

**AGENDA MINUTES
MEETING
AGENDA
CITY HALL, 501 W MEADOW STREET
MONDAY, MAY 6, 2024 5:30 PM**

1. CALL TO ORDER

The City of Leesburg Electric Advisory Board held a regular meeting on Monday, May 6, 2024, at Leesburg City Hall. Chairperson Morris called the meeting to order at 5:30 p.m. with the following members present:

Board Member Jack Braton
Board Member Dan Robuck
Board Member Marc Schwartz
Vice-Chair Jessica Flinn
Chairperson Timothy Morris

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

INVOCATION

Vice-Chair Jessie Flinn 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. APPROVAL OF MINUTES:

A. Regular meeting held April 1, 2024

Chairperson Morris asked if there were any corrections to the April 1, 2024, minutes. If not, he would entertain a motion. Board member Robuck made a motion to approve the minutes, seconded by Board member Flinn. Chairperson Morris stated all in favor to signify by saying aye, oppose same sign, Motion carried unanimously.

3. PRESENTATION :

A. CIP's (System Improvements)

CM Minner said Brad had a scheduled vacation scheduled, so sitting in for him is Chris Atkins, one of

the Deputy Directors for the Electric Department.

Chris Adkins started by introducing Greg David, the other Deputy Director, and Marie Carter who helps with the budget and financing, as being present. He then started his presentation. A couple of things on here are going to be stuff that has already been talked about so we will move fairly quickly. He showed a slide of the service area for the Leesburg Electric department that had been previously presented. Talking about revenues, we have residential sales that have been talked about before, as well as commercial sales, both demand and non-demand. We also have rental light agreements that bring in some revenue, streetlights, pole attachment fees, where other utilities are attached to our poles, and they have to pay us a fee. Those bring in revenue as well as other charges for change of services, new services, and meter tamperers. We also have a surge protection program, meter treaters, that are rented out on a monthly basis to residents to help with surges throughout the whole house, which also brings in revenue. The customer aid to construction is part of new construction and we will go over that in just a minute. CIP funding sources, some of this you have already gone over with the city manager, and the renewal and replacement. Part of the funding for the customer aid and construction is associated with new projects and the amount varies depending on the revenue that new construction project is going to bring in. That is a cost that costs us to do the work and that is one component in the revenue that is going to add to the system as a component as well. We have projected revenues and possible grant funding. He worked on grant funding for DOE, but unfortunately, we were not able to receive that funding. We also have another ten grants out right now to the Florida Department of Emergency Management for some projects we would like to do, and hopefully we will get funding for those. **Board member Robuck** asked how often grants are actually awarded to us. **CM Minner** stated in the Electric Department we have not done them much. We are now just getting into them to try and increase the revenues we have coming in to do some projects. **Board member Flinn** asked if this an application process. **CM Minner** replied yes ma'am. The only thing he would add to that too, as far as the electric side of the house, FEMA money is considered a grant, so those are typically available on a declared store for utilities. Few municipal electric utility grants, up until recently in the electric department, were non-existent, so the grants really have more to do with the federal government doing some different things with electrification, going solar, and these types of things. The grant stuff we applied for in the past six months that we got rejected, is a brand-new program from the new administration. In his thirty years, this is the first time they ever heard of grants for municipal utilities. **Chairperson Morris** asked if the city has a grant writer. **CM Minner** replied internally.

DD Akins said moving on to the capital Improvement plan and system repairs, the capital improvement process is updated every five years and that supports long-term planning horizon. We do studies, analysis, and estimates to justify the plan. We ensure that net revenues for both capital and O&M are covered so that we can cover that plan. System repairs are unplanned things that go bump in the night, replacing, repairing, and upgrading things as needed and costs to provide utility service. Moving on to contingency plans, as per prudent industry practices, we do a study annually to look at the feeders and also the buses inside the substation to determine what loading we can expect in the future. The process involves doing outaging and what we call outaging a problem or planning for a problem and then trying to solve that with the system capabilities that we currently have. We identify restoration concerns, identify uncertain load situations, and identify opportunities to improve. Typically, not performed on loss of entire substation; however, this year because we have one of our substations down at north sub number one, we are running one transformer at that substation so we did do a contingency plan there to try to ensure that we can feed that load if the other transformer breaks. **Board member Flinn** asked for a definition of what unserved load situation means. **DD Akins** replied we have opportunities sometimes at the end of our lines when we know things are coming and those are right now unserved because we do not have any lines there. We know things are coming in that area and that is part of a consideration we have when we do these studies. **Board member Robuck** said one of the transformers that is currently down, are we waiting on a new one? Is it maintenance or what? **DD Akins** said it has been down about

