



## CITY OF BELLE ISLE, FL CITY COUNCIL SPECIAL CALLED MEETING

Tuesday, January 27, 2022, \* 6:00 pm  
**MINUTES**

Present was:

Nicholas Fouraker, Mayor  
District 1 Commissioner – Ed Gold  
District 2 Commissioner – Anthony Carugno  
District 3 Commissioner – Karl Shuck  
District 5 Commissioner – Beth Lowell  
District 6 Commissioner – Jim Partin  
District 7 Commissioner – Sue Nielsen

Absent was:

District 4 Commissioner – Randy Holihan

### **Call to Order and Confirmation of Quorum**

Mayor Fouraker called the meeting to order at 6:00 pm, and the Clerk confirmed quorum.

Also present were City Manager Francis, Public Works Director Adkins, Admin Assistant Peacock, Officer Ferraiuolo, and City Clerk Yolanda Quiceno.

### **Invocation and Pledge to Flag - Commissioner Karl Shuck, District 3**

Comm Shuck gave the invocation and led the Pledge to the Flag.

Mayor Fouraker opened for City Manager evaluation discussion.

### **City Manager Evaluation**

Mayor Fouraker provided a copy of the City Manager's self-evaluation. He read the following questions and the City Manager's responses dated July 26, 2021; for the record,

1. What progress have you made in accomplishing your goals and work assignments since your last evaluation? Mayor Fouraker added for the record,
  - (c) The City Manager also worked closely with the NAV Board for reimbursement of \$94,000 out of the MSTU tax.
  - (e) Upgrading the enforcement of the Noise Ordinance on the Lakes
  - (f) Piggyback contract for Police Department vehicles.
  - (m) Implemented regular staff meetings at 8 am
  - (n) Not limited to other meetings, including Public Works
2. What other job-related accomplishments have you had that were not part of the goals set at your last evaluation?
  - Most recently added Sienna Place Annexation and awarded ARPA Funds totaling 3.6 million
3. What obstacles or setbacks did you encounter during the year?
4. What do you see as your major goals for this next evaluation period?
5. What can the City Council do to help you accomplish these goals?
6. What suggestions do you have for improving the effectiveness between you and the Council?
7. Do you have specific training needs, which the Council can facilitate, and how will those needs help meet your goals?
8. Are there any other issues or comments you wish to share?

After presenting the self-evaluation, Mayor Fouraker said he would like to set formal goals and provide clearer direction for the City Manager moving forward.

### **Public Comment**

Mayor Fouraker opened for public comment. There being none, he closed and opened for Council discussion.

### **Council Discussion**

Mayor Fouraker noted that the average total of the Council evaluation of the City Manager was 4.62. Under constructive suggestions, he read the five statements submitted by Council for the record. He further reviewed the Council priorities and expectations as written in the evaluation summary.

Mayor Fouraker said it appears that the determination of increase by Council seems to be unified that at least the majority wants to see a cost of living increase. Mr. Francis said the last increase was in 2019, and the cost of living increases (based on CPI and other agency salary programs) the same as other city employees. There was a previous discussion that the city manager's salary would be capped, and any increase would become in the way of a day off.

The Mayor and Council shared their comments on the City's Managers leadership and open-door policy. The consensus was positive on his leadership with staff, the public, and how Council works together.

Mayor Fouraker, for the record, read the Mission and Vision Statement that was revised by Council at the last strategic planning session as follows,

- Mission: The City of Belle Isle continuously preserves our natural resources and enhances our quality of life through intelligent, inclusive leadership and outstanding municipal services.
- Vision: Safe, serene Florida communities where families desire to reside, raise a family, enjoy our natural surroundings, excellent schools, and quiet way of life.

The Council discussed Strategic Goals as follows,

- Annexation Priority – (1) Publix on Hoffner, (2) Conway Woods/Shenandoah, and out to Orange Avenue.
- Submit a draft Integration Plan by the end of April. Mr. Francis said he would need to research how to implement and present a draft to Council for approval and may need some more time.
- Develop a Welcome Packet for new residents. Council would like to meet with Sienna Place condominium residents to anticipate their needs and hold a town hall meeting in April. Create a letter and have Council members send a note to all residents before the May 11 vote.
- Traffic, Stormwater, and Jurisdictional Projects.
  - Create a Capital Improvement Plan for road paving during the budget process end of June 2023.
  - Update CIP and revisit priorities before the budget season. Lake Clean Up/Maintenance information is sent regularly to residents. Add to Welcome Packet.
  - Work with Orange County Comm Uribe on annexation opportunity's and interlocal agreements for other projects (i.e., beacons and raised crosswalks – Judge, Daetwyler, Seminole, and Orange Avenue)
- Reformat the City Manager's feasibility study to strategically combine Belle Isle City Hall and Police Department with the City of Edgewood's shared services and resources.
- Revisit Police Department Space Needs Analysis by 2022.
- Consider installation of play equipment in City parks.
- Research for a new facilitator and schedule strategic planning sessions.
- Continue with City-sponsored events.
- Re-establish Belle Isle as a major player in Orange County and develop partnerships and accountability.
- Consider a part-time social media person to create videos and update social media content.

#### **Adjournment**

There being no further business, Mayor Fouraker called for a motion to adjourn. The meeting adjourned at 8:00 pm.