

COLIN BAENZIGER  ASSOCIATES
EXECUTIVE RECRUITING

Section 8

Glenn A. Irby

*Juno Beach Town Manager
Candidate Report*

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Cover Letter and Resume

Section 8

January 23, 2025

Mr. Colin Baenziger
Mr. Ron Williams
2055 South Atlantic Avenue, Suite 504
Daytona Beach Shores, FL 32118

Sent via Email to Recruit28@cb-asso.com

Dear Mr. Baenziger and Mr. Williams:

I recently found out the Town of Juno Beach is seeking applicants for the position of Town Manager. Research of this area and town leads me to believe it would be a good fit for me and my family. Therefore, please accept this letter and accompanying resume as my application for this position.

My resume outlines my entire career, which began as a police officer, but later I decided that governmental management was a tract that I should pursue; however, I sought this goal in a rather unique way. The 'normal' things I accomplished included graduating from an accredited university with a Master of Public Administration, but the 'abnormal' included running for and being elected Mayor of a city while at the same time holding full time positions in another city as both Finance Director and Assistant City Administrator. I needed management experience and the Mayor's position was categorized as "strong"; there was no manager and the Mayor was charged with daily oversight of city operations. From Mayor I applied for and was appointed City Manager of Mascotte, FL; a city whose population was more than 51% Hispanic. During the two years there, we accomplished many things, and we were able to bridge both communication and logistical gaps with citizens that had existed for decades. I left Mascotte on very good terms to take a position with the Lake County Sheriff's Office as a civilian employee.

As the Senior Director of Staff Services, I was responsible for all non-law enforcement functions such as preparation and oversight of an annual budget of more than \$51 million and all inventory and coordination efforts between the jail and law enforcement. However, it did not take long for me to realize that municipal government was where I was meant to be. I applied for and was appointed as the City Manager of Umatilla, FL.

The position with Umatilla allowed me to flourish as a Manager and build a solid team, the Council and I were able to accomplish a great deal related to economic development during my tenure. Again, documentation is presented within my resume.

From Umatilla I applied for and was chosen as Apopka, FL City Administrator. Similar duties as a manager; however, this government is chartered as a Mayor-Council form, and I answered directly to the Mayor. I was with Apopka for three years and my resume highlights some grand things we accomplished and set in motion for the future.

After the election of a new Mayor in Apopka, my contract was terminated. I was fortunate to be selected as Town Manager for Edgewater where I was employed until September 20, 2024. It was an amicable severing of my contract for the most part by a 4-1 vote of the City Council without cause.

I have all the necessary qualifications required for this appointment, but I will bring much more to the position. Working most of my career in municipal government, I have developed strong private business relationships as well as intergovernmental ties that have assisted in moving several cities forward beyond anything previously experienced. I can and will do the same and more for Juno Beach if given the chance.

Sincerely,



Glenn A. Irby

GLENN A. IRBY

223 Two Oaks Drive, Edgewater, FL 32141

Cell: (352) 636-2113

E-Mail: glennirby75@gmail.com

SUMMARY

More than 30 years of local government experience with expertise in the following areas:

- | | |
|--------------------------------------|---------------------------------|
| ➤ Charter Review Oversight | ➤ Personnel Management |
| ➤ Media Relations | ➤ Community Redevelopment |
| ➤ Financial Operations and Budget | ➤ Public – Private Partnerships |
| ➤ Grants Administration | ➤ Governmental Leadership |
| ➤ Water and Sewer Utility Management | ➤ Municipal Management |
| ➤ Collective Bargaining | ➤ Customer Service |
| | ➤ Land Use and Public Planning |

An innovative leader with demonstrated and proven analytical, communications and organizational skills successfully using a participatory management style. Experienced in managing change and specializing in turnarounds. Achievement-oriented with foresight; a dedicated team player accustomed to working cohesively within an organizational framework.

RELEVANT LOCAL GOVERNMENT EXPERIENCE

City Manager, City of Edgewater, FL

07/2019 – 09/2024

Edgewater is in southeast Volusia County on the shore of the beautiful Indian River and is approximately 24,000 residents strong. It covers nearly 25 square miles and is a full-service community with 225 employees. It is chartered as a Council-Manager form of government.

Duties and Responsibilities as City Manager:

- Appointed by the City Council and charged with the responsibility of coordinating and integrating the administrative and executive functions of the city as directed by the City Council and consistent with approved policies.
- Oversee the daily operations of more than 230 employees.
- Oversight of preparation and administration of the City's operating and capital budgets, which for the current fiscal year totals \$70 million. \$19 million general fund, \$20 million for all utility funds and \$11 million in capital appropriations.

Achievements:

- When appointed to the position of City Manager with Edgewater, there was no fire or police chief, and morale in both departments was low. I was able to find excellent leadership in both departments and appointed new chiefs. I stressed the need for community involvement by both departments and both answered the call. The police department held the first ever National Night Out event, a Fishing with a Cop event (for children) and participated in reading events at the elementary schools. They also held a community pancake breakfast fundraising event to purchase equipment for the volunteer program. The fire department has participated in barbecue and chili competitions, parades, elementary school readings and other events throughout the community.
- Successful in persuading the City Council to reinstate a Police Traffic Motorcycle Division.

- Successful in persuading the City Council to allow the beginning of semi-automated solid waste collection and purchase of larger trucks. This new system will enable trucks to finish a complete route and empty them at the County landfill instead of making multiple trips to an antiquated city-owned transfer station.
- Successful in receiving several grant awards totaling millions to mitigate flooding, harden buildings, extend reuse water lines, and install new sidewalks.
- Negotiated a contract with an architect to design a new Public Works facility.
- Led renovation efforts to portions of an aging City Hall and Police Department.
- Supported efforts to provide the Police Department with a new training facility complete with a new classroom and office space for a Range Master. Once completed, the Police Department began hosting area wide law enforcement training.
- Saw the completion of renovations to the City's largest boat launch park damaged during a hurricane.
- Assisted a Council appointed Charter Review Committee which saw several voter supported changes.

Unemployed**July 2018 – February 2019****City Administrator, City of Apopka, FL****2015 - 2018**

Apopka is home to approximately 50,000 residents, covers more than 34 square miles and is the second largest city in Orange County, Florida (population 1,200,000). Located 12 miles northwest of Orlando, it is a full service community offering Centralized Water and Sewer, Community Development, Fire, Human Resources, Parks and Recreation, Police, Solid Waste Sanitation collection, Public Access Reuse Water for irrigation and Stormwater. Apopka is chartered as a Strong Mayor form of government.

Duties and Responsibilities as City Administrator:

- The City Administrator is appointed by the mayor and is responsible for coordinating and integrating the administrative and executive functions of the city as directed by the mayor and consistent with policy approved by the city council.
- Oversee daily operations including more than 400 employees.
- Oversight of preparation and administration of the City's operating and capital budgets, which for the current fiscal year is \$124 million.
- Negotiation with public and private sector entities on a variety of issues ranging from economic development and growth to service contracts.
- Responsible for the City's compliance with County, State and Federal regulations such as health, environment and EEOC.

Achievements:

- Successfully negotiated a Sales and Purchase Agreement for city owned land for the purpose of a private developer designing and constructing a new downtown center. The area is comprised of approximately 34 acres and when finished will showcase a multistory hotel, specialty shops, restaurants, public gathering places and other long awaited and desired amenities.
- Apopka is complemented by its proximity to Orlando and other suburbs. There are three major expressways entering Apopka from these areas: State Roads 414, 429 and 451. A new 120-bed hospital recently opened near the State Road 414 and it is expected to bring substantial growth

to an area that is now sparsely populated. Unfortunately, the Central Florida Expressway Authority did not plan for the new hospital and growth that will surely follow and failed to see a need for an interchange. Fortunately, an area developer and I recognized a need and opportunity. Together in an extremely complicated commitment, I was able to forge a Public Private Partnership with this developer to construct a half interchange to State Road 414 costing more than \$6.5 million.

- When I began work with Apopka, I was reintroduced to a DOS based computer platform and an extremely outdated financial software package. Over the course of the first year of employment, I directed transition to a Windows based environment. The finance department completed a full software conversion at this time. Some employees have been with the city for more than 25 years and have never experienced anything other than DOS. It was a true learning experience for them, but it is doubtful any wish to go back to the old way.
- Directed the retrofitting of a security system for City Hall. Until just recently, a person could walk in and access any area and office. Unfortunately, in today's world, this is not safe. Key cards, cameras and other additions were added for the safety of both customers and employees.
- Recently implemented a program whereby all Directors meet together with me every other week to discuss both new and ongoing projects. This has proven to be beneficial for not only me, but all the directors. Actually, it is a time departments have become proud of because they are each able to see on a large screen monitor their individual progress as well as progress of other departments. In a way, it has instilled a sense of pride.
- The city is currently near completion in construction of its fifth fire station and recently opened a sixth in temporary quarters offered by the new hospital on its property.
- This fiscal year will see continued construction on a new wastewater plant expansion. When complete, it will increase the current process of 4 million gallons a day to 8 million gallons (MGD) of raw sewage. Cost of the plant will be \$61 million. It is believed this capacity will see the City through at least 2028.

City Manager, City of Umatilla, FL
Airport Manager

2006 – 2015

Umatilla is a city of 3,600 citizens covering approximately 3 square miles. It is located in northeast Lake County, Florida (population 301,000). While small, it offers a majority of the amenities of much larger cities such as Police, Fire, Public Library, Centralized Water and Sewer, Stormwater and a General Aviation Airport.

Duties and Responsibilities as City Manager:

- Chief executive officer of a municipal government with 39 employees and a \$7.5 million budget. Oversight responsibility for the following functions: Airport, Finance, Fire, General Services, Public Library, Parks and Recreation, Personnel, Planning and Zoning, Police, Roads and Streets, Stormwater drainage and Water and Sewer utilities and Sanitation.
- Implementation of City Council directed policy. Administration of the City's daily operations as well as identification and strategies toward resolution of issues and long range planning.
- Preparation and administration of the City's operating and capital budgets.
- Negotiation with public and private sector entities on a variety of issues ranging from economic development and growth to service contracts.

- Media representation of the City including news interviews for television as well as interviews with the print media and preparation of press releases.
- Responsible for the City's compliance with County, State and Federal regulations such as health, environmental and EEOC.
- Oversight of the City's General Aviation Airport as the Airport Manager.
- Comprehensive Plan development, i.e. zoning and code modification necessities

Achievements:

- Umatilla has a General Aviation airport that had not been profitable and relied on property taxes of the General Fund to operate prior to 2008. Today, this airport is fully operational on its own accord with 13 relatively new hangars and one large communal hangar. A fueling facility was added in early 2011 with the assistance of a public-private partnership. Today the airport has a new tie-down ramp for nine aircraft and a partial parallel taxiway added for safety. Since my appointment as Manager, the City has successfully utilized available grants from both the Florida Department of Transportation and the Federal Aviation Administration that have kept Airport funding match requirements to low minimums. Construction costs of the fuel facility alone were approximately \$200,000 of which the city paid only \$3,800 by using grants and a Public – Private Partnership. This airport now hosts a flight school and witnesses approximately 500 flight operations each month. Fuel sales average 5,700 gallons per month of which the city shares profit but not maintenance expense.
- Umatilla now hosts more festivals than ever, drawing thousands of visitors each year. These events include and old fashioned "Cracker Christmas in the Park"; Florida Black Bear Festival; Wing Cook-off competition; Barbecue Cook-off competition; Chili Cook-off Competition and Movies in the Park [a free event for the community and hosted by the City]. All events were either non-existent or being held in areas of the city not conducive to festival growth. Electrical upgrades to the park and direct involvement with community leaders saw these events come to the park and expand and grow with both participants and festival attendees.
- Began revitalization efforts of the Community Redevelopment Area [CRA] by developing a plan by which the money collected for this use could be used for its intended purpose – revitalization of the City's core downtown district. Since 2010 the CRA has seen a resurgence of interest not realized for at least 25 years prior.
- Finished a potable water reserve well and oversaw interconnection to the City's system. This project had been inactive for several years due to misconceptions and mindset that the City did not have the financial resources to "bring it on line".
- Worked directly with FEMA to address flooding of one major roadway and a service alley. The poor condition of the alley had caused businesses to flood for years and the major roadway became impassable to school buses as well as passenger vehicles. Both road and alley now drain and clear during the heaviest of downpours.
- Oversaw large scale redevelopment of the City's only sewer treatment plant. Designed and built during the 1970's, this plant was in dire need of rehabilitation. Through 2011 the total cost of redesign and rehabilitation of the plant was \$4.9 million. Of this amount, the City expended \$114,199 of its own money. The remainder of necessary funding was made possible through intergovernmental relationships forged with the State of Florida, which produced both grants and special budget appropriations by the Legislators.
- Umatilla is in the process of having two traffic signals installed along a major state road. These projects required a three-way intergovernmental relationship to be forged between the Florida Department of Transportation, County and the City of Umatilla along with negotiations with CSX

Railroad for the purchase of property owned by them. Willingness on the part of the City to allow redesign of City owned and maintained streets was paramount to the State allowing these signals, and understanding of these requirements by citizens and City Council was paramount.

- While small, Umatilla sees a need to grow and has identified specific areas outside its current boundaries that make sense to target for future annexation. Negotiations with a private developer will see another public-private partnership with the City to construct a large capital water line to serve one of these areas. Negotiations resulted in the water line being installed at no cost to city residents.
- Implemented the City's first Stormwater Utility whereby businesses and residents pay a monthly rate for future retrofitting of necessary Stormwater infrastructure either non-existent or in need of replacement.
- Because economic woes have not bypassed Umatilla, directions were given to department managers one year in advance to reduce or keep their budgets equal to the year prior. This direction kept Umatilla from experiencing sudden layoffs and allowed the City to continue a necessary level of operations.
- Informed the Council of the need and ability to leverage Infrastructure Sales Tax; revenue which is restricted to capital improvements and equipment, by utilizing short term debt to fund near term capital equipment acquisition, pledging future revenue streams. This endeavor has allowed outdated and unsafe equipment to be retired sooner and enabled the staff to produce more timely output.

Senior Director of Staff Services, Lake County Sheriff's Office, FL

2005 – 2006

The Lake County Sheriff's Department is among the largest employers in Lake County.

Duties and Responsibilities of Senior Director of Staff Services:

- Chief Financial and Administrative civilian official for the Sheriff. The Lake County Sheriff's Office employed more than 700 employees. The Senior Director's position was established as one of three command staff positions directly below the Sheriff. This position was responsible for oversight of the business operations of the Sheriff's Office including budget and finance, purchasing, IT, personnel and payroll. The Sheriff's budget was \$51 million.

Achievements

- Oversaw and directed the first true census of this agency giving the Sheriff knowledge of existing staffing and at what levels. This enabled the Sheriff to know exactly where personnel were assigned and where additions or deletions in staffing were needed.
- Automated the operating budget for the agency making the annual process easier.

City Manager, City of Mascotte, FL

2004 – 2005

The City of Mascotte is a full service community providing Police, Fire, Water and Solid Waste removal.

Duties and Responsibilities as City Manager

- Chief Executive Officer of a municipal government.
City Manager, City of Mascotte

- Preparation and administration of the City’s operating and capital budgets.

Achievements:

- Lead a successful effort to interconnect the City of Mascotte’s potable water system to a neighboring city. In times of emergency where water volume or pressure may fall for one city or the other, an interconnect would allow water to flow to the city needing it most.
- Directed the effort to construct a capital water line in a remote area of the City’s utility district to protect its eastern boundary from annexation by a neighboring city.
- Fully automated solid waste removal enabling the city to redirect manpower. This was accomplished by purchasing sanitation trucks that required only the driver to pick up garbage cans using a robotic arm. Sanitation crews consisted of three employees per truck prior to this conversion.
- Determined the need to drill a new potable well and located financing necessary to do so after Public Works reported having to continuously flush a required and redundant well. This had been recurring for several years and wasting water, manpower and electricity.
- Mascotte was on the cusp of losing a State Stormwater grant. Granting agency was persuaded to grant the City an extension. Beyond adding additional time to complete the project and keep the grant, the City was able to augment the project by successfully gaining another grant from another agency.

Assistant City Administrator and Finance Director, City of Tavares, FL	1993 – 2004
Elected Strong Mayor, City of Minneola, FL	1999 – 2000
City Accountant, City of Tavares, FL	1990 – 1993

The City of Tavares, a city of 9,000 residents is the County Seat of Lake County, FL and is a full service community providing Parks and Recreation, Police, Fire, Public Library, Water, Sewer and Solid Waste Removal.

Duties and Responsibilities as Assistant City Administrator and Finance Director:

- Represented the City Manager in her absence and oversaw the daily operations of the Finance Department. Responsibilities within the Finance Department included submission of the annual operating budget and preparation for the annual audit. Directly responsible for the first of eight Government Finance Officer’s Association’s Certificate of Achievement for Excellence in Financial Reporting.

Duties and Responsibilities as Elected Mayor of Minneola:

- Minneola was a city of approximately 3,000 residents and grew to approximately 4,500 during this period.

Strong Mayor of Minneola (Continued)

- Elected by the citizens and served as Mayor at the same time as holding the positions with Tavares.
- The Strong Mayor was seen as the daily administrator for the City.
- Minneola suffered low water volume and desperately needed a new well. One was designed, permitted and constructed and another was designed and permitted during this tenure.

- The City was under a law suit brought by the State of Florida that prohibited any future building growth until a sewage treatment plant was constructed. Worked with a key developer to design, permit and construct an oversized package plant that satisfied the State of Florida and the suit was subsequently dropped.

City of Tavares Accountant:

- Hired as the City’s first accountant. Responsible to the Finance Director.
- Reconciled General Ledger, performed accounts payable and payroll functions.
- Prepared closing of financial books for annual audit.

Owner of a Lawn Maintenance Company

1985 – 1991

Owned and operated a small lawn maintenance company providing service to 40 private individuals while completing a BSBA degree at the University of Central Florida. This is being shown to explain resume gaps.

OTHER PROFESSIONAL EXPERIENCE

Police Officer, City of Eustis, FL 1976 - 1985
 The City of Eustis was home to approximately 12,000 residents. First sworn as a road patrol officer and advanced to the rank of Corporal. During this tenure I served as shift command officer, motorcycle command officer, plain clothes detective and narcotics investigator.

EDUCATION

Troy State University	Master of Public Administration
University of Central Florida Majored in Business Administration with an emphasis in Accounting.	Bachelor of Arts
Lake Sumter Community College	Associate of Arts

PROFESSIONAL AFFILIATIONS

Florida City/County Manager’s Association (FCCMA)
 International City/County Management Association (ICMA)
 Leadership Lake County, Class of 1998

COMMUNITY INVOLVEMENT AND PERSONAL ACHIEVEMENTS

Appointed to the Team Volusia Economic Development Board of Trustees	2023 – 2024
Appointed to the Team Volusia Economic Development Executive Board	2023 - 2024
Elected as President Elect of the Southeast Volusia Kiwanis Club for 2021	2020 – 2021
Lake County Chamber Alliance, Treasurer	2005 – 2011
South Lake County Chamber of Commerce Board of Directors, Treasurer	2003 – 2007
Community Involvement and Personal Achievements (Continued)	
Appointed Member of the Lake County Solid Waste Study Committee By the Lake County Board of County Commissioners	2002

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East Central Florida Regional Planning Council Board Member	
Appointment by the Lake County League of Cities	1999 – 2001
Elected President of the South Lake Kiwanis Club	2005
Elected Member of the Board of Trustees for the Clermont – Groveland Elks Lodge	2005 – 2007

Candidate Introduction

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EDUCATION

Master of Public Administration, Troy State University, AL (Florida Region)
Bachelor of Science, Business Administration/Accounting, University of Central Florida
Associate of Arts, Lake-Sumter Community College, FL

EXPERIENCE

City Manager, Edgewater, FL	2019 – 2024
City Administrator, Apopka, FL	2015 – 2018
City Manager, Umatilla, FL	2006 – 2015
Senior Director of Staff Services, Lake County Sheriff’s Office, Tavares, FL	2005 – 2006
City Manager, Mascotte, FL	2004 – 2005
Assistant City Administrator & Finance Director, Tavares, FL	1993 – 2004
Elected Strong Mayor, Minneola, FL	1999 – 2000
City Accountant, Tavares, FL	1990 – 1993
Owned and Operated a Lawn Maintenance Business, Eustis, FL	1985 – 1991
Police Officer, Eustis, FL	1976 – 1985

BACKGROUND

Edgewater, located in Southeast Volusia County, FL is known to many as the “Hospitality City” due to its welcoming environment. It is famous for being home to the Mosquito Lagoon and saltwater (Red) fishing. Today, Edgewater is home to 26,500 residents encompassing approximately 25 square miles. Edgewater is a full-service community providing Police, Fire/EMS, Water, Sewer, Reuse, Parks and Recreation, Development and Environmental Services.

Edgewater’s total operating budget beginning October 1, 2024, is \$73 million. Its General Fund budget is \$29.7 million. It has 240 employees with eight (8) departmental directors reporting to the City Manager directly. It is chartered as a Council-Manager form of government.

The three most significant issues facing the City are:

- A. **Mindset of its citizens.** Edgewater is a bedroom community to the Daytona Beach area. This means there are many more homes than commercial ventures, which translates to a shortfall of needed property taxes. Single family residential units consume and demand more services than typical commercial establishments yet pay less in property taxes. Regardless, the city has maintained a steady 6.22 mils tax rate for the last three years. Although it has instituted a Fire Assessment fee on all structures of \$50 per year (with

some exceptions, such as veterans) to ensure the majority pay something in property taxes. Unfortunately, most citizens do not understand the economics of this and demand services the town cannot afford and when they do not materialize, they become boisterous and take to social media to plead their case.

- B. **Growth**. Like most of the rest of the State of Florida, Edgewater citizens want all growth to stop and believe recent flooding has been caused by growth in and on wetlands. This being despite 21 inches of rain falling during Hurricane Ian during a King tide, which would not allow canals to flow. Citizens want a moratorium on all future construction and are unwilling to listen to attorneys arguing land use rights.
- C. **Lack of a defined downtown**. Edgewater has never had a downtown. Over the years, the city has grown, but few have shown much interest in the creation of a walkable downtown. However, property west of the city has development rights to build not only more single-family dwellings, but thousands of acres of commercial establishments, which would foster several small villages. This concept is also being met with resistance from the community because they believe with all the new features looking to become a part of Edgewater, the existing community will be forgotten.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

As the saying goes: Location, Location, Location. The Town of Juno Beach, situated on the shores of the Atlantic Ocean will assist it continuing on a path to even greater future successes. It is apparent the town has positioned itself well using long-range planning.

I have found that “Participatory Management” is my niche. My participation in the past has not been limited to assistance in the decision-making process. I have been known to roll up my shirt sleeves as an elected and appointed official and assist with utility line breaks and clearing of streets after major storm events. I want to know as much as possible about the progress of ongoing projects to ensure up to date information is available to citizens and the elected officials. I have also found that this style of management assists in “growing” employees. They learn from my past experience, and I learn from them.

Most employees I have worked with have taught me something, but as we all know, all employees are never going to be in total agreement with management. My most recent staff would report that I am fair and listen to them regardless of whether they have a suggestion, complaint, or personal issue. They would also likely tell you that they did not always agree with decisions I had to make. They would also tell you that I functioned as their advocate for the best working conditions and equipment possible and empowered them to do their jobs. They would further say that I am firm but fair and expect a great deal from them as professionals. Lastly, they would tell you that I am interested and care about them both as an employee and person.

Most elected officials I have worked with in the past would tell you that I am a results-oriented manager and expect the best for our community. They would tell you I am knowledgeable of all

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facets of local government and how it must operate. They would tell you that I continually strive to improve both the image of the community and government. They would also tell you that I am not one to take praise for the work done by our employees and always give credit where and when it is due to those “making it happen”.

