AGENDA MINUTES
CITY COMMISSION MEETING
CITY HALL, 501 W MEADOW STREET
MONDAY, JULY 7, 2025 5:30 PM

1. CALL TO ORDER

The City of Leesburg Commission held a budget workshop meeting on Monday, July 7, 2025, at Leesburg City Hall. Mayor Reisman called the meeting to order at 5:30 p.m. with the following members present:

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

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

INVOCATION

Mayor Reisman 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. FY 2025-26 Budget Workshop Presentation

CM Minner stated jumping right in this evening's schedule basically looks at the proposed budget for FY 25-26. We will talk about a general fund summary. He will provide some Bikefest data, civic funding data, and a department-by-department recap that comprises the general fund. With the budget summary, our total general fund budget is up about 7.7%. We increased from about $37.5 million in the general fund budget last year to about $40.3 million for the proposed FY 25-26, which is a change of about $2.8 million. It breaks down on the revenue side to about $16 million in taxes. There is about $5 million in licenses and permits, $1.5 million in miscellaneous, $4.5 million in intergovernmental, and $1.8 million for charges for services. There is about half a million in fines and forfeitures and then other sources are at $10.5 million.

One thing that we have done a tremendously good job on, is getting the general fund to look like a typical municipal budget in the State of Florida, which directly relates to how we have continued to reduce our reliance on enterprise fund transfers. More specifically, the electric fund. As we all know with the changes in legislation or the attempts to change legislation, that change was visionary, because we started reducing that before the state legislature started trying to reduce it for us. Again, in FY 26, our budget matches the percentage versus dollars, so we keep the same dollar amount of $1.6 million transferred from the electric fund into the general fund, which represents 6% of incorporated sales. If we did not have an electric utility, we would rely on a franchise fee that is typically 6% of your sales in your city, incorporated sales. Our transfer represents just a tick under 4%. That really is a significant number because it shows that the general fund is operating on its own, without significant influence other than franchise revenues. If the state legislature continues to be aggressive in terms of controlling how we spend transfer dollars, we have already done it in the electric fund, which is a big deal.

They did the (SWOT) strengths and weaknesses analysis last year, and he did not change the slide at all because it is still relevant. With strengths, we are still trying to increase public safety. We still have a low millage rate, and he does have some options for that, and they will be talked about tonight. We are looking closer to being a non-electric city, which is important and we have extremely good reserve levels. This is the first time they have seen this since he became the city manager. The general fund performs very well. He was hesitant to say they may be performing better than the enterprise funds, because there are certain mechanisms in the general fund that if we were to veer away from, then those savings could be depleted extremely quickly. The general fund is always on the precipice of danger with legislation and different impacts on it. However, right now, the picture is nice. We can absorb a couple of bumps, but we would not be able to absorb anything crazy like doing away with ad valorem taxes. That would be a significant blow to us, and it would immediately impact public safety, and that is the bottom line.

If he were ever called to testify before the state legislature about a proposal to cut taxes, he would say exactly that, because it would be devastating to this city, and it would immediately affect public safety. With weaknesses, we see slower core growth, and fewer electric funds mean higher taxes. However, we have lucked out with that because we have been able to feed lower transfers with new villages' growth monies. That went away seamlessly while we were in the process of preparing the budget this year. You have to be a bit of a number nerd to recognize it, but that decrease in the franchise fee is a significant change and that was done with The Villages' growth. That was a big part of how we were able to bridge that gap. Again, we have no CIP investments, but he would come back and visit that later. Our health insurance fund is a bit crazy, and we will talk about those two meetings from now, workshop wise, but that is hanging on.

Referring to the General Fund Cash Reserves slide, he said the little yellow circles indicate the cash balance on October 1st, which is an important date, because if we look at where we were in May, we were sitting at just a tick under $20 million. Our new reserve requirement is inching up as the general fund grows because it is ninety days. So, we used to talk about the need to have about $7 million in the reserve fund, and now we are looking to keep roughly $8 million, so we are significantly above that. However, looking at the to-date chart, we see a pattern that began on October 1st, and then we see it spike high and the quick explanation for that is cash flow. So basically, by the end of the first quarter of the fiscal year, we had about 95% of our ad valorem revenue. That is why they see that number spike and as the fiscal year continues, we see it trickle down, and it does repeat. Right now, we are in the middle of a trickle down and by the time October 1st comes, he did not think that it would be under $20 million, but it should hang out and finish at around $17.5 million. Now, if we connect the yellow dots, we will see an increase in the reserve. Yes, that is a good thing, but it is also a cautious thing. That cash would let us do some tricky things, and he would talk about that shortly, but he did not think it was a windfall, and it could be easily spent with too many capital improvement projects (CIPs) or funding personnel. Those are going to be the tricks for us, because there is a certain precipice where we can play with house money a little bit, but we cannot get crazy.

Commissioner Berry wanted to know more about the available cash of $10,854,927. Is that as of October 1st? **CM Minner** explained that the green line is a city manager make-believe line. The chart ends on May 25th because that is the latest information we have from the budget reporting. The finance folks do everything, then the budget manager takes that and manipulates it into this chart. So, all money in, all money out, as of May 25th we are sitting on about $20 million. However, that is not how the picture would end and that was why he threw the bar in there. However, what he wanted to show was about $17.5 million, which is the estimate for where we will end FY 25. That is about a million to a million and a half better than we were. Looking at the yellow circles, those are a better comparison because that is how we look at the budget every year on October 1st, when we end one fiscal year and start a new page. That does show that we have gradually gone up since 2022. Then, historically, we have hung out around this $10 million phase, which is good.

Moving on, **CM Minner** said they will start drilling down into significant topics for the general fund. First is the ad valorem and we have our numbers as of July. We actually went up a little bit. We sent the budget books out with a rollback estimate, and we had to guess at that rollback estimate, and we thought we were a little bit balanced until we received the July 1st update. So, we grew about $385 million this year, which is significantly down from last year because we grew almost a billion dollars. However, again, that was primarily The Villages' growth. Our number is now 11% and that is now the inverse of last year. It is primarily commercial and non-village residential growth in the City of Leesburg. We see the ball moving a little bit, but the trick to preparing these numbers is how the $3.8 million breaks down over the four taxable funds. We have the general fund, the Greater Leesburg CRA, the Carver Heights CRA, and the U.S. Highway 441/27 CRA. When we receive the initial reports from the appraiser's office, the standard operating procedure (SOP) is that we get the big number, and then we have to weave through it until we get closer to the fiscal year for where that money is going and where the growth is. In past years, we have seen CRAs growing faster percentage-wise than the general fund. This year is probably the first inverse where we actually see the general fund percentage-wise growing faster than the CRAs. Also, since the commission had received their books, there is about $480,000 extra that was not accounted for because when we did the budget estimates, we put that $485,000 into the CRAs based on history. However, this year we saw that flip-flop, so there are a couple of extra bucks there. That was going to be the surprise he was going to give at the end of the presentation.

