information on their website. They also have to work with the city's airport manager. They have to insert that information into the FAA website to see what the height is. He could not remember the numbers, but it was 0 to 200. Then it is one foot for every so many feet, and it keeps ascending. Basically, whatever we say in the PUD, the FAA can overrule if it is too tall. **Mayor Burry** asked if there were any other questions or comments. There were none.

The roll call vote was:

Commissioner Berry	Yes
Commissioner Connell	Yes
Commissioner Reisman	Yes
Commissioner Pederson	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission tabled the ordinance.

4. **An Ordinance of the City of Leesburg, Florida, changing the zoning on approximately 10.08 +/- acres from P (Public) to PUD (Planned Unit Development) to allow for commercial uses, including restaurant, retail, and indoor storage, for a property generally located north of U.S. Highway 441 and west of College Drive, lying in Section 15, Township 19 South, Range 25 East, Lake County, Florida; and providing an effective date.**

(Silver Lake Commons PUD)

Commissioner Reisman introduced the ordinance to be read by title only. CC Purvis read the ordinance by title only.

Commissioner Reisman made a motion to adopt the ordinance and Commissioner Pederson seconded the motion.

Commissioner Reisman made a motion to table this item to a date certain of June 10, 2024, at 5:30 p.m. here in the commission chambers, and Commissioner Berry seconded the motion.

Mayor Burry asked if there were any further questions or comments. There were none.

The roll call vote was:

Commissioner Connell	Yes
Commissioner Reisman	Yes
Commissioner Pederson	Yes
Commissioner Berry	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission tabled the ordinance.

- 5. An Ordinance of the City of Leesburg, Florida, amending and restating Ordinance No. 2018-2, as amended by Ordinance No. 2018-35, and as further amended by Ordinance No. 20-14; providing a short title, providing findings and intent; granting certain non-exclusive Franchises to Gibson Place Utility Company, LLC, Gibson Place Water Conservation Authority, LLC, Blue Goose Utility Company, LLC, Blue Goose Water Conservation Authority, LLC, Okeehumkee Utility Company, LLC, Okeehumkee Water Conservation Authority, LLC, and their successors and assigns (Each a Franchise, and sometimes collectively referred to herein as the "Franchisees"); a Franchise period of 30 years to construct, own, operate and maintain certain services and facilities to serve areas within and adjacent to The Villages Age Restricted Development; setting forth the terms and conditions under which such Franchises shall operate; providing for conflict and severability; and providing an effective date.**

Commissioner Reisman introduced the ordinance to be read by title only. CC Purvis read the ordinance by title only.

Commissioner Reisman made a motion to adopt the ordinance and Commissioner Berry seconded the motion.

Mayor Burry asked the city manager to provide an update on this item.

CM Minner stated his report would cover items five, six, seven, and eight. They are all Villages related. These items concern the adoption of an age-restricted development (ARD) zoning classification. It would overlay the Secret Promise property and the 163 Agreements do that. There are some franchise agreements that are split into two parts. This specific item (item five) is a franchise agreement for water,

sewer and reuse water. Item number six is a franchise agreement for solid waste. So, items five and six expand our franchise agreements onto the newly purchased property. Long story short, there were some advertising issues, so we need to readvertise. This also ties into items seven and eight. This advertisement requires a full thirty days versus a two-week cycle. He asked that this be rescheduled to a date certain of June 10, 2024, at 5:30 p.m. in the commission chambers. At that meeting they will reverse the order, but items five and six deal with franchise agreements. There is a lot of strike-through language and red language in the drafts. However, everything will be the same as it was done in the past. When they put together the ordinances for franchises for how we will deal with all items associated, these are the same. They just copied everything from the past and pasted it onto these items.

Commissioner Reisman made a motion to table this item to a date certain of June 10, 2024, at 5:30 p.m. here in the commissioner chambers, and Commissioner Pederson seconded the motion.

The roll call vote was:

Commissioner Reisman	Yes
Commissioner Pederson	Yes
Commissioner Berry	Yes
Commissioner Connell	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission tabled the ordinance.

- 6. An Ordinance of the City of Leesburg, Florida, providing a short title; providing findings and intent; granting a non-exclusive Franchise to Tri-County Sanitation, LLC, and its successors and assigns ("Franchisee"); a franchise for a period of 30 years to construct, own, operate and maintain certain services and facilities to serve areas within and adjacent to The Villages Age Restricted Development; setting forth the terms and conditions under which such Franchise shall operate; providing for conflict and severability; and providing an effective date.**

Commissioner Reisman introduced the ordinance to be read by title only. CC Purvis read the ordinance by title only.

Commissioner Reisman made a motion to adopt the ordinance and Commissioner Pederson seconded the motion.

Mayor Burry requested comments from the Commission and the audience. There were none.

Commissioner Reisman made a motion to table this item to a date certain of June 10, 2024, at 5:30 pm in the commission chambers, and Commissioner Pederson seconded the motion.

The roll call vote was:

Commissioner Pederson	Yes
Commissioner Berry	Yes
Commissioner Connell	Yes
Commissioner Reisman	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission tabled the ordinance.

7. **An Ordinance of the City of Leesburg, Florida, Request for a Chapter 163 Florida Statutes Development Agreement amendment for The Villages of West Lake Area A, to incorporate the property known as Secret Promise with other adjacent properties; to update the agreement to reflect year and remove information no longer needed; to clarify the definition of VLC (Villages Land Company) to include the affiliates of VLC; to add references to community support districts which allow non-age restricted residential uses; to incorporate and update the provisions that were contained in Chapter 163 Public Facilities Agreement between The Villages and the City. The Public Facilities Agreement and amendments will be terminated when this Chapter 163 Florida Statutes Agreement amendment is completely and fully executed; to update the agreement to reflect the current requirements in Florida Statutes for Chapter 163 Agreements; this request does not include changes to population density, building height or intensity; for a property generally located north and south of the Florida Turnpike, west of County Road 48, and east of the Sumter County line, as legally described in Sections 06, 07, 08, 09, 16, 17, 18, 19, 20, 21, 29, 30, 31, and 32, Township 20 south, Range 24 east, Lake County, Florida; and providing an effective date. (VOWL Chapter 163 Agreement Amendment Area A)**

Commissioner Reisman introduced the ordinance to be read by title only. CC Purvis read the ordinance by title only.

Commissioner Reisman made a motion to adopt the ordinance and Commissioner Pederson seconded the motion.

Mayor Burry requested comments from the Commission and the audience. There were none.

Commissioner Reisman made a motion to table this item to a date certain of June 10, 2024, at 5:30 p.m. here in the commission chambers, and Commissioner Pederson seconded the motion.

The roll call vote was:

Commissioner Berry	Yes
Commissioner Connell	Yes
Commissioner Reisman	Yes
Commissioner Pederson	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission tabled the ordinance.

8. **An Ordinance of the City of Leesburg, Florida, Request for a Chapter 163 Florida Statutes Development Agreement Amendment for The Villages of West Lake Area B, to update the agreement to reflect year and remove information no longer needed; to clarify the definition of VLC (Villages Land Company) to include the affiliates of VLC; to add references to community support districts which allow non-age restricted residential uses; to incorporate and update the provisions that were contained in**

Chapter 163 Public Facilities Agreement between The Villages and the City. The Public Facilities Agreement and amendments will be terminated when this Chapter 163 Florida Statutes Agreement Amendment is completely and fully executed; to update the agreement to reflect the current requirements in Florida Statutes for Chapter 163 Agreements; this request does not include changes to population density, building height or intensity; for a property generally located north and south of the Florida Turnpike, west of County Road 48, and east of the Sumter County line, as legally described in Sections 06, 07, 08, 09, 16, 17, 18, 19, 20, 21, 29, 30, 31, and 32, Township 20 south, Range 24 east, Lake County, Florida; and providing an effective date. (VOWL Chapter 163 Agreement Amendment Area B)

Commissioner Reisman introduced the ordinance to be read by title only. CC Purvis read the ordinance by title only.

Commissioner Reisman made a motion to adopt the ordinance and Commissioner Berry seconded the motion.

