

1 MINUTES OF THE LAKE MARY CITY COMMISSION MEETING held May 21, 2015,
2 7:00 P.M., Lake Mary City Commission Chambers, 100 North Country Club Road, Lake
3 Mary, Florida.

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1. Call to Order

The meeting was called to order by Mayor David Mealor at 7:05 P.M.

2. Moment of Silence

3. Pledge of Allegiance

4. Roll Call

- | | |
|-------------------------------|---|
| Mayor David Mealor | Jackie Sova, City Manager |
| Commissioner Gary Brender | Carol Foster, City Clerk |
| Deputy Mayor George Duryea | Dianne Holloway, Finance Director |
| Commissioner Sidney Miller | John Omana, Community Development Dir. |
| Commissioner Jo Ann Lucarelli | Bruce Paster, Public Works Director |
| | Bryan Nipe, Parks & Recreation Director |
| | Tom Tomerlin, Economic Development Mgr. |
| | Wanda Broadway, Human Resources Mgr. |
| | Colin Morgan, Deputy Police Chief |
| | Frank Cornier, Fire Chief |
| | Katie Reischmann, City Attorney |
| | Mary Campbell, Deputy City Clerk |

Mayor Mealor announced under New Business, Item A, Ordinance No. 1526, at the request of the applicant this item is being postponed to the June 4, 2015, Commission meeting.

Motion was made by Commissioner Brender to postpone Item 9.A., Ordinance No. 1526, to the June 4, 2015, City Commission meeting, seconded by Commissioner Lucarelli and motion carried unanimously.

5. Approval of Minutes: May 7, 2015

Motion was made by Commissioner Miller to approve the minutes of the May 7, 2015, meeting, seconded by Commissioner Lucarelli and motion carried unanimously.

6. Special Presentations

- A. City Employee of the 1st Quarter 2015 – Deputy Fire Chief Joe Landreville

1 Mayor Mealor said we have two special presentations. One will be the for the City
2 employee of the first quarter for 2015 but prior to that this is EMS Week. He asked the
3 fire chief to come to the podium.

4
5 Chief Cornier said it was an honor to present one of his personnel with the Employee of
6 the Quarter. Before he moved forward with the presentation he wanted to let them
7 know we are celebrating National EMS Week which is May 17th through the 23rd. He
8 had members of the department from both stations present. He wanted to acknowledge
9 them and thank them for their service they provide to the citizens and visitors to the City
10 of Lake Mary.

11
12 Mayor Mealor asked the team involved with the EMS units to come forward.

13
14 Chief Cornier said all the firefighters are paramedics or EMTs so they perform in some
15 capacity EMS services to the citizens and visitors.

16
17 Chief Cornier said the person selected for Employee of the Quarter is no stranger to this
18 Commission. He felt privileged and grateful to work with such a man. He read from the
19 nomination form that he presented to city staff from which they made their selection for
20 Employee of the Quarter.

21
22 Chief Cornier said I am nominating Deputy Chief Landreville who in my opinion has
23 accomplished more than any other employee in this past quarter and year. Deputy
24 Chief Landreville has developed an enormous amount of respect from his peers and
25 staff. There were many challenges for the department this past year, specifically with
26 Chief Haun's illness. Deputy Chief Landreville assumed many roles to ensure the
27 success of the Lake Mary Fire Department. His dedication, knowledge, skills, and
28 tenacity proved to keep the fire department operating as smoothly as possible during
29 this difficult period. He was also instrumental in assisting me on various aspects and
30 requirements for the position of the Lake Mary Fire Department Chief position. Without
31 his leadership and contributions, I feel we would not have been able to achieve the
32 same results if he had not been such an integral part of this transition. Deputy Chief
33 Landreville's character and values are not only an example to the department but also
34 to the City. He projects a warm, cheerful attitude to our citizens and Lake Mary Fire
35 Department personnel. I have seen him resolve conflicts and handle other difficult
36 situations with remarkable patience and admirable tact. Deputy Chief Landreville is
37 extremely humble and would not expect to be nominated for such recognition; however,
38 I feel it is important to acknowledge his efforts and nominate him as Employee of the
39 Quarter.