My greatest strengths are listening and networking. Listening enables me to learn what the greatest needs of a community are. Networking with others both within and outside the community has tended to enable me to gain assistance needed by my cities. This assistance has come in the way of grants and State Budget Appropriations. I also teach this to my department directors because they are often in positions to both listen and network with others, not only to/with their peers, but other elected officials as well. During my five-year tenure in Edgewater, this strength reaped more than \$18.3 million in grants for public utility upgrades that the town could not have ever accomplished on its own.

We all have weaknesses, and I know that I have at least two. First, I am often too compassionate toward others, which facilitates the second weakness: I have a difficult time with terminating personnel. This is not to say that I cannot and have not terminated personnel, because I have had to do so, but I do struggle with it.

Regularly scheduled staff meetings in Edgewater have proven useful for a variety of reasons. Not only are individual department issues aired, but projects are reviewed and discussed. Ideas for future community needs are also vetted. Using this venue ensures that we are following the direction of the Council, on time with projects or determining why we are not and remaining focused on not only current opportunities but always looking to the future for ways to improve our community and add benefit to our citizens.

When appointed by Apopka as the Administrator, a new Florida Hospital was just breaking ground near a major collection of new state highways (SR 414, SR 429 and SR 409). A grand addition to the town and area, the hospital was sorely needed, but no access to any of these highways was considered. Shortly after my appointment, I met a developer owning land in the same area and his land was contiguous to SR 414. Within a year I was successful in forging a public-private-partnership with the developer whereby his company negotiated with the Central Florida Expressway Authority and paid to develop and construct an interchange. As growth occurs in this area, the town will share increased revenues from transportation impact fees and property taxes from the developer. In a complicated agreement, the developer has only 10 years to recoup his investment from the date of the agreement. If growth does not afford repayment by the town, the developer cannot collect past the 10th year. Now completely constructed, these ramps have opened this otherwise desolate area to a great deal of both residential and sorely needed commercial development such as apartments and grocery stores.

My largest failure for me personally is when I left my position as City Manager of Mascotte, FL. and went to work for the Lake County Sheriff as his fourth in command. I had been with Mascotte for two years and the city was moving in a positive direction. The newly elected

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Sheriff and I had been Police Officers and close friends during the 1980's and he recruited me. The pay was excellent, and I saw this as a rare opportunity to go back into Law Enforcement, albeit as a civilian. It did not take long for me to find out that Law Enforcement was a closed chapter in my life, and I was destined to be a City/Town Manager. I should have stayed in Mascotte.

Termination is never an easy thing to cause to happen and I do have a difficult time with it. Not to the point of agony and when I decided to terminate an employee, a great deal of investigation has gone before the actual deed to ensure that I am correct in that decision. I also cope with this necessary deed by recalling what a mentor City Manager once told me: "You never fire anyone, they fire themselves"; possibly viewed as callous, but seemingly true.

The current challenges I believe facing the Town of Juno Beach are:

- ❖ Like most local governments within Florida, aging public infrastructure will be an issue for some time to come, if not forever. Because it is expensive to maintain and replace, the town must create long-range plans on what it will need in the future and how it will pay for it. Two resources I have used are Grants and State Appropriations through the assistance of legislators, grant writers and lobbyists.
- ❖ Reserves are in very good condition with the help of an internal policy stipulating they must equal 50% of the operating budget. According to the 2023 audit, this was just shy of a full 12 months of reserves. This is most important for a coastal community due to hurricanes and the costly damage they can cause.
- ❖ The town has very limited abilities to generate revenue with its largest contributor being property tax, which provides more than 40% of the budgeted revenues. This is concerning since state legislators continue to push for property tax relief for citizens in ways like increased exemptions. Adding to this concern is the Palm Beach Municipal Services Taxing Unit (MSTU) for fire services. This cost to the city residents is equal to 3.4581mills and could keep it from raising its own millage should the need arise. It certainly reduces the margin between the current millage of 1.8195 and the cap of 10 mills.

During the first six months of employment my efforts will involve:

- ❖ Meeting with elected officials, staff, citizens groups and county and state officials to assess town operations, concerns, positions, and dynamics. Since all my governmental career has been in Florida, this should be a short learning curve to navigate.
- ❖ Learning the Town Council's goals and perspectives. This will be key in determining and formulating appropriate strategic directions.
- ❖ Assessing the Town's financial position and reviewing anticipated future trends of both revenues and expenditures.

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- ❖ Review of Personnel and other Policies to ensure they are satisfactory or identify necessary changes to be compliant with Federal Law, State Statute, and desires of the Town Council.
- ❖ Joining at least one charitable organization such as Rotary and/or Kiwanis Clubs to become part of the community.

Overall, I work very well with the media. I believe when they inquire about something good or bad that all information is freely available to them (depending on State Statues). Of course, there are times when information cannot be given freely, but this is usually met with understanding and a request to let them know when it can be given to them. I have always considered it a paramount requirement that anytime I speak with the press, the council is made aware of the conversation as soon as practical and dependent on circumstances after an interview.

There is nothing in my background that if it became public knowledge would be embarrassing to me or to The Town of Juno Beach.

Social media can be an especially useful tool to local government, and I believe the Town of Juno Beach has a Facebook Page. News and upcoming events can be easily displayed along with pictures of past events and show the progression of ongoing projects in town. Juno is also using YouTube to broadcast its meetings allowing citizens to watch from the comfort of their own home and I would follow these same practices.

A minority of Edgewater citizens seem to have found their voices and are convinced I am either the direct or indirect cause of homes flooding during two recent hurricanes. However, being a City/Town Manager can cause activists to contrive things they would like others to believe are true when they are not. Others can be downright hurtful in what they say. If this occurs, I will be most happy to respond and defend myself with fact and diplomacy.

During brief periods of spare personal time, I enjoy spending time with my wife and now 16-year-old daughter. I also like to fish, garden, read, watch NFL football, and visit the North Georgia, North Carolina, and Tennessee Mountains.

SIX ADJECTIVES I WOULD USE TO DESCRIBE MYSELF

- ❖ Enterprising
- ❖ Ethical
- ❖ Knowledgeable
- ❖ Passionate
- ❖ Persistent
- ❖ Professional

GLENN A. IRBY

REASONS FOR WANTING TO LEAVE CURRENT POSITION

I will be forever grateful for the opportunity to serve the citizens of Edgewater. However, on September 20, 2024, a motion was made at the beginning of a specially called meeting to cancel my contract without cause.

MOST RECENT SALARY

My ending annual salary with the Town of Edgewater was \$176,363.

Section 8

CB&A Background Checks

**Background Check Summary for
GLENN ANDERSON IRBY**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Volusia County, FL	No Records Found
Orange County, FL	No Records Found
Lake County, FL	No Records Found
State	
Florida	No Records Found

Civil Records Checks:

County	
Volusia County, FL	No Records Found
Orange County	No Records Found
Lake County, FL	No Records Found
Federal	
Florida	No Records Found

Motor Vehicle	
Florida	No Records Found

Credit	Excellent
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Personal Bankruptcy	No Records Found
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Sex Offender Registry	Not Listed
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Education	Confirmed
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Employment	Confirmed
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Social Media	Nothing of Concern Found
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**Background Check Summary for
GLENN ANDERSON IRBY**

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for
GLENN ANDERSON IRBY
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: Glenn Anderson Irby

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?
Yes No
3. Have you ever declared bankruptcy or been an owner in a business that did so?
Yes No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes No
6. Have you ever been charged with driving while intoxicated, driving under the influence, operating a vehicle impaired, or a similar offense?
Yes No
7. Have you ever sued a current or former employer?
Yes No
8. Please list all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.
Facebook only.
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?
Yes No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.
N/A

Attested to: 
Signature of Applicant

CB&A Reference Notes

**Reference Notes
Glenn A. Irby**

Aaron Wolfe – City Attorney, City of Edgewater, FL 386-253-1111

Mr. Wolfe began working with Mr. Irby when the latter was hired as City Manager in 2019. They worked closely together, and Mr. Wolfe thought Mr. Irby's job performance was excellent. He made good decisions as the City Manager. He listened to the input of his staff and council and made decisions after thoroughly considering everyone's position on the topic. He made informed decisions.

Mr. Irby is fiscally conservative. He always looked at the bottom line and made sure their responsibilities could be met with the current budget situation.

Mr. Irby is customer service oriented. If a concern was raised, he would delegate to the appropriate city staff or director and make sure it was addressed in a timely manner. He communicated well with his staff and the public. He prefers to operate behind the scenes as a manager. He does not need to be in the spotlight. He managed the hurricanes and storms the City had throughout his tenure very well. Mr. Wolfe never saw him stressed out to any great degree, so he managed stressful situations very well.

Mr. Irby managed his staff well. He made good hiring decisions. If he had to fire someone, he went about it according to the books. There was nothing in his conduct that could be construed as controversial or embarrassing to a potential employer.

The City of Edgewater has many problems with stormwater management that date back many years prior to Mr. Irby's position as City Manager. It would be extremely expensive and difficult to fix the underlying issue because there is no easy solution. The public got upset with flooding issues and needed someone to blame it on, and unfortunately, Mr. Irby was the scapegoat. Mr. Wolfe was sad to see him go, but the City Council voted three out of five for the termination of his contract. Mr. Wolfe highly recommends Mr. Irby as City or County Manager elsewhere and wishes him well in his search.

Words or phrases used to describe Glenn Irby:

- Hard working,
- Communicator,
- Fiscally conservative,
- Responsible, and
- Ethical.

Strengths: Good manager of the City staff.

Weaknesses: He received criticism from others because people did not think he was out in the community enough. However, Mr. Irby did not have an Assistant City Manager and was incredibly busy because of that. He did not have the time or resources to be out in the community as much as he would have liked.

**Reference Notes
Glenn A. Irby**

Jeff Lariscy – Fire Chief, City of Edgewater, FL 386-690-3314

Mr. Irby promoted Mr. Lariscy as Fire Chief for the City of Edgewater. Mr. Lariscy's office was not on site, so they did not interact every day, but they did at least twice a week. Mr. Lariscy appreciated that he was able to call Mr. Irby at any time and he would always answer his phone. He was approachable and made himself available to others, especially in the public safety sector, no matter the time of day.

Mr. Irby prefers to be behind the scenes when it comes to community interaction, because he is not a politician. He is a matter-of-fact kind of leader. He keeps up with his directors and makes sure they stay on their feet. The previous City Manager was a politician, and very popular with the residents. He preferred to be more out front, but Mr. Irby lets the Mayor and Councilmembers shine while working behind the scenes. He relies on his directors and makes sure they are on point with their responsibilities. The previous manager let his directors slack off a little bit while he took over everyone else's responsibilities. When Mr. Irby came on board as City Manager, he required his directors to step up and own their own responsibilities, which was somewhat of a difficult transition for some of them. Ultimately, it was a better way to run the City, and he made the correct decision to straighten out the City.

Mr. Irby is always nice and respectful, but he does not suffer incompetence or things like people being late for meetings. He expected his staff to work hard and show up on time. He is a leader who knows how to take charge.

Because Mr. Irby has a background in law enforcement, he does not get rattled easily. The City went through two hurricanes with Mr. Irby, and he did a fantastic job each time. He was ready to take charge and available to answer any questions. He inspires confidence in his leadership capabilities.

Although Mr. Irby was a fantastic City Manager, the City of Edgewater's new Mayor did not get along with him. The Mayor is very young, elected at only 17 years old, right out of high school, and he did not like Mr. Irby's style of leadership. Mr. Irby worked with him for two years before leaving. There was nothing controversial in his personal conduct and Mr. Lariscy wishes the City of Edgewater could have him back. Mr. Lariscy highly recommends Mr. Irby.

Words or phrases used to describe Glenn Irby:

- Quiet,
- Strong,
- No nonsense,
- Serious,
- Subdued, and
- Calm.

**Reference Notes
Glenn A. Irby**

Strengths: Good decision maker.

Weaknesses: Although he always makes good decisions, he does not always explain his decisions to others unless they specifically ask, in which case he is happy to sit down and explain what went into his decision-making process. He does not share his thoughts unless asked.

Jonah Powers – Former Councilmember, City of Edgewater, FL 386-689-2717

Mr. Powers worked alongside Mr. Irby as a Councilmember from 2020 until 2024. He only had positive interactions with Mr. Irby and considers him an excellent Manager. Mr. Irby has a high regard for integrity and factual information.

Mr. Irby made good decisions as their Manager. He is a strong leader. He knows how to assess the situation and knows when to let his team do their job, and when to take the leading role. He built an effective staff, including appointing both the police and fire chief in their positions. Both of which are phenomenal at their jobs. He knows how to identify talent and put the right people in place.

The employees in Edgewater were woefully underpaid when Mr. Irby came in. He led a massive initiative to substantially increase the baseline rates for employees. He also purchased new ambulances, enhanced public safety in the police department, purchased property for a new City Hall complex, and was instrumental in moving the economy forward and planning for the future.

Mr. Irby is an effective communicator. He gave all the necessary information in comprehensive reports. Residents are sometimes confused as to what the local government is responsible for, but Mr. Irby helped them understand the City's role by providing the right amount of information to the public. He was heavily involved in the community including various Chamber of Commerce events, acting as a member of the Kiwanis Club, and participating in nonprofit organizations in the community.

Mr. Powers has never seen Mr. Irby act unprofessionally. Even in highly stressful meetings, he always stuck with the facts on hand and kept his cool. Although Mr. Irby inherited problems that were not his, there was nothing controversial or embarrassing in his personal background or conduct. The community was heading in a direction that needed a different set of eyes on the problem. The Councilmembers answer to the public, and there was increasing pressure to enact a change, through no fault of his own. He will make a fantastic manager elsewhere because he was a great manager for Edgewater. Mr. Powers highly recommends him for any leadership position.

**Reference Notes
Glenn A. Irby**

Words or phrases used to describe Glenn Irby:

- Customer service oriented,
- Forward thinker,
- Factual,
- Effective, and
- Calm.

Strengths: Fiduciary expertise. Mr. Irby led them through many projects. He has a strong base of knowledge and experience in leading municipal local government.

Weaknesses: Sometimes he did not fully include the council members with all the details that went into the solutions to the problems. He did an admirable job of resolving issues, but they wanted to be more appraised of the situation.

Wayne Clark – City Manager, City of Port Orange, FL 386-506-5501

Mr. Clark has known Mr. Irby the entire time the latter was City Manager at Edgewater. The City of Port Orange is about five miles from Edgewater. Along with monthly meetings with all the City Managers in the region, Mr. Clark and Mr. Irby also participate in a monthly breakfast with the four City Managers and Mayors in their immediate area.

Although Mr. Clark does not interact with Mr. Irby on his day-to-day operations, he considers him a quality City Manager and a level-headed person. They worked together on preparations for storms, growth patterns, and a regional-level animal control shelter. Mr. Irby has a police and manager background, whereas Mr. Clark has a background in different arenas. They help each other and collaborate using their various strengths to help their cities grow and improve.

Mr. Irby is a clear communicator. Although he is one of the quieter people in the room, he knows how to get the right amount of information for the necessary parties. Mr. Clark appreciated how Mr. Irby was able to connect him with the right people when Mr. Clark needed assistance. Their cities got along well and partnered on many initiatives.

Edgewater was hit with a few heavy rainfalls during the summer of 2024 before the hurricane season. The excess water made people nervous, especially in some of the older subdivisions with an open-ditch drainage system. The public showed up in droves to council meetings and were upset with how the drainage was being handled. Because of the public outcry, the Council elected to not keep Mr. Irby on as the City Manager. Mr. Clark was surprised at how quickly it all happened. There was nothing negative in his personal conduct. He handled himself very professionally throughout all the abuse the public gave him. He never actively engaged or yelled at anyone in retribution. He was calm and reserved throughout the process.

Reference Notes
Glenn A. Irby

Mr. Clark is disappointed with how the City handled the situation, because Mr. Irby is a fantastic manager, and the issues were out of his hands. He wholeheartedly recommends Mr. Irby as a manager for any other location.

Words or phrases used to describe Glenn Irby:

- Steady,
- Methodical,
- Thoughtful,
- Patient,
- Calm, and
- Levelheaded.

Strengths: Mr. Irby is patient and calm in his political environment.

Weaknesses: None identified.

Danny Robins – Councilman, Southeast Volusia County, FL 386-235-2274

Mr. Robins never gives anyone a 10 out of 10, because that means that there is no room for improvement, so he gives Mr. Irby a strong 8 out of 10 recommendation. He is a top-notch individual. They talked on biweekly, or monthly intervals, including the monthly breakfast with all the other Mayors and City Managers in the District once a month.

Communication between the City and the County significantly improved under Mr. Irby's leadership. Stormwater and park issues improved as well as the overall collaboration between first responders and the County.

Mr. Irby's tenure and experience speaks for itself. He does not need to try to prove himself. He has the wherewithal and experience already. Whenever there was an issue or storm that needed all the cities on board with emergency operations, he was always there and worked well with the county and his staff members. He is calm in stressful environments.

Mr. Irby was wrongly targeted after the most recent hurricane. He was not involved in anything controversial; it was mostly a case of an immature Mayor acting his age. Mr. Irby could not do anything differently. The Mayor and Council were looking for an excuse or a scapegoat to blame their situation on and unfortunately, it landed on Mr. Irby. Mr. Robins recommends him as City or County Manager for any municipality.

Reference Notes
Glenn A. Irby

Words or phrases used to describe Glenn Irby:

- Honest,
- Open,
- Calm, and
- Knowledgeable.

Strengths: Well versed in all things involved in being a City Manager including Parks and Recreation, maintaining and building roads and bridges, stormwater management, and others.

Weaknesses: Like many other public figures, Mr. Irby does not like to pat himself on the back when he does a good job. Mr. Robins encourages him to let people know that he hears them and to let them know about the good things he and his team are accomplishing.

Mike McKinley – Chief of Police, Apopka, FL 407-468-7346

Chief McKinley worked with Mr. Irby between 2015 and 2018. Chief McKinley's career had primarily been with the sheriff's office, where he did not have to report to city officials. He was concerned about this change, but was pleasantly surprised at how easy it was to work with Mr. Irby.

Mr. Irby is customer service oriented. He listens to the residents' concerns and does what he can to find a compromise. During council meetings it was not uncommon for members of the audience to compliment him on how well he treated them and helped them resolve their problem. He makes himself available to the public.

As a manager, Mr. Irby allows his department heads to oversee their areas with little interference. When a situation arises in which he must become involved, he leads his subordinates through, rather than telling them what to do. He keeps an open-door policy and holds bi-weekly senior management meetings. He ensures that everyone is made aware of anything happening in the city that might even remotely affect them.

Mr. Irby is always looking for ways to improve the city's operations. When staff come to him with their own ideas, he is willing to listen and try those changes. Many of the changes made have been extremely beneficial. On a rare occasion he has had to reverse a change because it did not work as planned.

Finance is a strong suit of Mr. Irby's. He is meticulous with the budget. He does a great job of getting what each department needs, but not necessarily everything they want. He has helped put the financial wellbeing of the city in a more positive position.

**Reference Notes
Glenn A. Irby**

Mr. Irby cares about the community. Each decision he makes is weighed in his mind to determine whether it will benefit the citizens. He has not been involved in anything controversial.

Chief McKinley highly recommends Mr. Irby. Any organization would be lucky to have him.

Words or phrases used to describe Glenn Irby:

- Asset,
- Matter of fact,
- Empathetic,
- Available,
- Organized, and
- Knowledgeable.

Strengths: Pleasant to work with, supportive, listens to all sides before making sound decisions, and decisive.

Weaknesses: None identified.

Sam Ruth – Former City Commissioner, Apopka, FL 321-231-3943

Mr. Ruth worked with Mr. Irby for three years, from 2015 to 2017. Mr. Irby did the best he could in a tough situation.

Apopka had a mayor in office for over 63 years. The operations had become stationary, and the processes were way behind. Mr. Irby was hired by the mayor that followed the departure of the long tenured mayor. Mr. Irby came into an organization that did not understand the inefficiencies present. He followed the direction of the mayor, but also helped point out needy areas.

When change has been avoided for so long, it is difficult to get people to accept and support modernization. Mr. Irby faced many obstacles along his way. Trying to teach new technology was tedious, but he never lost his patience.

Perhaps Mr. Irby's greatest strength is finance. He went through the past financial paperwork that allowed him to understand the depth of incompetency that was in place. He made appropriate changes and implemented new policies and procedures to eliminate the problems.

Mr. Irby is a fantastic public speaker. He is comfortable in front of an audience. He listens to the residents, then addresses their concerns. He does not interrupt or make the person feel small. He has not done anything to embarrass or contribute to controversial situations.

**Reference Notes
Glenn A. Irby**

Mr. Irby is the perfect candidate for city manager of a smaller municipality. His knowledge of local government is well rounded. If Mr. Ruth were on the hiring committee, Mr. Irby would be number one on his list for the position.

Words or phrases used to describe Glenn Irby:

- Proficient,
- Patient,
- Professional,
- Gets along well with others, and
- Will to make changes.

Strengths: Honest, integrity, finance and general knowledge of local government.

Weaknesses: None identified.

Bill Arrowsmith – Former City Commissioner, Apopka, FL 407-421-1580

Mr. Arrowsmith was on the commission when Mr. Irby was hired in 2015. Although Mr. Arrowsmith left the commission in 2016, he has remained in contact with Mr. Irby and continues to rely on his expertise.

Mr. Arrowsmith voted against hiring Mr. Irby because he thought the city needed someone with experience from a larger community. Mr. Irby surprised Mr. Arrowsmith and did a superb job for Apopka. He was constrained by the inexperience of the Mayor however, which held him back from being able to make some of the most needed changes.

The mayor had no experience managing employees, running a budget, or anything to do with the management of a city. Mr. Irby was luckily there to guide and assist when he could. He worked well with the other elected officials by keeping them informed.

Mr. Irby does a phenomenal job of explaining situations in layman terms. He understands that not everyone has the same knowledge as he does but wants them to know what is happening so they can make solid decisions. During public meetings if a resident had a detailed question, the mayor turned to Mr. Irby for the explanation.

The citizens made a push for higher-end restaurants and shopping, not the car parts stores that have been surfacing around the city. Mr. Irby handled the situation expertly by helping them understand that Apopka does not have the ability to sustain or recruit the types of businesses they are requesting. Although they were not happy about his explanation, they were satisfied that they were heard.

**Reference Notes
Glenn A. Irby**

Without the ability to hire, Mr. Irby was forced to work with people that were not as experienced as he is. For instance, the CFO put him at a disadvantage when it came to finding ways to save money.

Mr. Irby would never do anything to embarrass or create controversy. He should be highly considered for a City Manager position.

Words or phrases used to describe Glenn Irby:

- Reserved,
- Thoughtful,
- Analytical,
- Integrity, and
- Professional.

Strengths: Responsive, vast experience, and patient.

Weaknesses: None identified.

Adam Bolton – Chief of Police, City of Umatilla, FL 352-308-6936

Chief Bolton has known Mr. Irby since 2006 and worked closely with him from 2012 when he became the Chief of Police until Mr. Irby left in 2015. Mr. Irby was the best supervisor Chief Bolton has ever had.

Mr. Irby was an excellent manager. He took the time to listen to others even when he did not agree with their viewpoint. He hired quality staff. He demanded a high-performance level from employees and set a high bar for Directors. He kept everyone very well informed. He worked harder than anyone in the organization.

The quality of Mr. Irby's decision making was evident in the noticeable and incredible differences in the downtown area. Prior to his arrival, Chief Bolton would not have spent time in the downtown area, now he would.

Mr. Irby is innovative and can think through a problem. He finds solutions to exceedingly complex issues. He lived in the community and was very well known. Residents believed he was their friend. He attended community events and worked very well with residents in every setting.

Chief Bolton was overseeing a crime scene where a car was at the bottom of a pool completely black with algae, but they needed to gather evidence. Mr. Irby arrived at the scene to help the fire department and assemble the resources. It would have cost over \$1,000 to pay Chief Bolton and the other officers to secure the crime scene while the pool was drained, a process that would take

**Reference Notes
Glenn A. Irby**

approximately eight hours. Mr. Irby has ties with an individual who owns a pool company. This person came to the scene with an industrial pump and drained the pool in a little over an hour. He did not override the Directors at any point during the process. They went to him with a problem, and he handled it.