Mayor Burry requested comments from the Commission and the audience. There were none.

Commissioner Reisman made a motion to table this item to a date certain of June 10, 2024, at 5:30 p.m. in the commission chambers, and Commissioner Berry seconded the motion.

The roll call vote was:

Commissioner Connell	Yes
Commissioner Reisman	Yes
Commissioner Pederson	Yes
Commissioner Berry	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission tabled the ordinance.

B. FIRST READING OF ORDINANCES

- 1. An Ordinance of the City of Leesburg, Florida, establishing the Grace Key Groves Community Development District pursuant to Chapter 190, Florida Statutes; providing for authority and power of the district; providing for the Board of Supervisors of the District; providing for the District budget; providing for functions of the district; providing for miscellaneous provisions; and providing an effective date. (Grace Key Groves CDD)**

Commissioner Reisman introduced the ordinance to be read by title only. CC Purvis read the ordinance by title only.

Mayor Burry asked the planning and zoning director to provide an overview of this item.

PZD Miller stated this is the Community Development District for the Grace Key Groves, which covers

the Bar-Key subdivision. It is located in South Leesburg north of the Turnpike and east of US Highway 27. There are 1,700 units on 717 acres. As a reminder, CDD's are allowed under Chapter 194 of the Florida Statute, under the method of creating and funding special purpose districts that manage finance and deliver basic community services such as water, wastewater and roads, security, infrastructure and bridges, things of that nature. They cannot create a debt to be encumbered to city government, and they have no zoning or police powers. This is a way of getting the people who move there to pay for the infrastructure. Mr. Jere Earlywine of Kutak Rock was in attendance. This is the first reading and the second reading is scheduled for May 28th. **Mayor Burry** asked if there were any further questions or comments. There were none. He stated this item would lay over until May 28, 2024, for a second reading.

C. NON-ROUTINE ITEMS

1. **Resolution of the City Commission of the City of Leesburg, Florida, terminating the City Manager without cause pursuant to Section 9B of the Employment Agreement between Alfred A. "Al " Minner and the City Commission, authorizing severance payment pursuant to Section 9C of the stated Employment Agreement; and providing an effective date.**

DENIED RESOLUTION 11,820

Commissioner Reisman introduced the resolution to be read by title only. CC Purvis read the resolution by title only.

Commissioner Reisman made a motion to adopt the resolution and Commissioner Connell seconded the motion.

Mayor Burry wanted to make sure the public understood the differentiation because there are two ways the city manager could be terminated. One is with cause and the other is without cause. He asked the city attorney to provide more information about this. **CA Watson** stated there are two different procedures by which the city manager could have his employment terminated, and they are spelled out in his employment contract. One process would be with cause, which involves criminal activity, dishonest behavior, malfeasance of duties or breach of contract. The other process is without cause, which allows the city commission to terminate the city manager without any cause. Under this procedure, there would be compensation due to the city manager in exchange for certain things. An example would be a waiver of any claims against the city. Another thing contemplated in the contract is if the commission were to take a vote due to no confidence, they could request the city manager to resign and if the city manager accepted that vote and resignation request, he would be entitled to the same compensation as being terminated without cause. However, they would need some legal basis for terminating him, otherwise, he would be entitled to compensation. When terminating without cause, they do not need a legal reason as long as compensation is paid according to the contract.

Commissioner Reisman stated he initiated the letter to the city manager. One of the most important values in a relationship, whether it be personal or professional, is trust. He gives trust freely, and he has now experienced multiple instances with the city manager in which he has been deceived or misinformed. No matter if the lies were big, small or partial truths, ultimately they were still a lie. As a commissioner, he must rely on the city manager to represent the commission and lead our city. He needs to be able to place trust in our city manager without a doubt, and he can no longer do that because the trust he had with the city manager has been broken. He assured everyone that this decision was not made

hastily. If he were in this position with his superiors, he would no longer hold a position in his company. His campaign for commissioner was conducted on transparency and communication as those are important to him. On Monday, April 29th, the city manager contacted him to discuss a position change for Robert Hicks. The city manager informed him many times that this decision was within his authority. He asked the city manager if he had run this concept by the other commissioners, and he answered yes. He said he ran it by the four commissioners with whom he valued their opinion. He said they were all on board. Initially, he agreed to the concept with hesitation. The city manager said he would make the offer to Robert Hicks on Wednesday, May 1st. After further thought, he contacted the city manager on Tuesday, April 30th, in the morning to make him aware that he had concerns, and he asked to speak to him prior to making the final decision. The city manager quickly responded and said he had already made the offer to Robert Hicks. He stated he made the offer sooner than discussed based on his acceptance. He told the city manager this was a huge decision, and he needed time to process it. He felt it needed further discussion. The city manager responded that he would rescind the offer pending further discussion. After a very long and not so pleasant conversation, it ended in a disagreement between him and the city manager. Shortly after that call, he received another call from the city manager saying he would not apologize for anything he said or did and that he would move forward with his decision. He had concerns about this, and it was a substantial organizational change that was made quickly, so why the rush? He would have liked some public discussion to allow the concept to be discussed between all commissioners. He was unclear about how he proposed to pay for the pay gap with a non-budgeted staff person. Was the expense of this hire within the authority of the city manager or was a formal vote required? If the position required a vote, this could have been done during a public forum. He had concerns about Robert Hicks being able to fill three roles. He had concerns about the extreme differences in job duties between the police chief and deputy city manager. He would also cover the procurement manager and admin buyer. He had concerns about the lack of succession planning regarding the hiring and training of a new police chief while ensuring the continuance of public safety. Why did the city manager not seek legal counsel on this change? The city attorney was unaware of this decision until he discussed it with him. He asked the city attorney about the process, and how the process was done. Does this open the city to any potential lawsuits or discrimination lawsuits? Lastly, he is a professional and he takes this role seriously. He values everyone's opinions, but he can make his own independent decisions.

Mayor Burry inquired about the city charter and if it allows the city manager to hire a deputy city manager and place somebody in that position without seeking the commission's consent. **CA Watson** answered yes. According to the city charter there are a couple of provisions that are relevant. The first, Section 7, addresses the administration of the city, and it is exercised by the city manager. This provision states that the city commission may, by ordinance or resolution, prescribe the manner in which any power of the city may be exercised. However, neither the commission nor any of its members shall dictate the appointment of any person to an office of employment by the city manager or in any manner prevent the city manager from exercising his or her own judgment in selecting personnel for the city manager's administration. The city commission and its members shall deal with the administrative services through the city manager and neither the commission nor any member thereof shall give orders or make requests of the subordinates of the city manager either publicly or privately. In Section 22, under the city manager's heading, it addresses the powers and duties of the city manager. He did not want to rehash what it said because it pretty much mirrored the provisions he had just read. It talks about the city manager having the sole authority to appoint, suspend, demote or discharge subordinate officers and employees of the city. In Section 23, it states that the city manager shall determine the number of city employees and their compensation subject to the approval of the city commission. Salaries and other compensation shall be uniform for like services in each pay grade within the city's position classification scale as recommended by the city manager and approved by the city commission. All salaries, compensation and dates of employment discharge shall be reported promptly to the city clerk and finance director by the city manager. When looking at these three provisions, he believes the city manager has the

authority to control the employees in all departments. The city commission has a role, as we just read in the last section, which relates to compensation being approved for city employees. If there is money available to pay employees in the budget and if the salary is within the range of position that was approved by the commission, that would fall within the city manager's purview. If the city manager were trying to go outside the pay scales that were determined by the commission, then he would be going outside the boundaries. There was a concern by Commissioner Reisman about potential legal exposure for this type of thing and about this position not being advertised as some other positions might be. There was an issue about the advertisement and/or notification of a position, and having clear communicated qualifications and criteria for that position. When an application period has run, there would be a clear pool of candidates and a risk analysis in terms of exposure to potential discrimination claims based on the applications received. If the city does not advertise for a position, it would not be clear as to what the qualifications are for the position. The concern compared this situation with a noticed position and if it could cause risk exposure, and that is unknown because we do not know who the pool of candidates would be and whether they applied for the position is not relevant because they did not have knowledge of the position. The risk of exposure may come into play between an advertised position and an unadvertised position. **Mayor Burry** asked if there were any other questions for the city attorney.