40
41 Chief Cornier said joining Deputy Chief Landreville this evening is his wife, Beth.

42
43 Mayor Mealor said this city owes Deputy Chief Landreville a debt of gratitude. In one of
44 the most difficult times for all of us, certainly those in public safety, he came to the helm,
45 we did not miss a beat, and it was that understated quiet leadership that guided us
46 through the most difficult of times. On behalf of his Commission colleagues and City

1 Manager it is an honor to recognize him as the Employee of the Quarter. He
2 congratulated Deputy Chief Landreville for a job well done.

3
4 7. Citizen Participation

5
6 Mayor Mealor said the guidelines as mandated by the state are listed on the agenda.

7
8 Citizen Participation – This is an opportunity for anyone to come forward and address
9 the Commission on any matter relating to the City or of concern to our citizens. This
10 also includes: 1) any item discussed at a previous work session; 2) any item not
11 specifically listed on a previous agenda but discussed at a previous Commission
12 meeting; or 3) any item on tonight’s agenda not labeled as a public hearing. Items
13 requiring a public hearing are generally so noted on the agenda and public input will be
14 taken when the item is considered.

15
16 No one came forward at this time and citizen participation was closed.

17
18 Mayor Mealor thanked the liaisons from the Forest. We stand ready to work with them
19 and their community at any time.

20
21 8. Unfinished Business

22
23 There was no unfinished business to discuss at this time.

24
25 9. New Business

- 26
27 A. Ordinance No. 1526 – Rezoning from Planned Unit Development (PUD) to
28 PUD (Revision to adopted Rinehart Place Final PUD), related to the proposed
29 development of a Florida Hospital emergency medical facility, 950 Rinehart
30 Road, Kimley-Horn & Associates, Inc./Jonathan Martin, P.E. for Adventist
31 Health System/Sunbelt, Inc., applicant – First Reading (Public Hearing) (Gary
32 Schindler, City Planner (AT THE APPLICANT’S REQUEST, THIS ITEM IS
33 BEING POSTPONED TO THE JUNE 4, 2015, COMMISSION MEETING)

34
35 This item was postponed to the June 4, 2015, City Commission meeting earlier in the
36 meeting. See Page 1, Line 33.

- 37
38 B. Resolution No. 963 – FDOT Traffic Signal Maintenance and Compensation
39 Agreement (Bruce Paster, Public Works Director)

40
41 The City Attorney read Resolution No. 963 by title only.

42
43 Mr. Paster said this is a traffic signal maintenance and compensation agreement
44 between the Florida Department of Transportation and the City of Lake Mary. This is for
45 the signal at 17-92 and Weldon Boulevard which is the only signal in the City. It is on a
46 state road. We maintain it and the state compensates us for the maintenance. They

1 have been working hard on this with many municipalities. They have a lot more at stake
2 than we do since we only have one signal. They made a lot of changes this year. One
3 change is it is going to be a 20-year agreement rather than a one-year agreement.
4 Something that affects us which is great is they are not going to prorate these any more
5 based on state versus city legs of an intersection so we get the full compensation. In
6 the first year it just about doubles our compensation from \$1,500 to \$3,000. Two years
7 from now they are going to recognize the signal for being interconnected with other
8 signals and monitored so the fiscal year rate will go up to \$4,500. After that they will
9 look at the consumer price index and adjust accordingly throughout the term of the
10 agreement. The compensation more than adequately takes care of our expenses on an
11 annual basis for that signal.

12
13 Commissioner Brender said this resolution just covers that one light.

14
15 Mr. Paster said that is correct.

16
17 **Motion was made by Commissioner Miller to approve Resolution No. 963,**
18 **seconded by Commissioner Brender and motion carried unanimously.**

19
20 10. Other Items for Commission Action

21
22 There were no items to discuss at this time.

23
24 11. City Manager's Report

25
26 A. Items for Approval

27
28 a. Employee Health Insurance

29
30 Ms. Sova said this is the annual renewal of the employee health insurance. We have
31 with us tonight Sam Acott from Florida Blue and our senior manager with the Gehring
32 Group (our insurance agent for health) Anna Marie Studley.