Mr. Irby is very customer service oriented. He met every deadline and demanded that staff did as well. Chief Bolton would ask Mr. Irby for advice on his personal finances. Mr. Irby gave advice on opening a business which has been successful thus far.

The former police chief resigned, which was very controversial. Mr. Irby handled complaints about a water pipe breaking, but he has never been involved in anything negative. Nothing in his background is remotely embarrassing. Earlier in his career he served as a police officer and a detective.

When the former Chief Foster managed the police force he spoke poorly and inaccurately of Mr. Irby and every officer believed him. Because of that, Chief Bolton was initially wary of working with Mr. Irby. Within two years he earned a 100% approval rating among the police officers, they all thought the world of him. While rumor mills exist in every community, anyone who knows his ethics and personality will never have a problem with Mr. Irby.

Chief Bolton looks up to Mr. Irby. If his business succeeds, he hopes to hire Mr. Irby to manage it. Mr. Irby is an exceptional manager; he has done much to help and mentor Chief Bolton.

Words or phrases used to describe Glenn Irby:

- Fair,
- Committed,
- Very intelligent,
- Witty, and
- Wise.

Strengths: Listens to directors before making a decision, extremely versatile, can handle problems outside the normal scope of a manager.

Weaknesses: When a citizen approaches him with a problem, he personally resolves it. He spreads himself very thin when he does not have to.

Prepared by: Amanda Jenkins
Colin Baenziger & Associates

Section 8

CB&A Internet Research

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Click Orlando
September 20, 2024

Edgewater fires city manager at special meeting amid flooding crisis
Christie Zizo

The Edgewater City Council fired City Manager **Glenn Irby** Friday night during a special meeting, despite concerns from residents and some council members that firing **Irby** during a critical time would leave a vacuum in leadership. The council voted to conduct a nationwide search for a new city manager. **Irby** was hired in 2019 after the council suddenly ousted its previous city manager in 2018. **Irby** had held various positions in city governments around Central Florida for more than 20 years. The council held a special meeting on Monday, Sept. 16, but it was overtaken by frustrated residents who have been dealing with flooding issues in the Florida Shores neighborhood. At that meeting, several people defended **Irby**. One person said he was simply executing the vision of the council, and if the council voted for bad policy, there wasn't much he could do.

Another person said this was not the right time to replace **Irby**. "It's the wrong time for our community, the wrong thing to be doing," the resident said. "Do I think Mr. **Irby** has done a perfect job, or that he has held some of his subordinates accountable for their actions, or lack of actions? No. But again, this is not the right time for our community to be doing this. We have much bigger issues at hand, and this is just going to delay or impede these issues from being addressed."

"I have to agree with most of you, this is not the time, we're in a crisis right now, this is not the time to get rid of a city manager," said Councilwoman Gigi Bennington. "Not even to start looking for a city manager. The least we need is an assistant city manager for when he has time off or he isn't here." Councilwoman Debbie Dolbow said the problem was she felt that it was part of the city manager's to nurture and guide the council, and she didn't always feel that way. "I don't know what I don't know," she said. **Irby** will get a total severance package of \$131,790.01. Another resident complained that it was a waste of money to spend thousands of dollars to search for a city manager, on top of his severance package. She suggested creating an action plan and working with **Irby** to solve issues. The decision to end **Irby**'s contract was made independently of the flooding issue. During a four-hour city council meeting on Friday night, residents from the Florida Shores neighborhood voiced their concerns about flooding they allege is caused by new subdivisions, prompting the council to take action.

The meeting, packed with residents and lengthy public comment, resulted in the council instructing city staff to draft a moratorium on new home construction. However, no official decision has been made, and the council will discuss the ordinance at a later time. Homeowners in the Florida Shores neighborhood claim that newer subdivisions are being built at higher elevations than existing homes, causing stormwater to flow into older areas. Last Saturday, some residents posted videos online showing streets flooded to the point where kayaks were being used. Many residents expressed their frustration and fear during the meeting, urging the council

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

to act. “I have lived here 26 years, and I’m scared,” one resident said during the public comment period. “If it rains for two hours, it’s going to be in my house.” Another resident, who has lived in the area for eight years said, “I have never seen standing water like I do now, even after hurricanes.”

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Hometown News
July 17, 2024

Edgewater City Council considered a series of ordinances that would allow construction of an apartment complex east of U.S. 1 and north of Roberts Road.

By: James Bojaciuk

When the central legislation was rejected, the series essentially fell through. The apartments would have been built on behalf of TRB Edgewater LLC, a partnership formed between Ormond Beach and Kentucky business people. “The City Council heard a case for apartments on U.S. 1 near Edgewater Landings,” City Manager **Glenn Irby** said after the meeting. “It failed. Apartments out of this case will not materialize.”

Edgewater is undergoing a soft housing crisis. There is not nearly enough housing to accommodate everyone seeking to live in the community, particularly lower income workers. However, among those who attended the meeting, public sentiment was overwhelmingly against the construction of an apartment complex. They cheered for every member of the public who spoke against it. Three members of the council essentially spoke in favor of construction of the apartment complex in whole or in part. “Edgewater is growing left and right,” said Councilwoman Gigi Bennington, “whether we want it to or not. We already don’t have places for our children to live. They can’t afford to buy the houses that are going up. We’re getting a lot of snowbirds coming down, and they’re plunking a lot of cash down for their homes. (Our children and locals) need a place to live. We need to plan for the future.

“What this connectivity is, is planning for the future. It’s trying to make the best out of what we have now for the future,” Councilwoman Bennington continued. “It will cut down on traffic because we can walk to stores. I’m sure there will be schools put within walking distance. When I moved to Edgewater in '76, there were 3,000 people here. Now there are 26,000. (It’s going to keep growing, so we need to make sure we have housing so we don’t have these people living in the streets. My daughter had to live in a tent for awhile because she couldn’t find a place that she could afford on what she was making. We’re forgetting the next generation. We’re thinking about how it’s going to impact us. We need to look toward the future.”

Councilwoman Charlotte Gillis’ only concern was the amount of space along U.S. 1 that could be used for apartment complexes, but sees the need for legislation that ultimately prepares for the future. Councilman Jonah Powers raised concerns Florida’s Live Local Act could allow developers to build within a city, ignoring city ordinances, as long as they meet the state’s requirements (additionally, the city would only receive a percentage of the taxes generated by such developments). Legislation like this would allow the city of Edgewater to have a say in affordable housing built within the city. He believes that apartment complexes in Edgewater is a matter of when, not if, and he wants the city to be at the table. However, no council member made a motion to approve the ordinances for the apartments. They failed by default. It is the second apartment complex that has been rejected this year in Edgewater.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daytona Beach News-Journal, The (FL)
March 18, 2024

Edgewater planning new city center - Set to be located on 70-acre property
Brenno Carillo

For decades, Edgewater has known that its operational demands have outgrown the current city hall building on Riverside Drive. That's why it has been the city's intention for just as long to move to a new city hall — somewhere bigger, where the city, a fast-growing Volusia County municipality, can better operate. The plans are still in very early stages, but the project's location is set. The city last year purchased a 70-acre property on West Indian River Boulevard for around \$2.4 million, which is expected to be home to more than simply City Council chambers, according to Mayor Diezel Depew. "It will be home to a police station, a new fire station," Depew said in an interview. "We're actually hoping to have enough room for a civic center as well." The idea is for the property to become a new city center, "centrally located within Edgewater, planning on future development, and it's right when you get off Interstate 95," he added.

What will the new Edgewater city center look like?

Depew said the city has outgrown the current city hall "at least for 30 years." "Ever since Edgewater has really started to grow," Depew said. "We have little office space left. We've outgrown it for several years." In an interview, City Manager **Glenn Irby** also emphasized the importance of the project. "The (new) fire and police stations are very important, because we lack fire and ambulance service in that area," **Irby** said. "We also lack an emergency operations center." He said the idea is for the two stations and the EOC to be located in different areas of the same building. Another building would house the city hall, civic center and other office spaces. Even an amphitheater could be part of the project, though not initially. "We don't have a civic center at all now," **Irby** said. "This would give the people a place to meet." **Irby**, who has been in the post for five years, said the new location would be a "boom for the whole community." He also mentioned that the property has a 52-acre lake, which could offer the opportunity to design the project in a similar fashion to Port Orange's city center.

City growth and necessary funds

One of the advantages of bringing the project to Indian River Boulevard is the property's centralized location within the city's master plan for the next 20 years. Most of that is due to the planned Farnton development, part of which is coming to the west side of Interstate 95 in Edgewater, where the city expects to see 6,600 new homes in the first phase of that development. "In the end, that development is going to more than double the current population of Edgewater," **Irby** said. "And that, if everything goes as planned, will happen probably within 10 to 15 years."

According to Ryan Solstice, the city's development services director, Edgewater's current population is between 24,900 and 25,000 people. Census data showed the city had approximately 20,700 people in 2010. "Based upon unit count entitlement and using Bureau of Economic and Business Research's 2.3 population extrapolation," the upcoming first phase of the Farnton

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

development "will add roughly 18,230 persons" to the city population, Solstice wrote in an email. The Bureau of Economic and Business Research at the University of Florida "provides statistical information for demographics and economics within the State of Florida," he added. The city's fast growth is part of the reason it has taken so many years to move along with the project, according to **Irby**. Another factor is the necessary funding for the project, which Depew estimates to be around \$40 million. "We're going to, at some point in time, have to take on debt to do it," **Irby** said. But for the city to take on that much, "there has to be a voter referendum," he added.

When will the project be done? How could it benefit Edgewater?

Depew said discussions are ongoing between city government and residents as to what they would like the new city center to look like. He said a design similar to what Port Orange has "is not out of the question." "That's something that we are looking at," Depew said. "I think the Port Orange center is a lovely area and space." The mayor said he hopes the project can be completed "within the next five to 10 years," but there is no official estimate as of now. The city is currently working to hire an engineer to "come up with a shell design," which would provide a color rendering of what the project would look like in the end, **Irby** said. "It would be a great benefit to the city, because it could be a gathering place, a place for concerts," **Irby** said. "Plenty of land."

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daytona Beach News-Journal
September 11, 2019

Edgewater taxes, utility bills set to rise
Casmira Harrison

Edgewater resident Georgia Keeling's family of four moved into her Mariner's Gate home three years ago and she is frustrated by the rise she has seen in her utility bill since then. "I've had a 100-percent increase over the past three years," said Keeling, saying her first bill was \$117 and the last was \$225. Keeling, like several other residents at City Hall on Monday, feels the city's utility bills are too high and asked the City Council to shoot down a proposed increase in water, wastewater, stormwater and garbage rates — the four expenses tucked into the city's utility bill. The effort mostly failed. While leaders agreed to table the proposed garbage rate hikes, the remaining water, wastewater and stormwater rates are set to rise over the next five years.

Beginning Oct. 1, water and wastewater rates will increase 9 percent each year for three years, and another 3 percent each year for two more years. Stormwater bills will increase 10 percent Oct. 1, followed by a 13.6 percent hike in 2020, another 8 percent in 2021, 7.4 percent in 2022 and an additional 6.9 percent in 2023.

While residents did not ask what those hikes might mean in dollar figures, the city later posted an example of the 2019 increases on its social media page, explaining that the average household would pay an additional \$7.04 per month. "For households that use an average of 3,000 gallons per month, this means an increase of \$2.17 for water, \$0.22 for utility tax and \$3.65 for sewer per month," the post stated. "The stormwater increases by \$1 per month and there is no solid waste increase at this time." Of course, homes and businesses that use more than 3,000 gallons a month would pay more for both the water and infrastructure fees. Councilwoman Christine Power, seeking to lessen the impact of the rate hikes, suggested putting the garbage rates on hold for about four months while they consider outsourcing the city's solid waste pickup, which is currently done in-house. Other officials agreed.

Originally, the garbage rates were set to increase 6 percent each year for the next four years and another 3 percent in the fifth year. But the deferment did not do much to soothe souls at City Hall. "This is just ridiculous," said Melissa Williamson. "Nobody can afford these over a five-year haul." Resident Michael Christmas said his existing utility bill is already difficult to pay. "The last couple of months, I've been behind on my bill," said Christmas. "I just can't afford them as it is. ... The extra fees are taking groceries out of my refrigerator, and there's not a lot in there to begin with." Councilman Gary Conroy, along with Councilwoman Megan O'Keefe, said they couldn't support the proposed fee hikes in the utility bills, and Conroy asked City Manager **Glenn Irby** what items could be removed from the budget to alleviate some of the increases or level them off.

But Monday's meeting was the second-to-last in a series of budget discussions that began months ago. "We had three workshops," said Mayor Mike Thomas. "You're waiting until the 11th hour

Internet – Newspaper Archives Searches
Glenn Anderson Irby
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and you're putting staff on, just ... I don't know how they're feeling right now." "I know how the finance director is feeling," **Irby** interjected. "Queasy." **Irby** suggested that while it was possible to drop all the rate increases to zero, it was too late to change that much without throwing the entire budget into turmoil. "Governmental accounting is a different animal," said **Irby**. "Any time that you take from here, you've got about four other spots that you've got to go to fix ... (the finance director is) at the 12th hour by the state of Florida's laws."

In the end, the majority of leaders, Councilwoman Kim Klein-Yaney, Power and Thomas, voted 3-2 to keep the remaining utility fee structure as planned and work on going out to bid for a waste disposal firm. Later in the meeting, city leaders also set a tentative property tax rate at \$6.70 per \$1,000 of property value. That's the same as the current tax rate — and a steep drop compared to the \$6.96 proposed rate voted on back in July — but it remains an increase under state law because it is higher than the city's rolled-back rate of \$6.16, which would produce the same revenue as the current rate, using new assessments of the same properties. That means the owner of a \$150,000 home with a \$50,000 homestead exemption would pay \$670 instead of \$616 at the current rate, representing an 8.6 percent property tax increase. The budget increases will go toward raises for city employees, several additional positions and the design of a future public works complex, among other items.

Finance Director Bridgette King said in an email that several items on July's wish list, like the public works building design cost, were saved despite the drop in the tax rate because the city dipped into the \$900,000-plus City Hall fund, once set aside for a new city hall building that was not used for that purpose. The council can vote to lower — but not increase — the rate before a final vote Sept. 23.

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Daytona Beach News-Journal, The (FL)
June 5, 2019

Edgewater leaders split on manager search - All like interim Irby, but differ on whether to give him the job permanently right now

Casmira Harrison

In a split 3-2 vote, elected officials decided to offer interim City Manager **Glenn Irby** the job permanently. The vote late Monday to begin contract negotiations with **Irby** was based in part on what leaders feared they could lose, rather than what they suspected they could gain by doing a nationwide search for a permanent chief executive. But some residents accused the council of breaking a promise to conduct a nationwide search. “Mr. **Irby** was on the short list of temporary or interim city managers, not on a list of permanent candidates for city manager,” said Bob Andrejkovics, a resident who was among 16 people left in the audience by the end of the meeting. “I just request that you honor that agreement that you said to the citizens of Edgewater, that you’re going to have an advisory committee, that the citizens have input.”

Mayor Mike Thomas reminded Andrejkovics that leaders only agreed to a search and advisory board “if needed” and a draft resolution stating so had been in limbo until the District 2 seat was filled, so it never passed. “The citizens elected me to this position and I think I can handle that,” Thomas said.

Councilwoman Megan O’Keefe said she wanted to hire **Irby** now, because her biggest concern was if the city began a new search, they might lose a good find in **Irby**. “We lost a lot of people, too (in the earlier search). People went to other places,” O’Keefe said. “So my concern is, if we start looking for other people, we’re going to lose him to somebody else and maybe not get somebody as great.” Mayor Mike Thomas agreed. “Right now I feel like we’re spinning our wheels in Alabama mud and I would like to get some of these projects done,” Thomas said. “I want to get that boat ramp done. I want to get Gateway park done and I think it would help to have a permanent city manager.”

Irby has said he was very interested in leading the city long-term. He has held the temporary job since Feb. 19, when he took over for then-interim manager Brenda Dewees. Dewees, the city's environmental services director, had been thrust into the high-profile temp position after elected leaders suddenly ousted former city manager Tracey Barlow in October. But Dewees didn't want the job, so city leaders held an emergency search and plucked **Irby** from a handful of candidates. **Irby** earns \$125,000 annually plus health benefits as the interim manager. Barlow earned a little over \$147,000 annually. **Irby** has spent decades leading several municipalities across Florida, including most recently, the city of Apopka. O'Keefe began to make a motion to hire **Irby**, but City Attorney Aaron Wolfe stopped her before she could finish, saying he thought leaders should allow time for citizen and other council member comments.

At least five citizens spoke in favor of conducting a search and one felt leaders should make the decision without an advisory board. But those who voted against extending a contract to **Irby** —

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Glenn Anderson Irby
(Articles are in reverse chronological order)

Councilwoman Christine Power and newly elected Councilwoman Kim Klein-Yaney — felt that despite their strong approval of **Irby's** performance thus far, a new search was warranted. Power said she wanted to bring former city manager Ken Parker back in to ask him whether there might be a large difference in conducting an interim search versus a search for a permanent manager. Parker had helped the city conduct the interim search.

Klein-Yaney said **Irby** was “highly, highly qualified” and she liked him but agreed with Power about completing the process. “I ran on transparency, and I honestly believe that we owe it to our community to advertise and vet out the possibility,” said Klein-Yaney. “I don’t think Mr. **Irby** has any problems putting his credentials up against anyone else's.” In the end, most leaders wanted to get on with city business and plan to let **Irby** get comfortable at the helm. City Clerk Robin Matusick said Tuesday negotiations may take a while, but as of now, she expects to see a draft contract on the agenda for the next City Council meeting July 1.

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Orlando Sentinel
April 13, 2018

New Apopka mayor Bryan Nelson boots city administrator, taps Seminole official
Author: Stephen Hudak

Apopka Mayor-elect Bryan Nelson has begun shaping his executive team, informing city administrator **Glenn Irby** that he will be replaced by Edward Bass, who served as the city's finance director under the late mayor John Land. **Irby**, formerly city manager for Umatilla in Lake County, was hired as Apopka city administrator in January 2015 to replace Richard Anderson, who left the chief administrative post to serve as a highly paid consultant and lobbyist for the city. Anderson was later fired after his personal vehicle was involved in a near fatal hit-and-run accident in Lake County and he was charged as the alleged driver. Nelson, set to be sworn in as mayor April 24, said **Irby** "will be staying on for 90 days to help with the transition" between Nelson's team and outgoing Mayor Joe Kilsheimer's administration.

Irby drew a salary of \$139,125, one of eight department heads who were paid at least \$100,000 to work for Orange County's second-largest city. He didn't immediately respond to a message seeking comment. He served as Umatilla's city manager for eight years. Before that, he served in several posts in Lake: two years as Mascotte city manager; 13 years with Tavares as assistant city administrator and finance director; and two years as mayor of Minneola.

Nelson didn't criticize **Irby**, but said he preferred to assemble his own team to run Apopka during his first term as mayor. He also said **Irby** could leave his post sooner "with my blessing" if he finds another job. Bass left the city when Kilsheimer was elected in 2014 and since Nov. 10, 2014, has worked for Seminole County. Nelson said Bass still lives in Apopka.

In Seminole, Bass was the resource management director and was paid \$139,660 a year. Nelson, a former state legislator and current Orange County commissioner, won the mayor's post in a landslide March 13, defeating Kilsheimer. The outgoing mayor, a former Orlando Sentinel reporter, plans to return to a communications company he created after he left the newspaper.

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Apopka Voice.com
July 11, 2017

Proposed Apopka budget \$121 million; no change in tax rate

The Apopka City Council held the first of six budget meetings yesterday and began the process of crafting a proposal into a financial plan for the City of Apopka. The Council learned that the fiscal 2018 budget has increased 16%, but the proposed millage rate will remain the same as 2017. Apopka Finance Director Pam Barclay, City Administrator **Glenn Irby** and Mayor Joe Kilsheimer all described it as an austere, bare-bones, no-frills, budget. “What was proposed in the General Fund was \$60-million, and we trimmed that down (to approximately \$44.5 million), Barclay said. “We presented a balanced budget meaning the revenues match the expenditures.”

Kilsheimer described it as the best that could be done without increasing revenues or utilizing the general funds. “Everything that is being requested by department heads is needed,” he said. “However, if we are not going to raise taxes, and we’re not going into reserves, there’s just no money for some of the things our department heads have asked for. This is an austere budget.” **Irby** found the process in many ways unprecedented and warned that budget cuts could not continue forever. “I’ve been putting budgets together like this for over 20 years, and usually there is fat... and you learn over the years where departments tend to store it and you go and extract it,” he said. “We found that this year. It’s no different. But what I noticed this year that I’ve never seen before is these budgets weren’t really extravagant. We have things that are wearing out. We have police cars with over 100,000 miles on them. Pursuit vehicles of that type are dangerous. They need to be retired. This is the first time in my career that I had to face the directors and tell them ‘I can’t give you any of this’. And I do understand why and that’s what I told them. We have marching orders from last year. And just to get a half-mil rate increase was difficult. So what you have is a no-frills, bare bones budget. There is no padding – none. And I’ve said this to Council before – this is not sustainable. Something has to give. And what that is I don’t know.”

The proposed FY 2018 budget is \$121,050,345 for all funds, which is an increase of \$16,966,829 or 16% over the 2017 budget. However, the proposed General Fund Budget would decrease approximately \$4.7 million (\$44,506,298) or 9.7% compared to last year’s budget. No reserves and no additional bank notes were used to balance this year’s General Fund budget. In order to do so, all requests for capital expenditures, with the exception of costs to complete Fire Station No. 5, and all requests for additional employees were eliminated.

Budget Highlights

Significant factors included in the proposed budget include:

- λ Prior Year’s Millage rate of \$3.7876 per \$1,000 of assessed value; no change from the previous year.
- λ Tax base increased by \$295+ million, which provided an additional \$1,061,939 in ad valorem tax revenue.
- λ No reserves were used to balance the General Fund budget.

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- λ No bank notes were used to balance the General Fund budget.
- λ No Capital costs were included in the General Fund budget, with the exception of the final cost of construction of the new Fire Station #5 (\$742,830) (almost \$14 million was requested).
- λ No additional employees were included in the General Fund Budget (51 positions were requested).
- λ Additional Division (Utility Plant Maintenance) was created in the Public Utility Enterprise Fund.
- λ 20 new positions added to the Water and Wastewater Utility Fund workforce.
- λ Health Insurance Costs increased 3.0%.
- λ Property and Casualty insurance increased 5%.

Barclay and **Irby** ended their signed letter to the City Council (within the 763-page budget proposal document) with this conclusion: “Last year we discussed the need to remain focused in order to achieve future success. We focused on what we could afford to do to maintain our quality of life during the most troubling economic situation in decades. During the year we invested time and resources into expanding our economic development efforts, planning for the future and keeping our community safe. Although economic indicators continue to point toward recovery, history shows it could be a slow recovery. This year we should continue to focus on economic development, sustainability and keeping our community safe as these proactive measures will position us to recover faster and ensure our future success.

We believe this budget is a prudent and responsible financial plan that funds the top priorities of the City Council and provides funding to maintain our services and infrastructure. We hope you find this information useful in developing an understanding of the financial plan of the City of Apopka. As we strive to better serve our residents, we look forward to working with the City Council and the public to continue to build a strong financial base and to continue to make Apopka one of the finest communities in which to live, work and play.” The City Council meets again tomorrow from 3-6 PM in its second workshop at Apopka City Hall.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Apopka Voice.com
May 11, 2017

Breaking News: City Revises plan for Splash Pad

Open house planned to discuss ideas with the designer

The City of Apopka today announced a revised plan and timeline for the construction of a water splash pad in Kit Land Nelson Park. The revised plan was developed after an initial bidding process attracted no bids. Under the new process, the City engaged Booth, Ern, Straughan, Hiott (BESH), a Tavares engineering firm, to provide design criteria for the project. BESH served as the design criteria professional for splash pad projects in several Central Florida cities, including Leesburg and Clermont.