Commissioner Connell asked about the filling of a position that was not budgeted. **CA Watson** answered that he understands the concern, but from his perspective, if there is money available to pay employees and the city manager decides he wants to shift an employee into a managerial role or department head type role, if there is money available that has been approved to pay employees, it would be okay. He does not have any concerns about that. In this situation, he heard that there were three different department head pay scales that were approved within the last year that included pay ranges for the department heads and the deputy city manager was listed as an example. Although it was not called out as creating a position, he did not see a problem unless there was no money available to pay that employee, and he pulled money from somewhere else. In Section 23 it talks about the commission approving salaries.

Commissioner Berry mentioned her perception of this, that it was a policy issue and if the city manager had the authority to hire the executive management. **Mayor Burry** stated that is how it is written in the charter. **Commissioner Berry** said she hears that, but that is the issue. **CA Watson** clarified as the mayor pointed out it is embedded in the charter. The commission could pass an ordinance putting that issue to a vote. In order to change that, it would have to be voted on just as the utilities were voted on a year or two ago. **Commissioner Berry** mentioned that she was just making a statement about what she was hearing. **Commissioner Reisman** stated the city manager made it very clear that he had been considering this for years, so why the rush, why not bring this concept up at a budget meeting? Also, when talking with the city manager, he said this all conspired within the last twenty-four hours of when he talked to him. Robert Hicks called him later in the week, and he said that he had been talking to the city manager about this for a while. When he asked the city manager about the rumors he heard, he told him the rumors were not true. However, Robert Hicks said they have been talking about this for years. Why not bring this up at a commission meeting? Why do it behind closed doors, even though it is within his authority? **Mayor Burry** stated exactly, that it is the city manager's business, it is not the city commission's business. Our business is whether the city manager and city attorney sit in their seats. The rest of it is run by the captain of the ship, the city manager. We are just the board of directors that decide where the ship goes. That was his understanding. **CA Watson** agreed. What he just said was consistent with what he read from the city charter.

CM Minner stated he works at the pleasure of the commission. He did not want to get into a tit-for-tat with Commissioner Reisman's opening statement. Frankly, it was pretty close to being accurate. There were a few little things he would dispute, like lie versus miscommunication. However, to the point about talking to four of the five commissioners. He did not speak with all the commissioners and the one

commissioner he did not talk to was Commissioner Connell for obvious reasons. Over the last year or so there has not been one single issue he and Commissioner Connell agreed on, and he did not want to waste either of their time. Everyone in the room understands that, including the commissioner. He informed the commissioners whom he respected the opinions of. Some of the things in his timeline were not quite accurate, and Commissioner Reisman was uncomfortable with his response and wanted to wait, but when he left the office his interpretation of the conversation was that Commissioner Reisman was okay with the decision. He is entitled to his opinion, he is entitled to change, and he respects that. Frankly, he respects that if he can no longer work with him because of that decision, then he did the right thing with calling the question asking for termination without cause. What he wanted to tell this body was that he would stand on his record of the last ten years. The decisions he has made with regard to personnel have been spot-on. He would say roughly half of the department head staff had been hired from within the organization, which makes him question why he reads exit interview after exit interview from employees saying they do not see advancement opportunities in the organization when clearly there is. He did not conspire with Deputy City Manager, Robert Hicks about this for months. He would be very candid on that point, and he did have conversations with four of the commissioners.

After the separation of the former deputy city manager, Robert Hicks came to him and said he was interested in expanding his horizons. At that time, he told him very nicely to go pound sand. That was four years ago. He thinks he could capitulate to that. At that time, he was not ready to bring on another deputy city manager and, from his track record, he was very hesitant to bring in staff and to spend money. His record speaks for that. Adding staff, adds cost and, for those reasons, he had not revisited the conversation. The only person in this organization he spoke to within the last ninety days about the contemplation of the deputy city manager position is the mayor, because he is the mayor and that is where ideas germinate. He had thought about bringing in a deputy city manager for a little while. He thought he might need to have a training ground for a city manager where they would bring in a student to whip them into shape, do the Bobby Green school of city government. For many reasons, he did not want to move forward with filling this position until a former colleague approached him with some concepts on a podcast which he had started listening to. That made him rethink the situation and that it maybe the time for organizational redundancy. If anyone read the press release and the job announcement, those are the reasons he hired Robert Hicks for the Deputy City Manager position. He trusts Robert Hicks explicitly, he is a man of integrity within the community and everybody appreciates and trusts Robert Hicks. Robert Hicks is going to provide (depending on where the commission goes with their vote) organizational redundancy and, other than Commissioner Reisman and Commissioner Connell, he thought the appointment was okay. One commissioner did not like how he did it, so read between the lines on that. He can speak for himself during discussions. At the end of the day, he put a quality person in a quality position that will help the organization long term whether he is there or not. This was also done within the job classification that was approved. The deputy city manager position is DHG, and at first he thought he paid Robert Hicks outside that pay class, and he expressed that to Commissioner Reisman. He also provided the reasons for doing that, and that was within his pay authority. However, after Melissa Arriaga, the Human Resources Director, came knocking on his door, he was told to stop saying that because he was not being paid outside the class. He said, oh perfect, he did not mess up, and he has the documentation from when the city commission adopted the new pay ranges. At that time, Commissioner Reisman and Commissioner Berry were not on the commission. However, the commission instructed him to update the pay ranges, and he presented to the commission how they did the pay ranges. The human resources director provided him with the correspondence that said to add twenty-five grand and in the budget book for FY 23-24 it shows the DHG pay scale from \$75,000 to \$175,000. He got lucky and he backed into that. It turns out he did not violate Section 7 of the city charter, which says the city manager handles all personnel matters, and Section 23 says as long as he does it within the budget and pay scale. He is good. He honestly thought he busted Section 23, but it turns out he did not. He believes his actions were within his authority and for the betterment of the

organization. He did it for net neutral. At the end of the day, he works at the collective wisdom of the commission. If he violated trust, he apologizes. He stands before their judgment, and he says that with all sincerity. If the vote count is to terminate him without cause, he would go in peace as long as they live up to the end of the deal and provide the severance payment. That information was included in the resolution and that cost is \$120,000, which, by the way, is pretty cheap. They can thank the state legislature for that. He is thankful for his time in Leesburg, and they have all been absolutely fantastic to work for. There have been sticky issues, but he respects where they may go, and the commission is entitled to their decision pursuant to the agreement. If the vote is to not to terminate, it will be work as normal. There would be no grudges. He stands on his ten years of performance, and they can be darn sure that how he has acted in the past is how he will continue to act in the future. He will leave it at that. He will listen to the debate and trust the collective wisdom of the commission.

Commissioner Pederson stated he would keep his comments short. The city manager called him after the fact, and they had a three-minute conversation. He asked a few questions and had zero concerns. The commission's role is not to micromanage the city manager and not all commissioners have figured that out yet. He trusts the city manager entirely. He is the longest serving commissioner at the moment, and he also served in the mayor's role. Mayor Burry has been the mayor for the past eighteen months. Nobody works closer with the city manager than the mayor. He has been working with the city manager for about two and a half years, and he has done a fantastic job. He did not want to go down the list because everyone should know all the great stuff he has done for our city, and we need to keep Al Minner here in Leesburg. He would stop his comments there because he wanted to avoid any negative comments since he was a little angry. Al Minner has done a great job for our city, and he hoped the votes were there. He wanted to see Al Minner stay for a long time. He does not want to waste time interviewing new city managers when that would just move the city backwards.