two years, and we have been trying to fix it this whole time. We hope to be able to get some budgetary money for getting a new one ordered. **Board member Flinn** asked am I correct, at the last meeting did we not say that we had an inventory. **DD Akins** said we do have an inventory of transformers like would be at your house, but we do not have an inventory of substation grade transformers. **CM Minner** said not to interrupt because I see the cloud, so back to kind of the steps here so transmission lines into the substations, when you are driving down the road like over here and you see the big giant transformers in each substation there are two in each substation. Or over here at Cutrale, you see the two big high wires hooking into it, that is the type of transformer he was talking about. To put those in place you are talking a million bucks. When your lights go out and you hear a pop that is a pole mounted transformer, which is like \$3,500 on the transmission side. **Board member Flinn** said like the one that caught fire a couple years ago. **CM Minner** replied yes, over here at the east sub by Cutrale. **DD Akins** said that was actually Duke's transmission breaker for our transformer. **Board member Robuck** said, this is a different transformer that is down. **DD Akins** said yes, north substation on CR 468 and Marcel Way. **Board member Robuck** is it going to be replaced or did you say repaired? **DD Akins** replied we are working on repairing it, but it is a 1957 transformer that was rebuilt in 1992, so it is a little old. **CM Minner** said, just so everybody knows, we are paying attention here, so these things should not be like bumping the night kind of what the city is doing over at the north substation. About four years ago we replaced four transformers with the total cost on that project of four million bucks. That was a big deal. That was a big project at north substation, we identified that one of the two transformers was in very poor shape so that was replaced. What the strategy, and we will talk more about this next month when we do budget, but so now we are going back to kind of the second tier year of transformers that we want changed out. While we are telling you we got a transformer we want to change out it is sitting next to a brand new one so that should ease your mind a little bit. **Board Member Flinn** asked would we be able to get a map of the substations. **DD Akins** replied yes. **Board member Flinn** then asked what is the station directly across from Dr. Glover's office. **CM Minner** replied center. **DD Akins** said analysis is done at peak loading conditions. We got local loading issues large and new specific commercial or subdivision growth would fit in that category and also incremental issues over time. More people put more things in their house, need more electricity, so we see those things in our study as well. We also want to improve redundancy and switching configurations and all the feeders that we have, have opportunities to switch that load in the field. We can do it both at the office or in the field. We want to try to improve those opportunities so we can always bring as many people back up as quickly as we can, then repair the damaged area. **Board member Robuck** asked are we actually seeing a typical residential customer, their load grow over time? **DD Akins** said in the study that we did this year it shows on the 10-year average about 2%, maybe a little bit more, 2.5% on an annual increase. The last three years he thinks the general growth was 7%, 4%, and then somewhere around 4% last year. **CM Minner** added just so you understand the gravity of 3% to 4% growth, he would say that is a solid good growth number. It is not too fast and it is not too slow. In our system when we did our initial reviews with the department heads here the other day, I called it we are not outgrowing the weather. We could have it cloudy at 3:00 on July 27th at 2 p.m. and that cloud could be significant enough to either increase or decrease our total cost by 3%. **DD Akins** added another thing to understand, we are looking at this week having hot weather and whenever you have multiple hot weather days in a row the increment ups the usage by customers because they are continually run their AC down. We see that growth on a rolling week basis during the summer. Targeted reliability improvements; we study outage trends and analysis. We have an outage management system that gives us a report, we run it weekly and monthly to determine what outages are going on in specific areas, pieces of equipment that are going out on a regular basis. We want to go out there and try to figure out what is wrong so that we can stop that outage from happening in the future. We look at sustained and momentary outages, fuse coordination, and isolation. We try to coordinate our system to where the least amount of people are out whenever a fault happens. A fuse will take it out or a piece of equipment will and we look at aged infrastructure, sometimes we have equipment out there with some old wire that is brittle and it is easier to come down during wind storms. The