Referring to the Millage Rate Comparison chart, he said the budget book, as they see it, is balanced at a rollback rate of 3.3131. The slide does show some of the options that they have, and they will discuss them moving into the budget year. Staff will be recommending increases to the commission in most of the utility enterprise funds. We have a 10% increase in water and sewer rates. We are recommending a 5% increase in solid waste, and a 3% increase in gas. We have been keeping up with those funds and CPIs, which the commission has made policies that give the city manager the authority to do that, and in these budget workshops, we disclosed that we are going to have a modest CPI. That has helped us, but this year, because of inflation and trying to keep pace, all the enterprise funds are really feeling the pinch of inflation. If we do not move with an increase in those rates, we are going to see a fallback in terms of capital improvements first and then operations after that. So the water mains may break more frequently and trees may not get trimmed. In the electric fund, they are recommending no increase, and they will talk ad nauseam about that on Thursday. They will see as we move forward where those things hit, but with the general fund, they may have the ability to go to rollback if they so choose. However, what number are we talking about? When we put the budget book out, we balanced it at the rollback rate, but we were about $70,000 in the hole and we could massage that number. We can get you to rollback if the commission decides to go there. If they stay with the current millage rate or anywhere in between, they will have about $425,000 to do different things. So, next Monday at the regular city commission meeting, we do the DR-420, which is the form that we send to the county appraiser's office, that sets the trim notice, and we are firmly recommending that they keep the millage rate at 3.4752 for the purpose of the DR-420. That way, when all the trim notices go out, that will show a tax increase. They can always roll it back, but you cannot roll it up. If they do not set it at 3.4752, and we decide in August or late September that we want a tax increase, if they had not advertised it, they could not do it. The best way to advertise is to jump on the trim bus. They can jump on the trim bus and keep the options open, but we need to send the DR-420 form out with the current millage rate. So what does that look like? Again, if we go with the current millage rate, that is considered a tax increase. He would say it is a modest tax increase. Referring to a chart, he said if you have a $100,000 home in taxable value, then you will pay an extra $10 annually. If you have a $600,000 home, you would pay about $62.55 annually. However, that is as long as you have a homestead exemption, which most houses do. In Leesburg, the average home is roughly in the $200,000 to $250,000 category, and they got to that number by dividing 3.4 billion by the population (the utility accounts that are incorporated), which is about 16,000 homes and that number came out to about $205,000. The average homeowner in Leesburg with a homestead exemption, if they keep the millage rate the same, there would be a $25 increase in their taxes for the City of Leesburg. Now, compare that to the region. Leesburg is and continues to be one of the lowest-taxing cities in Lake County. The only other city below us is Montverde at 2.83. Mind you, these are last year's tax numbers because we do not know where any of the other cities are going to date. We are all in the same boat because not everyone has shared their magic numbers book yet. However, we should know by the end of this month where every city is and by August because that is when the trim notice will be mailed out. However, at this time he wanted to provide comparisons of where we are and 3.3131 would definitely keep us at the lowest and 3.4 would put us at the second lowest. He does not see anybody dropping substantially below where they are at currently. He also added in the county. He did not include the school board because they are a different type of governmental unit, but he just wanted to compare governmental general funds to the county general fund. However, if you are an incorporated resident in Lake County, you are going to pay four millage rates to the Board of County Commissioners, which is their general fund at about 5.03 mills. They have to pay for ambulance at 0.4629. You will also pay the environmental land bond, which is 0.0918 mills and the water authority millage at 0.29. So all in, the county taxes that unincorporated residents pay is 5.8 mills, which puts us in the middle of the pack. All in the tax rate for the city is 3.4 plus the 5.8 that is for general government services. So, Leesburg continues to tax very modestly versus our local peers, which also provides some room if you want to keep the same millage rate.

Moving onto revenue sources in the general fund, there are three or four primary revenue sources. We have roughly $40 million in total revenue and 83% of our money comes from four different sources. Some of the sources have fold-down windows, but some of these sources are under the microscope at the state level. That is something else we have to think about as we move forward. The first one is ad valorem taxes, which bring in about $10.2 million. The utility tax is a significant one and that is 10% on all utilities for incorporated Leesburg residents, which includes water, sewer, and gas, which brings in $4.7 million. Whether you are or are not a municipal electric utility, you will most likely have a utility tax. It is one of the most common general municipal corporation revenue tools in the State of Florida. The franchise fees are the other and ours are reciprocally low because most of incorporated Leesburg is Leesburg electric, so we have the transfer versus the franchise fee. We do see this number on the rise, but it is not rising as fast as we would like. If you spotted that in the details of the general fund revenues, we are not ready to push that number up yet because we are still chasing Duke a little bit. That number was like $475,000 and our estimate for this year was $875,000, which includes the payment of back franchise fees that Duke paid us during this fiscal year, and then we went back down to $550,000. The trend has been, and he hoped the commission would continue the trend, which is to budget revenues extremely conservatively and if we are extra, yay, but we are not going to miss low which then helps us on the expense side. That formula has helped us fund healthy reserves. He would not recommend changing that process. The other big tax or franchise fee is the fire assessment fee. All of these account for about $19.9 million of the total budget of $40 million. So almost half of the general fund revenue comes from this and that has been a change over the past decade. That percentage used to be a lot smaller in the general fund revenues because we used to lean on the electric fund and other transfers. This is a good change, but remember the number assumes the rollback rate, and it includes the fire assessment fee increase of $170.