Commissioner Connell said he was glad Al Minner mentioned that he was not in the loop at all. He received a random text one afternoon, but he was not involved in any discussion. Just going off what he said, we have a city manager that basically said he fired a commissioner. He was not going to talk to the guy, nor work with the guy, and he did not care what that commissioner had to say. That is a real problem, a real problem, and it could happen to anyone if you fall out of favor with him. That is something that needs to be considered. He and Al Minner have had their differences, there is no doubt about it, but at the end of the day, the city manager has to work with the city commission. If a city manager refuses to work with a city commissioner, that is a real problem and that is something everyone on the commission needs to keep in mind moving forward. **CM Minner** responded that he did not want to go tit-for-tat about refusing to work with a commissioner and not having discussions when it was clearly in the right of the city manager to do so. Those are two totally different things. **Commissioner Pederson** pointed out that right there the city manager works for the commission as a whole. There are commissioners that think he works for them personally and that needs to be resolved. He is taking Al Minner's side on this one. **Commissioner Connell** stated nobody said that. He was just repeating what the city manager said. There is one commissioner that he does not respect the opinion of, so he was not going to keep him in the loop on any major decisions. That was his point and that was the issue. **Mayor Burry** remarked that moving forward, he would. It is a good idea that everyone be contacted. Going back to the issue, he did not have to contact any of them because he followed what the charter says. **Commissioner Pederson** mentioned that he did not know that until tonight. He thought they were just arguing about a technicality of \$7,000. That just makes this story worse.

Commissioner Berry said this issue has been very difficult. She stopped in to visit Al Minner unannounced, looking for Bikefest numbers, and that was when the situation of moving Chief Hicks into a new role was presented to her. She was shocked and she had questions. She provided a list of questions to Al Minner, and he answered them in detail, which she appreciated. However, she received her answers

after the decision had been made, and the offer was presented to Chief Hicks. This is nothing personal against Chief Hicks, but she was shocked. She did not understand the transition in such major roles. That was why she asked questions. She wanted to know if there was something she missed and Al Minner gave her a detailed explanation. From that, she still had questions about the urgency. She understands the need for help, she was just concerned about the process. She also had concerns about respect. No one is perfect, but that is a serious matter. She wanted to hear all the information so she could make the right decision. At the end of the day, she is committed to serving her district and to making the best possible decision for her district and the city. **Mayor Burry** asked if there were any other comments regarding this issue. There were none. He opened the floor for public comments.

Ted Bowersox of 521 Lakeshore Drive said he has been involved with Leesburg's city government for a long time. He has previously served on the city commission, board of adjustments, and he is currently serving for the second time on the planning and zoning commission. We have been through and dealt with a lot of city managers and Al Minner is A+. When he was on the city commission, if they wanted to do something big they had to float a bond issue. They had to go out and borrow money at high interest rates. That is not happening now folks. We have deep good pockets, and the city is financially sound. The city commission makes decisions that help Al Minner in his leadership. Please keep Al Minner as our city manager.

Don Magruder, CEO of RoMac Building Supply, 700 East Main Street, said he stands in support of Al Minner. He has been running Romac for twenty-seven years. Twenty-seven years ago, they only had about eighty employees, and they now have over five hundred employees. They are probably the largest independent businesses in the State of Florida. Over the past twenty-seven years, RoMac has been located just down the road from City Hall, and Al Minner, without any doubt, is the best city manager we ever had. There is no doubt about it. He has been very instrumental in creating the synergy at Leesburg High School with the Construction Academy. With everything he has done, he brings the City of Leesburg together. Six years ago, they started the Construction Academy, and it was in dire straits. Since then, we have lifted that whole school up. We started with thirty-five students and we now have three hundred and fifty. That would not have happened without the leadership of Al Minner. He believes some commissioners are not living in the real world. He handles hiring and recruiting people every day, and they are desperately trying to hire good people. If a company lets someone go today, they had better have someone already on the hook because good people are not leaving their positions. Companies take care of good people and that is a fact. Other companies and organizations pay a lot of money to keep good people. The mistake they are making is underestimating the talent we have in this city. More importantly, they have now opened this up to recruiters. Recruiters will now target Al Minner and other people the city has on staff. When people hear that this city micromanages their city manager and that the commission tells him how to run the city, good luck recruiting anybody of quality. Secondly, good luck finding anybody to replace Al Minner, because that is going to be hard. We would be losing a good guy. It sounds like some commissioners need to get together to discuss policies because this should never have risen to this level. In fact, his management team had about thirty people, and if this had happened he would have told them, this was amateur hour. This should never have happened, and he feels bad for Al Minner. He can guarantee recruiters will be calling and looking for him. You created a bad situation for the city. He stands in total support of Al Minner. We have a great city manager, and he hoped they will make the right decision and retain him.

Pastor John Christian, Senior Pastor of the Christian Worship Center and Executive Director, Chairperson of the Board of the Community Development Corporation said he heard a lot of discussion tonight, and he concurs with Mr. Magruder. He sat on the commission for nineteen years. They went through the process of hiring two city managers, and they must understand that Leesburg is a unique city for the size. We have a major electric company and the wrong city manager will have you buying smart

meters. We could get a financial advisor who says we should borrow money for US 27 and the Highway 441 corridor. That will put the city in a bad situation. He worked with Al Minner for eight years, and they did not always agree. He pulled him off to the side and told him he could not argue with city commissioners (ie: Jay Hurley), so Commissioner Reisman he understands the frustration, he really does and that is not something he would just say. Commissioner Connell, you are correct, you and the city manager should have dialogue and conversation. As the mayor said, moving forward, with hopes we have enough folks to keep Al Minner, that will be something the commission works on. With Commissioner Reisman, he has been praying for him and that they all make the right decision. He prays that he can regain the trust of the city manager because, ethically, this has come to a very public discussion and this is your chief executive officer, and this is sending a message to not only him, but all employees. Think about that for a moment. Al Minner has not had a deputy city manager in about five or six years. He even encouraged him to hire a deputy, but he did not. He has saved the city about one million dollars by not hiring a deputy city manager. He saved the taxpayers' money. This man has done the work of two people while keeping our city property taxes low. Look at Pine Street, it looks wonderful. He has done work throughout the entire city and every single district has benefited. Remember, he has five people he has to keep happy on a regular basis, no matter how you look at it. Commissioner Berry is a very nice lady, and he has to keep her happy. He also has to keep Mayor Burry happy and, as Commissioner Pederson said, he has to keep him happy too. That is a very tough job. He asked the commission to think hard and pray about this decision, because hiring another city manager with airport experience would be hard. We not only have an international airport, we have a utility company. We have gas, water and wastewater. It will not be an easy task to replace a man of Al Minner's caliber. His prayer to the commission tonight is to think hard and keep Al Minner as our city manager. Go behind the scenes, go see him in the office Commissioner Reisman, and have a come to Jesus meeting. Commissioner Connell talk to Al Minner and have dialogue because we are all grown adults and professionals. He asked that he act professionally and do what is right and best for the City of Leesburg.

Randy Hepburn said he was born and raised in Leesburg. He has lived here for sixty-seven years. Throughout all those years, Al Minner has been by far the best city manager he ever met. One time he picked up his telephone and miss dialed. He has actually done it several times, and within two seconds his phone is ringing back. That is what a city manager is supposed to do. He is not supposed to be private. When he accidentally calls him, the city manager, Al Minner, calls right back. He tells Al Minner hey man, I accidentally miss dialed you. That is what we want in this city. That is the type of response we want from our city manager. As far as Chief Hicks, he has been the best police chief in Leesburg since he has been there. You can call him and he will answer the call. He believes that Al Minner picked the best person to serve as the deputy city manager. He picked the best man to help him and to help all the citizens of Leesburg. His recommendation is to keep it rocking and rolling.