available tools we have may add feeder reclosers which look down the line to see faults, deal with them, and isolate them, we are also working to develop what we call a FLISR (Fuse Location, Isolation and Restoration Scheme) system that monitors the system. Whenever it sees a fault it will automatically switch around and isolate that section. We used to have one in place out by the mall but that company has discontinued supporting it, so now we are trying to do that internally and we hope to have that up shortly. Potential capital improvement projects for a single year is Feeder L703, a reconductor that is a section in Fruitland Park. We have to have some upgrades there because we are seeing some growth on the north of Miller and also on Register Road and also on Spring Lake Road, which could potentially be coming. We need to plan to replace about 85 older poles, we have those poles inspected on an 8-year cycle and they tell us what poles need to be replaced due to aging or damage. East sub, Cutrale, has a transformer themselves that they own and that unit needs some work, which Cutrale will pay for all those costs. North sub, as I talked about before, we hope to order a replacement transformer for the transformer that is down the older one and the load tap changer that is what adjusts the voltage on the transformer, it is broken and we cannot get parts because of age so they trying their best to work through that. Maintaining a replacement of a system infrastructure as needed is just the damage equipment things that go break in the night. **Chairperson Morris** asked the transformer that has been down for two years, does that just not beg the question why invest the money to even repair it at this point. Have you not found workarounds that might be suitable? **DD Adkins** said one of the major reasons is that once we order, it can take two to three years to receive, so we are trying to do everything we can to get it back up. Even if we did have the capital money to do that, it still takes so long, we would still be down so we are trying to get it back up. **CM Minner** added that is a super good question and those are the kind of questions we have internally all the time; needs versus wants. All the substations can work with one transformer, the second one is the redundancy part of it. North substation is precarious because the biggest section on there, not that the villages are special, but that is the biggest load into that area. There is contingency plans so if the new new transformer goes out there are ways that we would refeed and close that off and re-route so we have coverage. The questions become the balancing act of where do you want your rates, how much do we make the electric department sweat. As far as things that we know we can cover and so these are the things that as we go through the budget process what strategies do we take. Those are the things that always kind of get rolled into the equation. Are we going to make do with the substation, we are not going to do a transformer this year, then okay we got to work with it and there will be a plan in place for how we do it. There is always a balancing act. **Chairperson Morris** was curious on their budget, if they do not spend all of their budget do they carry the remainder over to the next year or does it wipe the slate clean and start over again. **CM Minner** replied both. What does not go into what they do not spend goes into the category of an unrestricted reserve so the cash level increases which is actually a primary goal for fiscal year 25 for the electric fund to get their reserve levels back up to that ten to fifteen million dollar range. Electric used to sit around twenty million and as we have discussed it has dropped off for a multitude of different reasons. He does not think you need to be back up as high as twenty million but right now we are sitting around seven million and that does need to come up, so yes, if they have cash left over that goes into the bank. Then we start new so there is not a spend it or lose it mentality. In fact, at this stage I would be like do not spend it and we need to squirrel it away. **Board member Robuck** said when you talk about cash reserves, you mentioned like it is a million dollars for a transformer but you cannot have one for two years so you do not need a million dollars on reserve for a transformer, you would need a million dollars in two years. **CM Minner** replied yes, but then that is balanced with all the other needs too. Remember the truck issues and some of that is like some of those numbers are encumbered in the cash graph, so even though we are saying we have seven million bucks you know some of that is going to be restricted for incumbrances like the trucks we have ordered but have not yet come in. If we do that, we will have an encumbered number, it is ordered and paid upon delivery. **Chairperson Morris** said but you have the money set aside. **Board member Robuck** said it kind of washes out. **CM Minner** replied yes.