The revised process is designed to invite input from Apopka children and parents about the features they would like to see at the splash pad. BESH and the City of Apopka will partner to host an open house at 6:30 p.m. May 22 and 24 at the Apopka Community Center, 519 S. Central Ave. The BESH team will lead residents through a series of discussions that will design criteria for the project to be bid to building firms.

BESH aims to present the conceptual design criteria to the Apopka City Council at its meeting at 1:30 p.m. June 7 at City Hall, 120 E. Main St. Bid documents should be released later in June. The City will post a request for proposals from design-build teams to create the facility. The timeline calls for awarding a contract and beginning construction in August. Apopka City Administrator **Glenn Irby** said the decision to hire BESH came after city staff interviewed construction companies who previously had indicated an interest in building the splash pad.

“The challenge for us is that as Central Florida’s economy gets stronger, construction companies are finding that engineering companies are in high demand. Our previous bidders were interested in building the project, but they couldn’t find an engineering company to partner with,” **Irby** said. “Based on the very tight timeline that BESH and our staff have developed, we anticipate being able to complete construction by mid February of 2018,” **Irby** said. “I wish we could do it sooner. This is as quick as the marketplace will allow us to go.”

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Apopka Voice.com
April 7, 2017

Former Apopka employee files federal whistleblower lawsuit

Glen Brooks, a former manager at Apopka’s wastewater treatment facility, has filed a federal whistleblower lawsuit against the City of Apopka. Brooks alleges he was dismissed for raising concerns about potentially dangerous conditions at the plant, according to the lawsuit. The lawsuit alleges that Apopka Mayor Joe Kilsheimer, City Administrator **Glenn Irby**, Public Services Director Jay Davoll and Assistant Public Services Director Kevin Burgess; “knowingly conspired to cover up and violate the law as to the illegal conduct and unsafe conditions and violations of State permits of the Defendant’s water treatment plant and as to the grounds for the termination of the Plaintiff”.

Brooks worked for the City of Apopka from 2002 until 2016. He began as a maintenance worker, and was promoted into management before his termination. He received above average performance reviews during his tenure, according to the lawsuit. In June of 2016 Brooks stated that he repeatedly warned of illegal contamination and permit violations at the wastewater treatment plant, “that posed physical and psychological damage to employees working at the plant and posed a threat to the health and safety of the public.” The plant, which is over 40 years old, was sent a letter from the Florida Department of Environmental Protection detailing 14 violations FDEP discovered during a two-day inspection that ended on December 1st of 2016. The violations were judged by the FDEP to be “minor but significant” but did not find them to be a threat to the plant employee’s health or to public health or safety.

According to Brooks (as stated in the lawsuit), he received no support from his supervisors and filed a whistleblower report with the City of Apopka, the FDEP and the Florida Department of Law Enforcement. The complaint also alleges that Brooks was wrongfully terminated by the City in September 2016 for falsely accusing him of lying. The lawsuit says that Brooks was never told what he was allegedly untruthful about.

The lawsuit seeks back pay for Brooks, unspecified damages, and attorney fees. It also seeks damages for defamation for the city’s claims that Brooks had lied. According to Apopka Public Information Officer Robert Sargent, the City does not comment on active or pending litigation. Frank Kruppenbacher, an attorney with Morgan & Morgan, is representing Brooks. Kruppenbacher was the Apopka City Attorney for 30 years but resigned shortly after Kilsheimer became mayor. He had no comment on the lawsuit.

[CB&A Note: We asked Mr. **Irby** about the above article and this is his response:]

Executive Summary

I have re-read the article and have outlined in detail below what really happened. The bottom line is Mr. Glen Brooks was fired for making false statements and was untruthful to upper management and an elected official – not because he was a whistleblower as he alleged.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

The Article

An internet background check revealed a newspaper article about the City of Apopka being sued in Federal Court for termination of a ‘whistleblower’. The article states the lawsuit alleges the Mayor and myself along with the Public Services Director and his assistant conspired to cover up and violate the law as to the illegal conduct and unsafe condition and violation of State permits of the City’s wastewater treatment plant. This is written to counter this past employee’s claim.

The Actual Events and Background

On Friday, June 24, 2016 the Chief Wastewater Plant Operator (Brooks) spoke with the Assistant Public Services Director advising he had been summoned to a restaurant in an adjacent city by an “attorney” with FDEP. This “attorney” wanted to speak with him about the unsafe and illegal operations of the City’s wastewater plant. Brooks claimed to have met with the “attorney” and provided verbal information he used to write a statement that Brooks signed.

On Monday, June 27, 2016 the Mayor received a facsimile from “attorney” Frank Kruppenbacher. The content of the fax was the statement Glen Brooks had given to the supposed FDEP “attorney”. Kruppenbacher is a private “attorney”, not an “attorney” for FDEP. The Mayor and I took the fax to Public Services to discuss it and its contents with the Public Services Director and his assistant. It was then we were informed Brooks had told the Assistant Public Services Director about the restaurant encounter. We asked for Brooks to be called to the conference room. When he arrived and saw the Mayor and me it was visibly apparent he was most uncomfortable with the situation.

During this meeting Brooks was shown the written statement. He confirmed he signed it but did not write it. The Mayor asked why he gave the statement and why he signed it. Brooks advised he was afraid and nervous and fearful of losing this license. During this conversation Brooks was asked who the person was he gave the statement to. He continued to state he did not know him. He was shown a picture of Kruppenbacher from a website and instantly recognized him; however, he then claimed he did not know him. Both the Mayor and I told Brooks several times his job was safe if he were telling the truth.

After this meeting I spoke with the City’s Police Chief and asked if there are/were laws about impersonating a state employee, like an FDLE “attorney”. In turn, he contacted an acquaintance with FDLE and was told such a law did not exist; however, because FDEP was concerned about the entire situation, they agreed to ask some limited questions of Brooks.

An Inspector with FDLE met with Brooks and showed him a copy of the statement written by Kruppenbacher. Brooks confirmed it was the same document he had reviewed and signed during a meeting with Frank Kruppenbacher. Brooks told the Inspector he was given Kruppenbacher’s name and phone number by a friend who advised him Kruppenbacher was an “attorney” and he could reach out to him for guidance. Brooks further told the Inspector he met with Kruppenbacher to get protection from retaliation for speaking to FDEP in the past about wastewater plant issues. Brooks continued to tell the Investigator that at no time did Kruppenbacher portray himself as an agent of FDEP. Brooks told the Inspector he had called the

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

FDEP concerning issues that the wastewater treatment plant was dealing with regarding an industrial user.

During 2016, the Apopka wastewater plant experienced multiple upsets finally traced to a heavy industrial user. Multiple tests were conducted and an outside firm did a complete inspection of the entire plant. While violations of FDEP rules were found, they were all considered to be minor and not dangerous to humans. FDEP requires violations of rule be reported within 24 hours of occurrence. There were times during 2015 and 2016 that operators (including Brooks) did not report within 24 hours, but again, these violations were considered of a minor nature. The City was fined and written policies and procedures have been enacted to keep this from occurring in the future.

Glenn Brooks was terminated after many conversations with the City's labor attorney for multiple infractions of the City's Personnel Policies, not because he spoke with FDEP or even Kruppenbacher. Glenn Brooks admitted to the FDLE Inspector he knew who Frank Kruppenbacher was when he assisted in crafting the statement about the wastewater plant yet he told us he did not know him and believed him to be an attorney for FDEP. Brooks made false statements and was untruthful during interviews with his superiors to include myself and the Mayor. Brooks was not fired for malicious reasons related to anything he reported to FDEP or Frank Kruppenbacher.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Apopka Voice.com
March 2, 2017

Olympic –sized swimming facility goes to the back burner

It was only a month ago that the City Council and Michael Cooper, owner of the Cooper Sportsplex, took the initial steps toward bringing an Olympic-sized swimming facility to Apopka in what would have been an unprecedented public-private partnership. Unfortunately, after only one discussion between Cooper and Apopka Recreation Director David Burgoon, the idea to bring a swimming pool to Apopka is off the table. “We met with Mr. Cooper this week about a partnership,” said Burgoon. We had a nice discussion and decided doing a private-public partnership just wasn’t feasible at this time with everything that’s going on at Mr. Cooper’s facility. He is busy basically from 5PM-10PM during the week, and he’s got things going on in there on the weekends from now until summer at least until July. So it’s not a good time to try to do a partnership because he has a lot of business at the complex and not a lot of openings for us to come in and run a program.”

Okay, well nice try every one. A little bit of a tease, but no harm no foul Mr. Cooper, City Staff, and City Council. You’ll get ’em next time. But wait... Like a made-for-television movie, or perhaps a more modern comparison would be a Netflix Original Production, the plot takes a significant turn. Listen to how Burgoon ends his presentation to the City Council... “But if we wanted to entertain the idea of possibly purchasing the complex, that would be something Mr. Cooper would be willing to take a look at if Council is willing.”

There was a somewhat surprised discussion among the Council before City Administrator **Glenn Irby** jumped in to lay out a realistic approach to a would-be City purchase of a multi-million dollar facility. “There’s actually a route that you have to take to get to that point (of purchase),” he said. “First it would have to be appraised. Or he (Cooper) could also have it appraised and the two appraisers would get together on a price somewhere in the middle. You (Council) would have to accept one or both of those. The next step would be to take it to referendum (which is a general vote by the electorate on a single political question that has been referred to them for a direct decision) because this would be General Fund Debt and likely a bond would be needed because we are talking about upwards of \$10-million. And to do that with General Funds when you are paying for it with property taxes, you would have to take it to a referendum.”

Irby went on to explain that a referendum would illustrate whether the public wishes to tax itself to pay the debt service on the bond. If a majority of voters approve the referendum, it passes. As it turns out, Cooper already has the Sportsplex up for sale. “It’s listed at \$6.2 million, but it’s probably going to appraise at over \$10-million,” he said. “It’s a good investment. Cooper’s concern was that people would wonder why he would sell the Sportsplex if the facility is as busy and successful as he described, but he simply wants to get back to his primary business. “We’re a construction company. We’re not managers of sports complexes. We’re out there busting our chops, but we’re not really designed to do that – we’re a construction company. We have a lot of offers to build sports complexes like this one. It’s been a good ride, but I think it’s time for us to

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Glenn Anderson Irby
(Articles are in reverse chronological order)

get back to what we do, but it would be a tremendous opportunity for the City.” There is no telling where this discussion might lead. It doesn’t seem as if it’s anywhere near the City’s radar, given its current City Center, Fire Station and Wastewater Treatment Plant projects on the horizon. But give the City Council, City Staff, Commissioner Billie Dean and Cooper a little credit for entertaining a forward-thinking idea and running with it to its logical conclusion.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Apopka Voice.com
March 2, 2017

Anuvia at least one week away from resuming operations with wastewater plant

Apopka City Administrator **Glenn Irby** disclosed additional details from Wednesday’s meeting between City of Apopka officials and Anuvia Plant Nutrient executives that do not paint an optimistic picture for the Zellwood-based fertilizer company to get back online with the wastewater treatment facility anytime soon.

After receiving a Cease Discharge Order from the City on Monday, Anuvia has been shut down and seeking options. But at the conclusion of the discussion, they remained offline and had no clear timetable for a restart. “Today’s meeting was an encouraging step towards restarting service with the city of Apopka,” said Anuvia Chief Executive Officer Amy Yoder on Wednesday. “While a firm resolution has not been developed, many ideas were exchanged between the city, Anuvia and the Department of Environmental Protection. We look forward to working through these ideas to come to a resolution as quickly as possible, and we are exploring every solution available to Anuvia.”

Irby concurred with Yoder’s assessment of the meeting, but also said that it would take time before Anuvia will be allowed to send waste to the plant. “Staff explained to those present (at the meeting) that Anuvia must reduce the chemical loading to the plant to equal the new numbers presented in the proposed new agreement between them and the City,” **Irby** stated. “We explained that we could not accept waste from Anuvia until the City’s plant returns to normal operations, which could be 10 or more calendar days (from Wednesday). Anuvia offered a variety of proposals to come back online. It is to-be-determined on whether or not we can come to an agreement on how and when Anuvia can resume sending waste to the City.”

However, 10 or more days may be longer than Anuvia is willing to wait. “We are exploring every option to restart as quickly as possible,” Yoder said. “Including multiple options outside of Apopka.” Also undetermined is the new permit Anuvia will have to agree to if they are to continue once the wastewater treatment plant is stable enough to accept their waste again. However, it seems as though both sides are far apart in negotiations on that as well. “Staff’s position was that the elements of the proposed agreement are our minimum requirements,” said **Irby**.

On Monday, Yoder seemed to say the new proposed permit requirements were too stringent for Anuvia to reach. “The parameters the city proposed are impossible to meet quickly,” she said. “They are significantly lower than what was suggested in the Woodard & Curran report, and I believe we will need to adjust those levels if we are to continue doing business with the City of Apopka.” However in her statement today (after the Wednesday meeting) it sounds as though the two sides are at least a little closer to a resolve. “There are multiple steps we believe will lower the levels, but we must run to test any proposed steps before knowing for sure,” she said.

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Irby also disclosed what happened at the plant over the weekend to cause the City to send the Cease Discharge Order to Anuvia. “The plant went into an upset condition over the weekend. It is not possible to say specifically what caused the disruption. Based on testing we’ve done and on the report of our outside consultant, it is our firm belief that elements of Anuvia’s waste stream arrived at the plant in such quantities that the plant is unable to process it.” He also acknowledged that Anuvia never broke its original permit parameters. “The elements of Anuvia’s waste stream believed to be at the heart of the disruptions were not required to be measured in the original permit, nor were they required to be measured by the FDEP (Florida Department of Environmental Protection).”

And while **Irby** and the City sympathize with Anuvia’s work stoppage, keeping the wastewater facility safe and stable is their priority. “We value Anuvia, and we understand the disruption this has caused to their business,” he said. “At the same time, the City has an obligation to operate its wastewater facility to protect the environment, the public health and the safety of our employees. Both the City and Anuvia must be mutually assured that Anuvia’s operation does not disrupt the City’s wastewater facility. We are open to discussing any and all realistic solutions.” But those discussions will have to wait. According to Yoder, future talks will happen, but a schedule will not be set until the wastewater treatment plant’s system is stabilized.

Apopka Voice.com

March 2, 2017

Anuvia pushes back on paying for cleanup of WWTP

The City Council voted 5-0 at its Wednesday meeting to award Shelley’s Environmental Systems a contract to remove the excess biosolids and sludge from the Wastewater Treatment Facility. The job will take approximately 12 weeks and cost the City \$63,400 according to the City Council agenda packet. But during the Council’s discussion period, a familiar name came up about who is at fault for this WWTP issue and who should pay – Anuvia Plant Nutrients in Zellwood. “Other than repairs we need to make on our water plant, will this get us out of the danger zone as far as what we’ve dealt with on this recent issue? Commissioner Doug Bankson asked. “It’s a step,” said Assistant Public Services Director Kevin Burgess. “We did a 14-day composite sampling in January on Anuvia, and we came to the realization that they were severely organically overloading our plant. We can’t get it out of here fast enough. We’ve been in meetings and discussions this week and last. Their new permit is drafted. There are conditions put on them that are going to be enforceable. We’ll get this problem under control, and we’ll get control of our wastewater treatment plant back.”

Anuvia Plant Nutrients opened its fertilizer production facility on Jones Road in Zellwood last summer. The state-of-the-art \$98 million plant has the capacity to produce greater than 200 tons of product daily, but has also been pointed to as the primary cause of the problems the Wastewater Treatment Facility is experiencing. “If that’s what created the issue, are we asking them to shoulder some of the expense?” Bankson asked. “We will be going back to them for recourse,” Burgess said. “To get some money back yes. There is a condition in their existing permit where we can go back and recoup dollars.”

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Glenn Anderson Irby
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Mayor Joe Kilsheimer brought a different perspective to the discussion and a brief history of Anuvia and the City of Apopka. “There is other information that has never come to light, and that is Anuvia has already paid the City of Apopka \$1.5 million in impact fees. That occurred when the city issued their permit. The City of Apopka signed Anuvia up as a customer in March of 2014... which again is before I was elected. We cemented our relationship in October of 2014 with this payment of \$1.5 million, and then we issued the permit sometime in 2015.

But Bankson didn’t see this as a payment for the issues the plant is facing. “What they paid was what they would have paid for impact anyway. It wasn’t a punitive charge, was it?” “No,” said Kilsheimer. “But what they paid was none-the-less an impact fee.” “This is something beyond what they paid to impact our system,” Bankson said. “So they should be held liable to help deal with this.” Kilsheimer asked City Administrator **Glenn Irby** to weigh-in. “The composite sampling for 14 days that was done by the City (at a cost of \$18,700), they (Anuvia) should definitely pay for that in my opinion,” **Irby** said. “Some of the things we’ll be demanding in the new permit is that they (Anuvia) buy their own composite sampler, and it will be online for 365 days, and they will provide us with 365 days of composite sampling.”

Irby believes Anuvia contributed to the issues the plant is dealing with, but not all of them. “As far as taking the sludge out of the tanks, it may be difficult to pinpoint how much they (Anuvia) contributed to the tanks. This didn’t happen overnight. This has been building over time. It could have been months to years. It can’t be pinpointed. So to say it’s all Anuvia’s fault, I don’t think you can do that. They have done some things they should not have done. The fine structure is not as good as it will be next year. And we do not anticipate this happening again. And if it does it’s going to cost them.”

Commissioner Billie Dean called for a cancellation of the Anuvia contract, but **Irby** explained it may not be in the best interest of the City to do that. “If we can get them to comply (in the new contract), there is good in it for the City,” **Irby** said. “We make quite a bit of money from the processing of their waste. It’s a good thing for the city revenue-wise.”

The contract with Anuvia expires on Monday, March 6th. Burgess said the next contract with Anuvia would be only one year instead of the standard five-year contract. Anuvia CEO Amy Yoder also referenced the hefty impact fee as payment for any issues the City of Apopka is facing. “The city and Anuvia signed a contract, which included a \$1.5 million payment from Anuvia for any impacts to the city,” said Yoder by email. “We are in full compliance of this contract and, while we appreciate the efforts the city is making and desire to be a great partner, we believe the \$1.5 million we have paid is what should be used. In addition, the Woodward & Curran report clearly stated there are many reasons for the issues at the wastewater plant, with the majority being internal, having nothing to do with the water coming from Anuvia.”

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Glenn Anderson Irby
(Articles are in reverse chronological order)**

[CB&A Note: Only the information relevant to **Glenn Irby** is listed below.]

Apopka Voice.com
November 18, 2016

Alfonzo Williams Park getting a new community center

Alonzo Williams Park is getting a new community center building, thanks to a newly awarded \$750,000 federal grant presented through the Florida Department of Economic Opportunity. “Thank you Team Apopka! More than a dozen dedicated staff members who work for the City of Apopka collaborated to pursue this grant opportunity, and I am grateful for their hard work,” Mayor Joe Kilsheimer said. “Alonzo Williams Park has the potential to serve many purposes for Apopka residents, from organized after-school programs to pick-up games of soccer and basketball. The new community center will enrich everyone’s experience and serve its surrounding neighborhoods for many years to come.”

“I would like to congratulate the City of Apopka for not giving up,” said Bradford. ” (City Administrator) **Glenn Irby** and his staff are to be commended. This is really going to be a major plus for South Apopka. Hopefully citywide events can be held at this location after the new community center is completed.” Apopka businessman Rod Love believes it is a great first step, but it will take the people of Apopka to tap its full potential.

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Glenn Anderson Irby
(Articles are in reverse chronological order)**

Apopka Voice.com
May 6, 2016

City Center deal misses another deadline

The City Commission voted 5-0 to give Taurus Southern Investments another 30-day extension to negotiate a developer's agreement. This extends the due date until June 2nd. And while the vote was unanimous it was not without hard questions and several revelations about the likelihood this deal will close.

After a brief explanation and recommendation by City Administrator **Glenn Irby** that Council approve the extension, Mayor Joe Kilsheimer asked for a motion, but City Commissioner Diane Velazquez asked **Irby** why they needed so many extensions. "John Keating is their (Taurus') attorney and I've known John from another life," said **Irby**. "He told Taurus that he knew 60 days was not enough time to negotiate, and we're not sure this additional 30 days is going to do it either. Taurus wants to believe it will. So you may be asked again for another extension. Hopefully not."

Commissioner Kyle Becker then grilled **Irby** on the merits of continuous extensions. "What's the reality that they're going to have something in play in 30 days? Can we condition this thing to say you get it to us in 30 days or this thing isn't going to happen? Why are we going to continue doing extensions? What's the purpose of it?" "To allow more time to negotiate," **Irby** said. "Well let's get a realistic time frame," said Becker. "I don't want to belabor the point, but it makes no sense to me to keep on allowing them to miss a deadline."

"I don't think the deadlines are something we've missed," said Kilsheimer. "What we have run into is the level of detail. For example the size of Martin's Pond and the size of how much land can be developed around Martin's Pond. If you look at the high-water mark for Martin's Pond, it eliminates four acres. So four acres that everyone thought would be developed is no longer developable. That changes the whole scheme of things because four acres has now been taken out and so that changes the economic calculations. But the ultimate idea is...and I probably shouldn't say..." "I don't think you should either," said **Irby**.

"Okay, so there's an ultimate idea," said Kilsheimer. The Mayor went on to explain the complexity of the deal with Taurus makes it difficult to predict the time frame or the certainty it will close. "In all fairness to Taurus and the the City Staff, we think there is a reasonable prospect that we can pull this deal off, but as we have peeled back the onion and started to discuss some of these hairier issues it turns out that it requires a depth of discussion that no one originally envisioned."

"How confident are we that we're at the middle of the onion?" Becker asked. "How confident are we that the known issues are known?" "We can let you know after we see the latest draft," said Kilsheimer. "That's the truth. I don't have a better answer than that."

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Glenn Anderson Irby
(Articles are in reverse chronological order)

Commissioner Doug Bankson then asked when the next workshop would be. “If I can get the staff to say ‘this is a good deal’ and the staff can say ‘we will recommend this to the Council and to the public’ then we’ll schedule a workshop,” said Kilsheimer. “The staff is very protective over City assets. And the staff wants to make sure this is going to be successful. At the same time the developer wants as much flexibility as possible. They want to agree to as little as possible so they can go back to their investors and say ‘hey we got a great deal in Apopka, let’s begin.’ It’s a natural tension and these negotiations are hard. And I’ll go back to what I said from the beginning. If this were an easy deal it would have been done already. It is not an easy deal.”

“But I want us to be able to say to the citizens, we got a good deal,” Bankson added. “Well sure,” said Kilsheimer. “And believe me, everyone is watching this deal. And negotiating in a very public way doesn’t lend itself necessarily to success. But it’s the nature of the beast, and we’re in this situation because we’re in this situation.”

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Glenn Anderson Irby
(Articles are in reverse chronological order)**

Apopka Voice.com
February 8, 2016

City Administrator and Candidates to Meet on Budget

The Apopka Voice has learned that two budget meetings will take place between the candidates for Council Seat#3 (Commissioner Sam Ruth, Doug Bankson and Alice Nolan), Council Seat #4 (Commissioner Bill Arrowsmith, Kyle Becker and Young Kim) and City Administrator **Glenn Irby** tomorrow and Thursday. The meetings will not be open to the public.

“We are offering a meeting with candidates seeking office purely as a courtesy,” said City Administrator **Glenn Irby** through an email to The Apopka Voice. “We will be discussing the operating budget for 2015-2016 and capital projects currently underway or soon to be started. Governmental budgets are difficult to maneuver if you do not work with them.”

Irby also explained how it ended up being two meetings instead of one for the four non-incumbent candidates. “I did not believe the two incumbents would care to join in on this courtesy meeting and planned to have one meeting for the challengers. When both Commissioners Arrowsmith and Ruth expressed a desire to attend, I had one of two choices: 1) advertise a public meeting, or 2) hold two separate meetings. By holding two separate meetings, Commissioner Arrowsmith could attend one and Commissioner Ruth could attend the other.”