Moving to the next slide that covers the fire assessment fee comparisons. We have shown where we are with taxes and this chart shows where we are with fire assessment fees. Fire assessment fees in Lake County range from $415 to $50 to $0. Clermont and Eustis are the only two cities in Lake County that continue not to have a fire assessment fee. They fund all their fire services from their general revenues because the fire assessment fee is considered a general revenue. However, general revenue does not include a fire assessment fee. So, Minneola is the lowest at $59 and Leesburg is at the lower end of the county for fire assessment fees. There is a variance and the median is closer to $233 and a lot of the communities are charging $415. So, increasing at a modest 3% is reasonable. Diving into this, Commissioner Connell spoke with him a little bit about this last week and there are some variances in this and when we set the advertised fire assessment fee resolution at $170, we also talked about The Villages wagging the dog kind of issue. That answer was kind of yes, and it was also no. There are two things that prevent us at this stage from having two different fire assessment fees. He wanted to bring this up because it does occur in Fruitland Park and Lady Lake. Both these communities have a regular fire assessment fee, and then they have a separate Villages fire assessment fee. Now, to explain why Fruitland Park and Lady Lake can do it while Leesburg cannot is because we have statutes and the statutes say if there was a two-tier system, you have to justify the two-tiered system. The statutes do not specifically say this, but the interpretation of the statute is that we would have to justify the difference. If we had differing fees, we would have to justify why they are different, and the service levels have to pan out in a model, which is the law. The second thing we have is the agreement with The Villages that says we would not charge The Villages residents differently from the native Leesburg residents. So, we have native Leesburg residents, and we have The Villages residents and that was included in the 163 Agreements or the Hanging Chad Agreements. We made those agreements back in 2018 or 2019, and we laid out all the general sources of parameters. In that document, it says the same fee. About a week or two after we approved that resolution, it was recent we noticed in documents that The Villages CDDs are trying to equalize all their rates. They have four or five different rates for fire assessment fees in The Villages that run from as high as $415 to as low as $165, which is our fee and that could potentially go up to $170. So, where The Villages are trying to go is that they are trying to have all The Villages, which are married in four or five cities and three counties, be the same. They have not come to us yet, but they will. When we started going through some of their budget documentation and information that the CDD put out, we noticed that they were working to equalize all their assessments, and they would like them to be at the $350-$315 level. He called The Villages' headquarters and informed them that there was an issue with this because of the agreements and statutes. So, if they want to equalize the fees, we cannot unless the agreements, and then we would have to go back to our consultants to justify a two-tiered system. It would include a study of the system and that would cost us about $50,000. So long story short, for FY 26, it is game off. There is no way that we would be able to have a two-tiered system. However, for FY 27 there is a potential. We will start doing our homework, we will work with The Villages and the consultants. We will be back during the course of the fiscal year with a price tag for the consultant. That will be coming to commission by the end of this calendar year. It will be in time so we can gear up for when that resolution comes again, which was in June. We will have this data. It will be either no, we are not doing it, and we will keep it the same, or we will change it. However, this year we cannot do it because of the law and the agreement.

Moving to the next slide, major general fund revenues. One of the big resources we have here is transfers and utility surcharges. He broke them out differently because we have had a few attacks, potentially from the state, because the state legislature is looking at municipal corporations across the state. The first attack is, are they going to start passing legislation that does away with ad valorem and the second one is utility transfers from enterprise funds, but we have prepped our house pretty well for that. Attack three is equalizing rates on water and sewer, which is the typical enterprise fund for municipal corporations. The inside and the outside rates have to look the same. Attack number four is, will they start going down surcharges because we have taxes and surcharges, and it is all done legally. The folks who do not like to pay taxes and surcharges and fees will say that is double taxation, and they can have all those arguments, but right now it is legal. He suspects that as we become more conservative these other revenue sources will be under the state legislature's microscope. With that being said, our transfer levels are well within where the state has been pushing municipal corporations. Our electric fund transfers are almost the same as the wastewater transfer, which is really cool. We have $1.6 million from electric and transfers, which represents a little under 4%. We have a 10% transfer on the rest. So, gas is kicking in $1 million, which is a surplus revenue. Water is kicking in a tick under $1 million. Wastewater is kicking in about $1.2 million and solid waste kicks in about half a million. $5.27 million in transfers, and that number is down, which is a good thing. With surcharges, we ask ourselves where we should go? The definition of a surcharge is that if you are in unincorporated Lake County, the city has the right to put a surcharge on you. So, instead of a utility tax, if you are incorporated, we can tax you, but if you live in an unincorporated area, we surcharge you. It is not a tax, it is a surcharge. We bring in $2 million of unincorporated revenue from the surcharge. **Commissioner Pedeson** wanted to confirm that the percentages were the same for both the surcharge and the utility tax. They are both at 10%. **CM Minner** answered yes. They are both 10%. If the state decides that there will be no more surcharges, we will have to find $2.7 million from somewhere because we have gas at $229,557 and water at $460,092. The only place where we do not have a surcharge is inside corporate limits because we have taxes. We have surcharges for unincorporated Lake County in our system. However, Fruitland Park is different because Fruitland Park has the ability to have a utility tax like we do because they are a municipal corporation. So, in Fruitland Park, we have the city bill, and then they put on their franchise fee and their utility tax, which equals no surcharge. In essence, wherever we do not have the ability to surcharge it, it is incorporated into another city and that is only a phenomenon for Fruitland Park. All together, transfers and surcharges bring in about $8 million. Another big revenue source is called the intergovernmental. That is the third big subcategory in the budget books. It is federal, state, and local funding. It is $4.5 million and of that the state shared revenues are about $2 million and then there are a lot of other rinky-dink charges. If we take taxes and fees, transfers and surcharges and the shared revenues, that equals about $32 million of the total $40 million. That is where all the money comes from. Yes, $8 million is a lot, but all of those, for a lack of better words, are nickel and dime kind of user fees, but it is what pays the bills, period. However, the state legislature has their noses in the tent, and they are watching all the municipalities.