DD Adkins stated some potential capital improvement projects are going to be a multi-year initiatives,

west substation, that is in the plans. We hope to be able to do that to help with the load on the west side of the service territory. **Board member Flinn** asked where the west substation is. **DD Adkins** replied it has not been built yet. We just purchased that property. **CM Minner** said it is two acres north of 44, next to Pembroke Pines. **Chairperson Morris** clarified, Whitney on Whitney Road, that one. **CM Minner** replied yes. **DD Adkins** stated we also have to replace existing AMI, that is the metering system that takes all of the readings for reads and also allows us in operations to do a couple things with turning on and turning off meters remotely. That is being project managed by Tino Anthony in IT, he is working through that, and so we hope to have a resolution soon. **Board member Robuck** said it is good branding AMI Solutions, much less controversial than Smartgrid. **Board member Schwartz** asked can you quickly bounce back? I think it was your first slide with the revenue about a surge protection program.

Can you explain that please? **DD Adkins** replied we have a certain protection device that goes in between the meter socket and the meter that helps with whole home surges. We lease those out for use at a monthly fee. Those have a warranty with the company, not on us, but they warrantee them and insure them, so if something does get burned up, they contact the meter treater company to deal with claims and stuff. We just provide the service. They are good for about ten years and then we have to change them out on a rotation scheduled manner. **Board member Schwartz** said he is intrigued by this. Is there an upfront installation fee and is this an ongoing monthly cost? Do you know what that number is? **DD Adkins** replied it is a monthly charge around \$13 a month. **Board member Schwartz** asked if he had any sense as to what percentage of homes have taken advantage of this. **DD Adkins** stated he did not, but could get the actual numbers. **CM Minner** thinks it is a pretty small number if he remembers correctly. We have a designated fund for that, so we put it as an expense, and then we put it into a fund and that is what we use to purchase the surge protectors. He believes we throw 100 grand at it, so about a 100 grand is sitting there to purchase the surge protectors as needed. Hazard a guess, maybe 2,200 customers out of 27,000-ish. **Board member Schwartz** asked how do they know it exists, how do they know that this is an option? **CM Minner** believes it is on the website and by some other advertising we do. **DD Adkins** added that whenever they go into customer service, a customer service representative will let them know whenever they turn on their electric service. **Chairperson Morris** thinks he remembers seeing it on one of the monthly statements. **CM Minner** agreed it is through customer service, the monthly newsletter, and those types of things. **Board member Braton** thinks, to him, that more people would take advantage of this if they knew about it. **Board member Flinn** said she did not know about it. **Board member Braton** said in any business, he hates to see revenue being left on the table. Joking, **Board member Robuck** added if we were a private company, we would make people opt out of it showing up on their bill. **CM Minner** said everybody loves it, thinks it is great until they wonder why they pay an extra \$15. **Board member Robuck** said no, we cannot really do that. **Board member Schwartz** asked if it is like the cable box Wi-Fi router model. You know once it is in your home and it just kind of gets added on, but the difference is that this is providing a specific service of protecting your expensive electronics. He knows there are a lot of electrical companies that offer this and that is why he was kind of surprised because he did not know that it was even an option through the city. **Board member Braton** suggested putting it inside a mailer outside the normal electric bill. **Board member Schwartz** said if he was not mistaken, depending on your home and how it is wired, some may require more than one surge protector. **DD Adkins** replied it depends on how many meters you have. These are plugged in at the meter and there are some meters that because of the size, because of the load, we do not have meter treaters that would cover those. **Board member Schwartz** said so not per panel. **DD Adkins** replied no.

4. DISCUSSION ITEM:

A. Power Cost Adjustment Update - presented by City Manager, Al Minner

Chairperson Morris thanked DD Adkins for the presentation. Moving on to Discussion item, #4A, he turned the meeting over to the city manager.

CM Minner wanted to make sure everybody got the email that we are going to be able to bring for April the power cost adjustment down to a penny per kilowatt. That knocks about 10 bucks off your average thousand bill. As far as what that looks like right now, that brings it down from \$127.94 to \$117.94, which puts us about 9th now in the state. So, right now, we are about average on the Muni bills with the average being \$127.41 from the last FMPA report. He thinks that is an exciting thing. It has not been at that level for a little bit of time and actually we are optimistic, hopefully we can keep it there for a little while. Most of the reports coming in from FMPA and those type of things say we are looking at about \$80 power for the all requirements project so that for Leesburg means about \$85 bucks the way things break down. Hopefully it looks like there is some stability there, especially with some of the hedging that we have done and the market being a little more stable. Hopefully, we can keep it there for a little bit.