Mandy Wettstein of Lake 100, said they are the largest private sector, member-driven organization with a history of impact and improvement around Lake County. She stated their concern tonight about the proposed decision to terminate City Manager, Al Minner is fundamentally not only misguided, but short-sided. There are a few commissioners sitting there that she truly believes have no idea about the condition of Leesburg's city government or its finances prior to Al Minner being appointed City Manager. They are operating with limited information, and it is clear that some commissioners have not done their research on the questions due to the statements being made tonight. Let's be clear about the role of a city manager. He is the lynchpin for the city's operations. He is responsible for overseeing the day-to-day affairs, not the commission. He ensures efficient service, delivery and navigation of the complexities of governance. Yet it appears some commissioners here tonight may lack a comprehensive understanding not only of these responsibilities but of their own as city commissioners. It is a complete dereliction of duty to move to terminate a successful, well-regarded city manager in the fashion in which

you have chosen. Let's be clear how much research have you conducted regarding the process of replacing an experienced city manager? Don Magruder touched on it, but she can promise they have no idea what they are in for. None. Even a cursory review of some sister Lake County cities would have been enough for you to know you should not to go down this path. Have you taken a look at Mount Dora or the Lake County government? Clermont is known for their churn and rotation. The instability of the decisions made by inept commission members caused that to happen in our sister cities. It is essential to recognize a complex organization and that is the City of Leesburg. They touched on the utilities, but their role as one of the largest cities, if not the largest city, is that this city is responsible for a significant portion of economic development due to the lack of utility provisions being provided by the county government. This makes economic development more critical than ever for Leesburg and the cut-throat world of attracting jobs and investment to a community is Lake 100's focus. The actions tonight will definitely bring negative consequences for the City of Leesburg as it applies to political stability, which does not mean republican versus democrat, it means economic development stability. Are you all really ready to throw out the last decade of success over personal opinions in your own political circles? Let's review what has been accomplished in this organization under Al Minner's leadership. Leesburg has the lowest tax rate in the county since 1981. That is forty-three years. The city has doubled the reserve requirements in the general fund and demolished the reliance on utility funds to operate general services. The reliable utilities offer our region the most competitive rates, even outside Lake County. There has been \$25 million dollars of capital improvement projects done without the issuance of debt. That is unheard of. Lake 100 encourages the commission to understand the actions tonight could destroy what has been a model of good governance for all of Lake County.

Roger Croft of 1125 Sunshine Avenue said he serves on the recreational advisory board. He serves at the pleasure of Mayor Burry. There are a lot of things that need to be considered when making this decision. He respects each commissioner, and he did not want to throw anyone under the bus, but he has seen previous administrations. If they look at the last ten years, are we better off now compared to where we were ten years ago? That answer is absolutely 100%. He recently had a conversation with the Mayor about inserts that used to be included with utility bills about twenty-five years ago. It was a list of things that the city needed to get done. They may have accomplished three or four of them, but they never could get the pool done. Al Minner got the pool built, and he named it in honor of H.O. Dabney, who was one of the most honorable people that ever lived in the City of Leesburg. Just look at the accomplishments. He asked how many employees the City of Leesburg has? **CM Minner** answered there are about five hundred and twenty-five employees. **Mr. Croft** continued to say there are five hundred and twenty-five employees, and we have a \$200 million budget. If his company had a CEO that was able to accomplish the things that Al Minner has accomplished, he would be a fiscal responsible manager. The City of Leesburg has never had a city manager like this before. Look at the gym, look at Venetian Gardens, which used to be the gym. That went into ill repair, and it was not utilized effectively. Now look at it. Everyone used to talk about needing a restaurant at Ski Beach. Well, guess what, we have a restaurant at Ski Beach. We also have a brand-new community building located at Ski Beach that rivals any other community building in the county. Other municipalities in this county have attempted to do the same thing, and they have found themselves in financial difficulty. We are not in that situation and the reason for that is Al Minner. He prayed that the commission prayed about this decision. The man is not perfect, but no one in this room is perfect either. Please make the right decision. The last ten years show what we have here, and we need to do it for the next ten years. We need to keep Al Minner in the seat he is in right now.

Dr. Erika Jasper echoed all the sentiments of the individuals that came before her in reference to Al Minner's character. She knows there have been comments about mistrust and misinformation, but she thinks that has been dispelled by the city attorney tonight. She would recommend that they keep Al Minner as City Manager because his record speaks for itself. Over the past ten years, this man has

excelled in everything he has set out to accomplish. She appreciates Al Minner, and she wants him to know that she had major respect for him to sit right next to someone who was trying to discredit him. Due to his experience and expertise, she appreciated him. She wanted to come and make that publicly known. She thanked him for everything he has done for the City of Leesburg.

Darel Craine of 2005 Helms Avenue said he has lived in Leesburg for almost seventy years. He worked for every city manager, from Rex Taylor up to Al Minner. He retired from the city five years ago. He asked the commission to really think about this and keep Al Minner as our City Manager. He has done a good job, and he enjoyed working under him. Al Minner loves Leesburg, and he will do what is right for this community. When we were having trouble within his department, he would send them to a work group to get it figured out. It sounds like they need to do that. He asked that they please keep Al Minner as the city manager.

Twyine Littlejohn said she was part of an organization in West Leesburg called the Lasting Care Outreach & Family Services. She met the city manager when she was trying to help a single mother. She was dealing with this mother who had just spent all her money buying food for her and her three kids. The city manager may not remember, but she and the mother do. She did not have the money to pay for her electricity. She had no money. Her organization wanted to help, but they could not help until three days later. Someone told her to go see the city manager, so she did. She told him about the situation and that this person lived in her community. He does not realize what he did, but he helped a family with three children because if her utilities were cut she would have lost all her food, and then it would have been another month before she could pay her electricity. He did that. She remembers him asking if she was going to pay the city within the next two to three days, and she said yes sir. She has a lot of respect for him due to what he did for one individual. She knows he has done a lot for other individuals, but that meant a lot to her. He raised the bar and if he were running for office she would be there trying to get him elected. She asked that they give him a chance because he is a good guy.

Dan Robuck Sr. said he has lived here over seventy years and during that time he has seen a lot of city managers. Years ago, the City of Leesburg was the best city in the county, then it took a downward spiral. Over time, it started going down and that was mainly due to the city managers. You could have the best commission in the world, but if you do not have a city manager making it work, your ideas and what you decide will not work. We would end up in a downward spiral. When Al Minner came to the city, we started moving in an upward spiral. Before Al Minner came to the city, they talked about raising ad valorem taxes and electric rates. Al Minner came in, and it was not long before the city started having more reserves, and we still do today. We have more than any other city in Lake County. We pay cash for all capital projects and no other city can do that. He has turned this city around. He does not need to tell it all because everyone knows what has been done since Al Minner started. It is just unbelievable what he has accomplished. Some people came up and talked about how hard it would be to replace him. They would be looking at a very small subset of city managers that have had success. Good luck finding a city manager who understands utilities, including gas, which brings the city a lot of money. That city manager would need to have had experience with an international airport. It will be very hard to find someone. Firing someone with no cause will cause even more trouble because people will not apply because they will feel like they have to walk on eggshells. They will be afraid to do something wrong because they will be gone. It is tough, and they have the power to do whatever they want. It is not up to him or anyone in the room. It is up to the five commissioners. They are the ones that get to decide whether Leesburg moves forward or not. He wished they were not there, and he asked that they keep Al Minner as the city manager. If anyone has problems with Al Minner, please sit down with him, talk to him and work it out, so the city can move forward. Every night he prays for politicians everywhere to do what is right for their constituents and not what is right for themselves. They need to keep Al Minner. They need to be able to look in the mirror and say they did the right thing for their constituents.

Tino Anthony, IT Director, said he has been an employee of the city for over twenty years. He has worked under three different city managers, and they need to hold on to this one. He asked Commissioner Connell and Commissioner Reisman to have a discussion with the city manager. He has not always gotten along with the city manager, but he is a reasonable individual. He asked that they work out the differences, so the city can move forward. He is by far the best city manager we ever had. At least over the last twenty plus years that he has worked here.