33
34 Ms. Sova said our benefits package includes group medical, dental, vision, life, AD&D,
35 disability and employee assistance program benefits, COBRA for our participants,
36 retirees, and their eligible dependents. Our renewal date is July 1st of every year.

37
38 Ms. Sova said in March we received our first renewal offer from our current carrier,
39 Aetna, and were shocked at what we got. There are several key factors that insurance
40 companies use when they develop pricing, the first one being claims experience and we
41 have had a tough year. The medical trend in our area is about 10-1/2 %. We had over
42 \$1.3 million in catastrophic claims this year, health care reform fees the City has to pay,
43 our re-insurance program that we have to pay, and the Patient Centered Outcomes
44 Institute (Obamacare) fees that we have to pay.

45

1 Ms. Sova said after seeing our initial in March we instructed Gehring to go out to
2 market. They marketed to over 50 carriers and with our experience there weren't that
3 many interested. We evaluated Aetna and Florida Blue together. Aetna's best would
4 have been a \$383,000 a year increase in cost. Florida Blue's first pass at it was about
5 \$295,000 in expected cost increases and that is substantial. We went back in and
6 worked our policy to change benefits and get it down to where the renewal amount was
7 manageable for us that we could absorb the costs. She proposed that we absorb about
8 75% of the cost of the health insurance increase. We got it down from the \$383,000 to
9 \$137,000 through plan design changes and by combining the two policies. We used to
10 offer two separate policies and by combining them there was a decrement of about 11%
11 in the cost increase. That is to prevent adverse selection so the sickest people don't
12 take the best insurance and rack it up. After offering two plans for several years she
13 asked the Commission to reduce it to one. We need the cost savings. Overall by going
14 to the single option we have gotten this down to a 9.1% increase.

15
16 Ms. Sova said we still have five employees that were hired before February 1, 1990,
17 and they get a discount on their dependent premiums so their premiums for family
18 would be \$233.70 bi-weekly. If you are hired after February 1, 1990, all employees
19 would pay \$12.00 bi-weekly for health insurance. She also has listed in the memo the
20 Commission rate of \$26.00 a month and our retiree COBRA would be \$655.66 a month
21 for the former employees. That is because it is monthly and no bi-weekly.

22
23 Ms. Sova said we selected Cigna to continue with our dental and they bundled for us
24 the life, AD&D, supplemental life, volunteer life, short term disability, and employer paid
25 long-term disability. By combining those we were able to get a \$14,000 a year rate
26 discount and a rate guarantee through 2018 for the life insurance and long-term
27 disability, and through 2017 for the short-term disability. We think that will be an
28 advantage to us.

29
30 Ms. Sova said with Florida Blue we will be transitioning the employee assistance
31 program to a program they have called New Directions.

32
33 Ms. Sova pointed out what a great part our clinic played in this because we were able to
34 treat people at the clinic for a lot less cost than it would have been on the insurance
35 plan. Gehring provided a summary that shows that we avoided over a two-year period
36 \$775,000 going to our healthcare plan. The clinic is working and is saving us money.
37 For prescriptions we are saving about four to one by people getting their prescriptions at
38 the clinic and we are also saving about 1-1/3 by people using the clinic for their regular
39 visits. That is an experience that worked out better than she estimated when we asked
40 to have a clinic.

41
42 Ms. Sova asked the Commission to authorize the City Manager to execute a contract
43 with Florida Blue for healthcare and Cigna for dental, life, long-term disability, voluntary
44 supplemental plans, and supplemental life and short-term disability.

45
46 Commissioner Brender said we have roughly 200 employees.