B. Teacher Location Incentive Concept - presented by Board member Marc Robertz-Schwartz

Chairperson Morris turned the meeting over to Board member Schwartz for item #4B, teacher location and incentive concept. **Board member Schwartz** said this is a concept that has been batted around for quite some time in different ways. He believes at one point the conversation was could we discount electric rates for teachers in the area and there are all kinds of reasons why that would probably be a challenge, but in working with the school district and superintendent Cornegy he was able to get some specific numbers. To put this very simply over the last three years there has been an average of 206 new employees in what is considered the Leesburg feeder district, that is the nine schools that make up elementary, middle, and high school teachers. If all 206 of those were to move into this area and needed utility services turned on; water, electric, and gas, if they needed all three of those, we are talking about a maximum of \$4,200 to facilitate that benefit to teachers as an incentive to come to the Leesburg area schools. We are in a unique situation because there are homes that are served by Leesburg utilities, there are not a lot of other places throughout the county where you would have to go to the big guys, if you will. You know Al talked about Duke and Seco and all that and he felt like this might be an opportunity to kind of bring this concept back up to everybody. What he proposes is a 2-year beta test to basically look at it and say is this actually a benefit. Do teachers perceive it as something that is going to be of value to them. Can the school district use this as a way to go to other entities maybe it is cable, maybe cell, whatever the services might be, and say look the City of Leesburg's utilities have stepped up and are willing to do this, what might you be willing to do to help us put together an incentive package to draw the best and brightest here at the Leesburg schools. **Board member Braton** loves the idea, just questions why the private schools in the area are not included, like St Paul's, First Academy, and the Montessori school as they all have employees who live in Leesburg. **Board member Schwartz** agrees they do and he thinks there are two ways to look at this. Let's start somewhere and also when you are looking at the public schools, he cannot speak to necessarily what the compensation numbers are for some of the private schools. **Board member Flinn** said she has several friends who work at First Academy and she knows they make what a teacher at Leesburg High School makes, so she would be curious if that would not be something that could be offered in consideration for them. Without trying to sound terrible, the people who send their kids there may be rich, but the teachers there are not. She would definitely just offer that as something to be considered with this because it is an amazing idea and we should be trying to recruit and bring in people and give them some compensation for it. She is just curious if the private school teachers should not be considered also. **Board member Schwartz** thinks that opens up a much larger conversation about the public schools that are taxpayer funded versus the private schools. In the presentation as you are probably aware Lake county is the 19th largest county and funded 64 of 67 per pupil. Again, it is not to completely dismiss and we could have a dynamic conversation about first