Okay, so now, where are we spending it all? The general fund covers personnel, police, and fire. The police and fire departments are about 60%, which is probably a little bit low. That number in most cities will be upwards of 70 to 80%. However, that is indicative of where we are on a staffing level with the police department. It has historically been that way, and we have been doing our best to get it up. So, where are we with the expenses? The three items that are driving the train are benefits and personnel for the general fund. Item number one, we have collective bargaining agreements. On the table we have a union-ratified police benevolence association agreement (PBA). We touched on it a couple of weeks ago and the PBA membership in Leesburg approved unanimously, and their benefit package will increase the budget by $630,831. That covers a 6% increase for sworn officers, and it includes pension changes that add a more lucrative drop program, and it increased the factor from 3 to 3.2% retroactively. They can see the respective costs in the chart. It was his opinion that the police benefits, specifically retirement benefits, have been below par for a long time. We have incrementally addressed it at one time or another. We have been to this well a number of times when one year it is pay, and the next year it is benefits. Then we go back to pay, and we are in a cycle of pay and benefits. When we go to the negotiation table with the PBA, they continually beat us up about these phenomena. It is the PBA's opinion that our reason for our inability to get to the program number of eighty-five cops is because our benefits are not good. Therefore, police officers go to other places. Is that real or not real? We do not know, but what we do know is we continue to be below the mark. We set out a goal last year to increase the department by twelve positions. We were at sixty-eight officers, and we were trying to get to eighty-five. Last year we said sixty-eight, and we programmed seventy-three, and we are trying to get to eighty-five. Fast-forward three hundred and sixty-five days, and we are at sixty-six. We ended up going down two officers. At that time, we had the third-best entry pay in the region, but on the retirement side, we were at the bottom. When they were at the bargaining table, they were reminded of that and the first discussion they had was that they were over-budgeting positions and there is all this extra money, and we are not bringing in new officers because the retirement benefits stink. There was a point there and we needed to get our benefits up. A couple of years ago, there was a scramble to get to $60,000 for an entry-level position, and now we are scrambling to get to $70,000. For the police department, we do have some urban local competitors that we are losing recruits to and OPD and Orange are two right off the top where we are behind in both benefits and pay. He does not know if we could ever pay OPD or Orange County dollars, but we are trying to keep up. Also, as soon as we went to $60,000 for entry positions, we immediately saw Lady Lake and other local cities play the leap frog game. Now, the same thing happens with fire and, as we see the PBAs, and we see police organizations increasing their salary to recruit people for service, we then have the fire department trying to keep pace with the police. Historically, police officers' pay has been better, but the benefits are not quite as good. However, on the fireside, the pay is not quite as good, but their benefits are better. We do not know why that is, but it is. As municipal corporations in the region have worked to increase pay on the police side, the fireside comes right behind. So, this year we have the same phenomenon and this year was also driven a little by the BOCC increasing significantly the Lake County entry-level fire pay. We are now behind on that. So, the IAFF came to us with specific demands and their demand package was in excess of a $750,000 increase. We started at around $350,000 as an increase and the agreement was a $532,000 increase. We did not quite split the baby, but we split it a little bit on our side. However, it was more expensive than we anticipated for the agreement and that is off for a ratification vote in front of the IAFF. This week, if it is ratified, he would let them know, but the agreement does call for a 12% increase in pay. It also means that once we do the double-digit increases, then we have compression. So we addressed pay and compression, and then we did two pension modifications. Bankable pension earnings for overtime were at zero and there is an industry standard of three hundred hours of overtime counts towards retirement contributions. We were at one hundred hours. We also added a drop program to their pension fund, but we also said they have to contribute more. So, they also increased their contributions. It was pretty much whatever the police department was paying, so that gave us back. The net increases after they increase their contributions to match what other folks do. We are all apples to apples and the increase in their plan was $532,000. It is from 6.5% to 7.5%. They are making the same contribution as the police department, which is 7.5%. That is more of a typical employee contribution to the public safety side of the house. To balance the budget at rollback, we are proposing a freeze of five police positions. Each police position equals $89,580, which the finance director touched up because the last time he looked at it was $83,500. They are also proposing to freeze one firefighter position, which equals $74,789. It is important to note that our budget still says eighty-five police officers, and it still says fifty-five positions. However, he recommended that they keep it in the budget to provide staff flexibility throughout the year to manage that. He did not believe there was a way to get from sixty-six to eighty-five this fiscal year, even with the increase in benefits. He would not recommend fully funding eighty-five positions because we are sitting on a lot of cash. That is not his normal recommendation, but we have enough cash that growth will hopefully fill in that gamble. It is a little gamble, but it is not a crazy one. They did discuss some of it with the PBA, because typically, when we do not fill police officer positions, that money goes back into the general fund reserve and that is why, over the years, we have seen the general fund continue to increase. There is a little bit of a play it by ear mentality. We will watch the budget, we will watch how recruitment is going, and the guess is that by the time the fiscal year rolls back around, next year's growth will help us out, so we can have our cake and eat it too. This is almost the exact same thing that he said last year and it worked out. That is why he is recommending doing it again. **Commissioner Berry** wanted to know when he would recommend the increase in pay for police officers. **CM Minner** indicated that it would go into effect October 1st. The collective bargaining agreements will hopefully be on their desks Monday at the regular commission meeting. Assuming that they approve the agreements, those increases and the changes in benefits will be effective October 1st. However, we will immediately market that in the recruiting efforts.

Moving to other expenses included in the general fund is a 5% increase for general employees. That is everybody in the city, whether in the general fund or in the enterprise funds, which includes electric, water, sewer, gas, public works, library, the city manager, and finance. It is everybody else outside the fire and the police. They are scheduling a 5% increase, as long as their pending evaluation results are satisfactory. So, a 5% increase is what he would recommend for this year. The next big one is a modification to the city's retirement plan for general employees. This is another area in the city where our benefits are deficient compared to other municipal corporations in the region, and it goes back to the general employees' pension plan that was closed in 2008. If they remember, this plan was closed in 2008 because the world crashed and at that time the employees lost their pension fund. We went from a defined benefit plan, also known as a pension, to a defined contribution plan, also known as a DC plan. The defined contribution plan is a flat percentage that goes into an individual's 401k plan. That was the timeframe when many municipal corporations on the general employee side of the house left pension plans except for public safety, and they went to defined contribution plans. The one thing that we have not done was to make our defined contribution plan more beneficial for our employees. The reason we have not done that is because, for the last almost twenty years, we have been solidifying the frozen general employee pension fund. However, we are now at a point, and it started about two or three fiscal years ago, where we funded it beyond what the actuary was saying. So, we are now at a funding level of 98% in the general employee pension plan, which is a significantly healthy number. He believes there are about eighty to one hundred of the five hundred and fifty employees who are still a beneficiary of that. So, our liability on that general employee pension continues to decrease, and we have been funding it at the same level. It has gone from a million dollars to $750,000, and it sat there for a couple of years. It then went to half a million, and we stayed at a million, funding it. So, we were over funding it by double. This year, the actuary told us that it went down from half a million to $250,000. That was when the light bulbs went off, because we no longer needed to fund them at that level.