It is a meeting Doug Bankson has wanted for quite awhile. “I had asked over a month ago to meet with the city administrator over questions I had with the budget and was told at that time they were working on meeting with everyone together to answer any questions,” said Bankson. “I would have preferred to be able to meet with him directly, but it appears to save time they wanted to meet together. I did question whether there was a sunshine law issue and was told they were keeping the two seats separate so as not to create any infractions.”

Irby explained that one-on-one meetings are not off the table, but that two meetings may be more time-effective. “I considered one-on-one meetings but decided the group idea would not take as long to disseminate the same information. At the forums I will explain to the attendees they can request a one-on-one with me at a later date.”

Kyle Becker, candidate for Seat#4 welcomes a chance to talk about the budget. “From how it was presented to me, this is a forum for the candidates of both seats to ask any questions pertaining to the budget. I think it is a good idea, and something I am looking forward to,” Becker said. “I am really open to any forum, at the end of the day it is an opportunity for me to ask detailed questions directly to city staff leadership.”

Irby went on to explain why the public is not invited to this budget discussion. “If the public were to attend and were allowed to speak and ask questions, the candidates would not necessarily receive the personal attention they need to answer questions possibly asked of them during the campaign,” he said. “If the public ever has a specific question, I can and always do make myself

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available to answer.” “We have two meetings per month and both are open to the public. We had numerous budget workshops where the entire budget was open and fully explained. The public was invited to the workshops. The budget is posted in its entirety online at the city’s website. All capital projects are discussed in the open and voted on by the Council where public input is always welcome.”

Alice Nolan, candidate for Seat #3, will bring the public’s questions with her as well as her own. “I am excited to sit down and speak with **Glenn Irby** about questions the public has and questions I have,” Nolan said.

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Glenn Anderson Irby
(Articles are in reverse chronological order)

http://stpetebeach.granicus.com/DocumentViewer.php?file=stpetebeach_a7faf2f1445c79f01b7269bedaf381cf.pdf&view=1
September 29, 2014

Two cities trying to work out differences without litigation

Author: PETE SKIBA

Two south Lake County cities might settle their utility-rights dispute without throwing any legal punches. Mascotte and Groveland city staffs worked out a compromise giving Mascotte rights to sell water and sewer on 460 acres and Groveland utility rights on about 640 acres in the Casa de la Loma mansion area, off Villa City Road, officials said. "This gives us some high and dry land," **Glenn Irby**, Mascotte city manager said, "which lends itself to upscale development."

Since utility districts have preceded annexation in the past, real- estate taxes on upscale developments might be an underlying reason for the cities to gobble land into their utility areas. Both city staffs are at work drawing up maps and wording describing the compromise to present to their respective councils, officials said.

Groveland's City Manager, Jason Yarborough, said he was satisfied with the deal and expected his city council to approve it in about a month. **Irby** hopes for approval in a couple weeks. The contention about the utility-service district arose in March when Mascotte adopted a district overlapping parts of Groveland's previously adopted district. "Basically we get the mansion," Yarborough said, "and Mascotte gets the 460 acres across Villa City Road from the mansion." The deal separates 460 acres for Mascotte to administer from an 1,100-acre piece. Groveland will administer the rest of the acreage.

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Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
September 5, 2014

Flags go missing in Umatilla

Author: Austin Fuller

The commander of the American Legion post in Umatilla says more than 100 flags disappeared from veterans' graves in Umatilla cemeteries about six weeks ago. Carl Ludecke, the post commander and owner of Umatilla's Olde Mill Stream RV Resort, said the flags are put in three cemeteries in the Umatilla area, one in Altoona, and one in Paisley every November before Veterans Day. The old ones are picked up the next year. He said he was at a World War II Medal of Honor recipient's grave in Glendale Cemetery when he noticed the flags were missing. "Then I started looking around and there's no flags in the whole cemetery," Ludecke said. Ludecke said he called the city clerk about it and was told none of the maintenance people knew about it. Ludecke said an article about the missing flags appeared in a newspaper in Umatilla, and then someone who had been hired at the Olde Mill Stream RV Resort said a supervisor instructed him to pick them up as community service after getting a DUI. Once they got back to the yard, he was then told to throw them in a dumpster, according to Ludecke.

Umatilla City Manager **Glenn Irby**, who was not told of Ludecke's complaint on the day he called, said he told his assistant public works director to find out what was going on. **Irby** said the community service worker approached the supervisor with dead flowers and a flag. "Our employee turned around to him and said, 'We don't remove the flags. This is done by a man that comes in in November and he replaces all the flags once a year. Put that flag back'" **Irby** said. **Irby** said the community service worker came up two more times with flags and the city employee told him to put the flags back. "Mr. Ludecke...has decided to try and convict our employee from information he has received from a person that was convicted of a crime and we were good enough to put to work," **Irby** said. Ludecke said there would be no reason for the community service worker to lie. "There's no reason for this kid that I hired to lie about it," he said. "Why would he lie about it? I mean, he admitted he took the flags. If anything he would have covered it up knowing everybody was concerned about it." **Irby** said he has repeatedly offered to have the city replace the flags, but he needed to know the size of the flags and where to get them or have a receipt for them.

"I asked Ludecke to let me replace the flags because regardless of what happened to the flags, it was either the community service worker, convicted of a crime, which is in my opinion probably more likely that it occurred because they've been putting these flags in the cemetery for years and our employee has never removed a flag, never," **Irby** said. **Irby** said Ludecke called two weeks ago and decided he would get the flags. **Irby** said the city would assist in placing them on the graves and told Ludecke to bring him a receipt so the city could reimburse him for the flags, but Ludecke wanted the city employee to replace the flags on Saturday. **Irby** said they cannot do that because the employee works Monday through Friday. **Irby** said he has been told the city employee spent his own money to buy flags and put them back on the graves. "If I can get a receipt from somebody, because nobody seems interested in bringing me a receipt, I'll reimburse

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him too, because I don't think he did it," **Irby** said. Ludecke said he ordered 144 replacement flags but saw new flags up in Glendale Cemetery on Wednesday and he will use the newly ordered flags for the annual Veterans Day flags. Ludecke said the community service worker told him he also took flags from the Umatilla Cemetery on Golden Gem Drive.

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Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
August 15, 2014

Elder care facility Lakeview Terrace completes first part of expansion

Author: Austin Fuller

Lakeview Terrace in Altoona has completed construction on a new residential tower and villas, with plans by year's end to build a second rehabilitation center and a new clubhouse at the retirement community. "We feel it's a very important addition for Lake County, serving seniors and, of course, with job growth here in the county also," Executive Director Judy Gibbs said of the latest addition of 54 independent living units. With existing garden homes, a three-story apartment building, and a five-story apartment building, the community now has a total of 271 independent living units. The last of seven new villas was completed about three weeks ago and the villas are 57 percent occupied and reserved, Gibbs said. Each villa has two floors, with two units on each floor, but both floors have ground access as they are built on a hill. The tower has 26 units on four stories and an underbuilding parking lot, Gibbs said. She said 62 percent of the tower is reserved or occupied and it was finished about a month ago. The 105-acre community also plans on building a second rehab center and a new clubhouse that it hopes construction can begin in late fall, Gibbs said. The clubhouse will have an auditorium, a dining room and a room for informal dining. The major dining will move from the current community center to the clubhouse, but there will be some type of food service kept at the community center as well.

As the demand grows, Lakeview Terrace will build another residential tower, Gibbs said. "We feel that certainly upgrading and building new is also a way of sustaining our position here as a leading senior living community," Gibbs said. Construction of the villas began in February 2013 and the construction of the tower began in May 2013, with infrastructure work starting in 2012, Gibbs said. The cost of the tower and villas was \$15 million, according to Gibbs. Gibbs said the expansions were necessary because capacity was being reached. "We were reaching 96, 97 percent and we knew that there was a demand for this type of continuing care retirement community," she said.

About 325 residents now live there. In addition to the independent living, the community has a healthcare center that has a rehab and skilled nursing facility, an assisted living facility, and a home health certified agency that serves residents, Gibbs said. They have a complete rehab, physical, occupational, and speech therapy department, she said. "It's almost like an umbrella here of all comprehensive services, and it's a continuum that they can move back and forth through these particular services all under (the) same Lakeview Terrace banner," Gibbs said. Lakeview Terrace added eight new employees because of the expansion, Gibbs said. Gil Owens, 79, moved into the villas with his wife in April. Owens said he lived in The Villages from 1999 and four years ago started looking at Lakeview Terrace, but decided to wait for the new buildings. He said they moved to be in a place where their kids would not have to worry about them. "They're happy that we're here and that we don't have to worry about maintenance and if we need help it's right here,"

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Owens said. He said he liked the community's concept with the independent, assisted, and skilled nursing there and them cooking the main meal each day. "It's a beautiful view. It's a beautiful concept. The price is right. Everything is going very smooth," he said. Lakeview Terrace annexed into Umatilla in May 2008. "I see it as a tremendous asset to the city. Lakeview Terrace is a good business partner with the city, too.

They're excellent people to work with," City Manager **Glenn Irby** said. **Irby** said last year the city allowed Lakeview Terrace to use its tax exempt financing designation in order to get a very low interest rate loan with no liability to the city. He said the city set it up to bond \$65 million. Of that, the community has borrowed \$35 million to date and plans to borrow another \$6 million for the new clubhouse and skilled nursing and rehab center, Gibbs said. The bond money was used to finance the expansion, Gibbs said. **Irby** said one of the reasons the community is important to the city is the residents are active and come into town to shop, which lends to commerce. **Irby** said annexing Lakeview Terrace allowed the city to get to the intersection of State Road 19 and County Road 42. The east side of County Road 42 was rerouted to that intersection and a blinking light was turned into a regular traffic light in recent years. "I immediately saw it as the next growth area for Umatilla," **Irby** said. It would be beneficial if the area gets restaurants, shopping and entertainment that residents could walk to, Gibbs said.

During the road work, the city put utilities in the intersection, **Irby** said. While Lakeview Terrace has its own water system, **Irby** said the expansions tripped a Department of Environmental Protection requirement, based on the number of residents, for the community to have a redundancy for its water system. He said the community has a second well, but did a cost analysis to get it running and decided to connect to the city's system. He said Lakeview Terrace built the city a new 12-inch water line from where the city's line terminated all the way to County Road 42. The city manager said changes in state law have allowed the city to annex in the Kangaroo convenience store and property north of it, even though they are not contiguous with Lakeview Terrace.

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Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
August 9, 2014

City officials planning to make several renovations to Cadwell Park
Author: Austin Fuller

New restrooms and a new sidewalk were recently completed at Cadwell Park, but more long-term changes are anticipated in the park's nearly half-million dollar master plan. The park is the site of most of Umatilla's major events, including the Florida Black Bear and Wildlife Conservation Festival, Chili Cook-Off, Collins Community Barbecue and North Lake Relay for Life. City Manager **Glenn Irby** wants to see more events there, especially since the park is downtown. "It yields itself to grander things than it has," **Irby** said of the park. Plans call for a sidewalk encircling the back field in the park, as well as new pavilions, shade trees and a new event stage. The park is heavily used on weekends by families, said **Irby**, who believes adding more amenities will bring more people to downtown and Umatilla.

The city manager also noted that there are apartments downtown and having a more user-friendly park within walking distance for families with babies or toddlers would be a good thing. The park also affects nearby businesses, he said. "If people come up here to do nothing but recreate at the park, maybe they've never been here before, they say, 'Oh look, there's a Beef 'O' Brady's, heard it was up here just didn't know where it was,'" **Irby** said. "They might not go to Beef 'O' Brady's or the ice cream shop then, but they're likely to come back and spend even more time." The park had portable toilets as well as restrooms in a building that were opened for events. The new restrooms were finished in May. "We had the ability to build the restrooms. We saw that as the most necessary thing to have," **Irby** said. "The events in the park have grown tremendously over the past seven, eight years and those poor restrooms in the building, they don't keep up." The park currently has an event stage, but there are space constraints as events continue to grow, **Irby** said. The new stage is planned to face a field, and **Irby** said people could bring lawn chairs.

Other changes on the park master plan include more sidewalks in the front part of the park, a pedestrian bridge and a new play structure, city documents show. The plan also calls for the city to acquire a piece of land that partially separates part of the park from the back field. **Irby** said there is a cracker-style house there that could be used for things such as weddings or parties. However, he said he has reached out to the owners and they are not interested in selling.

The new and old bathroom facilities in the park are ADA accessible, **Irby** said. "We want people, regardless of their health, to be able to enjoy as much as possible and to come out, too," he said. The timeline for the changes is dependent on funding, according to **Irby**. He said they are going to try to get some Florida Recreation and Development Assistance Program Grant money and they believe the sidewalk system could qualify. He said the park is in the Community Redevelopment Area and in 2016 they could be back to look at funding park work with that money. The estimated total cost of the park master plan would be \$499,917.24, city documents show.

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Glenn Anderson Irby
(Articles are in reverse chronological order)

While it is not a part of the master plan, **Irby** anticipates a parking lot near both city hall and Cadwell Park will soon be repaved and expanded. Landscape and lights will also be added to the parking lot. “We believe that the parking lot is extremely important because of the events held in the park,” **Irby** said. He said, if approved, the parking lot would be partially funded through CRA and penny sales tax money. He expects the parking lot work to take place after the first of the year, as there are a lot of events scheduled between now and December.

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Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
June 10, 2014

State helps fund water, stormwater projects

Author: Austin Fuller

The cities of Umatilla and Tavares have received a combined \$6 million from the state to help fund stormwater and water projects within the two cities. Umatilla got money for three projects, including one for a \$4 million project that will allow the city to replace water lines and valves, as well as to loop more water lines into the system, according to city manager **Glenn Irby**. Dead end lines create stagnant water and looping them will prevent this and increase fire flow, **Irby** said. The city has a meeting scheduled for Friday with engineers to figure out how they should proceed with the work, **Irby** said, before the plan is presented to the city. “Our recommendation is going to be that we’re going to... first apply the money to what we believe are the worst of the worst areas of town,” **Irby** said, adding there are new sections of pipe in the city’s water system.

State Sen. Alan Hays, R-Umatilla, who chairs the General Government Appropriations Subcommittee, which covers the budgets for 18 different state agencies, cited a water main break last October — which led to the entire system having to be shut down — as a reason for the city getting the funding. “That tells me that they need some significant improvement to the project, to their water system,” Hays said. Umatilla also received \$677,050 from the state, which **Irby** hopes to use for a new 750,000 gallon storage tank that will complement their existing 150,000 gallon tank and will allow the city to take its water tower offline. The money also will go to three new variable drive pumps that ramp up and down according to need, **Irby** said. The city manager said if there was a fire in the city, all of the pumps would be working, but late at night they would barely be in use. He said they are more efficient and are more powerful. “To me it’s phenomenal. The fire flows will be nothing like the city’s ever experienced before,” **Irby** said. Umatilla also received \$605,000 to help fund an estimated \$3,629,200 project that will create a pond to capture stormwater for treatment, turning it into reusable water which would be mixed with reuse water from the wastewater plant for irrigational purposes, **Irby** said. The project is being done to capture and treat stormwater that would otherwise go into one of Lake Yale’s basins, the city manager said.

While Lake Yale is not in city limits, and a large part of the stormwater comes from outside the city, **Irby** said the project will help expand the city’s existing reuse operation and assure the St. Johns Water Management District that they have alternative water sources. “Everybody’s in it together these days. We feel good that we can help and at the same time assist us, if you will, with St. Johns (Water Management District),” **Irby** said. Money is also coming for this project from the Lake County Water Authority, Lake County government, the Florida Department of Environmental Protection and the Department of Environmental Protection is also working on a grant from the federal Environmental Protection Agency, **Irby** said. “There’s no way that we would ever be able to get to the level of funding necessary to do these projects on the backs of the tax payers,” he said. “That’s how huge it is.” He credited Hays with helping the city get the money. “Alan Hays was a God send,” **Irby** said. Tavares received \$750,000 in state funding,

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

which Utilities Director Brad Hayes said will help with a project to build a large stormwater pipe underneath Ruby Street in downtown Tavares and a stormwater treatment pond. He said stormwater currently discharges into Lake Dora and the pond will capture nutrients before the water is discharged into the Dora Canal which flows to Lake Eustis. “It’s helping to clean up that entire area so that we’re not dumping nutrients into the lake which create algae blooms and fish kills and it will enhance and clean the area up for recreational sports,” Hayes said of the Wooton Park and Lake Dora shoreline. He said the second phase of the project will include putting more infrastructure in the downtown area to get water to the pond. The majority of the money will be spent in phase one of the project, according to Hayes. He said the phase one construction cost is \$2.5 million and the overall cost of the project is \$8 million, with the state money keeping stormwater rates low. Hayes also thanked Sen. Hays for helping secure the funding for the city. Sen. Hays said the Tavares project will help the health of Lake Dora and the other lakes in the Harris chain. The lawmaker said there are backlogged projects across the state and funding is allocated based on individual merit. “I’m quite pleased that I was able to get the funding for these projects here at home, but I’m also glad that we were able to help other communities throughout the whole state,” Hays said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
June 5, 2013

Embattled police chief allowed to retire

Author: Millard K. Ives

The Umatilla City Council voted Tuesday night to allow its suspended police chief — who was on the verge of being fired — to remain on administrative leave until his 52nd birthday in November so he could reap his full retirement. The unanimous vote during the council’s regular meeting came as the city manager was considering terminating Chief Doug Foster after a number of supervisory problems of his seven officers and after at least one termination meeting had been postponed.

The 51-year-old Foster will be allowed to use his vacation and sick leave until his Nov. 19 birthday. “We felt it was a good resolution,” said Shaina Thorpe shortly after the meeting. Thorpe is an attorney who works with the city on labor and employment matters.

She said Foster would have lost 3 percent of his pension if he was fired. Foster said he also thought the decision was in his best interests, although he disputed the allegations. “It’s political mismanagement,” he said outside of city hall after the meeting. Foster was placed on administrative leave in early May after what City Manager **Glenn Irby** said was a number of supervisory problems, including allowing his officers to detain and question two 13-year-olds suspected of battery without their parents being present. A memo on the subject cited a similar incident with an 8-year-old in 2004 that resulted in the chief being counseled. “I cannot find good cause or reasoning behind why the parents of the children arrested were not allowed to be in the interviews,” **Irby** stated in the memo.

Foster also allegedly allowed an officer to respond to a vehicle accident outside of the city’s jurisdiction. Foster said he wasn’t aware until after the interviews that the children had been questioned by officers without their parents. However, he said there have been Supreme Court cases that has ruled it is OK in some circumstances to allow officers to question juveniles without their parents or guardians being present.

Sheila and Dayle Thornton and Lisa Sabournin, parents of the two sets of the teens, said they were upset about the decision not to fire Foster. “They are basically paying him for wrongdoing,” said Sheila Thornton, after the meeting. Foster, who has been the city’s police chief for 21 years, makes \$55,000 a year. He said he plans to find another job in law enforcement.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
October 7, 2012

Umatilla to float \$60M bond issue

Author: Greg Jones

With no citizen opposition, the city of Umatilla is moving forward with a \$60 million bond issue needed to help a local retirement center expand.

City Manager **Glenn Irby** said an investment firm is negotiating to buy the revenue bonds sought by the Lakeview Terrace Retirement Community. Officials hope expanding the facility, which sits on more than 100 acres at 331 Raintree Drive near Highway 42 and State Road 19, will create new jobs and kick start commercial development in the area.

"As far as the public hearing, no one from the public showed up, but the project still moves forward," **Irby** said. "They (the bonds) are in the process of being bought by a financial institution. They will have the ability to buy the bonds and re-sell them. The investment house will have the ability to sell the bonds at a premium to their clients, and whoever buys them will get the invest payments."

Irby said the investment house will be able to sell the bonds to its clients for as little as \$5,000 per bond. Money raised will help Lakeview Terrace grow from 325 residents to more than 600. City officials believe the additional residents and employees might lead so the area getting its first full-service grocery store. "It is a great deal to the city to be able to double the size of Lakeview Terrace," he said. "We value Lakeview Terrace, and it is a very good asset to the city," **Irby** said.

By using a special financing vehicle allowed under the Internal Revenue Code, Umatilla can obtain the tax-free bonds but Lakeview Terrace will actually sell them and be responsible for their repayment since they will not be backed or secured by the city's taxing power, its finances or credit, or any other public revenue sources.

Although Umatilla will not be able to float any of its own bank-qualified debt -- a tool used by government entities that guarantees lower interest rates and better terms overall -- while Lakeview Terrace is selling its bonds, the company has agreed to pay the city any difference in lost savings it sees if it has to borrow money another way.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
September 21, 2012

Umatilla may roll the debt dice

Author: William Koch

Are Umatilla city officials making the right decision in borrowing \$65 million in bonds to help a local retirement community expand? City taxpayers need to find out. Lakeview Terrance Retirement Community, a not-for-profit organization, is making some big promises. Its expansion will create 45 new jobs and help boost the city's commerce.

Umatilla is a nondescript city of 3,500 residents tucked quietly away in the northern portion of Lake County, just a couple miles south of the Marion County line. The city doesn't have a major chain shopping center and south Marion County residents often travel through the city to get to Eustis and other points south. Providing a good reason to get motorists to stop, shop and visit Umatilla naturally might get city officials' attention.

But here's the big question: Is Lakeview Terrance's package of goodies too good to be true? If everything proceeds as planned, Lakeview Terrance will expand and, as a result, more businesses will set up shop. And more shoppers will spend money in Umatilla. But what if Lakeview Terrance, which is privately owned and controlled, doesn't deliver? This is, after all, public money going toward a private endeavor. If Lakeview Terrance fails, who pays the bill? The \$65 million bond, which is borrowed money, doesn't just go away. (The bond duration and payment amounts weren't immediately available late Thursday.) Local taxpayers would have to pay the bill.

Municipalities throughout the country are defaulting on their bond obligations. The national and local economies are still struggling. City Manager **Glenn Irby** said "we believe (Lakeview Terrance) is going to be right for growth. So much so, we are running water lines all the way to (Highway) 42." City officials may deserve credit for this arrangement, especially the part where Lakeview Terrance pays the bond bill entirely. This may turn into a smart and very worthwhile investment in the city's financial and commercial future. But this is still a big gamble. And Umatilla's taxpayers will have to pay the gambling debt if this turns into a losing proposition. We urge city residents to attend the public hearing on the bonds 7 p.m., Oct. 2, at city hall to get educated and to offer input.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
Apr 20, 2012

Gov. Scott vetoes money for local sewer projects

Author: Ludmilla Lelis

A sewer overhaul for Umatilla, a Minneola sewer connection to the state prison and funds for the Lake Technical Center were the three Lake budget items vetoed by Gov. Rick Scott. Scott this week rejected \$142.8 million from the state's nearly \$70 billion budget.

Umatilla City Manager **Glenn Irby** was disappointed that the budget ax fell on \$352,163 for a major sewer system overhaul. The city still has terra cotta pipes more than 50 years old that need replacement. During the dry season, sand infiltrates the lines and causes problems when the sand reaches the sewer plant. During the rainy season, raw sewage can leak, as happened during Tropical Storm Fay in 2008. Replacement of those pipes would cost less than \$1 million and the city already has a \$650,000 federal community development block grant.

The appropriation would have covered the rest. The city's approximately 900 utility customers couldn't afford paying for it, he said. "Trying to put that on backs of utility customers would break them," **Irby** said. "It's enormously expensive." He said he will try to complete as much of the project as possible with the existing grant but will have to find another grant or try again during next year's state legislative session to cover the rest.

Florida Tax Watch, a government watchdog group, had recommended rejecting the Umatilla project and many other water projects because the state doesn't have a good review system to analyze and prioritize projects. The governor also vetoed \$300,000 for a wastewater line that would have connected the Lake Correctional Institution on U.S. Highway 27 to the sewer plant in Minneola.