responders, what about I would love to see after two years, after we take a step back and say okay of the potential pool how many took advantage of this. The school district, and we have a couple representatives from the school district here tonight, will they be able to come back to us and say because of these types of things we were able to recruit teachers who maybe were on the fence, and selfishly while they represent Lake County, we represent Leesburg. Did we maybe tilt somebody over to Leesburg that maybe may have gone to Clermont? Yes, let's keep them in Lake County, if at all possible, but let's move to Leesburg if we can. **Chairperson Morris** said he does not get at inverse what is being said. He is looking at if a teacher moves to the Leesburg area why should they not get this regardless of whether they work in Clermont or anywhere else. We are going to offer the program to the teacher who is moving into our area. If you are picking and choosing if it is in the Leesburg area, there is two schools that do not buy City of Leesburg electric that are on here. They are in our area, but they do not buy the electric. **Board member Flinn** asked which schools. **Chairperson Morris** said that would be Treadway and Villages Elementary. That is why he was thinking about the inverse way to say if a teacher moves in you get this ability to have this forgiven regardless because it is going to help the school system. **Board member Schwartz** understands where he is coming from, but does not necessarily see the connection. If you have an independent citizen who has accepted a position working at a school that is outside, because they do not really have the option whether they purchase Leesburg electric or not, it is where they are in the zone for those services. It might be somebody who is living in Fruitland Park but works at the Village Elementary. In his mind, based on the criteria suggested, it is a preliminary plan that they would qualify for based on where they are residing. **Chairperson Morris** said he was trying to make it merrier for everybody. **Board member Robuck** said this kind of falls into when he was on the commission, not very popular, but you know the libertarian comes out and like an incentive for someone is a tax on everyone else. He agrees our teachers are underpaid, but does not think it is the electric companies, our goal should be to give low rates to everyone. He has a lot of employees that he knows struggle to make ends meet and could benefit from this and he thinks they are every bit as deserving as teachers are. He just absolutely hates incentives based on job titles. He is against every exemption for your property tax, save our homes all that, he thinks if we are going to talk about stuff like this, it should be income based not job based. So, a teacher whose husband is a doctor is going to get the same thing as anyone else. The program means well and he can absolutely see why it probably would be very popular. Certainly, when he was on the commission, he lost about every single one of these votes, but that is just how he views it. **Board member Schwartz** understands there are income-based programs though not a safety net type of program. He thought there was a fund. **CM Minner** replied the utility billing assistance program. **Board member Robuck** mentioned the fire assessment. **CM Minner** said there is some sort of program, you can get an income waiver for the fire assessment. **Chairperson Morris** said this is a discussion item. **Board member Schwartz** thinks we, as an advisory board, can generate enough support among ourselves and, as he understands it, then the city manager would bring it to the commission with our recommendation for consideration. Ultimately it is going to be their decision anyway. **Chairperson Morris** asked if board member Schwartz was asking for a vote on this tonight or just to take it to the city commission and see what they say. **Board member Schwartz** said that was his understanding. Would that be accurate Al? **CM Minner** replied yes, the Electric Advisory board is new, so we are all a little bit in uncharted territory about how we go about these things. His suggestion would be to make a motion to say we recommend this and go from there. If there is not the support to do this, which he thinks was what Mark was asking for, it can be something still flushed out at the commission level. His anticipation, not to throw any curveballs, is as we move into the budget process, we will work with you all for the budget and that will be the next meeting. That budget will then go before the commission, he thinks first part of July, so if we need two meetings to kind of bang out the budget and go over stuff, his thought process would be to give the commission a little bit of an update on what you all have been doing this year. We kind of started in December, so as part of the budget process of the electric fund to the commission, will say hey this is what we have been doing and that is your positive or negative vote. However, you would want to do it would probably be one of the bullets to stick on there and saying

hey they talked about this. Do not know if that gets their attention or not, but if you guys affirmatively say this is something we want to do collectively then yeah, he would bring that to the commission right away, which would require a resolution for them to approve and put into place. Does that make sense?