So, now what can we do with that $750,000? Honestly, the city staff really beat him up on this and the credit for this, if they approve, goes to the budget director, deputy city manager, and the human resource director, because they were the ones who came up with this. He did not get any of the credit, because he was trying to be cheap. However, the plan is to take that $750,000 and fund the defined contribution plan. What we see in the marketplace is a base level that the employer provides, and we are at 5%. So, 5% of whatever you make is contributed, no questions asked. That is funded through the defined contribution plan. What we see in the marketplace is a one-to-one match up to a certain amount. If an employee kicks in 1%, the employer kicks in 1%. The proposal is that we can manage that $750,000 delta, and we can manage 3%. So, the rollout in this format if the commission says yes, they like this concept, we would come back with resolutions and the documents necessary to make it happen. They would speak in more detail about this. The program would be that we could fund up to 3%. The city currently kicks in 5%, and we will match one-to-one up to 3%. If the employee puts in half a percent, a quarter percent, or 3%, we will match up to 3%. We assume that during this budget not every employee will want to participate in the program. We do not think that will be the case, but a lot of people will kick in. We may or may not have savings in the out years, but we know we can cover that now and then, hopefully, growth fills in for the perpetuity of the program. Each employee could potentially receive an upward of 11% in their plan. It would be 5% from the city automatic and if the employee kicks in an additional 3%, they would receive another 3% match. As soon as they start hitting that 10% number, it makes it more appealing. The funding of a defined contribution plan is a nice benefit when you retire, assuming that all things work well and the market makes money. That is the other big expense item in the budget. **Commissioner Berry** wanted to know how many employees were still in the old plan. **CM Minner** replied that there were about eighty to one hundred employees. **Budget Director (BD) McDaniel** pointed out that she shows one hundred and one active employees in that plan. **CM Minner** clarified that of the five hundred and fifty employees, we have one hundred and one employees who were with us prior to September 2008. That is one fifth of the workforce. **Commissioner Berry** then asked if their plan would remain as is? **CM Minner** responded that those employees are still entitled to the frozen pension plan at the time of retirement. **Commissioner Berry** then questioned if they were able to move over to this one as well? **CM Minner** stated that they are also in this plan. If you are one of the one hundred and one employees, you were hired before September 30, 2008. For the years of service prior to October 1, 2008, they are entitled to the pension. After October 1, 2008, they will also receive their defined contributions. Those one hundred and one employees have a combined plan. They have a pension plan that was frozen, where the benefits will not get any better than what they were on that day. Then that marries with the defined contribution plan. The reason that the liability comes down is because, unfortunately, folks die, and we know exactly what the liability is going to be for those one hundred and one employees. Therefore, our ability to fund it decreases, and we are at the whims of the market. It does become actually sound because we know the liability.

Next, we recommend adding employees. The budget this year has a net nine positions. Last year, we added the deputy city manager position by shuffling the deck. One of the things the deputy city manager immediately said was that we do not have enough people in procurement. He remembers Mike Thornton always complaining about it. We had it at certain levels. We reduced it, but we do have a procurement process issue because we do not have enough qualified buyers to process bids, and we need another body. The deputy city manager is being transferred from the procurement division of finance, and he will be moved into the city manager's budget. He did not want to call that a new position because we used existing people at that time, so it was not a new position, it was just a transfer. We would like to add four utility service technicians, who were previously approved because we are phasing out the contract, and we will begin reading meters for water and gas. Then we close out the deputy finance director position because the new finance director believes we can go without this position for now. He was sure they would revisit this in other fiscal years, but for FY 26 they are proposing to close that out. The new procurement manager goes hand in hand with the transfer of the deputy city manager and where we go with that is probably the promotion of one of our senior buyers to the procurement manager position. Then we would bring in another senior buyer. A police service aid will be funded with school zone camera money. The police service aid will hopefully help us with parking tickets and school zone camera stuff. That position would go through all that. A forensic digital evidence technician is also needed at the police department. With gas, we need more administrative help, a gas service manager, and a cathodic protection foreman. We had just finished off our public service commission evaluation, and we basically received a good review, but they did hit us up a little bit on our cathodic protection. So, essentially, we have not caught up with older experienced folks who have retired. So, we ended up kind of with a stack of cathodic protection. The standard operating procedure is to do that, but we have not been fast enough. He was not saying the system was safe, but we need help there with cathodic protection because that really is the heartbeat of gas services. If we put all those positions together, that equals the nine new positions in the general fund.

Moving onto Bikefest. He wanted to provide numbers because it hits the general fund under recreation. So, Bikefest recaps all the money in and all the money out. We lost $69,597.19. However, we gave out $54,000 and $50,000 to different civic organizations, which is the heartbeat of why we do Bikefest, because it is an opportunity to bring people into the community while helping local businesses. We then take those profits, and give them to our civic organizations. We do that two ways. It is a fundraiser for the chamber because the chamber manages it for us, and we pay them $50,000 for that. Then we also paid another $54,000. So, our loss almost directly correlates with what we are paying other people to do. Long story short, we have done this for two years and last year we lost $75,000 and this year we lost $69,000.

If we lost money last year with this model, he would safely say that we will lose money every year. How do we absorb this loss? When the partnership closed its doors and threw the keys on the table, we accepted it, and they gave us $257,000 in cash. We put that cash into a special fund, and that is where the loss comes from. We lost $72,000 last year and $69,000 this year, which leaves us with about $114,000. That looks like about one Bikefest event for him. We do not have to change the plan for FY 26, but after FY 26, we will need to change the plan. The plan needs to include looking at an outside vendor for alcohol, because alcohol is what drives the bus. We looked at that model both years, and we opted to stay with the chamber model for the reason that we are keeping the money local. However, he was not looking for a decision this year, but he wanted to set the stage because, sometime in July or August, we will need to revisit this formally with a direction from the commission on change or stay the course. **Mayor Reisman** inquired if he would be presenting them the numbers at that meeting for both options. **CM Minner** responded yes. When this comes forward formally, he would show what it could look like along with variances. **Commissioner Berry** wanted to know why he was recommending one more time, because we still have $114,000. **CM Minner** answered we only had $114,000, so that would not cover two more losses. **Commissioner Berry** questioned why they would not change it now? **CM Minner** replied they could and they could have that discussion. They could change it now and then the $114,000 would go into a Bikefest stash, and we could either sit on it or spend it. However, it is not imminent, but we do have a hole in the bucket and the bucket was not empty yet.