Officials of the south Lake city have been working for several years to connect the state prison to its \$20 million sewer plant. Minneola could have not only enjoyed the income from the prison connection, but the plant, running well below its capacity, would run more efficiently, City Manager Mark Johnson said. The prison has an aging package plant on site that treats its sewage. "I think this would have been a good partnership between agencies," Johnson said. "But I understand the state is in difficult times, just like the rest of us."

Scott also vetoed \$52,314 for the Lake Technical Center, one of two charter vocational-training centers in the state. The other center in St. Johns County had its funding request vetoed. Past budget cuts have left the center with less money, while student enrollment has increased as people have lost their jobs and need training for different careers, Lake Tech Director Diane Culpepper said. The appropriation would have restored some of the funding lost in past years, she said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
December 12, 2011

City buys computers for council members

Author: Gerbasi, Chris

The Umatilla City Council has entered the technological age. The council used laptop computers for the first time at its Tuesday meeting, saving hundreds of pages of paper by viewing the agenda electronically. "I was a little apprehensive about how it would go, but there were no hitches at all," city Manager **Glenn Irby** said. "They were able to follow it, everything was right there, and everybody was really pleased."

The city recently bought 11 HP laptops at a holiday sales price of \$5,400 from Staples. Each computer was discounted from \$598 to \$491. The computers will be used by all boards that meet in the council chambers. The city can easily make up the cost in savings on paper. Up to now, the city had been creating multiple paper agendas and packets of backup materials for boards and staff, which not only required reams of paper but was also time consuming. City clerk Karen Howard had to make 11 copies of the same material for bimonthly council meetings, and nine or more copies of agendas for subcommittees and other boards. The work often required a full day or more.

Now, Howard will have to prepare one agenda one time, and the materials will be distributed electronically to board members and staff. **Irby** said Tuesday's agenda and packets would have used about three reams of paper, or 1,500 sheets. Instead, 11 two-page paper agendas were printed for council, staff and press to follow, or 22 sheets. He did not have an individual breakdown on paper costs because they are wrapped into an office supply account.

Irby said the city may have been slow to provide the council with computers because agenda packets were typically small. But with more activity and projects in the city in recent years, packets have grown to hundreds of pages for meetings involving the comprehensive plan or land development requirements, for example. So the computer-savvy council asked staff to cut down on paper and look into purchasing Ipads or laptops, he said. Council members eventually settled on the choice of laptops. Now that the city has upgraded the chambers with computers, there may be no stopping it. **Irby** said the city will also beef up its WiFi capabilities in the chambers so attorneys and other staff members can research items on the fly if necessary during meetings.

Howard said that the city also plans to revamp its website soon. The meeting agendas should be available to the public online sometime after the first of the year. The laptops' first run went well, and **Irby** thinks they will be a positive addition, but he may feel more comfortable after next week. "We have a huge agenda coming up for the Planning and Zoning meeting next week," he said. "We made the choice to implement them on a slow agenda. The real test will be next week."

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Daily Commercial, The (Leesburg, FL)
September 1, 2011

Umatilla police chief suspended

Author: MILLARD K. IVES

Umatilla's top police has been suspended for 10 days amid several allegations, including that he hogged the department's only computer to play online video games, locked himself in his office while secluding himself from officers and refused to come to crime scenes.

Police Chief Doug Foster, who's headed the Umatilla Police Department for 19 years, is also accused of using meetings to belittle, demean and bully officers, having his staff run his personal errands, taking away their shotguns, neglecting department vehicles and requiring officers to submit a list of medication they were taking. "Morale among officers is very low and you are the are the direct cause," stated City Manager **Glenn Irby** in a memo to Foster which announced the suspension.

Foster couldn't be reach by phone for comment Wednesday. But in a written response to **Irby**, he refuted or addressed some of the allegations -- citing he only played games during his lunch break and after business hours and only asked a sergeant to pick up a tenant's rent. Foster also submitted proposals to rectify the issues which includes closer interaction with officers, encouraging feedback and attending a management course. In an interview with the Daily Commercial on Wednesday, **Irby** called the proposed rectifications "a good start." However, **Irby** added that he believes that external and personal issues have clouded Foster's effectiveness and warned that any further violations would be grounds for immediate termination.

Irby said he became of internal issues in the police department after an "emotional" officer Joel Cooper told the city manager he wanted to resign because he "believed that he had no other choice." Cooper later presented **Irby** with a "lengthy written chronology of concerns, encounters and outright complaints stemming from both personal and professional issues with the Umatilla Police Department." **Irby** said out of the approximately 10 complaints with Foster, he found seven of them to be valid and in violation of city policy. **Irby** said out of the five years he's been city manager, he is unaware of any other reprimands leveled upon Foster in his 25 years with the Umatilla Police Department.

Irby added before the recent complaints came up, he was unaware of any problems that officers had with Foster's leadership. "They were very ill at ease in coming to me," **Irby** said. **Irby** said he now hopes officers would find it easier to come to him with any concerns. Sgt. Chris Bell will fill in for Foster until his scheduled return of Sept. 12. Some complaints of officers' on Umatilla Police Chief Doug Foster and his written response to the city.

Uniformed officers being asked or directed by Foster or his assistant to conduct personal business for him, including payment of a personal invoice for his mother-in-law and collection of rent from his tenant.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

- Foster: Only asked Sgt. Chris Bell to pick up a renter's payment. Did give a city employee money to purchase a Power Ball lottery ticket.
- Foster secluding himself within his office between the hours of 4 p.m. and 5 p.m. and not opening the door to officers needing advice; and refusing to assist officer on possible crime scenes.
- Foster: I have never refused to come to a scene when requested by a officer unless I was completely out of the area.
- Foster issuing a written directive requiring all officers to provide him with a list of all medications they were currently taking.
- Foster: I wrote a guideline in an attempt to ensure officers wouldn't be working on the job while on medication which may effect their judgment or ability to perform the job task. I never requested the officers disclose their medical condition.
- *Officers complained about Foster disallowing use of shotguns by ordering them taken out of their cars.

Foster: I have restricted usage of shotguns and computers about two to three years ago. During a periodical vehicle inspection, I discovered a shotgun missing. I searched other vehicles and failed to located the weapon. When I called officers, no one seemed to know where the weapon was located. This wasn't an isolated incident.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel - Orlando, Fla.

March 22, 2011

Umatilla Airport sets sights higher

Author: Christine Snow

Years ago, a fence wrapped around this city's tiny municipal airport, making it unapproachable for residents. But now City Manager **Glenn Irby** is committed to transforming the Umatilla Municipal Airport into a viable resource for residents and businesses in hopes of elevating the local economy. About 90 people attended an open house at the airport in late January in an effort to make the airport more accessible to those in the area. "It's a community airport, not a country club," **Irby** said. "It belongs to everybody."

As a way to promote the economy, the airport began offering fuel services for planes in January. This allows pilots, mostly those flying small planes for business or for fun, to make a stop in Umatilla to fuel up, access the airport's wireless Internet and check for weather conditions. **Irby** said he anticipates this will encourage pilots to make extended stops at nearby businesses and give the city an "economic boost." "What we're hoping is that with having the fuel, it will be a draw to Umatilla for restaurants and shopping districts and the Ocala National Forest," he said. He also hopes other recent improvements to the airport, which has existed for decades, will be an attraction for pilots. The airport added 13 new hangars to hold aircraft. A new security system was established, including a surveillance video cameras, lighting and two new gates. The surveillance cameras are expected to help foil future situations, such as Lake County's largest drug bust that occurred at the airport in late 2010. Law-enforcement officials found nearly 800 pounds of marijuana at the airport. Because of the airport's rural location, city and airport officials weren't surprised by the criminal activity. The new cameras, however, should limit suspicious incidents.

Officials have also stepped up efforts to be more of a visible force in the aviation community. The city plans to increase advertising of the airport in aviation magazines and websites at a low cost or for free. "We found out that word of mouth is actually working quite well," he said. "It's a unique entity," he said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
March 1, 2011

Ready for takeoff

Author: Ell, Larry

A series of fortunate events has things looking up at Umatilla's airport. Over the past few years, the city has capitalized on a series of government grants and well-timed private interactions to transform an asset -- one that City Manager **Glenn Irby** described as "underutilized and in very bad condition" -- into an aviation success story.

The facility's evolution began by focusing on the airport's most pressing deficiency. "It had a very short, almost unusable runway when it started several years ago," **Irby** said. That changed after city officials hired a consultant to explore the availability of federal and state grants through the Federal Aviation Administration and the Florida Department of Transportation. **Irby** said the consultants concluded that the city needed to build hangars to entice people to use the airport. FDOT didn't agree.

When state transportation officials came to look at the site as part of the grant process, they reportedly told the city there was no way they were going to advocate for hangars when the runway was in such deplorable condition. However, FDOT said it would, instead, grant money to the city to widen, lengthen and upgrade the runway. "That was when it started becoming something," **Irby** said. The runway project began in 2004 with a price tag of nearly \$1.5 million -- too much for the city to handle on its own -- so it embarked on what would eventually result in a series of shrewd and sometimes lucky partnerships. With sizable grants from the FAA and FDOT, Umatilla's financial commitment for the expanded runway totaled \$37,812.97.

Improvements over the years followed with equal attention to frugality.

At the time the runway was completed, the airport had only one hangar and it was crowded with five airplanes. So the next phase of facility upgrades included the addition of more storage capacity. From 2006 through 2009, 13 hangars were built at a total cost of \$933,031--\$186,606 which was borne by the city. **Irby** says all but four are occupied. "Then we started hearing the reason why nobody comes to Umatilla and nobody rents the hangars is because we didn't have fuel," **Irby** said.

That sparked perhaps the most fortuitous sequence of events.

To help build the estimated \$300,000 fuel farm, the city applied for--and won--an FDOT grant. But since it required 20 percent in local matching funds, city officials turned the state cash down. **Irby** said, for some reason, FDOT kept the grant alive, so he kept presenting options to the city council to take advantage of it. Last year, an opportunity for a public-private partnership finally led to Umatilla being able to complete its airport vision.

A pair of fuel tanks at Leesburg International Airport had reportedly been repossessed by the bank and were available for purchase at a large discount. **Irby** said a local businessman agreed to

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

cover FDOT's local matching requirement of \$53,719 and pay for a load of fuel. Two months ago the tank was finally put in. "Over the last month we've pumped somewhere between 1,000 and 2,000 gallons of fuel." **Irby** said. "And for three weeks, it wasn't even advertised." The blossoming of Umatilla's airport has been a thing of beauty for Jerry Byrd. As a self-described "airport bum," Byrd acts as the volunteer caretaker of the facility.

As a pilot himself for the past 20 years, he knows the value a full-service airport can bring to a community. "A lot of general aviation pilots just love to have a small place to fly into, park their aircraft and go out for a bite to eat," Byrd said. "It's a good way to patronize the city of Umatilla." Making it as easy as possible for visiting pilots to venture into town, a courtesy car will soon be made available at the airport.

Irby said the city recently auctioned off a couple of out-of-service police cars for \$6,100 and was offered a used car by the family of a deceased Umatilla resident for only \$3,500. Once the car is ready for use, officials feel the airport will have the complete package--and with proper marketing--will become a true jewel in the city's crown. "We are the only other airport in Lake County that has a paved runway," **Irby** said. "I think people will say, 'Wow, I didn't know that.' So it's something to be proud of."

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
December 23, 2010

“Its better than a good thing”

Author: Katie Adams

Lake County law-enforcement agencies received new equipment and upgrades thanks to nearly \$179,000 in federal grants. For the Umatilla Police Department, for example, about \$7,000 in grant money means new bulletproof vests, cameras, safety goggles and training pistols. among other equipment. The money came from the 2010 Edward Byrne Memorial Justice Assistance Grant award, from the national federal Bureau of Justice Assistance.

Umatilla City Manager **Glenn Irby** said he's excited about the opportunities the grant has brought his city. "Anytime a city of our size is able to come into any kind of grant where our taxpayers aren't impacted, it's a good thing," **Irby** said. "It's better than good thing." Umatilla police Chief Doug Foster said the money is a great help. "Everybody gets a little bit of extra help with their needs because [with] our economy at this point, we don't have a lot of extra cash," Foster said.

"Every little bit helps."

Any municipality or department interested in grant money can apply. In Lake, the grant is split among the Sheriff's Office and police departments that bid for it. In order to qualify, departments must present a proposal and budget of how the money would be spent, said Brenda Quattlebaum, Lake probation coordinator. This was the first year all of Lake's police departments applied for the grant. More than half of Lake cities had to agree that the money should be divided among all police departments.

The proposals go before the Local Law Enforcement Substance Abuse Advisory Board, comprised of police chiefs and representatives from the State Attorney's Office, Public Defender's Office, LifeStream Behavioral Center and other organizations totaling more than 20 people, Quattlebaum said. The board determines how the money will be distributed.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
September 19, 2010

Flooding problem to be addressed in Umatilla

Author: LARRY ELL

Cycle Station owner Steve Pembrook can finally look forward to a time when he won't have to clean up heavy deposits of dirt left on his doorstep by stormwater runoff. The city of Umatilla learned this week that it had been awarded a \$226,238 grant from the Federal Emergency Management Agency to reconstruct an alleyway and mitigate drainage and stormwater issues that have plagued 14 businesses in the north end of the City. "I've dealt with the city for several years on this issue, so it would be wonderful if we could get that thing cleaned up," Pembrook said. "It's affected my sales because I can't even set my motorcycles outside anymore."

According to Umatilla city manager **Glenn Irby**, the alley runs parallel to State Road 19 and is bracketed by Palmetto St. to the north and Seminole St. to the south. He says many businesses along the alley, as well as in proximity to it, have experienced flooding problems for years. "Like you wouldn't believe," **Irby** said. "The older buildings were built below the grade of the alley, so when it rains, the water runs off the road and into the buildings."

Irby said he was shocked to learn Umatilla had been awarded the funds since the city applied to FEMA in 2008, after Tropical Storm Fay deluged much of Florida. The grant, which also requires a 25 percent local match of \$56,559, will be used to dig up the alleyway and replace underground conveyance systems along with gutters and curbing. **Irby** says Umatilla's commitment will be paid from either stormwater fees or Community Redevelopment Agency funds. Construction could begin by the latter part of this year or early next year, so the long-suffering business owners won't have to wait too much longer to finally get some relief. "I think they're going to be ecstatic," **Irby** said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
Sep 20, 2010

Grant will fix flood in Umatilla

Author: Christine Snow

Every time it rains heavily, Michael Hill braces himself for the expected flooding from a nearby alleyway that often flows into his restaurant's property and destroys his catering equipment. But now the owner of Michael's Restaurant and Catering is breathing a sigh of a relief as the city received a \$226,238 federal grant to reconstruct the troubling alleyway and improve its drainage. The grant, awarded to the city by the Federal Emergency Management Agency, is designed to alleviate the ongoing stormwater issues faced by businesses in the area. "My reaction to this is: finally," Hill said. "I'm very happy for it to be happening."

About 14 businesses have dealt with similar problems as Michael's for years because of the poor grading of the surface of the alleyway, which is located near State Road 19 between Palmetto Street on the north and Collins Street on the south end, City Manager **Glenn Irby** said. This creates a situation ideal for flooding, **Irby** said. "It's basically the same way with all those businesses," he said. "Most of them are below grade." The flooding issues are a consistent headache for area businesses such as Michael's. In the four years since Hill established the restaurant at its North Central Avenue location, an overflow of rain has filled the parking lot and collected in a garage that holds boxes of catering equipment.

So Hill must constantly replace the boxes rather than physically relocate the necessary garage, which would be a more expensive process. "Within a few minutes [of rain], the water is several inches deep. And, if a car drives by, it sends a huge, big wave," said Hill, who said his equipment sits inside wooden boxes. "Those boxes continued to get ruined. It's been a very costly problem." The city still needs to provide a 25-percent match of the grant, or \$56,559, before reconstruction can begin, **Irby** said. As the alleyway is located in Umatilla's Community Redevelopment Agency area, the city will pay for its match either through redevelopment area funds or stormwater fees. "It's a very important step forward to fixing a very serious problem," **Irby** said.

The grant is also a welcome assistance for the city as it's been a constant struggle to come up with the means to overcome the alleyway's problems, **Irby** said. "For a city the size of Umatilla to get almost a quarter of a million dollars grant, it is a huge blessing," he said. "It would've taken us years to get this kind of money. This is a very good thing."

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
August 12, 2010

Grayson's grant, stimulus claims questioned

Author: BRAD BUCK

Umatilla City Manager **Glenn Irby** said Wednesday that campaign literature from U.S. Rep. Alan Grayson about his successes in bringing gobs of grant money to his city are misleading. Grayson represents Florida's Eighth Congressional District, which includes portions of Lake County. Glossy literature was recently distributed in the Umatilla area, touting grants that Grayson says he's helped secure. "Congressman Alan Grayson delivers for Umatilla," the material says. "How much money did the city of Umatilla receive in federal grant money in the year before I came to Congress? ZERO. But, in my first year in office, the amount of our money coming back to work in Umatilla increased to nearly \$130,000."

The literature also says that in 2009 Umatilla received grants for the airport and police department. "In an indirect way, he is taking full credit for those grants," **Irby** said. Although Grayson is taking credit for the grants Umatilla received in fiscal year 2009-10, he didn't have anything to do with getting them, **Irby** said. "We asked him for \$7.9 million in stimulus money," **Irby** said. One of the biggest-ticket items Umatilla asked for was a city hall and emergency shelter. The latter would be critical after so many people in Paisley had no place to go when the 2007 tornadoes hit, **Irby** said.

Umatilla received no stimulus money. "None of those things came anywhere near being accepted," **Irby** said. Furthermore, no grant money went through Grayson's office, he said. That money was already on the table before Grayson took office in 2009, **Irby** said. "It makes it look as if he's the shining knight on the white horse," **Irby** said.

No one from Grayson's campaign or his office commented on **Irby's** statements Wednesday. Grayson's website claims many victories in bringing stimulus and federal grant money home to the Eighth Congressional District. But it does not specify what cities, counties or school districts the money went to. "The hard work of Congressman Alan Grayson paid off in a big way for the people of our district," the website says.

A new analysis of grant information showed that federal grant dollars for Florida's 8th Congressional District increased by 98 percent during the congressman's first year in office. "I brought in more than \$100 million in additional federal dollars when we need it most," Grayson said on his website. "The new money created or saved thousands of jobs. It kept police officers on the streets, hospitals and schools open, and improved the lives of people in Central Florida." Grants to municipal and county governments are up 101 percent, Grayson's website says.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
Jun 23, 2010

Bad for business?

Author: Amy C. Riddel

UMATILLA

In the coming months, road crews will begin installing turn lanes and an extended median along the city's main drag, but already some business owners are concerned about the changes. New turn lanes will be installed along Central Avenue near the road's intersection with Cassady Street to the west and Guerrant Street to the east. The median won't allow cars to cut across Central Avenue, which is a cause for concern for some business owners.

City Manager **Glenn Irby** said he's asked the state Department of Transportation to reconsider some of the work and change the medians to allow for easier access to some of the businesses. But, ultimately, he said it's the state's decision. "We have gone to bat for the businesses and written a letter to reconsider one of the closures," he said. "Hopefully, they will. At the end of the day, they don't have to."

Already, workers have started surveying the area for the new medians and turn lanes. Currently, there are several short medians that allow drivers to cross Central, which is also known as State Road 19, from side streets. Recently, the city asked local residents to fill out an online survey to gauge public opinion about the roadwork. There's only been one response and it wasn't positive. The respondent said the Transportation Department work is not acceptable because it will mean "closing too many median openings that will make it difficult for south-bound traffic to access businesses on the east side of S.R. 19."

Some business owners along the stretch of road that would be most affected wouldn't give their names but said changes to the medians could be the death knell for their establishments. In a letter to transportation officials, **Irby** asked them to reconsider the median placement. "I am hopeful that you will consider the position of the City of Umatilla with regard to the complaint by one of our long-term business owners," he wrote. "The City has very few businesses and during these economic times, it would be a disadvantage to them to lose existing clientele." **Irby** said the city hopes the intersection at Central and Cassady/Guerrant ultimately will warrant stoplights but, in the meantime, new turn lanes should help alleviate some of the congestion in the area.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
Nov 14, 2009

Meek visits Wildwood: Airport may add fuel

Author: Christine Snow

To drive more business to Umatilla Municipal Airport, city leaders hope to entice a private company to install fuel tanks. Last year, the city built 13 airplane hangars at the airport, and about half are empty, said City Manager **Glenn Irby**. He said many pilots shun the airport because fuel is not readily available. The city does have a grant that will partially pay the cost of installing fuel pumps and recently heard from Aerofuel, a new Umatilla-based company interested in installing the pumps.

In the coming weeks, the city will begin a formal bid process. If a low bidder is determined, **Irby** said the cost to supply fuel to the airport wouldn't come from taxpayer dollars. Instead, the grant will cover about \$100,000 toward installing the fuel tanks, and the private business will pay the remaining cost, about \$50,000.

WILDWOOD -- U.S. Rep. Kendrick Meek, D-Miami, will attend a local church service Sunday to receive petitions for his 2010 U.S. Senate campaign. Meek, who plans to gather more than 112,000 petitions to qualify for the ballot, will attend New Life Center Ministries at 10 a.m. to gather petitions collected by The Villages residents for his campaign. Meek is seeking the seat recently vacated by Mel Martinez, R-Orlando. He and former Miami Mayor Maurice Ferre will square off in a Democratic primary to meet the winner of the Republican primary between Gov. Charlie Crist and former state House Speaker Marco Rubio. U.S. Sen. George LeMieux was named by Crist to fill the remainder of Martinez's term. Meek's appearance will be until 11 a.m. at the church, at 9707 County Road 229. Umatilla gets festive

UMATILLA -- Get ready for a dose of holiday cheer, Umatilla style.

Beginning Friday or Saturday, city workers will start installing new holiday banners on utility poles along Central Avenue. City Manager **Glenn Irby** said the banners replace the decade-old electric decorations that needed significant repair work. He said it would have cost the city more than \$1,000 to fix them. The new holiday banners feature different holiday and winter themes, including snowflakes. Installing metal brackets that hold the decorations in place on about 50 utility poles should take about a day, he said. Once those brackets are in place, they can be used for other decorations and signage, including for the Florida Black Bear Festival, slated for March 27.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
December 8, 2008

Umatilla considering water/wastewater impact fee hike

Author: BENJAMIN ROODE

City leaders are proposing to raise city water and sewer impact fees on new construction in anticipation of needed future upgrades to those systems. Council members gave first reading this week to an ordinance increasing the fees, and making a 6-month window for owners of undeveloped property to pre-pay their fees at the old rate. The ordinance, which needs two readings before it can be adopted, would increase water impact fees from \$1,157 per household unit or equivalent space in a commercial business to \$2,174 per household. Wastewater fees would increase from \$2,436 per home to \$3,204 per home.

The city phased in its current adopted fees between 1989 and 1993, said City Manager **Glenn Irby**. Umatilla has about 1,100 water customers and about 600 wastewater customers. Impact fees are applied only to new building, not existing customers. If the fees increase, owners of existing buildings would not have to pay the balance.

While residential building is currently stagnant in the city, there are three developments with capacity for about 1,000 homes that have been approved on the city's south end, **Irby** said. When the housing markets relax and those homes start to be built, the city's water and wastewater systems will need upgrades. "We're planning for the future, for both systems," **Irby** said.

If the measure is adopted, it would make Umatilla's water and wastewater impacts some of the highest in the county. Minneola holds both the highest water and wastewater impact fees. The ordinance's final reading is slated for 7 p.m. Dec. 16 at Umatilla City Council Chambers, 1 South Central Ave, Umatilla.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orland Sentinel
March 23, 2008

Umatilla gives annexation early OK

Author: Marin E. Comas

On morning walks, Terry Stickney has seen foxes, hawks, bobcats and even wild pigs near her home off Keene Road in north Lake County. It's not surprising for a black bear to show up once in a while. "What's out here, it's a wildlife corridor," said Stickney, who has lived with her husband, Warren, in the area near the Marion County line for almost a dozen years. "We have a unique place in the state of Florida." But Stickney and her neighbors are concerned about losing the area's quiet, rural character.