1
2 Ms. Sova said there were 173 on the plan and the total cost sharing we will be doing
3 amounts to \$54,000 a year. That is \$12.00 a pay period times 173 employees.
4
5 Commissioner Brender said we are tweaking a lot of the internal deductions and
6 deductible limits.
7
8 Ms. Sova said there are plan design changes. The deductible goes up \$250, the family
9 aggregate went up \$500. It depended on which plan you had before, what we called
10 the low plan and the buy up, but we still have a good out of pocket max at \$1,500 for
11 single and \$3,000 for family.
12
13 Commissioner Brender asked if the \$12 per pay period was worth it. That was
14 previously zero dollars.
15
16 Ms. Sova said 131 were already paying \$10.91 each paycheck for the up plan so it is a
17 small change. It is pre-tax so it is actually less than that net out of the check.
18
19 Commissioner Brender said assuming most of the employees are using the services of
20 the clinic, they are not being impacted by the deductible that much unless they have a
21 major event.
22
23 Ms. Sova said that is true if they continue to use the clinic.
24
25 Commissioner Lucarelli said she loved the clinic and has been pleased with the service.
26
27 Commissioner Miller commended the City Manager. She was handed a big problem
28 and did a lot of work trying to come up with a good solution.
29
30 Deputy Mayor Duryea said for inpatient hospital services, 10% after the current year
31 deductible. He asked if whatever the hospital charges the insurance company only pays
32 10% of it.
33
34 Ms. Sova said the employee pays 10% up to their out of pocket maximum. One of the
35 other good things about Florida Blue is their discounts are greater than some of the
36 other plans we looked at. What the insurance company pays will be less. Their
37 negotiated rates were better.
38
39 Deputy Mayor Duryea said if he went to the hospital today, he would pay \$1,500 plus
40 10% of what the bill is.
41
42 Ms. Sova answered negatively. She said the \$1,500 would be the top. She explained
43 first you meet your deductible of \$750 and then you start paying the 10% co-pay until
44 you get to a total of \$1,500 and then you are done.
45

1 Mayor Mealor said from personal experience, one of the hospital administrators told him
2 when he had his surgery that he was fortunate to be with Florida Blue.

3
4 **Motion was made by Commissioner Miller to authorize the City Manager to**
5 **execute a contract with Florida Blue for healthcare and Cigna for dental, life, long-**
6 **term disability, voluntary supplemental plans, and supplemental life and short-**
7 **term disability. Seconded by Commissioner Lucarelli and motion carried by roll-**
8 **call vote: Commissioner Brender, Yes; Deputy Mayor Duryea, Yes;**
9 **Commissioner Miller, Yes; Commissioner Lucarelli, Yes; Mayor Mealor, Yes.**

10
11 b. Surplus Fire Department bunker gear

12
13 Ms. Sova said this is a request to surplus fire department bunker gear. We have again
14 been approached by a local firefighter, Eduardo Idrogo, about donating our used fire
15 bunker gear to less fortunate firefighters in Peru. These people have very little in the
16 way of basic protective equipment and our used gear is a great enhancement to what
17 they have and their personal safety. After performing an audit of our gear we have
18 come up with nine sets of pants and coats that need to come out of service. It has
19 already been replaced by newer equipment. She requested the Commission declare
20 the referenced bunker gear surplus and authorize the donation to the less fortunate
21 firefighters in Peru.

22
23 **Motion was made by Deputy Mayor Duryea to declare the bunker gear outlined in**
24 **the staff report surplus and authorize they be donated to firefighters in Peru,**
25 **seconded by Commissioner Brender and motion carried unanimously.**

26
27 Deputy Mayor Duryea asked if they would have Lake Mary Fire Department on them.

28
29 Ms. Sova answered negatively. We clean them up and we make them sign a hold
30 harmless waiver.

31
32 Ms. Sova said all non-emergency offices will be closed on Monday, May 25th, in
33 observance of Memorial Day. Waste Pro will be collecting solid waste and recycling on
34 Monday as scheduled.

35
36 Ms. Sova said we are looking for a resident to serve as an alternate member on the
37 Planning & Zoning Board. If you know someone who is interested have them fill out a
38 board appointment information form available on our website.

39
40 Ms. Sova said according to the Census Population Report released today, our new
41 population grew to 15,801 in 2014. That is an increase of 975 residents from the 2013
42 estimate and we grew the fastest amongst the seven Seminole County cities at 6.6%.

43
44 12. Mayor and Commissioners' Reports (1)

1 Mayor Meador said he serves on the Board of Leadership Seminole and thanked the
2 Commission for their engagement of sending representatives of the City to that ten-
3 month program. He said Mr. Noto graduated this past Friday and it was a very
4 impressive ceremony. Beyond the networking and information gathered, since its
5 inception that group has donated nearly one million dollars back to the community in
6 terms of service agencies. That was very impressive. He said Dr. Ann McGee,
7 President of Seminole State, was selected as the Legacy Award winner.