Board member Flinn answered yes, just making sure based off the paperwork we have in front of us that the utilities, this would cost them about \$4,200. **Board member Schwartz** said if all on average, using the number of 206 employees and if every single one of them moved into this area and were using all three Leesburg utilities; electric, gas, and water, then that is what the maximum number would be based on that average number. **Board member Robuck** and this is not just teachers this is anyone who works for the schools as written. **Board member Flinn** said so, it could also be a school janitor. **Board member Schwartz** replied correct. **Board member Flinn** said okay, which by the way, hands up for the janitors, people who stack chairs and clean toilets, especially this time of year, are her heroes. **Board member Schwartz** said his whole mindset on this was that this was an opportunity, number one, for us as an advisory board to maybe put something out there that might not have been flushed out to this degree. In two years, we may look at this and say you know what it really did not make much of a difference or we may find that it was a valuable opportunity. We did try to figure out putting together specific criteria that was going to be very tangible and very quantifiable and holding the teachers accountable, you know they have got to fulfill a full year of employment. **Board member Flinn** asked what would be the contract basis on this. Would they have to work for the school for a year and then do they pay it back if they do not fulfill that contract. **Board member Schwartz** said typically, and correct him if wrong, but his understanding is typically they are signing annual contracts so right there we know coming in they have proof of paperwork. So is moving to the area to take a job at Leesburg Elementary, they are within the service area of Leesburg electric, here is a copy of their one-year agreement we are going to waive the \$205 maximum dollars for turning on their electric. **Chairperson Morris** asked who is going to monitor all of this. **Board member Robuck** said if you put the criteria in place and then you walk away, like if they do not fulfill their contract, you are not going to go back and get that \$205, it is going cost you more than that to do it. **Board member Flinn** asked would you have a different employee just to cover this. **CM Minner** replied no. **Board member Schwartz** said it is pretty minimal when talking about 29,000 customers. **CM Minner** said it would be a de minimis type of administrative thing. **Chairperson Morris** agrees with Dan to give it to them and if they do not fulfill their part or whatever as it does not hurt their credit right. **Board member Schwartz** said we could garnish their future wages at their next school district. **Chairperson Morris** said his only concern was the inclusiveness of it. He thinks geographically it should be in the City of Leesburg utility area. Whoever actually moves to the City of Leesburg that works for the Lake County School System. **Board member Robuck** said from a utility perspective all we should care about is that they have Leesburg utilities, right. **Chairperson Morris** said that is where he was headed. The whole goal is to get people here and they are going to spend money downtown or wherever. **Board member Schwartz** agrees with that. Definitely an economic impact if we can recruit people to the area. **Board member Robuck** said hopefully get tired of the drive to Clermont and they want to teach in Leesburg. **Chairperson Morris** asked if the school system representatives had anything to say. **Guido Zamora**, HR Director, said they agree, and would love to see this devotion pass. They can make this program part of the relocation package and inform their applicants when they attend the job fairs and it could be another incentive that we can provide. As far as being able to confirm their employee with us within this area it is very easy for us to provide that employee a verification letter of employment that they can submit whenever they are registering for services. This is very easy for us to be able to conceive from our department to that new employee going into the area and can be very thankful and honored partners in this. **Chairperson Morris** asked if they are aware of anybody else in the state doing this. **Quiana Peterson**, Instructional Recruiter, said there are a couple of school districts in the south that have started looking at trying to do something similar, but nothing that she is aware of with utilities in the State of Florida. Much of what they have been able to do or offer some sort of discount for like housing with apartment complexes and such. She thinks she heard about a school district in another state that was able to do that. There is not a lot of them here in Florida

where they are able to make that happen but a lot of them are trying to do that, offer incentives for a specific area that we have difficulty in recruiting. She did say as the recruiter on the teacher side of the house that most of her candidates are recruited into the Leesburg schools and are coming into this area.

We rely pretty heavily on people moving here for our instructional recruitment. **Chairperson Morris** asked board member Schwartz if he wanted to make a motion on this. **Board member Schwartz** said yes, the motion would be support of this proposal being forwarded to the Leesburg commission.

Chairperson Morris added with the codicil of it being anyone that comes to Leesburg and works in the Lake County School System. **Board member Schwartz** agreed. **Chairperson Morris** said that way everybody is included. **Board member Braton** thinks all teachers need to be included, a teacher is a teacher, and you have the government teachers, you have the private sector teachers, but with school choice now and step up for students you have just as many taxpayer funded students going to First Academy or St Paul. He loves the idea of the program, the possibility of it, but he would not be able, if he were on city council, to get behind this unless it was all teachers that were Leesburg utility customers working in the Lake County area, not just the government teachers. **Board member Flinn** agreed, it is not like they are making bank. **Board member Robuck** said this would be for the city commission to hopefully figure out, not that part but that you know it gets a little tricky when it comes to support staff like at First Baptist. Who is support staff for the school? **Board member Flinn** said she attends First Baptist and will tell you that they are separate entities completely; first Academy is an a completely entirely different set than First Baptist. The janitor that takes care of First Baptist chairs and the pews is not the person that works at First Academy, they are completely separate. **Board member Braton** said they conflict all the time over stuff. **Board member Flinn** said she cannot speak for St Paul's or Montessori or anything like that. **Board member Robuck** said this is just for the educational right. **Board member Flinn** replied yes, we are not trying to support churches on this, we are just talking about the schools. **Chairperson Morris** so why not beta test it for two years with those criteria. **Board member Schwartz** do we have any sense as to what those numbers are? Do we want to specifically identify which schools we think should be added to this list? **Board member Braton** replied any of them that have teachers. **Board member Flinn** added any school that has a teacher who has Leesburg electric. **Chairperson Morris** said that has got to be the first criteria, Leesburg electric. **Board member Flinn** so that would drop Rhymes and Treadway. **Chairperson Morris** replied no, the city electric service area is what he was saying, anyone in that geographical boundary, who moves in that boundary has this opportunity if they work for the school system or private. **Board member Robuck** said the teacher uses the utilities, the school we do not care. **CM Minner** clarified, so what you are saying is anybody who lives inside that red line (boundary slide from presentation), that could be Fruitland Park, could be unincorporated Lake, could be Leesburg, anybody who is in that box, who is a teacher, gets this. **Board member Flinn** asked where would this fall in our budget year. **CM Minner** thinks from conversation with Mark previously, that the concept was to start it immediately. For this fiscal year because they are in the midst of recruiting so they are trying to get teachers here now who would start an August. That would kind of be year one, then year two now they would have a full year to start getting teachers here for August 25. **Board member Flinn** asked when our fiscal year starts. **CM Minner** October one. So, you are at six months in but again you know that number. **Board member Flinn** said so we are looking at five grand. **Chairperson Morris** said so we include families who move in here, one of them being employed by the school system as a teacher is still minimal. **Board member Robuck** said it is a onetime deal, not an annual expense. **Board member Schwartz** thinks that is one of the sticking points, you are talking about a \$205 waiver, one time, as a new resident to the area and that is one of the stipulations. They must be a new resident; they cannot be an existing Leesburg Electric customer who suddenly became a teacher and decided to teach here in the Lake County area. **Board member Flinn** agreed, new residents only.