Last week, the Umatilla City Council granted preliminary approval to annex almost 253 acres south and east of Keene Road. Council members also agreed to change the land use and zoning, which could allow up to 196 new homes on the property. A second and final vote is scheduled for April 1. That may not seem like a big development request when compared with other areas of Lake County -- which has been one of Central Florida's fastest-growing counties.

Mount Dora, for example, has approved hundreds of new homes east of U.S. Highway 441 in recent years. Farther south, Clermont and Minneola also have approved mega-developments amounting to thousands of homes. But for Umatilla, a quiet town with a population of about 2,600 residents and considered the gateway to the Ocala National Forest, a large development request is rare. "In my opinion, developers have done everything they can in other parts of the county and now this [Umatilla] is the only place left," said City Council member Ralph Cadwell Sr., who has lived in Umatilla for more than 60 years. "We know growth is coming, but we don't want to be smothered. We want to still be a good place to live."

City Manager **Glenn Irby** said Umatilla has avoided much of the surrounding growth because it's nestled in an isolated pocket of Central Florida. "The road network here is not conducive to commuters," he said. Dozens of people turned out for Tuesday's City Council meeting. Almost all who spoke against the project were county residents. The land is made up of mostly pine trees, uplands and portions of North and South Twin lakes. If approved, the land-use and zoning request would allow single-family residential homes at a density of one per acre. Pine trees would surround the development and provide a buffer. The applicant is John Howell, an Orlando attorney representing Lake Butler Groves Inc.

David Kirkpatrick, who has lived on 18 acres off Keene Road since 2000, said most of the homes in the surrounding area sit on tracts of at least 5 acres each. "This is a rural area and this [development] would ruin the character," he said. "When we moved out here, we knew it would be developed someday. But we sure didn't think it was going to be something with this many homes." That number of homes, Kirkpatrick added, would affect the surrounding roads and schools. City officials, however, said at this point it is only a request to annex into the city and change the land use and zoning. No development plans have been presented to the city. Also, any

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

land-use changes approved by the City Council also would have to be approved by state planners with the Department of Community Affairs in Tallahassee later this year.

City Council member Holly Curley said she voted for the request after it was amended to reduce the density from almost three homes per acre to one home per acre. "Otherwise, I think that would've been in excess for our community," she said. "But I think it will become a community that Umatilla will come to embrace." Cadwell said reducing the density "was a good compromise." Curley added that no city residents spoke against the project during last week's meeting. That's too bad, said Kirkpatrick, a county resident. "The residents of Umatilla are not going to care about it until it's built and it impacts them with all the traffic," he said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
January 8, 2008

Fire chief asked to resign
Richard Shirk e-mailed photos of partially nude crash victim
Author: Marilyn Aciego

After fall-out from e-mailing inappropriate pictures, Umatilla's fire chief was asked to hand in his resignation on Monday. Chief Richard Shirk - named chief only a few months ago - responded to a crash scene on County Road 450 N.E. on Nov. 8. In that crash, 26-year-old Jamie Mikell of DeLand was killed. Shirk took photos of Mikell as emergency personnel rendered aid and then e-mailed the photos to fire departments in Mount Dora, Eustis and Leesburg, said Umatilla City Manager **Glenn Irby**. "We know for a fact they went to Mount Dora, Eustis and Leesburg Fire Departments as well as (Lake-Sumter) EMS," **Irby** said.

Twenty-seven photos were e-mailed, including two in which Mikell was dressed only in panties as emergency personnel provided aid. In one photo, Mikell's breast is exposed. The matter was brought to **Irby's** attention after Lake-Sumter EMS Executive Director Jim Judge called **Irby** on Nov. 27 and filed a formal complaint on Nov. 29. According to the complaint, paramedic Gwen Burgess told Judge the photos had been e-mailed to multiple agencies and she felt they were inappropriate because they included photos of a patient that was partially naked. The complaint goes on to state that Judge contacted Shirk and discussed with him "the potential problems that both the pictures and the dissemination of the pictures could cause." Those problems include potential lawsuits and the pain the photos could cause the family if they were leaked.

Mikell is the granddaughter of Umatilla City Councilwoman Jeannie Olson. Attempts to reach Mikell's family were unsuccessful. Shirk told Judge he took the photos for training purposes and e-mailed them to other agencies for their training value, according to the complaint. Shirk was suspended with pay on Nov. 28, pending the outcome of an investigation. Less than 24 hours after being suspended and told not to represent the city of Umatilla in any way, Shirk ordered Fire Lt. Ernie Hall to retrieve the Fire Department checkbook from Shirk's and give it to ex-Fire Chief Paul Getchell. Getchell is no longer employed with Umatilla. Hall refused the order, but Lt. Baron Jones did take the checkbook to Getchell, according to Umatilla Police Chief Doug Foster's report.

Foster went to Getchell's place of business to retrieve the checkbook and found Shirk there. As Foster left, Shirk followed him out and asked him how the investigation was going. According to Foster's report, Shirk told him he had no knowledge of why the checkbook was removed from the department and given to Getchell.

In an interview with Foster, Shirk said he didn't remember being asked by **Irby** to turn in the checkbook and said he did not order anyone to take it to Getchell. Hall disputes that account. After the conclusion of the investigation, **Irby** decided to fire Shirk. "He was both deceptive and insubordinate during this investigation," **Irby** said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Irby said Monday the sides have come to an agreement on a severance package. If Shirk resigns, he will walk away with three months of benefits and three months of his \$55,000 salary. He was expected to turn in his resignation Monday afternoon. "I'll take his resignation anyway I can lawfully get it," **Irby** said. **Irby** said accepting the resignation and offering the severance package is nothing more than a business decision. "It gives him (Shirk) a chance to save face. It will also end up saving both sides money," **Irby** said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel - Orlando Florida
September 17, 2007

Umatilla still hoping for annexation boom; But so far, property owners in unincorporated areas have shown little interest in joining up with the city.;

Author: Adrian G. Uribarri

An effort to attract new residents and generate revenue in this former citrus town has done little to quench officials' thirst for growth. In June, City Council members approved a resolution to temporarily waive application fees for annexations. Their goal was to expand Umatilla's tax base by enticing owners to move their properties from the unincorporated county into the city. But since the program began July 1, two applications have been filed, and neither has been approved to receive taxable city services. The dearth of interest has left Umatilla's tax base stagnant as its leaders become friendlier to development.

City officials said that while part of the cause may be limited public awareness, a major factor is a downturn in the housing market that discourages people from paying the city's additional taxes. "Developers are holding off right now," City Council President Scott Purvis said. "They're not going to invest in something they can't get an instant return on."

Until Dec. 31, the end of the no-fee window, developers and other applicants can save the \$1,635 it usually costs to apply for annexation into the city. But they still must pay for rezoning and future-land-use applications, which together can total \$2,825 to \$3,580 -- plus annual city taxes.

City Manager **Glenn Irby** said paying for city services helps property owners because many of them have a sewer rather than septic system, and emergency-response times are shorter in some areas. But paying for those amenities becomes difficult to justify for developers who are trying to cut costs as they wait for an industry upturn, he said. "There's a slump in the building market," **Irby** said. "I don't think anybody thought that it was going to reach the levels it has reached. If residential building were like it was a year and a half to two years ago, I think we would have more applications."

Irby said he plans to mail letters about the program to Lake County residents with property contiguous to Umatilla city limits. Up to now, publicity has been limited to newspaper advertisements and word-of-mouth. "This is just an invitation," he said. "You would hope that it does something, but what it actually will produce -- time will tell."

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
February 1, 2007

Umatilla discusses City Hall options

Author: David Donald

City Council agreed Wednesday night to bring in a consultant to assess the city government's space needs before deciding on the fate of a cramped City Hall. The council was asked at a workshop Wednesday to consider four options and give direction to the city manager. The options included renovating the existing city hall, purchasing the Old Harryanna Building, building on a new site or leasing a new building. "What we need to do is educate ourselves on our needs," said Councilman H. Scott Purvis. "I don't think we need to jump in with both feet."

After hearing the options, the council agreed to bring someone in to study the needs of the city, such as parking spaces, the size of City Hall and staff projections, before considering any option. However, City Manager Glen **Irby** urged the council to do something quickly. "Our staff has reached a point where it's becoming inoperable. We're stepping on each other. We need to do something now," **Irby** said. "I don't think we can wait until the next budget year."

Purvis suggested that partitions be used to section off office space for a growing staff and a new roof be installed on the existing City Hall while the council discusses further options. The Old Harryanna Building was eliminated as an option because it would cost more than \$6 million to purchase the property. Leon Strickland, a property appraiser and land owner in Umatilla, proposed an option for the city to lease new buildings developed on his land. Strickland said the city would have a chance to participate in the design and layout of what would be called the Umatilla Municipal Center. Because Umatilla would lease the buildings, the city wouldn't be responsible for the maintenance and upkeep. He also said he wouldn't require a rent deposit. If the city were to lease, it would pay no taxes on the property as it would if it owned the land. Strickland would pay taxes to the city, which he likened to a tax refund. "You've got a landlord you know, and I think I've got a tenant I know," said Strickland during his presentation. Strickland asked the city to authorize staff to work with him on the concept of the commerce park. However, Mayor Benita Martin urged council members to weigh their options and take measures to make sure that thoughtful planning is considered. "I want to caution the city," said Martin. "We need to identify what we want our downtown to look like." The other option included building a new City Hall on property owned by the city.

Irby couldn't give the council a definite cost yet, but said he would look into it as soon as possible. The council praised **Irby** for his dedication and ideas in making the city of Umatilla a better place. Purvis said he appreciated the new atmosphere of professionalism and feels that the city of Umatilla is about to take off. "I don't like to move without being fully educated," said Purvis. "But being a businessman, I like to own my stuff. I don't want to create problems for others down the road."

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Daily Commercial, The (Leesburg, FL)
November 20, 2004

Glenn Irby, Mascotte city manager, takes Sheriff's Office job

Author: PETE SKIBA

With almost two years under his belt as Mascotte City Manager, **Glenn Irby** resigned effective Jan. 3 and accepted the position of the Lake County Sheriff's Office Director of Staff Services. This would put **Irby** in charge of the sheriff's \$43 million budget, among other duties, starting Jan. 4, Sheriff-elect Chris Daniels said. "Doctors have found that it is better to have professional administrators run hospitals while they practice medicine,"

Daniels said. "**Irby** will be in charge of functions that are not classified as law enforcement -- budgeting, finance, human resources, acquisitions and department property. Officers will be in charge of law enforcement." Daniels further outlined a hierarchy change in the Sheriff's Office structure from four senior commanders to two chiefs and a civilian. Maj. Gary Borders should become chief of criminal investigation operations with the jail, court services and training center under his supervision.

Capt. Wayne Longo should take on the duties of chief of law enforcement operations, supervising uniform patrol, investigations and special operations. Further assignments for the chiefs and restructuring the Sheriff's Office hierarchy should get under way as supervisor's work from the bottom up reorganizing. Details are still being worked out. "**Glenn Irby** brings unique experience to the position. He has both extensive management and budget experience -- and he was a police officer," Daniels said. "And he lives in Minneola, that keeps a presence from the south county in the office. It also keeps our office in the south."

Irby began his career as a Eustis police officer from 1976 to 1985, he said. He attended college and earned a bachelors of science in business administration at the University of Central Florida. He went on to earn his masters in public administration from Troy State University. **Irby** moved from Tavares, where he was finance director and assistant city manager, to become Mascotte's city manager at a salary of about \$65,000. The position with the Sheriff's Office pays about \$88,000, Daniels said.

Mascotte Mayor Stanley Sloan said he believed that the City Council would begin a search for a replacement after its regular meeting Monday night. City Councilwoman-elect Barbara Tillman said she would like to see Deputy City Clerk Marge Strausbaugh in the job. "She has the resume and should be considered first in line for possible succession," Tillman said. "She could easily step in as city manager and clerk temporarily, and we could see how it goes from there."

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
October 12, 2004

Rate hikes move forward

Author: PETE SKIBA

Rates for trash pickup, water and pay for Mascotte's elected officials got a boost from City Council last night at its regularly scheduled 6:30 p.m. meeting. With no residents at the meeting except for Barbara Tillman, a city council candidate, the two ordinances received a favorable first reading. They were then scheduled for a vote at the Oct. 25 meeting in the Civic Center Council Chambers.

The trash rate increased from \$20 a residence to \$21. Considering that Mascotte retains a twice a week pickup schedule, that is reasonable, City Manager **Glenn Irby** said. The increase should be used to help finance a better trash retrieval system.

Instead of various sized and shaped cans, uniform 90-gallon cans would be picked up by a new truck with a retrieval arm. The elderly could obtain smaller cans for easier handling. The system would reduce the workload for city staff, and financing for the next seven years would run about \$41,000 a year. "We can keep up service and it works out less than hiring three workers," **Irby** said.

The recent hurricanes might have helped nudge the City Council to continue storm water projects and add \$2 a month to water bills to help cover them. Citing a doubled workload for elected officials, City Council also agreed on an ordinance to raise their pay. The mayor's salary would rise from \$340 to \$400 a month. Mayor pro tem would see the salary increase from \$240 to \$300 a month. Council members' pay would rise from \$180 to \$250 a month.

Minneola City Council members receive \$400 a month and Montverde Town Council members receive \$110. "Considering we haven't had an increase since the 1990s, I don't think it is unfair," City Councilman Jeff Krull said. "It is in line with other cities."

Mayor Sloan seconded the thought and said the complexity of governing the city has increased along with its now about 4,000 residents. Not only have the number of city meetings doubled, but also the workshops leading to the meetings have increased, he said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel –Orlando, FL
Oct 11, 2004

Strapped Mascotte Weighs Pay Raise; Council Members Meet Tonight to Discuss Upping Their Salaries Amid A Drop in City Financial Reserves

Author: Robert Sargent

Last year, council members wanted to give themselves a raise even though the city budget fell short by \$200,000. They dropped the idea. Now Mascotte has more money problems, dipping into its financial reserves by up to \$400,000 to make ends meet. But the City Council still wants the pay raise.

The council will meet at 6:30 p.m. today to consider increasing pay for mayor pro tem from \$240 to \$300 a month and for the mayor from \$340 to \$400 a month. Council members' pay could go from \$180 to \$250 monthly. "There's no question that this is justified," said Mayor Stanley Sloan, who said that the City Council has not had a pay increase in years.

Sloan said the number of city meetings has doubled, requiring more time from council members. Mascotte also has grown to nearly 4,000 residents, he said. Mascotte looked at similar-sized cities to compare council paychecks. Sloan said the proposed increase would help bring his city in line with those other governments.

City Manager **Glenn Irby** said Mascotte aims to work more efficiently to turn around its financial losses. One example is garbage. Mascotte now uses six workers and two trucks to handle garbage collection. The city had considered using three more workers to handle growing amounts of garbage. However, a new type of truck built by Heil Environmental Industries can do the same work with one worker. Similar collection trucks, which use a mechanical arm to pick up specially designed cans, are used in Tavares, Kissimmee and many other areas.

Irby said the truck and 1,500 collection cans for all of Mascotte's homes and some businesses will cost about \$250,000. Financing will run about \$41,000 for each of the next seven years, which he said is less than the annual cost of three employees. The city plans to increase garbage fees about 5 percent to \$21 a month for an average home beginning Nov. 1. An extra \$2 will be added to city water bills to help pay for storm-water projects. Mascotte also is looking to save money by installing new electronic water meters on homes, **Irby** said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
September 25, 2004

Annexation dispute

Author: PETE SKIBA

With a Lake County School Board lawsuit putting a 115-acre annexation and possibly thousands of houses in jeopardy, a landowner and the City of Mascotte want to deal. The city also plans to annex 560 acres in the Villa City and Pablo Island roads area, which abut the contentious 115 acres, with a first reading Oct. 11, City Manager **Glenn Irby** said. Even though the original 115-acre annexation is contested, the second larger annexation, which the smaller one makes legally contiguous, could be done before a court ruling.

A reading of the 2004 Florida Statutes on annexation, Chapter 171, also said that the second annexation would stand, even if the first one were declared void as a consequence of the suit. Anyone objecting to the second annexation has 30 days to register a complaint in court after the annexation was adopted.

The 560 acres is the moneymaker if it is annexed allowing four dwellings per acre. It is where possibly thousands of homes could sprout with hundreds more children to attend an already burdened school system. That fact, and neighbors who wish to preserve their one-house-per-five-acres rural lifestyle, prompted the suit. The School Board concluded that the area does not fit annexation requirements and should not be allowed. It filed suit in January.

The Board contends that the annexation creates an illegal enclave. An enclave results when county land becomes surrounded by city land with no exit but through the city. A dilapidated and unsafe-looking bridge on the property does not qualify as an exit through the county, the School Board contends. A deal was offered. The landowner, A.E. Langley of Langley Fruit Co., sent a letter to Stephen Johnson, school board attorney, offering to trade 40 acres to the Board for a school site in return for dropping the suit and getting a pass on school impact fees, **Irby** said.

That doesn't make sense, said Villa City Road resident Tom Ferguson, one of many area residents against the annexation. "If you give the land and have the school impact fees dropped, you haven't given anything. If I give you \$500,000 in land and you don't charge me \$500,000, what have I given you?" Ferguson said. "Nothing." The School Board could discuss the deal as soon as it can schedule a meeting. "I don't discuss pending litigation," Johnson said. "I am trying to schedule a meeting to discuss the lawsuit." The meeting would be what is commonly called a shade meeting, which allows public officials to discuss litigation without public attendance. It is not considered public under the Sunshine Law.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
July 28, 2004

Property tax rate should hold in Mascotte this year

Author: PETE SKIBA

The bite of the real estate tax rate in Mascotte should stay the same -- but there might be a sting to water bills. This year's total budget if adopted will be more than \$3.8 million. It is 23.1 percent more than last year's \$2.9 million. If the Mascotte City Council does not radically alter the budget its members discussed Monday, the real estate tax rate will remain at \$5.99 for each \$1,000 of appraised property value. At that rate, the owner of a \$125,000 home claiming the \$25,000 homestead exemption would pay \$599 in property taxes.

The roll back rate in Mascotte is 4.96. The roll back rate is the tax rate that would provide the city with the same revenue it received from the property tax during this past fiscal year. Water rates could go up by less than 50 cents for 1,000 gallons a month. "We need the increased rate to cover the cost of delivering services," City Manager **Glenn Irby** said. "Your system is not paying for itself." City Councilwoman Dorothy Lee and Mayor Stanley Sloan said they would like to keep rates down. **Irby** pegged the increase at about a dollar on an average bill of \$12 a month. Keeping rates down did not seem feasible, considering the rate increase last year was the first in 10 years, **Irby** said. Costs have gone way up. There's the rub.

Mascotte might remain a small city in its heart, but it, along with the region, is growing. And growth costs. Mascotte could receive more than \$181,000 more in fiscal year 2005 than it received in real estate taxes last year, a budget memo stated. Costs increased by more than \$683,000 in this year. The city makes up the difference by drawing on reserves of the general, water and sanitation funds. In modernizing city finances, the City Council and **Irby** have built up reserves. The City Council seemed inclined to further modernize by tentatively approving the \$170,000 to revise Mascotte's Comprehensive Land Use Plan.

Now, if someone wants to change the land use, the zoning, of their property, they must go through a Comprehensive Plan Amendment filed with the state. Once the plan is revised, it would take a vote of the City Council. The budget, as discussed, would add three firefighters and an assistant public works director. The current director, Henry Sharp, plans to retire in a couple years. His assistant could replace him. The cost of the three firefighters would be \$110,000 for wages and benefits, the memo stated.

Lake County City Manager Bill Neron should ask the Lake County Commission to increase Mascotte's funding to \$175,000, **Irby** said. It is less expensive for the county to pay Mascotte than put its own stations in the area the city can cover, he said. The assistant public works director is budgeted at \$45,000 and benefits, the budget states. The position should be filled by Jan 1, 2005. Mascotte officials scheduled public hearings for the budget on Sept. 14 and 27.

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Daily Commercial, The (Leesburg, FL)
May 11, 2004

Mascotte votes unanimously to accept clerk's resignation

Author: PETE SKIBA

An overlap between responsibilities and duties written into the Mascotte City Charter in 1925 and the city manager position created in 2002 might have resulted in a conflict between city officials and the resignation of the city clerk/administrator April 28. The Mascotte City Council voted unanimously with John Fulington absent Monday night at the regular City Council meeting to accept City Clerk/Administrator Dana Waters' resignation. It then appointed City Manager **Glenn Irby** city clerk.

Council also set up the beginnings of a referendum to possibly change the City Charter and smooth out the bumps in staffing if voters adopt the city manager administration form. Council promised a to appoint committee to work on the referendum under Mayor Stanley Sloan's charter duties. "I have always said we need a referendum to know what the people want," Sloan said. "I want to see it on November's ballot." The Council heard Waters out and decided to set up a conference with her, her attorney, **Irby** and William Stone, city attorney, to discuss her demands and any possible litigation she might be planning.

It was City Council's opinion that through this informal mediation a suitable settlement might be reached and litigation avoided. Waters agreed and the meeting date should be set by staff. Waters believes she was unfairly docked \$10,000 in pay, had responsibilities reduced and improperly reprimanded and suspended without pay by **Irby**. The Charter, Waters said, supports that the City Council could take those actions and not **Irby**. Stone, said that the ordinance creating the city manager position held that **Irby** was within his rights as her immediate supervisor.

Waters would like the City Council to remove any disciplinary actions from her file and be paid for the time she was suspended without pay. She would also like to regain the salary she was docked when **Irby** was hired, she said.

When the city changed governmental structure from a city clerk/administrator form to a combination clerk and city manager form in 2002 there was an overlap of duties and responsibilities. **Irby** assumed many of the financial planning duties formerly done by Waters. Both Waters and **Irby** said after the meeting that they saw the overlap between the positions as possibly the root of the conflict.

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Daily Commercial, The (Leesburg, FL)
January 12, 2004

Mascotte annexation plan riles neighbors

Author: PETE SKIBA

Annexation plans for almost 1,000 acres with a possible 2,000 houses have Mascotte's neighbors riled and the city could face legal action by opponents. If the City Council annexes 115 acres north of Mascotte in the Villa City Road area as scheduled tonight, it should schedule the annexation of another 850 acres for its next meeting Jan. 26, **Glenn Irby**, city manager said. Both properties are owned by Langley Fruit. The 115 acres under consideration for annexation sits north of Underpass Road and west of Villa City Road. In order for the 850-acre parcel, off County Road 565 south of Simon Brown Road, to be contiguous with city boundaries, the 115 acres must be annexed first, **Irby** said. Mascotte City Council meets 6 p.m. tonight as the city Land Planning Agency and at 6:30 p.m. as City Council to consider the annexations in the Civic Center on Sunset Street. "The city could vote to allow a possible two to three houses per acre after the annexation vote," **Irby** said.

That's what has neighbors riled. They live in a Lake-County-zoned area, which allows one house per five acres. "Let's face it, developers want to annex so they can get more houses on their property under the city rules," said Paula Schad, a neighbor to the proposed annexation property. "They are ruining our quality of life and the reasons we live in our rural area. We want to preserve our rural lifestyle." If City Council votes to allow two or three houses per acre, 330 houses or more could be built on the 115 acres. Depending on wetlands and other considerations more than 1,610 houses could be built on the second property.

That would be a lot of homes added to the water metered 1,270 in the about 2.3 square-mile city. Pipes sit on the ground waiting and water-line construction to the soon-to-be-annexed area should start in a couple weeks, **Irby** said. Developers discussed building wastewater-treatment plants with the city, but no development plans have been submitted, he said.

There are at least 18 residents any annexation and development would affect, Schad said. They live to the west of the property to be annexed and have an easement to drive through the property to eventually get to State Road 50, she said. Big Bluff Lake and wetlands surround the other sides of the property, Schad said. If the Langley property is annexed it will create an enclave, or an island, under county jurisdiction, she said. Mascotte stated in its paperwork that an enclave would not be created by the annexation. It might take a judge to decide.