Chuck Johnson of 1330 Citizen Boulevard, Suite 404 said he was a lifelong resident of Leesburg. He has been through Calvin Gladwell, Rex Taylor, Ron Stock, Jay Evans and Al Minner. He has been here a long time. He has seen the city at its best, and at its worst. This city is at its best right now, there is no question about that. It is okay to disagree, it is not okay to disagree at the expense of the constituents and that is happening right now. He called for the resolution to be pulled because Al Minner is the right man for the job and the commissioners can work out their differences. This is not what they were elected for. Al Minner handles the daily operations, and what did he do for this hearing to be called? The city attorney even stated the charter grants him the authority. There is no issue here other than some feelings being hurt. If we lose a city manager over somebody's feelings, that is not right. The commission needs to do the right thing and the right thing is to dissolve the resolution. Do not pass it, let Al Minner stay and let Leesburg thrive. Please let the city thrive. He was grateful to be a part of the City of Leesburg. He still believes the city belongs to him, but it can belong to everyone. All they have to do is take care of it. That is everyone's responsibility. We need to take care of the problem and keep Al Minner as Leesburg's City Manager.

Jay Hurley thanked the mayor and commissioners for letting him speak. He started by apologizing to Al Minner and Robert Hicks on behalf of the citizens of Leesburg. To be put through this because of egos is about the craziest thing he has ever experienced. He served on the commission for eight years. He also served as mayor. When he started on the commission, Jay Evans had just left, and he was fortunate enough to have a say in picking the new city manager. However, he felt that he needed to apologize to Al Minner, and he suggested that Elise Dennison send him an apology because they picked him, and he now has to go through this. He knows John Christian was on the commission too when they hired Al Minner. They did an extensive search because they knew they had to hire someone that was good. When they found Al Minner, he checked all the boxes. He has been checking all the boxes every day since. He continues to put himself aside because he always looks out for the best of the community. He has to please five different commissioners and take care of the employees. Now, that is a task, my friend, that is a task. For the reason they are there, he had to come and speak out against the action of removing our city manager. He has done a fantastic job, and he was very proud of him. He used to be one of the commissioners standing beside him as they accomplished great things. That is one thing some of the newer commissioners have not experienced. The number one thing that was said by Commissioner Reisman, was no cause, and plain Jane buddy, that means it is personal for you. To bring your personal feelings to a commission is dead wrong. He will never have his support again. He will never have him in his corner again. This is where your feelings need to step aside, because the residents are what matters. It is not the little groups you hang out with in coffee shops or at parties. It is about the constituents who voted you in. You said you would watch out for the best interests of the community. That is what your job is. It is not about the city manager asking for your permission to do what the charter says he can do, nor is it about being put on a timeline. The job as a city commissioner is to take care of the residents and do what is best for them. They are entering the budget process, and some of the commissioners have been through it a couple of times, but some are still pretty new. That process sucks, and you would not have anybody qualified enough to take you through the remainder of the budget. So, now what will you do? How long are we going to have to hear about all the mess-ups that happened because the commission screwed up the budget? Also, two commission seats are up this year, so right in the middle of trying to

elect commissioners we have to go through this mess. There may be two new commissioners that come on board and they will inherit this problem. They will have to take over the mess you created. They will be stuck dealing with it. There are major projects going on, and they are in the middle of a lot of major projects happening. They may not realize it now, but this would set the city back on everything for at least a minimum of one year. If we have to go out and hire a new city manager, he will have to come in and figure out where we are. He may have different ideas. He may convince the commission to go on another path. They will spend at least a year getting back to where we are today. As far as department heads, and without being disrespectful, a lot of commissioners have not managed anything very big. They may have been a department head in a small department, but he has personally ran twenty dealerships with over two thousand employees. He has been doing that for years, and the one thing they would never do is manage the general manager's employee list. That is why they hire a general manager. His job is to build a team under him, so his goals and objectives are met. They manage the general manager like the commission should manage the city manager. As a commission, you are supposed to manage him. It should not matter how he gets it done as long as he gets the job done. The most important thing that Al Minner could do is to hire somebody he trusts and he did. If you are ever a boss, an employer or the main man, the most important thing you can do is hire someone you can trust that works right next to you. We have been down the road with people who tried to pull their own little coups, and do backdoor things. They need to have somebody they trust, and Al Minner is the guy. He knows he can trust him, and he will stand next to him again just as he did ten years ago. Watching this happen makes him want to run for commission again and if he does, he sure hopes Al Minner is still there.

Ann Kinsey, Building Official, said she could not say it any better than what the constituents have already said. She could not say it any better than what any business owner/representative have already said. She was there to say that this was an urgent matter and Al Minner has been without a deputy for years. He needed to get someone in there because there was a lot of work going on. Hundreds of millions of dollars are cast over all the departments, and he has been managing his staff. He has all their respect. It was an urgent matter, and it was very late in coming. It was not all of a sudden, this was long overdue. She stood behind Al Minner one hundred percent. Some commissioners have not been on the commission very long, so there is no problem saying, oops, we made a mistake. Obviously, it was a mistake to bring this up and there are other ways of handling it. She prays that they will make the correct decision and retain Al Minner as city manager.

Dan Robuck Jr., President of RoMac Building Supply, said he spent eight years on the city commission with Al Minner as the city manager. First, for those who had the unfortunate opportunity of listening to him when he was on the commission knows he loves his numbers. He did not bring a PowerPoint or graphs, but he had a couple of main items he wanted to bring up. A few big numbers illustrate what Al Minner has done for the city. Since Al Minner has been city manager, property taxes have come down 25%, and that is great. What about spending? Because we all like to have nice things, the general fund is up 48%. We have raised the general fund while not taking on any debt. It must be the utility fund or the electric rates paying for it, right? When Al Minner came on board, the 1,000 kWh rate was 139, and today it is 128. In actual dollars, it is cheaper now than it was in 2013. He also compared that to the competitors and when Al Minner started, we were 7% higher than Duke, we were one of the highest in the state. Today we are 30% lower than Duke, and we are going down another 7% next month while Duke is going up 4%. The numbers tell the story and Al Minner has done an insanely good job of managing the city. He negotiated the gas deal. He has given the city a \$3 million annuity that can be spent on cool projects. That is great for the city. He has done a great job with all the projects, and he gets stuff done. So why are we here tonight? When he was a commissioner, Al Minner pissed him off frequently, and they would get into it at the dias. He remembers one commission meeting where they got into it and after that meeting Al Minner called just to make sure they were okay. He said yes, we can disagree and we can disagree strongly. He was not afraid to disagree with commissioners in order to do

what was right for Leesburg. They can look at all the projects that have been done since Al Minner has been on board. To be frank, there were times he thought Al Minner was wrong, but he still got them there. With the Community Center in West Leesburg, he did not have three votes from the commission to do that, and he was one of the no's, but he did it and that ended up being a unanimous vote. The Teen Center in West Leesburg, he definitely did not have three votes there and that was a very contentious issue, but you know what he pushed and pushed because he knew it was right for Leesburg and look, he got that done. Someone brought up the pool, he surely did not have the votes there. That took a while, but he got that done too. It is not just job performance, because he does a great job. The biggest reason they need to keep Al Minner is the people in the room. When he was on commission, he saw all the people come in for different projects. Looking around the room, he knew who was there for which side of the issue. He has never seen this many people come to a meeting and be on the same side of an issue. Leesburg loves Al Minner because he brings the city together. Commissioner Reisman, you are right. He needs to do a better job managing the commission and having those relationships. He got used to a commission that he had for a long time and they did not need everything to be run past them. He was sure moving forward that he would do a better job with that. Please keep Al Minner because he is great for Leesburg. He brought this community together, and he will take us to even better places.

Mayor Burry asked if there were any other comments from the public. There were none. He closed the public comment portion of this hearing. He asked if there were any further comments from the commissioners. There were none.

The roll call vote was:

Commissioner Reisman said after listening to everybody he appreciated their concerns and comments. He asked, moving forward if this does not happen, that Mr. Minner continues to work with him and that there not be any misconceptions or backdoor deals. He would not tell lies, but there were lies. He lied to him. He asked that it not happen again. With that being said, he has been an excellent city manager. He has done great things for the City of Leesburg. With that, he would rescind his vote.

Commissioner Connell stated with everything that has been said tonight, it is very concerning and not that he did not already know, but he has a hard time voting to keep a city manager who clearly said he would not work with him. He does not know how he can effectively do this, but if Al Minner gives him assurance that he will get off his high horse and work with him on issues and quit leaving him out because he does not value his opinion. Those are major concerns. **Someone from the audience** shouted that he should stop whinnying and vote.