Moving onto civic funding. These could be shades of what the next program for Bikefest looks like. The Art Center, we provided $10,670, the Yellow Jacket Booster Club, $5,000. The Leesburg CDC is $3,800, which is for the Black Heritage Festival only. This is not their funding because their agreement is that this is our contribution to the Black Heritage Festival. They are required to spend it on that event. He does not know if they want to consider that CDC funding or event funding. He suggested that this is event funding, and not funding for the CDC. Then the cemetery is $161,000 and that money is a transfer out of solid waste. It used to come out of gas, but we stuck it into solid waste. Another request that came to him late in the game came from the Arts Center. They lost funding from the state, so they are requesting $30,000 in funding instead of $10,670. **Commissioner Burry** wanted to know what was given to the cemeteries last year. **CM Minner** remarked that it was the same. Also, for more bad news, the cemetery has already been in his office saying that $161,000 is not enough. At this stage with the cemetery, he would say if we needed to continue funding the cemetery at that level, the commission may want to direct him to give a number to figure out how much it would cost the city for us to take care of it. He does not think the recreation or public works departments have the personnel, but we can crack that nut, one way or another. If the commission wanted him to put the pencil on it, he would do that. He has not done it to date. However, the issue at a higher level will be twofold. It is the sale and tracking of cemetery lots and niches, which will go to the City Clerks office or somewhere in city hall. We do have existing staff where we could sell niches and track burial spots and the other would be maintenance. In Sebastian, that was how they handled it and the system seemed to work pretty seamlessly. If the commission wants him to start cranking numbers, he will start crunching numbers on what that would look like internally. However, this year he would fund it at that level one more time and this could be something we change mid-stream. He would move forward with this assumption and if they gave him the order, he would start crunching numbers and get this figured out because the cemetery folks would be back to him very shortly.

Another important part of the overall summary of the general fund is the general fund options, and we have three options. Option number one is to approve the budget as proposed at the rollback rate, which freezes five police officers and one firefighter. Option number two is to go with the same millage rate of 3.4752, which is considered a tax increase. That unfreezes five police officer positions, but we would still have one frozen firefighter position. However, he does not recommend going with option number two because we can manage the frozen positions. That does not mean we will have less public safety, nor does it mean that residents will be unsafe. It just means that we are not to the point of needing the increased levels. The primary reason is that we have not been able to recruit new police officers, which is a whole another conversation, but it is rooted in the fundamental changes that we are making to the retirement process. Plus, we do have the cash to manipulate that during the course of the fiscal year. If the police chief were to go on a hiring streak, where in March they had six or eight new officers, we would have saved money for those six months to cover that. We can continue to manage it the way we have managed it so far. It would be short-funded, and we would have the cash and new growth coming around the corner, which makes it a good gamble. So option number two is an option, but it is not a good one, because of other weaknesses in the budget. However, if we go to the same millage rate we will have $428,000 to spend in other places. That is not saying we would spend crazy money, but it is about half a million, which is not a lot. Option three is considered a tax increase. It is not crazy, but it is a tax increase. There are things that could be done with that $430,000, but on the budget room floor there are things that we cut to give option number one. So, what are those things? Keep the public safety freezes in place because of all the reasons discussed. So, with the $428,000 we can shift civic funding to the general fund, and how would we shift civic funding to the general fund? Instead of taking it from solid waste, we take $200,000 out of this. It would be funded out of the general fund. That might make the commission even more frugal for who we do civic funding with. Also, if we find other options for civic funding, like going into the private sector, we would have money to shift around. That could be a whole net neutral thing. With beautification, Mayor Reisman has hit him up a couple of times now on creating a budget for the Keep America Beautiful stuff and doing more beautification things around the city. Maybe there is some code enforcement stuff in there where we could get a couple more people to get after code enforcement parking, and those types of things. The police chief asked for two police technicians, and he put one in the budget, so that is how we would tackle that. Commissioner Berry has been after all of us on the home grant program to have it cover everything in the city. It would be the areas outside the Carver Heights CRA. Although we will talk about CRAs on Thursday, we would recommend a little piece of U.S. Highway 441/27 CRA to do a small segment in the north and around John L. Johnson Park. However, there are not a lot of homes there. He was not saying they did not need it, he was just saying it would not have a big impact. So, we have money there if they want to spend it on the home grant program citywide. We did cut $100,000 from public works and recreation. Those are all the little things that everyone texts him about wanting fixed. They have to remember every time they do that, Cliff gets a lot of credit because he is Johnny on the spot, and gets it fixed. However, there are side effects because he stops whatever he is doing to get that fixed. It then has a ripple effect with fewer people on the job and different money. Right now we are really squeezed tight. The city looks good, but there is always room for improvement. However, these are the shifts for when we go to rollback. These are the things that get cut. So, right here, it would allow for $428,000 to be used for other things. We may be able to upgrade some stuff from Milwaukee's Best to Bud Light. He did not think we get champagne yet, but there were a couple of things that we could do. Also, we have a couple of capital improvement projects that we have in the budget. They were put in when we put this out, it was put into DST, but we could save DST for other capital projects and two good general fund capital improvement projects would be the gym flooring, which is about $125,000. The gym flooring looks horrible. It is the original gym floor, and it really needs to be changed. It is not representative of our community. Plus, the library director has been on him about the library carpet. The library carpet is $350,000. There is a lot of carpeting, but there are a lot of books and shelving that has to be moved. Those could be two big CIPs. If they knock those into general revenue CIPs, then they have the $250,000 and the $150,000, which is $550,000. Then over in the DST fund that could be spent on something else. He asked if there were any questions about his summary? We do have four regular meetings, so if they want him to put a budget comment review section in the regular meetings to review and keep them updated, they can do that. They can mull it over, but the takeaways are that we have a really good general fund proposal. We have good options, and the DR-420 really needs to go out at 3.47. If we do not send the DR 420 out at the 3.4752 mills, then we will have to go with option number one.