Schad said her group has been counseled by Michael Woodward, an Interlachen attorney, about stopping the annexation. Woodward represents former Groveland City Councilman Lewis Hart in his efforts to stop Groveland annexing 500 acres in the Villa City Road area. "There will be a court reporter at the (Mascotte City Council) meeting Monday," Schad said. "We might bring legal action. It is all about preserving our quality of life."

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
October 23, 2003

Lee, Carr face off for city of Mascotte seat

Author: PETE SKIBA

The Mascotte City election for City Council Seat 1 pits an incumbent, Dorothy Lee, against Jim B. Carr. Lee has lived in Mascotte for 11 years and has spent two years on City Council. In her time on council the retired bank-trust officer has formed a vision of where she thinks the people of the city want their town to head and is proud of her part in moving the city in that direction. "The land is there and will ultimately be developed," Lees said. "In my role I have planted the seed of long-range planning. Growth should be more than a trickle down effect." Lee sees commercial development along State Road 50 as a way to enhance the town's amenities. A grocery store and other shops such as dry cleaners and restaurants were approved by City Council for a lot almost directly across from the city hall on S.R. 50.

Commercial development should also increase the tax base, which has been at a stable rate of \$5.90 per taxable \$1,000 of property value for a few years, she said. With annexation Lee said she would like to see more upscale homes built because the city has affordable housing and could be balanced with more upscale houses. Upscale housing would also generate more tax revenue, she said. With the development sewers must come and be put in operation in phases, Lee said. City Council is already looking for land to build a sewer plant, she said. Any annexations should be compact around the city and enhance the growth around the city's borders, Lee said. The establishment of a permanent cultural center in the Lake County School Board's Mascotte Elementary School building is one of her goals. The building is no longer used as a school and was the site of another project Lee took part in the Cinco De Mayo celebration last spring. In a city where the population is 45 percent Hispanic the festival drew about 3,000 people of many heritages. "Everyone likes the food and the music," Lee said. "The cultures have crossed the lines and people work and play together." Hiring a city manager helped the city move into the 21st century Lee said. With all the details of a modern city's operation and a growing future, a professional's expertise was needed.

Lee is very pleased with the job **Glenn Irby** is doing in the position, she said. The budget is prepared in a more professional manner and budget planning now goes beyond a year-to-year chore, she said. Lee said she is interested in continuing her work with city parks and pursuing grants and any other funding sources for more recreation programs for youth. Schools in Groveland are not overcrowded and Lee said she would work with the School Board as well as she could to get schools for any additional students that the city acquires through development. "My family has always been community oriented," Lee said. "I was raised to give back to the community." Reached by phone on at least two occasions, Lee's opponent, Jim B. Carr was unable to meet for an interview.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
August 7, 2000

Minneola Takes Time Out To Brainstorm About Goals

Author: April Hunt

A summer full of brainstorming sessions with the public has revealed six key projects city officials must focus on to move Minneola forward. The city began a visioning process in June to counteract what many say has been a high-growth, low-planning mind-set that has created problems in recent years.

The goal was to come up with things that could and should be done to reverse that process. The jury is still out on whether the half-dozen items officials agreed upon match the community's wants. Only 12 people showed up for the city's final meeting on the topic Saturday, unlike the first such meeting, which drew 110 people.

At the earlier meeting, residents pushed for the city to slow growth and get a handle on services before getting bigger. "We need an identity, and the only way to do that is for them to work with the community more," said Susan Bermudez, who lives in an unincorporated area just outside the city. "We don't seem to have access to the people making the decisions."

Officials bandied about the need for a stronger link between them and residents, but in the end, the topic didn't make the list. What did:

- Increase staffing in planning, public works and administration offices.
- Revisit the City Charter for amendments.
- Plan one major annual event and smaller quarterly community events.
- Adopt an area vision plan.
- Plan for city's role in the redevelopment of U.S. Highway 27, which now cuts the city in two. Build a wastewater and reclamation plant.

Those projects -- and 18 others listed -- should be part of a formal work program the city adopts, said Marilyn Crotty, director of the Local Government Institute, which coordinated the visioning process. That makes staffers accountable to the elected officials, who must answer to voters. "The tough part of this is, you can't just let this sit on a shelf," Crotty said. "You have to make these things happen." The council plans to adopt resolutions formally on the goals to keep the city focused on making improvements. The city is planning its budget for the next fiscal year and will try to include some funding for all of those six projects, Mayor **Glenn Irby** said. "Most of those things cost money," he said. "The challenge is to get them in the budget."

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
May 24, 2000

Word of Minneola Annexation Moves Slowly

Author: April Hunt

The dream of a new city in what is now open fields is moving along fast, even if some of the people needed to make it work are in the dark. "They're talking about annexing? This is news to me," said Rufus Suggs of Clermont, who with his son owns 90 acres of groveland between Grassy Lake and Florida's Turnpike. City maps include Suggs as one of seven "major" landowners in line for annexation to develop a planned community of a downtown, new city hall and neighborhoods. Smaller property owners have plenty to say, though. "It seems to me they want to turn us into a city, whether we want it or not," said Doris Foss, who moved into a house at Grassy Lake and Turkey Farm roads with her husband two years ago. "And we don't want it."

The city has vowed to listen. Officials are planning a meeting next month, for three hours on a Saturday, to get the opinions of people like Foss. Mayor **Glenn Irby** said the session will be the first of several designed to make sure city officials pursue what residents want. City officials, however, are sure of what they want. They want to turn the fields into a Lake County version of Winter Park. The key component in that equation is the big landowners, at least two of whom have already approached the city about being annexed. Anita Gonzalez, the city planner, has been firing off letters to those folks for about a month, with limited response.

Suggs said he didn't get a letter. His property, along the western hills of Sugarloaf Mountain, is not yet contiguous to Minneola's boundary. The city will try to annex his land after it gets the parcels between the boundary and his property. The main parcels are 1,700 acres owned by Consolidated Minerals of Leesburg and 1,100 acres owned in trusteeship by attorney John Lowndes of Orlando. The vice president of Lennar Homes -- which is negotiating with Consolidated to buy the entire swath of land -- said it was too soon for him to make any commitments to the city, because his company does not yet own the land. "I like what they're doing in general, with pre-planning," Rob Ahrens said. "Whether I like the specifics or not, it's too soon to say." A vice president at Consolidated said via a secretary that the company would have no comment, and Lowndes was out of town early this week and unavailable for comment. That silence has helped fuel speculation that they are the unidentified folks who approached the city about being annexed. "In the near future, I hope aggressive annexation takes place to get that land," is all **Irby** will say about the prospect.

Foss and her husband, Charlie, plan to attend meetings so that their voices are heard while the bigger players keep quiet. They don't think they'll be the only residents who don't want a city plopped down in the middle of groves, wetlands and oak-dotted fields. "The large landowners are in it just to make money," Foss said. "This is our home. I hope they remember that."

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Orlando Sentinel, Orlando, FL
March 18, 2000

Minneolans Vent Fears, Edge Toward Sewage Plant Residents Told of Worries About Rising Odor and Falling Property Values, But The City Council Voted to Move Ahead With a New Plant

Author: April Hunt

If you even talk about building it, they will come. That is, if "it" is a sewage treatment plant. "You wouldn't want it a half mile from your house," resident Matthew Johnson told the City Council, expressing worries about property value and odor. Johnson's Turkey Farm Road home is near the preferred site of five options for a new plant that could process 500,000 gallons of waste daily. Despite a full house of residents with similar concerns, the council voted Thursday night to negotiate with the owner of the 30- acre parcel, as a first step of a plant that would cost \$2 million to \$8 million. "It is still in the idea stage," Mayor **Glenn Irby** said. "But we committed a year ago to have a plant built in the next three to five years."

The need for such a facility comes from the 138 percent growth spurt the city saw during the past eight years. The growth came at a cost to infrastructure.

The state first demanded the city halt new development until a new well water system could be built. That happened in August, when a \$2 million water plant, 300,000- gallon water storage tank and two new wells were added in the southeastern part of the city. In addition, two more wells are slated to be built in the northern part of the city, to accommodate growth there. Still, the state also ordered Minneola not to continue building houses and other structures with septic tanks, for fear of contamination to lakes and ground water. "The [state) has all but threatened to sue us if we don't do something with the effluent," **Irby** said. Whether the Turkey Farm Road site will pan out as the home of the yet-undisigned plant remains to be seen.

Council member Dave Sherrick dissented on authorizing negotiations, just as he was the sole voice against making that site the priority. "The city is moving in that direction, so in the next 15 years, that sewer plant will be surrounded by houses," Sherrick said.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
November 4, 1999

New Officials Set To Tackle Growth, Charters

A day after Election Day, the winners in south Lake County's races said their promises will be kept and the concerns of residents will be addressed. Clermont will have a couple of new members sitting on the council this term with managed-growth supporters filling two seats.

Marilyn MacLauchlin captured 52 percent of the vote over environmental activist Matthew Modica. MacLauchlin said a more common-sense approach to growth is what she hopes to bring to the council. She added she does not consider herself pro-growth, but would like to manage future development. She said the regulations to control growth are in place, but they need to be followed more rigorously. MacLauchlin said timing the growth so it doesn't all occur at the same time would be helpful, and the city should consider a formal agreement with the county concerning south Lake's growth. "We have to be realistic," she said. "We can't build a fence at the border of Georgia. People will come. In my lifetime, the population has doubled and the people are going to live somewhere."

Keith Mullins carried 58 percent of the vote ousting Clermont City Councilman Jim Brown.

Mullins said planning is the key to making growth work. "Everyone knows growth is coming, but throwing up our hands is not going to work," Mullins said. "At least we can decide where and how we grow." He said in the past, people wanted to make plans for future growth, but the council would not let them. Traffic is a problem in Clermont and the city has to maintain its side roads and keep pressure on the state Department of Transportation to get main roads up to standards, he said. Mullins added new communities need to live up to the standards of the neighborhoods that are already in place.

Voters in Minneola elected newcomer Mike Cage over incumbent Gary Nelson. Cage would like to slow down the city's growth, and raise the impact and builder's fees. He said it is important to get more citizen input at the meetings. "Basically, I want to slow down the construction so the infrastructure is in place, so the citizens don't have to foot the bill," Cage said. Cage was also campaigning against the charter revision proposal - rejected by voters 256 to 157 - that would have changed Minneola to a city manager form of government. "It does need to be amended and changed, but not as a bundle," Cage said. "I hope it is brought back up and we'll go from there on an issue- by-issue basis."

Mayor **Glenn Irby** said he was disappointed the charter referendum did not pass. He said the current charter stifles the running of the city and is contradictory. "The constituents spoke and we have to do what they want," **Irby** said. "I want to find out what they're objecting to and work out a compromise. The current charter is flawed and needs a major overhaul."

Campaigning is not over in Minneola, however, as a special election for Seat 4 is scheduled for Dec. 30. Candidates have until noon Nov. 12 to qualify for the election for the seat's term, which

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

will expire in November of next year. In Mascotte, Dorothy Lee won over incumbent Sally Brasher with 57 percent of the vote. She said she will pursue her agenda of sound financial planning, long-range planning, strict code enforcement, cleanup and beautification, evaluations of streets and roads, and enhanced communication with citizens. Some projects she would like to see initiated are a job fair at the Civic Center for residents looking for employment. She would also like to have a public discussion on Mascotte's vision for the future. Discussions and target dates also need to be set for updating the city's comprehensive plan.

Mayor Stanley Sloan retained his seat on the Mascotte City Council, with 60 percent of the vote, over challenger James Fultz. Sloan had run on his record and the fact that City Hall was running more efficiently than in the past. Sloan said he was also anxious to get started on construction of a new city hall.

Incumbent Mariam Proctor fended off challengers John Fullington and Alan Sherrod for Seat 5 by garnering 59 percent of the vote. Proctor will start her fourth term on council, and said she will plan for the city's future and the possibility of a sewer system. She wants to pursue grants for the city's residents to help defray the cost of connection.

Mascotte voters also approved a charter-change referendum that will accommodate the appointment of department heads for indefinite terms while retaining the right to discharge them any time with cause. At present, the charter calls for department heads to be appointed on an annual basis. The voters had their say about growth in Montverde by passing a proposal that calls for larger lots in subdivisions. They turned down a referendum by a single vote that would have called for mandatory participation in franchised solid waste collection.

Helen Pearce won the mayor's race, defeating incumbent Ed Miles with 55 percent of the vote. Groveland voters chose to have newcomer Connie Fleetwood to help lead them into the new millennium. In a three-way race for Seat 4, Fleetwood beat out Roy Pike and Kenneth Averitt. Fleetwood said she would like to open up more communication with citizens and their needs. She said she is working on a grant at Cecil Gray Middle School to have the school open for longer hours and help keep children off the streets. She said many of the community members she talked to were concerned about code enforcement issues and she would like to see the city have communitywide clean-up days. As far as growth, she said many people would like to see a grocery store come to Groveland.

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Orlando Sentinel, Orlando, FL
August 31, 1999

Terms for Mayor, Council Are Hot Topic in Minneola

Mayors and City Council members in Minneola's future could serve four years between elections instead of two. But, if they miss more than four meetings in a year, they could lose their seats. In addition, the deputy to the mayor could have broad new powers, including the ability to fire city employees - something only the mayor and council now have the authority to do.

These and other proposed changes to the City Charter will be discussed in a workshop session of the council at 6 p.m. today at City Hall on Pearl Street. The Charter Review Committee recently presented its ideas to the council.

Mayor **Glenn Irby** said the committee's proposal for longer terms might be a good idea. "The way it was explained to me is that, in a two-year term, the first year is spent getting your feet wet and the second campaigning," he said. "This would give more time for working on the city's business."

The idea of giving the deputy to the mayor more authority is designed to streamline the day-to-day operations of the city. It ultimately wouldn't give anyone more power because the mayor and council could review such personnel decisions, **Irby** said. **Irby** said proposed changes to the charter would have to be approved by residents in a November referendum.

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Orlando Sentinel, Orlando, FL
May 20, 1999

Minneola May Build Its Own Sewer Plant

Author: Rick McKay

When Mayor **Glenn Irby** got a letter from Clermont about a possible sewer connection between the neighboring cities - he read it, and he read it again. "I didn't like it any better the second time," **Irby** said at a City Council workshop Tuesday.

One idea in the letter would be for Minneola taxpayers to pay for pipes and an upgrade to a sewer plant in Clermont, the west sewer system - then abandon that connection in 24 months and put down miles of new pipe to another Clermont plant, the east plant, currently under construction. The connection-switching plan is actually the only way Clermont could quickly handle new growth on Minneola's north side, said Clermont City Manager Wayne Saunders. And the idea comes from Minneola's former mayor, not Clermont.

A better idea is to let the new development on the north side hook up temporarily to package treatment plants - they work like mini sewer systems - and then connect to a sewer system later, say the new mayor and council. But other costs involved in hooking up to Clermont's system have prompted the council to take another serious look at building its own sewer plant. Upfront costs could be between \$1.5 million and \$2 million, but monthly charges and impact fees could add up to much more. **Irby** wants the council to consider buying 30 acres somewhere north of the city, near Florida's Turnpike, just in case it eventually decides to build its own sewer plant. City engineer estimates were that the plant could eventually cost \$8 million to serve a population of 3,200 residents.

While the council is still pursuing a possible hookup with Clermont - effectively creating a regional sewer plant - the consensus of Minneola's leaders is to see if the city can afford to go it alone. Some of the costs might be offset by grant money and low-interest loans from the state, **Irby** said. This is a turnabout from **Irby's** stance a few months ago.

Irby said that earlier he thought it would definitely be cheaper just to hook up to Clermont. Now he isn't so sure. "I'm definitely in the middle of the fence," he said. "Let's get the costs nailed down on both sides and see."

Saunders said that nothing in the letter to **Irby** is "set in stone" and Clermont is willing to work with Minneola. "It wasn't even a proposal, just ideas and issues talked about," he said. Saunders said it would be to the advantage of both cities to have an agreement - to help protect the lakes and ground water and to save both cities money.

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Orlando Sentinel, Orlando, FL
April 6, 1999

Minneola Mayor Slates Regular Citizens Forum

If you missed the "Meet the Mayor" night Monday, don't fret. Mayor **Glenn Irby** said that he plans to hold an open forum for all residents to come and talk with him at 6 p.m. on the first and third Mondays of each month. He said he welcomes concerns, complaints and constructive criticism. He said it is the people's chance to express thoughts one-on-one. His office is in the community building downtown. He said that no appointments are needed, but it is first come, first served.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
February 25, 1999

Minneola Picks Irby for New Mayor

Author: Rick McKay

The voters picked **Glenn Irby** to be the new mayor of Minneola by more than 40 percent. He beat the interim mayor, Albert "Gene" Strickland and car auctioneer Dave Yeager in a three-way race to lead the city. **Irby**, 41, is the finance director and assistant city manager of Tavares. He and Joseph Dykes, who won Council Seat 4, will be sworn in today at a special meeting of the Minneola City Council at 7:30 p.m. at City Hall. The council also will accept the results of the election at the meeting.

In complete but unofficial results, **Irby** had 218 votes; Yeager had 187 votes; and Strickland had 123 votes. For Council Seat 4, Dykes won 363 votes, or 70 percent, over Chad Sartain, who got 153 votes. **Irby** and Dykes, 52, will serve short terms of just about nine months until the next election in November. The special election was necessary because of the resignation of former Mayor Jim Spalding in mid-December. Strickland, 42, a builder, has served as interim mayor. When Strickland decided to run for the mayor's seat, he put his council seat up for grabs. Losing the election means that Strickland has to give up the council seat he has had for four years.

Irby said that people will see a difference right away in City Hall and at council meetings. "People will have the right to talk. There'll be no more infighting and no more gavels. People can talk at council meetings," he said. He was referring to recent meetings when Strickland ordered audience members to be quiet, and threatened to have people removed by police.

Irby, who has 18 years of experience in government, said the biggest problem in Minneola has been a lack of leadership. He said the city needs to tackle its water-supply and wastewater issues and provide for residents already in Minneola. Dykes is a hospital worker who has 25 years of experience in the banking and insurance businesses as well as experience with a volunteer fire department. He said he wants to see that existing committees in town, such as health and sanitation, actually meet and get put to work by the council for the good of the city.

Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
October 6, 1998

Cost-Cutting Efforts Leave Chamber Without Director

Author: Don Fernandez

Tight times have forced the Tavares Chamber of Commerce to hand its director of two years his walking papers. Tim Cisch departed two weeks ago after it was decided his services could no longer be expensed, chamber officials said. "Basically, what happened is the chamber is trying to find a financial way to get ... on track, and we couldn't afford an executive director," said Wayne Reynolds, chamber president. "Our largest expense is payroll. But Cisch said he was the one who decided to leave to relieve some of the chamber's financial pressure. "The chamber has gone through a lot of financial problems," he said. "The Fourth of July celebration - the biggest fundraiser of the year - wasn't very successful. Board members haven't been very involved, and it hasn't been very helpful in solving the everyday monetary problems."

So who's running the ship? Reynolds and a host of volunteers are assuming duties until they can figure out a way to efficiently restructure the chamber. A likely solution will be the hiring of a part-time director somewhere down the line. "We know we're going to need one," Reynolds said. These are tough times for the chamber, which has faced a struggle to stay afloat. One major dilemma: Chamber membership has taken a nose-dive in recent months, which may have exacerbated existing financial woes.

Glenn Irby, finance director for the City of Tavares and former chamber vice president, said membership has fallen from about 300 to around 190 - and not all of those are paying their dues. "The chamber is driven on membership and if dues aren't coming in, you're going to have problems," **Irby** said. The troubles plaguing the organization have not gone unnoticed in the community.

"It seems like they've given up a lot of their fund raising and have a lack of interest in a lot of the activities they were doing," said Tavares City Council member Robert Moore. Reynolds said Cisch's performance was not the reason for his dismissal. Cisch said, "It was an amicable deal that we made." Cisch, an Ohio native, said he would remain in the area and is looking for other employment. But he had some advice on how to rejuvenate the organization. "Get people on the board who are dedicated, increase membership or consolidate with another chamber in the area that could cover the area with less costs," Cisch said.

**Internet – Newspaper Archives Searches
Glenn Anderson Irby
(Articles are in reverse chronological order)**

Orlando Sentinel - Orlando, Fla.
September 13, 1998

Big Budgets Shouldn't Mean Tax Increase Growth Has Brought in |More Property-Tax Dollars, Swelling Cities Coffers. Only Astatula is Seeking A Higher Tax.

Author: Monica Scott

Taxpayers will see their tax dollars at work during the next year as cities sink cash into parks, fire stations, libraries and sewer plants. Only one city plans a property tax increase, so few residents have had anything to say at public meetings.

Final public hearings are scheduled for the next two weeks, and the new fiscal year kicks off Oct. 1. City budgets reinforce Lake County's conservative persona: None of the municipalities are planning drastic changes and those that increased spending did so only modestly. "As long as you're growing, you're getting more dollars every year," said Carol Rogers, finance director for Mount Dora. "It's when you're built out that you have to increase taxes to raise revenue. "We're growing." Rogers said the city is proposing a \$25.3 million budget, up \$1.7 million from last year.

Construction on downtown Mount Dora's centerpiece, Donnelly Park, begins next spring. The city will be doling out more than a half- million dollars for the project, which includes a new building. Other community groups are expected to toss in about \$260,000. At \$6.18 for each \$1,000 of assessed value, Mount Dora still has the highest property tax rate in the county. Eustis, for the fifth year in a row, dropped its rate, this time from \$5.40 to \$5.35. That means the homeowner in Eustis with a house worth \$75,000 and a \$25,000 homestead exemption will pay \$267.50 instead of \$270.

Despite the reduction, the city still plans projects. For example, about \$210,000 from the \$29.1 million budget is slated to renovate the library. A new, expanded sewer plant will cost a whopping \$6.5 million, which is expected to get rid of foul odors. "We try to be as efficient with the money as we can," said Mayor Homer Royals. "There are a lot of similarities in every budget. Again, it's conservative, and we've provided a rollback."

Bob McKee, county tax collector, said the county has been prosperous, and cities can afford to maintain tax rates or offer taxpayers slight rollbacks. "The lion's share of the prosperity is coming from growth," said Robert McKee, county tax collector. "We have enough development, residential and commercial, within municipalities and annexations, to allow a broadening of the tax base."

Clermont already has one of the lowest tax rates. For the sixth year residents will see the \$2.98 tax rate the city has had the last five years. Commissioners are contemplating a \$10.3 million budget, up from \$8.5 million last year.

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The expanding city is getting a new fire department for \$500,000 and a new firetruck for another \$128,000. It also will get its first paid firefighter, a chief, one of 11 new full-time employees who will cost taxpayers about \$230,000. Tavares residents won't have to shell out more cash this time around. For now, Finance Director **Glenn Irby** said no increases are planned, and the \$4.42 tax rate will hold. "Bare-bones" is how **Irby** described the proposed \$9.3 million budget, which is down from \$11.5 million. He said the city's new \$800,000 library was a key reason for the difference in the budgets. Like Tavares, Lady Lake also had a huge expenditure last year. Its new \$2 million town hall is expected to be constructed by the end of the year. The city is proposing a \$7.3 million budget, down from \$7.8 million. It is recommending that its \$2.72 tax rate stay the same.

Leesburg has the largest budget at \$97.4 million, up from \$93.7 million last year. Approximately \$12 million is going toward a new waste-water treatment plant being built in Okahumpka to handle growth. The city will spend \$50,000 on architecture work for a new library. Another \$2.8 million, including grants, will be spent on airport improvements. For the ninth year, the tax rate will be \$4.50, or about \$225 for the average homeowner. Property taxes in all other cities are proposed to be set at the same rate, except for Astatula and Minneola, according to the Property Appraiser's Office.

Astatula is the only city pursuing a tax increase, from \$1.75 to \$2. For the average \$75,000 homeowner, that means paying \$100 instead of \$87.50 for the year. Minneola is seeking to lower its rate from \$3.50 to \$3.39. The average homeowner would pay \$169.50 instead of \$175.

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