Commissioner Reisman	No
Commissioner Pederson	No
Commissioner Berry	No
Commissioner Connell	Yes
Mayor Burry	No

One yea, four nays, the Commission denied the resolution.

Mayor Burry thanked everyone for coming. He stated there would be a two-minute break to allow folks to exit the room. The meeting reconvened at 7:11 pm.

Mayor Burry stated before moving on, Commissioner Berry wanted to make a comment. **Commissioner Berry** said, based on the decision, is it possible that they meet publicly to talk about how they can move forward with an understanding and no discord or animosity as far as what they will be doing as commissioners. She was referencing special meetings in Section 13 where if three commissioners wanted

to discuss something that could be considered? **CA Watson** said there are two regularly scheduled commission meetings per month. If there was other business to be discussed, they could call a special meeting. The process in the charter specifies that if three commissioners request the scheduling of a special meeting, then a special meeting would be scheduled based on that request. Commissioner Berry is looking to find out if they can schedule a special meeting, so everyone can get together to clear the air. The charter states if there are three commissioners requesting a special meeting, one would be scheduled. **Mayor Burry** wanted to know if the special meeting would be a shade or a public meeting? **CA Watson** stated it would be public. **Mayor Burry** stated it would be no different than a regular meeting. **CA Watson** agreed. It would be public, but it would not be a normally scheduled meeting. **Commissioner Pederson** asked why it couldn't be put on a regular agenda? **CA Watson** said if there are three commissioners present who are in favor of scheduling a special meeting. That would be sufficient notice, and they would go ahead and get something scheduled. **Commissioner Reisman** asked if Pam Hester, the executive office manager, could reach out to them about a couple of potential dates? **CA Watson** stated if there was consensus for doing that, it would be fine to do so. **CM Minner** wanted to be clear about what would that item would be. **Commissioner Berry** responded that she was not sure what that agenda item would say. However, moving forward, she wanted to make sure there was no animosity or discord with any commissioner. **CM Minner** said he could affectionately call them the gang of five, and he works at their pleasure. If they want to have a special meeting, that is fine, but they need to know what to put on the agenda for that special meeting. If she was concerned about discord moving forward, he could directly respond to Commissioner Reisman and Commissioner Connell. With respect to Commissioner Connell, there is not one single thing he has kept him out of the loop on. He knew about every major decision, and he has been involved in all major decisions that involved spending and capital projects. He does not keep him in the loop on personnel matters. He has heard what they said tonight, and he will endeavor to keep them all informed. With respect to Commissioner Reisman, he can expect no difference from how they have worked in the past. He cannot categorize what he thinks he said were lies or not lies. He encouraged him to come see him so they could talk about those concerns. He was hesitant to come share his concerns or to have a difficult conversation about what he thought in regard to department heads and what he did or did not say, and it is incumbent that they share those things with him because it does matter. They cannot keep secrets between commissioners and city managers and there cannot be secret intel. He believed his behavior has shown that he does not take recourse against anyone who thinks differently. His track record is there, and on top of that, he has encouraged each and every commissioner to seek input from department heads. It is important that they go down one level. He has always said that. At the end of the day, they could come back and talk about what they saw or heard from department heads. He would not change that moving forward, and he hoped Commissioner Berry would see that. He also thinks that Commissioner Connell knows where they stand, and his behavior will not change with him. Their relationship has been reasonable and productive, and he will continue to do the same moving forward. At Commissioner Berry's request and if it is the will of the commission to have a special meeting to hash this out, then so be it. He will be there with bells on, and he will work open-heartedly with everybody. However, they need to state what that agenda item will be. **Commissioner Berry** said he just set the agenda and that was what she was trying to say. **CM Minner** wanted to confirm that she would like to a special meeting to discuss commissioner relationships with the city manager moving forward. **Commissioner Berry** said yes. **Commissioner Pederson** asked if the three commissioners could meet with the city manager first and then decide if they wanted to have a meeting. He was not excited about having a meeting. He was not sure what that would accomplish. He wanted to know if they could meet one on one first and then decide. **CM Minner** suggested taking a vote on whether they want a special meeting. He asked Commissioner Berry to put that into a motion.

Commissioner Berry made a motion to have a special meeting to openly discuss how they will move forward as a team and the special agenda information will be provided in detail in the future and Commissioner Reisman seconded the motion.

The roll call vote was:

Commissioner Pederson	No
Commissioner Berry	Yes
Commissioner Connell	Yes
Commissioner Reisman	Yes
Mayor Burry	No

Three yeas, two nays, the Commission approved a special meeting.

CM Minner stated he would have the executive office manager reach out to each commissioner and get this scheduled and publicized.

2. Resolution of the City Commission of the City of Leesburg, Florida, authorizing the Mayor and City Clerk to update the City Manager Evaluation process; and providing an effective date.

ADOPTED RESOLUTION 11,821

Commissioner Reisman introduced the resolution to be read by title only. CC Purvis read the resolution by title only.

Commissioner Reisman made a motion to adopt the resolution and Commissioner Berry seconded the motion.

CM Minner stated he would tee this up for commission. The previous evaluation of the city manager was done in October. **Commissioner Pederson** questioned if this item could be handled after the special meeting. **CM Minner** asked if he would hear him out because there have been different philosophies. They previously talked about bringing back an evaluation form to the commission and there was talk about getting input from department heads and staff. He questioned if that should be done through a survey. As of now, the commission has not solidified how to handle the review process of the city manager. It has been all over the place. It has now come back to the commission for a vote on how to handle the review process moving forward pursuant to the agreement. He provided a new city manager evaluation form in the packet that he received from the City of Tavares. He believed it laid out some items differently. It also pinpointed what they would review which are the adopted goals from last summer. It also provides an opportunity to lay out new goals for the future. He was partial to whatever they decided, but they need to formally decide how to review the city manager since the due date for that process is August. He assumed they would have a special meeting prior to the evaluation and if they want outside input from whomever, they need to solidify that process now. They need time to gather that information, bring it together, and get it to the commission. They would then do the formal evaluation in August. He would propose using the form that was included in the packet. They would complete that form and return it, so they could conduct the evaluation at the first meeting in August. This resolution would set that process moving forward. **Commissioner Reisman** asked if anyone got with the human resources department on what they wanted or was this based on what everyone wanted? **CM Minner** answered this was based on the discussions at the commission level. It was collected by the human resources department, and it is now before them for a formal vote. **Commissioner Connell** wanted to know if the vote tonight addressed city employees participating in the evaluation process? **CM Minner** answered no. The evaluation process before them included a new form and it establishes the evaluation criteria by the use of that goals we set forth. It also establishes an avenue for commission members to

select goals for the upcoming year. The annual review would cover August to August. From time to time, Commissioner Connell has asked about having employees provide input as part of the evaluation process. Some commissioners have answered no and other have not answered that question. Tonight, the commission needs to answer that question. They need to be clear about how they want to evaluate him. They need to make a motion and set it in stone. If they want to include some of the things Commissioner Connell has asked for it still allows time to get that done before August. **Commissioner Reisman** asked about the employee review process. Who would be reviewing the city manager the department heads? **Commissioner Connell** stated he would like the evaluation process to include all the employees input. He would like it to be done through a company. He spoke with the human resources director concerning a couple of different companies who could prepare a survey for the employees to complete. It would be completely anonymous, so employees do not have to worry about any type of retaliation. They could be completely honest and they should be considered prior to the commission doing their evaluation. We need to know how the employees view our city manager. They only see him twice a month, so it is important to hear what the employees have to say.

