



CITY OF BELLE ISLE, FL CITY COUNCIL MEETING

Tuesday, March 7, 2023, * 6:30 pm

MINUTES

Present was:

Nicholas Fouraker, Mayor
District 1 Commissioner – Ed Gold
District 2 Commissioner – Anthony Carugno
District 3 Commissioner – Karl Shuck
District 4 Commissioner – Randy Holihan
District 5 Commissioner – Beth Lowell
District 6 Commissioner – Stan Smith
District 7 Commissioner – Jim Partin

Absent was:

1. Call to Order and Confirmation of Quorum

Mayor Fouraker called the meeting to order at 6:30 pm, and the City Clerk confirmed the quorum.

Also present were City Manager Francis, Attorney Geller, Chief Houston, DC Grimm, LT Millis, Public Works Director Phil Price, and City Clerk Yolanda Quiceno.

2. Invocation and Pledge to Flag

Comm Holihan gave the invocation and led the pledge to the flag.

3. Presentations

Chief Houston thanked the Mayor, Council, and staff for their support over the years of service.

- Promotion of Deputy Chief Grimm to Chief of Police
Mayor Fouraker swore in Deputy Chief Grimm as Chief of Police of the Belle Isle Police Department.
- Promotion of Lieutenant Millis to Deputy Chief of Police
Mayor Fouraker swore in Lt Jeremy Millis as the Deputy Chief of the Belle Isle Police Department

Chief Houston welcomed and thanked the Police Chief of Edgewood, the Police Chief of UCF, and a representative of Osceola County Sheriff Lopez for their attendance.

Mayor Fouraker thanked Chief Houston for servicing in a dignified capacity in her 36 years of service in law enforcement.

UCF Chief Metzger presented Chief Houston with a plaque for her years of service.

4. Consent Items

- a. Proclamation for Arbor Day
- b. Approval of the City Council meeting minutes – March 1, 2023

**Comm Holihan moved to approve the consent items as presented.
Comm Lowell seconded the motion, which passed unanimously 7:0.**

Mayor Fouraker read the Proclamation for the record.

5. Citizen's Comments

Mayor Fouraker opened for Citizen Comments.

Charlene Kennedy residing at 2624 Homewood Drive, thanked Chief Houston for her service and commitment to the residents of Belle Isle.

6. Unfinished Business - na

7. New Business

a. Appointment to Transportation Advisory Board (TAB) - Zach Cummings

City Manager Francis presented the appointment and said that if approved would make a total of three applications for the TAB Board. He noted that one additional appointee is needed for a quorum.

Comm Holihan moved to appoint Zach Cummings to the Transportation Advisory Board.

Comm Gold seconded the motion, which passed unanimously 7:0.

b. Advertise to Appoint Citizen to Orange County TFT Citizen Advisory Task Force

City Manager Francis said the City received a letter from orange County requesting the City to appoint a representative/resident to the OC Tourist Development Tax Advisory Board (TDT). He asked Council for approval to advertise the open position for resident consideration.

Comm Gold moved to have the City Manager advertise for residents to apply for this Orange County Board for an appointment at the March 21, 2023, Council Meeting.

Comm Lowell seconded the motion, which passed unanimously 7:0.

c. Approval of the Addition of Cay Circle to the County Sweeping Schedule

City Manager Francis said he received a request from the residents on Cay Circle to have the street swept. OC EPD amended the current agreement to add Cay Circle and Waltham Avenue (around LaBelle). He noted that there is no fiscal impact because it is paid through the MSTU taxes paid by Belle Isle property taxes.

Comm Carugno moved to approve the amendment with Orange County to add Cay Circle and Waltham Avenue to the sweeping schedule.

Comm Gold seconded the motion, which passed unanimously 7:0.

d. Approval of Comprehensive Plan Consultant

City Manager Francis said City Council authorized advertising for proposals for a consultant to update the Comprehensive Plan (Comp Plan). The Comp Plan is due in 2024, and changes/no changes are to be reported to the State. The last update was in 2008. We received two submittals that span 2-fiscal years. After review, the staff recommends RVI Planning.

City Planner Raquel Lozano said RVI had been selective, incorporating April Fisher, former Belle Isle City Planner and an ecology expert, into the proposal. They have captured the essence of what the City is trying to protect, which is the Conway Chain of Lakes. Comm Lowell commented on the comprehensive report submitted.

Without further discussion, Comm Lowell motioned to accept the proposal of RVI in the \$116,500. Comm Smith seconded the motion, which passed unanimously 7:0.

e. Consider the Recommendation of the Special Events Committee

City Manager Francis said the City received one proposal for the Centennial Consultant from Billy Morgan for \$10,400. The Special Events Committee reviewed the proposal, and they are recommending that the Council not move forward with the proposal. The Chair of the Special Events Committee discussed Council approval of appointing 2-3 alternates to the Special Events Committee. This will allow more participation and help ensure a quorum is present at future meetings.