CM Minner said let me give it back to you so you know what you are voting on. This is a two-year beta program, if you will, for any teachers that are new residents and you are waiving the connection fees for electric, gas, and water. **Board member Schwartz** thinks that is fair. He has concerns about the broad

statement of teachers and that is why he suggested it might be worthwhile to identify where they are teaching. There needs to be criteria on who employs them and as to what determines them being a teacher. **Board member Flinn** said so it is not the education system, you are just talking about teachers.

Board member Schwartz mentioned for instance when they first moved here, his daughter went to a daycare and the provider, who was a licensed teacher had just opened up a new business. Would she have been eligible for this? She is not employed by an educational facility but had a license as a teacher.

Board member Flinn asked who is going to research that like on a registry or something. **Chairperson Morris** said there is K through 12. **Board member Robuck** said that would eliminate a daycare. That is a really good point though. **CM Minner** would define teacher as K through 12 so then you eliminate daycare. **Chairperson Morris** said he could put on his Lake Sumter trustee hat and wish that be a benefit for them too, but you might not want to go there now. **Board member Schwartz** jokingly said this is kind of how congress works, where you put up a very simple bill but everybody adds their ear marks to it and suddenly you are like wait what. **Board member Robuck** said now this goes to the commission.

Board member Flinn made the comment that preschool workers tend to kind of fluctuate more than teachers in general, so she feels like that would not be a good investment as far as the city is concerned. To board member Schwartz, **Chairperson Morris** said my compliments on this, you did a good job bringing this. He asked the city manager to go through exactly what we are going to vote on.

CM Minner said, we are doing a test beta pilot program that would last for two years for a teacher who teaches in grades K through 12, they have to be a new resident locating in Leesburg's electric territory, and if they meet all the criteria, they would get waived our connection fees for water, gas, and electric.

Chairperson Morris said we need to add the voucher in there somewhere. **Board member Flinn** thinks it needs to be something signed. **CM Minner** added the voucher is evidence that they are a teacher. That is not a hard deal there obviously because they are going to give the contract and the private schools we will figure out as we go along. It is a new resident with evidence of employment. **Chairperson Morris** asked board member Schwartz if that is his motion. **Board member Schwartz** replied sold and **Board member Flinn** seconded the motion.

Chairperson Morris asked all in favor to say aye (4), opposed (1). **Board member Robuck** said jokingly, that this was exciting. In the 8 years he was on the commission he got to vote against churches, firefighters and police, but never teachers, so he got that one too. **Board member Schwartz** said he appreciates everyone considering this and would like for us to be able to serve some sort of purpose here.

CM Minner stated he is not sure if we can make this to May 13 commission meeting, but if not, we will get it to the May 28 meeting.

5. ROLL CALL:

Board members had nothing further to discuss. Board member Schwartz added "Go Gators!"

6. 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.

The meeting adjourned at 6:25 p.m.