Human Resources Director (HRD), Melissa Arriaga said she spoke with Commissioner Connell. She informed him that she previously talked to the city manager about doing an employee survey. That was prior to him wanting to link or merge it with the city manager's evaluation. The reason they wanted to do an employee survey was because they want the City of Leesburg to be seen as one of the best employers to work for, and an employee survey is a key component of that. She explained to Commissioner Connell that if they went that route, the goal would be to obtain information on leadership and benefits for wellness. If the commission choose to use the outcome of that survey, that would be up to them, but with all due respect, a survey is only as good as the feedback received. If the commission choose to use that as part of the evaluation of the city manager, that would be up to them. However, that was not the intent. She was very transparent with Commissioner Connell, and she would be more than happy to do whatever the commission requested. They could collectively come up with questions and it would include the input of the personnel committee. If the commission choose to go down this road, the personnel committee would meet to solidify the survey. The intent of the survey was to get a better perspective from the employees to see where the city can make improvements. It would be up to each commissioner if they wanted to link that survey to the city manager's evaluation. **Commissioner Pederson** stated he was not crazy about the idea. He does not want to spend money on that. He has no problem if the human resources department wants to do a survey with staff, but that would be at their discretion. He would welcome that information. As far as evaluating the city manager, it is not right to go below department heads. He did not know why they would include employees in the evaluation of the city manager. That does not make any sense, and it would be a waste of time and money. **HRD Arriaga** pointed out that they do exit interviews and at that time if an employee chooses to share information they find out what the employee's areas of concern were and nine times out of ten, there is no concern about the city manager. The concern could be with the direct supervisor or a decision that was made. They try to be as transparent as possible with employees. They work with department heads and the city manager. They will do whatever the commission chooses and the feedback received from the survey would help them know where the benefits are. **Commissioner Pederson** said she got his attention when she said it would cover everything. **HRD Arriaga** continued to say she shared that with Commissioner Connell and they could come up with some leadership questions to be included in the survey. The questions will include benefits, wellness or whatever else they choose to include. If the commission directs them to meet with the personnel committee which includes two commissioners, they will do that. They will do whatever the commission wants, but the intent of the survey was to collect information to help see where the city could make improvements. If a commissioner chooses to use the feedback from the survey in their evaluation of the city manager, that is their choice. However, when they obtain the information from the survey, the intent is not for it to be used in the city manager's evaluation. They just want to have an overall feel of how employees are feeling. They want to know if they have a good pulse or if they need to make

improvements. **Mayor Burry** stated they had been provided the information. He wanted to know what the pleasure was of the commission.

Commissioner Connell made a motion that, as part of the city manager evaluation process, they employ a company for a software program to allow employees and department heads to participate, if they want, in the review process along with the other items the human resources director said could be included, and Commissioner Reisman seconded the motion.

Mayor Burry inquired about the cost of a company. **HRD Arriaga** responded, they reached out to a few reputable companies like Survey Monkey and because the city is a small organization compared to Pepsi or Coca-Cola, it would cost no more than \$5,000. They are not trying to do an elaborate survey, they just want to collect data and keep it anonymous. **Commissioner Berry** wanted to make sure she understood the survey. Would it only collect information for the human resources department and a commissioner could use it as part of their evaluation of the city manager if they choose too? **CM Minner** answered the motion on the floor was to include a survey from the employees to be used as a tool in the evaluation of the city manager. **Commissioner Connell** agreed. **Mayor Burry** asked if there were further questions or comments. There were none.

The roll call vote was:

Commissioner Berry	No
Commissioner Connell	Yes
Commissioner Reisman	Yes
Commissioner Pederson	No
Mayor Burry	No

Two yeas, three nays, the Commission denied the motion.

CM Minner advised the commission that the motion failed by a three to two vote. They would not include the employee surveys as part of the city manager evaluation process. The next question is whether they want a general survey of the city employees to find out how they feel about the organization. The human resources director would use a company such as Survey Monkey, and it would cost about five thousand dollars. They would meet with the personnel committee, which Commissioner Connell and Commissioner Berry are on. They would work with Survey Monkey to come up with a survey. It would go through the personnel committee first and then come before the commission for approval. After that they would send out the survey to the employees to collect data and information. After that, they would bring the results of the survey to the commission. It would take about ninety to one hundred and twenty days to get this done. **Mayor Burry** stated he would be fine with that. **Commissioner Pederson** said he could live with that. He does not mind some employee feedback, and he liked that it would be anonymous. **CM Minner** said they would endeavor to do a personnel survey. The survey would be separate and apart from the city manager evaluation process. It will help guide the city to see how we are doing on pay and the general well-being of the troops.

Commissioner Reisman made a motion to do an overall employee wellness/state of the city survey and Commissioner Berry seconded the motion.

The roll call vote was:

Commissioner Reisman	Yes
Commissioner Pederson	Yes
Commissioner Berry	Yes
Commissioner Connell	Yes

Mayor Burry

Yes

Five yeas, no nays, the Commission approved the motion.

CM Minner stated they were now back to the motion on the floor, which is to review the city manager as proposed. It would include the form provided in the packet. The commission voted against including employees in the city manager evaluation process, but we will do a survey of the employees to see how they view the state of the city. The matter now is how to review the city manager. The annual review of the city manager will be conducted in August. Perpetually, moving forward, they would use the goals that are established each year to judge the city manager. They will fill out the form that was included in the packet and provide a list of new goals each year to be used for the following year. The city manager will be judged each year based on goals and the form attached. A yes vote would take care of this.

The roll call vote was:

Commissioner Reisman	Yes
Commissioner Pederson	Yes
Commissioner Berry	Yes
Commissioner Connell	Yes
Mayor Burry	Yes

Five yeas, no nays, the Commission approved the resolution.

7. INFORMATIONAL REPORTS:

The following reports are provided to the Commission in accordance with the Charter/Ordinances. No action required.

A. None

8. CITY ATTORNEY ITEMS:

CA Watson stated the city closed on the Tropic purchase last week. He is looking forward to seeing how that benefits the community moving forward.

9. CITY MANAGER ITEMS:

CM Minner stated he appreciated everyone's feedback this evening, not only from the community but the commission which includes Commissioner Connell and Reisman. He was excited to move forward with the air clear. Having said that he was hesitant to bring up Bikefest because it has been a long evening and the numbers are not quite ready. Right now we are somewhere in the ballpark of losing between fifty thousand dollars and breaking even. The recreational director informed him of some vendor money and VIP tent money that was not anticipated, so we may be close to breaking even. In any case, he does not think we will be in a position of losing any city money that we put out, because we were sitting on \$250,000 that came in from The Partnership. The special events manager and the recreational director

continue to hound down the vendors to get the payments. He will hopefully have a full report by the next meeting. **Commissioner Reisman** asked if he could request that information be brought to the June 10th meeting, since he would not be at the next meeting. **CM Minner** answered yes, and that would provide them more time. **Commissioner Berry** asked how long it normally takes for vendors to respond? **CM Minner** said he did not have that answer since the city has never done this before. **Commissioner Berry** inquired about previous years. **CM Minner** answered that it took some time because there were a lot of moving pieces in that, including vendors and other different things. He felt very confident that they could provide a very good draft positionally of where we are on June 10th and that information will also help as they move into the budget process. If the commission chooses to move forward with Bikefest in the future, he would like to have a Bikefest section in the budget that lays out how we do it.

10. ROLL CALL:

Commissioner Pederson stated it had been a tough six days. He has not enjoyed being on the Commission the last six days. However, at the end of the day, he wanted to thank his fellow commissioners who voted to keep Al Minner as the City Manager. It was a great decision for our city. He is looking forward to the future.

Commissioner Berry had no comment.

Commissioner Connell had no further comment.

Commissioner Reisman had nothing further to discuss.

Mayor Burry congratulated Robert Hicks on his new position as Deputy City Manager.

11. ADJOURN:

PERSONS WITH DISABILITIES NEEDING ASSISTANCE TO PARTICIPATE IN ANY OF THESE PROCEEDINGS SHOULD CONTACT THE HUMAN RESOURCES DEPARTMENT, ADA COORDINATOR, AT 728-9740, 48 HOURS IN ADVANCE OF THE MEETING.

F.S.S. 286.0105 "If a person decides to appeal any decision made by the Commission with respect to any matter considered at this meeting, they will need a record of the proceedings, and that for such purpose they may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based." The City of Leesburg does not provide this verbatim record.

With a motion by Commissioner Reisman and a second by Commissioner Berry, the meeting adjourned at 7:36 p.m.