Holly Bobrowski, Board Chair, said there had been some interest in the community with amazing talents and would benefit the City and cover meetings. Mayor Fouraker asked where the City advertised for RFPs. Mr. Francis said on the website and distributed it to those who are interested. He said some 4-individuals received a packet; however, only one submitted,

Comm Holihan moved to accept the Special Events Committee recommendation and not accept the RFP submittal from Billy Morgan.

Comm Lowell seconded the motion, which passed unanimously 7:0.

f. Approval of Employment Contracts for Police Chief and City Clerk

City Manager Francis said the Police Chief and the City Clerk had requested an employment contract. In researching the City Clerk, some municipalities offer an employment agreement for City Clerks.

Comm Partin asked how many days' notice is written in the agreement. He would like to recommend more than 30 days to allow for transition. Comm Shuck agreed.

Comm Gold said the proposed contract of the City Clerk violates the City Charter Section 4.11. The agreement reads, Section 7B1, "This Agreement may be terminated at any time, with or without cause, at the will and pleasure of the City Manager, subject to the conditions..." It would not be allowed if this agreement gave precedent over the City Charter. He said he would like to have the agreements looked over carefully. He added that he would like this tabled until a new City Manager is hired if it is not urgent.

City Clerk Quiceno said the contract is not urgent. However, she would like to have the same comfort level as other staff and be treated the same.

City Manager Francis said if the Council would like to table approval until March 21: he can review the agreements with the City Attorney.

Comm Gold stated that he would like to see the agreements "fair in every way" and moved to have the City Attorney review the employment agreements and table approval until the next Council meeting on March 21.

Comm Partin seconded the motion, which passed unanimously 7:0.

g. Consider the Proposal of Colin Baenziger & Associates for City Manager Search

City Manager Francis said he spoke with Jack Butler from the City of Oakland and asked permission to piggyback off his contract. He agreed, and Colin Baenziger is willing to move forward.

Colin Baenziger is one of the leading firms for local government jobs; however, if the Council would like to go with any other firm, there are about 40 in Florida.

Comm Gold moved to approve an Agreement with Colin Baenziger & Associates to conduct a City Manager search as outlined in the agreement and information provided by Oakland.

Comm Holihan seconded the motion, which passed unanimously 7:0.

h. Discuss the Candidates for Interim City Manager Position

Mayor Fouraker asked for clarification on the deadline for submittals. The City Clerk confirmed the deadline was Monday, March 6, at noon, and she said she did not receive any other resumes other than what had been provided. Attorney Geller said the initial motion approved to have the top 5 candidates submitted to the City Clerk was withdrawn, and the last motion passed did not include that request.

Comm Holihan moved to adopt the concept of making Travis Grimm the Interim City Manager and asked Mr. Francis if he would accept a consultant role. The only person who can contact him will be the Interim City Manager for 120 days.

Comm Gold seconded the motion.

Comm Smith said Chief Grimm has a department to run. Asking him to work as a Police Chief and intermingle as a City Manager is a big ask. He would like to bring in a seasoned professional for the time necessary. They will only need to be trained about what Belle Isle is, not how to run the City. Comm Smith said most of the candidates were vetted, and we are limited on time to have the candidates sit with Mr. Francis.

Comm Lowell said if the situation were that Chief Houston was still on board, she would agree with Comm Holihan with Mr. Francis providing information as needed. She understands that the City is a well-oiled machine; however, Chief Grimm is just becoming Chief.

Comm Partin said he could see it going either way and agreed with Comm Lowell. Chief Grimm needs the opportunity to be successful and care for the Police Department. He further agrees to have City Manager Francis aid as necessary.

Comm Holihan said bringing someone in for 90 days will bring static to City Hall. He believes the staff can handle it because Bob has set up a succession plan with his staff.

Comm Gold said he spoke with Chief Grimm and assured him he could handle it. He has frequently been acting as Chief and has at least three years of Chief experience. He further believes that Deputy Chief can handle the charge. It scares him to think of bringing in an outsider for 120 days. He prefers to hire someone fully vested in the community; we have a known quantity that is working with us.

Comm Carugno said he recommended having a person as interim who has no relation to the City (whether a resident or former employee). Based on the consultant's performance, he would like a fresh start and hire a professional for 60-90 days. Comm asked Mr. Francis for his opinion.