Commissioner Berry questioned the shift to civic funding. How do we determine the dollar amount of general funding? Do we have a limit that we could say? **CM Minner** answered that it would be whatever they want and can afford, but the civic funding number right now is $181,000. That number would be brought over into the general fund, and they would stick it in miscellaneous. It would be $200,000 if the commission chose to give the arts center its full request. **Commissioner Berry** then asked as far as the policing. Are we offering $60,000 now? **CM Minner** responded that we are higher than that because starting October 1st we will be at $65,000. **Commissioner Berry** wanted to know what the next closest city was, who is paying about the same as we do? **CM Minner** responded, maybe the Sheriff and Tavares, but what the marketplace is right now is a mad dash to $70,000. The OPD is about $67,000. Everyone is moving to that $70,000. **Commissioner Berry** said she was trying to see where we could do some recruiting. **CM Minne**r added, from his perspective, this will be a never-ending problem and there have been a couple of reprieves. We get there, and we breathe for a year or two and then, bam, we are back doing it again. It seems like every other or every third year we have another big jump in police pay. **BD McDaniels** said the police chief will also have the room to bring in seasoned officers, and they will promote that in their recruiting. They will be able to bring them in at a higher rate. **Commissioner Berry** wanted to verify the increase in retirement. **CM Minner** said he hoped that would be a tool to help us. He does not think we will get to eighty-five officers this year in FY 26, but hopefully we will get a lot closer to that.
Mayor Reisman asked if there were any other commission comments. **Commissioner Pederson** wanted to know if he was looking for direction regarding what we have talked about thus far. He believes they did a great job on the budget. When he sees our millage rate at the bottom of the list, he has no problem holding the rate. If he was looking for input on the funding, he would support the art center request. We bought that building downtown, and he would not abandon them over $20,000. **Commissioner Connell** stated he did not support increasing the funding for the arts center. **Commissioner Pederson** indicated that he expected that and that was fine. **Commissioner Berry** wanted to know why he felt that way. **Commissioner Connell** replied that we are already giving them a free building, we pay the utilities, and we already give them money every year, so how much more are we going to give? We provide free utilities, free rent, and we are already contributing money. So, enough is enough. They can do some stuff on their own to generate money if they need more, but how much more is this city going to give to this organization? **Commissioner Berry** said with being on the board she knows what the plan is and there is fundraising, but it is still not enough. **Commissioner Connell** pointed out that maybe they needed to cut back because he was not sure how much more the city should continue to contribute to the art center. Most organizations would be very happy with giving them free rent, paying their utilities and still giving them some cash every year. They are just asking for too much. **Commissioner Berry** said she just wanted to have a conversation. She was not trying to go back and forth. So, are you basing this on prior years? **Commissioner Connell** said this is an increase from what they have been getting. He does not understand why they need more. The city has already been more than generous with what we offer to them, and they have been getting it for years. **Commissioner Berry** indicated that they lost their state funding and that is the whole issue. They are no longer getting the same dollar amount. **Commissioner Connell** said he understands that, but he did not believe it was the city's responsibility to make up the difference because the state pulled their funding. **Commissioner Berry** said they do arts for children, and they pull in Beacon students. **Commissioner Connell** stated he was not putting them down for their cause and what they did. He was not making light of that, but there is only so much taxpayer money that we should give this organization. There are many organizations that we do not give anything to. **Commissioner Berry** commented that this has been funded for years. **Commissioner Connell** responded that he was fine with keeping it at the current rate and the current conditions. We have been providing them with free rent for years, we pay their utilities, and we contribute money to them. He does not think we need to increase what we have already been giving them for years. **Commissioner Pederson** pointed out that he spoke with Amanda briefly this week about this

request, and she explained that they lost the $25,000 from the state and this would be the band-aid to patch that up. Plus, they are going to focus, but this is a one-time request. However, he cannot guarantee that they will not need more than $10,000 next year, but their plan is that we will give them this money, and it gets them through this fiscal year while they focus on other fundraising efforts to close that gap themselves. He understands and respects the comments, he was just saying he would support them.