8
9 Mayor Meador said Seminole State College has a number of recognitions. Their
10 women's golf team won the National Championship by defeating the No. 1 team in the
11 nation. The softball team finished their season with the highest winning percentage in
12 the State of Florida. Their coach, Courtney Miller, is a Lake Mary resident and has the
13 highest winning percentage of active coaches in the State of Florida and their Player of
14 the Year for the State of Florida played on Seminole State's team. We wish them
15 continued success.

16
17 Mayor Meador said of the 1,200 community colleges in the nation, there are only two
18 institutions with four Jack Kent Cooke scholars this year. Jack Kent Cooke scholars
19 receive \$30,000 per year toward their junior and senior years, and \$50,000 per year for
20 as long as they are enrolled in professional and/or graduate schools. When you think
21 about that incredible academic and athletic recognition, this speaks well of our state
22 college.

23
24 Commissioner Brender said he attended the Leadership Seminole luncheon and it is
25 always nice to observe. It is terrific program to getting to know everything that goes on
26 in the County as well as the cities. He said Ann McGee was the winner of the
27 achievement award and she never takes it personally—it is always about the college.

28
29 Commissioner Brender said he got ethically trained with Mr. Miller and the Mayor. We
30 attended one of the earlier four-hour ethics training for city commissioners. About
31 halfway through they announced that as of today you could do the course on line. We
32 found out that this has nothing to do with 2014 and any forms you fill out this year (such
33 as financial disclosure) is applicable only to 2014. We didn't have to do anything in
34 2014. The next time this will have anything to do with this is when we sign the forms for
35 2016. We are now handled for about a year and a half.

36
37 Deputy Mayor Duryea had no report at this time.

38
39 Commissioner Miller said on the golf team victory for Seminole State College, the team
40 they defeated was No. 1 in the nation and was Daytona State. The game was played in
41 Arizona.

42
43 Commissioner Miller said he attended the Central Florida Water Initiative seminar at
44 Champions Gate. It was facilitated by an organization called Trisect. It is the five
45 counties of Central Florida—Polk, Lake, Osceola, Seminole and Orange Counties—and
46 the three water management districts that support those counties are integrated to try

1 and come up with what are the millions of gallons per day do we need to get up to three
2 million population to four million population. They have identified what programs are
3 necessary to get the number we needed to increase was 250 or 350 million gallons per
4 day. Most of that was through conservation but there are several programs. If anyone
5 wants to have any detailed information he would be happy to email or fax it. They only
6 talked about water quantity and not water quality, and that is a subject for down the
7 road.

8
9 Commissioner Miller said at some point in time he would like the Commission to discuss
10 a new policy and that policy would be the City of Lake Mary having a goal for all of our
11 citizens to be on sewer. It is proven that if people who have septic tanks manage them
12 according to the way they should manage them then they are probably close to the
13 equivalent but the truth is many people who have septic tanks don't know they have one
14 until it backs up and overflows. The management of septic tanks is a serious concern
15 for the quality of our water. He has mentioned this to Mr. Paster who has more data
16 than you can shake a stick about what needs to be done and where it is. All the data is
17 there and the big issue gets to be a question of resistance of residents to doing it, the
18 cost for them, the cost for us, and whether or not commissioners here agree that it is a
19 policy that we should have for the future.

20
21 Commissioner Lucarelli wished everyone a safe and happy Memorial Day weekend.

22
23 13. City Attorney's Report

24
25 Ms. Reischmann said Commissioner Brender said the ethics trainer said you didn't have
26 to do the training next year.

27
28 Commissioner Brender said you just don't have to check the box and the state is not
29 auditing the results this year.

30
31 Ms. Reischmann said she wanted to be sure no one got confused and thought you were
32 good for 2016.

33
34 14. Adjournment

35
36 There being no further business, the meeting adjourned at 7:38 P.M.

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38
39 _____
40 David J. Mealor, Mayor

Mary Campbell, Deputy City Clerk

41
42 ATTEST:

43
44
45 _____
46 Carol A. Foster, City Clerk