Mr. Francis said Ken Parker is one of the well-respected Managers in Florida. He shared his concern about Council opening the position to anyone; it trivialized it. As far as Chief Grimm, he does not doubt that he can sit in the chair someday. He needs to put his stamp on the Police Department. If he comes to City Hall, the agency will be down an officer. He is also in the Guard, and what happens if he is called to active duty? The people recommended on the list are seasoned professionals, They can look at the whiteboard in his office and move forward with the projects, and he will not have to babysit that person; They will maybe call him 6-7 times, if any.

Mr. Francis said the candidates on the list share his philosophy and take care of their employees. They are close to his leadership and style and will do well. In response to Comm Carugno's question, he would go with Ken Parker's list.

Comm Shuck said he thought Council would pick their top five for consideration. He questioned the process of the consultant's employment contract. What will be the termination clause if the person does not work out? He will vote for the original plan and submit the top 5 candidates. If we continue to delay the process, the City will be left with no one.

Comm Holihan's motion failed 6:1.

Mayor Fouraker said the Council has 15 candidates on the list. He suggested having Council pick their top 5 candidates and submit them to the City Clerk in 48 hours.

Comm Shuck and Mayor Fouraker stated they would not be available next week to interview.

Mayor Fouraker said in speaking with the Executive Search Firm they said 80% of interim City Managers become City Managers. Because of that, we do not want to pull from candidates that wish to apply. If the Council is going to do an interim, they should be interim only and not allowed to become permanent. He shared that having the Executive Search team present to Council may be a good idea before starting the vigorous process. Comm Carugno asked if Council had the opportunity to pick their top 5. The Council consensus was yes.

Comm Carugno moved to have Council pick their top 5 candidates tonight to hire an interim City Manager and submit them to the City Clerk.

Comm Smith seconded the motion.

Comm Lowell said Council must schedule an interview to vet the candidates.

The motion passed 6:1 with Comm Gold, nay.

Mayor Fouraker asked now what? When does Council want to interview the candidates? Council discussed scheduling the interviews for Tuesday, March 21. Comm Carugno wondered whether the candidate could not start before Mr. Francis's last day; what would be the outcome? Mr. Francis said the staff could manage for a week; it would be as if he was on vacation.

Comm Partin asked if the City Manager would consider remaining until April 7 (45 days). Mr. Francis said he could not commit to the time due to his commitments.

Comm Carugno asked if Zoom interviews are possible. Mr. Francis said Zoom calls do not count as a quorum.

Comm Gold asked if the list was already vetted and had assurances from Mr. Francis, why not choose five randomly and go with it?

Council discussed having a special session on Monday, March 20. After discussion, Comm Lowell moved to have all or most candidates for an interview on March 21. The motion failed for lack of a second.

City Clerk asked if Council would consider hotel stays for the candidates and whom Council would like to have made the calls.

Mr. Francis asked if there is a possibility the Firm has a retired City Manager on his staff that he can place in the interim position. Mayor Fouraker said he does not have an answer at this point. Mayor Fouraker asked if any of the candidates were ranger advisors. Mr. Francis said he could contact Ken Parker and ask for a list of managers in transition or any suggestion to get someone in the position quickly.

Comm Partin moved,

1. The City Manager should contact Colin Baenziger & Associates to find out whether they have a City Manager on staff for the interim install; or
2. The City Manager should contact FCCMA Ken Parker to see if he has range riders on staff to install
3. City Clerk compiles the top 5 candidates for consideration.
4. If numbers 1 & 2 do not work out, the City Clerk should schedule interviews for March 21 at 6:00 pm of the top 5-candidates
5. Reasonable expenses may be allowed.

Comm Smith seconded the motion.

Comm Carugno asked if the Council would consider a Special Called session on Monday, March 20.

Comm Partin agreed to the amendment to the motion for interviews on March 20.

Comm Smith seconded the motion.

The motion passed 6:1 with Comm Holihan, nay.

8. Attorney's Report - na

9. City Manager's Report

City Manager Francis said that on March 8 at 11 am, he and the Mayor would meet with the Airport Committee staff in response to the City's report. The next ANAC meeting will be on April 25.

a. Public Works Report

Phil Price reported an Orange County Road closure on Quando Drive for road repair on March 8, 2023.

10. Mayor's Report - na

11. Items from Council

Comm Lowell read a memo sent from Carla Stocker regarding her thoughts on the previous Council meeting. A copy of the memo was provided for the record.

Comm Carugno said he wants to see the term for outgoing staff to 90 days. Council agreed to discuss this on March 21.

Comm Partin said he received a request from a resident to have the speed indicators on Hoffner have the speed limits posted. Mr. Francis said he would have Public Works staff make the change.

12. Adjournment

There being no further business, Mayor Fouraker called for a motion to adjourn.

The motion passed unanimously at 8:40 pm.