CM Minner said to sum it up. From the facial expressions and the few comments that he heard, he would suggest that they can sit and simmer. As we move forward, he will be back incrementally. They can call him, and they should watch for emails because there will be communication from now until the adoption in September. However, these things will come to the commission incrementally. On Monday, July 14th, there will be three big items on the agenda. We will have the two CBA agreements assuming that IAFF ratifies, and they will have the PBA on there for sure. They will have the IAFF and the PBA CBAs to ratify and if they ratify that, they will have locked themselves into the increases as discussed and that will have to be put into the soup. Also, on Monday they will have to deal with the DR-420. He will have that under the consent agenda for expediency. It will be on there at the current millage rate level. If they want to lock themselves into a tax cut or roll back, pull that from consent and have the debate. If they do not pull it from consent, that does not mean it is a done deal. We can still talk about it in August, and we can still talk about it in September, when we have the hearings. We have up until September to figure out what they want to do. They can talk about it in July and in August. They will have the budget hearings where they can debate it in September as well. They have until September to cut back. Those are the immediate things. The mayor has been with him about beautification issues and that kind of stuff, so he needs to be with his counterparts in those budget workshops to get the extra money, and that is $428,000. That is his project, so as we move through August 1st, we will have updated numbers and September 1st will have more updated numbers. Under the city manager's items at the regular meetings, he will put on a budget update to solicit the commission's input as we move forward. Also, Commissioner Berry has been on him and the commission about the home grants, so that is where he would leave it up to the commission to debate this during the eight opportunities between now and September. As they go through those discussions, they will be locking themselves in. Really, the most important ones are those CBAs and the DR-420. If they pass the DR-420 at 3.4 mill we will need to come back and talk about where to put the $428,000. If they pull it from the consent agenda and knock it down to the rollback number, the baits done, and they have to go with option one, and we might as well not talk about anything else for the summer because they would be locked in. What they have are the bare bones of the general fund budget, and they have two and a half months to talk about what they want to do with an extra $428,000. That will give them an opportunity, and they will weave those things in through discussions. That will come up based on the agenda. So, to answer the question, unless they want to continue to talk tonight, we have a pretty clear direction. **Commissioner Pederson** said he was just being respectful to the Center for the Arts because they were present. He did not know how the commission felt about that because they deserved an indication or signal from the commission about where we were at. **Commissioner Berry** stated she was just asking for everyone's thoughts. **Mayor Reisman** commented that he was fine with it based off the state funding, because they are going to reapply for the state funding next year and if they get it, then we can re-evaluate this. **CM Minner** pointed out that he would specifically ask about the arts center come September. He knows that leaves them a little bit in flux, but that really is not a city issue, it is an arts issue. We have other issues that we have to manage, and we will get to that when we get to it. So, in that regard, it will become an issue of do you want to put it back in and keep it in solid waste, but the solid waste is getting a little tight or would you rather take the $20,000 out of the $428,000? As we move through the discussions, we will talk about Bikefest so that might be an opportunity, and it will be on the agenda, which that will settle the civic funding question, because as we break into those numbers we will have a discussion about outsourcing alcohol. However, the Bikefest issue has multiple layers: it has the chamber payment, it has the civic funding payment, and it has the insurance payment. If we change, and we outsource, that changes things. He will bring the recreation director in, and he will pitch the different concepts because he is an expert at those numbers. However, if they go to where we outsource alcohol sales, we will probably take a little bit of a hit on some of the sponsorship monies, but we are really going to lower our overhead costs with insurance and the purchase of alcohol. We will get pretty close to "x" and then we will coordinate that. It will then turn the negative Bikefest numbers into a profit center and then, whatever that profit center is, then we go back in and fund civic funding in some form or fashion. It could be something that this year we do not change the composite of Bikefest, because civic funding is coming from solid waste. However, during the fiscal year, if we change the composite of how we do Bikefest, we will know what that number is for civic funding for FY 27. We will have all those discussions, but the lingering questions that the commission has this evening will be talked about, but we do have pretty good directions on where to go. **Commissioner Pederson** said, again, he was trying to give the Center for the Arts some kind of indication. He did not think there should be a vote, but they should get some idea. He would hate for them to have to hang out for a month or two, wondering if they are going to get money from the city or not. **CM Minner** stated if he wanted to poll the other commissioners on that, he could do it now. **Mayor Reisman** said he was fine with it. **Commissioner Berry** said she was open to it. **Commissioner Burry** said he was for the funding for the arts as long as the proposed millage rate is approved. If we roll back the rate then it will not be any fun. **Commissioner Pederson** said he wanted to go on the record, saying he would support the same rate of 3.475. He wished they could deliver a tax cut, but it is impressive what we have done while having one of the lowest millage rates in the county. He then asked if he could get a new chair? **CM Minner** stated they were coming. **Commissioner Pederson** indicated that he has to brush himself off because the leather keeps coming off. It was shedding, and he was afraid the chair might fall over backwards.

Commissioner Berry asked to go back to Bikefest. She had a question about insurance. If we use a third party for alcohol, will insurance change based on using outside vending? Is that not included with the outside vendor? **CM Minner** answered no. With insurance, we bring in additional insurance coverage because we are specifically selling alcohol. If we go outside source, we will have the vendor hold us harmless, meaning if someone drinks too much because it was bought from an Acme outsourcing company and if you crash into the telephone pole, then we will say you cannot sue the city. They will have to sue Acme. They will hold us harmless as long as that company holds us harmless, which is typically the case, then there will not be the need for additional insurance. Last year, we purchased it for $48,000 and this year, we got it for $25,000. **Commissioner Pederson** mentioned that we gave the chamber $50,000 to help, but we also deleted a lot of the other miscellaneous contributions over the year. **CM Minner** said that the list used to be a lot longer. In FY 23 we had $70,215 outside the cemetery. The number has always been about $180,000 to $200,000 and what has happened as we have trimmed out other groups that money shifted down to the cemeteries. The outside groups that we were funding have gone from a list of ten to three.

Commissioner Burry wanted to know if we had numbers on the cemetery for what it was three or four years ago? **BD McDaniel** explained that the cemeteries started at $87,000. **Commissioner Burry** indicated that the contribution had doubled. **Mayor Reisman** questioned what year it was when it was $87,000. **BD McDaniel** answered in 2010. It stayed pretty good until we hit 2023, when it went to $161,000 and in 2022 they were at $111,000. **Mayor Reisman** asked if they provide a budget of what that money goes towards? **CM Minner** responded yes. **Mayor Reisman** asked about the top costs. Is it mowing and stuff? **CM Minner** replied that he did not have that information available, but he does have it. **Commissioner Burry** pointed out that the big jump was equipment. **CM Minner** remembered two or three jumps. We shared covid money with them, and we gave them some used equipment. **Commissioner Burry** agreed that was a big jump. **Mayor Reisman** asked if there were any other questions. There were none. He thanked the city manager and staff for the presentation. **CM Minner** finished by saying they did not go through step by step in each department, but we captured the highlights. If anyone has questions about the individual departments, please call. However, most everything there was summarized, and it is pretty much verbatim of last year.

Commissioner Pederson asked about the public works and recreation being under $428,000 to spend. Was there anything particular about that? **CM Minner** answered that we cut the landscaping, plant, and equipment money. **Commissioner Pederson** mentioned that we touched on most of the items underneath it. He just wanted to verify. **BD McDaniel** added that their budgets were higher. **CM Minner** then said, for lack of better words, they are arbitrary cuts. Department heads go through their detailed spending, they put it in budget format, and we comb through it. When we see little blips up or down, by the time it gets to my desk, he wants the numbers to be streamlined, and he does not care what it is being spent on, but if it is a little high somewhere, and they do not provide a good explanation, we will argue about it in the office. If they had not sold the idea to him, he would not try to come and sell it to the commission, so he would just cut it. We have $200,000, so $100,000 could go into each department; public works and recreation. He thought it needed to be in there for a swing because it covers different maintenance. However, when they started the CBA discussions, it was decided that we needed to pay the police and fire folks, so that took precedence. They had to rob Peter to pay Paul. However, they also have that $425,000, so we can give the public works department and recreation departments some money back. **Mayor Reisman** thanked the staff again for the presentation and their time.

3. 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 Pederson and a second by Commissioner Berry, the meeting adjourned at 7:02 p.m.