

1 **DRAFT MINUTES OF THE REGULAR COMMISSION MEETING**
2 **TOWN OF LADY LAKE, FLORIDA**

3 **June 15, 2020**

4 The regular meeting of the Lady Lake Town Commission was held in the Commission
5 Chambers at Lady Lake Town Hall, 409 Fennell Blvd., Lady Lake, Florida with Mayor Jim
6 Richards presiding. The meeting convened at 6 p.m.

7 **A. CALL TO ORDER**

8 Mayor Jim Richards

9 **B. INVOCATION**

10 By Pastor George Prinzing of the Tri-County Baptist Church

11 **C. PLEDGE OF ALLEGIANCE**

12 **D. ROLL CALL**

Commissioner (Ward)	Present
Hannan (Four)	YES
Kussard (One)	YES
Holden (Two)	YES
Vincent (Three)	YES
Richards (Five)	YES

13 **STAFF PRESENT**

14 Kris Kollgaard, Town Manager; Derek Schroth, Town Attorney; Thad Carroll, Growth
15 Management Director; C.T. Eagle, Public Works Director; Mike Burske, Parks and Recreation
16 Director; Pam Winegardner, Finance Director; Maureen Gochee, Human Resource Director;
17 Marsha Brinson, Library Director; Chief Rob Tempesta, Deputy Chief Jason Brough, Detective
18 Matt Duryea, and Lt. Nelson Vargas, Lady Lake Police Department; John Pearl, I.T. Director;
19 Keith Randich, Systems Analyst; Allie Herman, Library Assistant; and Nancy Slaton, Deputy
20 Town Clerk

21 **E. PUBLIC COMMENT**

22 Mayor Richards asked if anyone had any comments.

23 David Sirdar of Fruitland Park spoke about various topics that are of interest to him.

1 Commissioner Vincent thanked several residents of Water Oak for attending this meeting.

2 **F. ANNOUNCEMENT**

3 **1. Announcement of Qualifying Period from Monday, June 29, 2020, at 12 noon, to Friday,**
4 **July 3, 2020, at 12 noon, for the Office of Town Commissioner for Wards 2 and 4 for the**
5 **General Election on November 3, 2020 (Mayor Richards)**

6 Mayor Richards read the announcement of the dates for the qualifying period for Wards 2 and
7 4 for the office of Town Commissioner for the upcoming general election on November 3,
8 2020.

9 **G. CONSENTⁱⁱ**

10 **2. Minutes — June 1, 2020 — Commission Meeting**

11 **Commissioner Vincent made a motion to approve Consent Item G-2. Commissioner Holden**
12 **seconded the motion. The motion passed by a vote of 5 to 0.**

13 **H. OLD BUSINESS**

14 No old business.

15 **I. NEW BUSINESS**

16 **3. Consideration of Approval to Advertise a Request for Proposals for the Community**
17 **Development Enterprise Software (John Pearl)**

18 I.T. Director John Pearl presented the background summary for this agenda item (on file in
19 the Clerk's Office).

20 Mayor Richards asked if there were any questions or comments from the Commissioners or
21 the public.

22 Mayor Richards mentioned that perhaps a list of frequently asked questions could be drawn
23 up for this Request for Proposals.

24 Mr. Pearl agreed that staff could put such a list on the website.

25 **Commissioner Holden made a motion to approve advertising a Request for Proposals for**
26 **the Community Development Enterprise Software. Commissioner Kussard seconded the**
27 **motion. The motion passed by a vote of 5 to 0.**

28 **4. Consideration of Proposal for the Development of a Stormwater Master Plan by Wood**
29 **Environment and Infrastructure Solutions, Inc. (C.T. Eagle)**

1 Public Works Director C.T. Eagle presented the background summary for this agenda item (on
2 file in the Clerk’s Office). He stated that Lance Lombard is present if there are any questions.
3 Mayor Richards asked if there were any questions or comments from the Commissioners or
4 the public. He stated his appreciation that staff provided all the backup documentation for
5 this packet item.

6 **Commissioner Kussard made a motion to approve the development of a Stormwater**
7 **Master Plan by Wood Environment and Infrastructure Solutions, Inc. Commissioner Holden**
8 **seconded the motion. The motion passed by a vote of 5 to 0.**

9 **J. TOWN ATTORNEY’S REPORT**

10 **5. Ordinance 2020-03 (First Reading) — An Ordinance of the Town Commission of the Town**
11 **of Lady Lake, Florida, Amending Chapter 13 of the Town of Lady Lake Code of Ordinances**
12 **Providing for the Setting of Water, Wastewater and Reclaimed Water Impact Fee Rates**
13 **(C.T. Eagle/Pam Winegardner)**

14 Town Attorney Derek Schroth read the ordinance by title only.

15 Public Works Director C.T. Eagle presented the background summary for this agenda item (on
16 file in the Clerk’s Office).

17 Mayor Richards asked if there were any questions or comments from the Commissioners or
18 the public. Hearing none, he asked for a motion.

19 **Upon a motion by Commissioner Kussard and a second by Commissioner Holden, the**
20 **Commission approved the first reading of Ordinance 2020-03 by the following roll call vote:**

Commissioner	Vote
Hannan	YES
Kussard	YES
Holden	YES
Vincent	YES
Richards	YES

21 **6. Consideration of Resolution 2020-103 (First and Final Reading) — Amending Rates, Fees,**
22 **and Service Charges for the Department of Utilities Services (C.T. Eagle/Pam Winegardner)**

23 Town Attorney Derek Schroth read the resolution by title only.

1 Public Works Director C.T. Eagle presented the background summary for this agenda item (on
2 file in the Clerk’s Office).

3 Mayor Richards asked if there were any questions or comments from the Commissioners or
4 the public. Hearing none, he asked for a motion.

5 **Upon a motion by Commissioner Kussard and a second by Commissioner Holden, the**
6 **Commission approved the first reading of Resolution 2020-103 by the following roll call**
7 **vote:**

Commissioner	Vote
Hannan	YES
Kussard	YES
Holden	YES
Vincent	YES
Richards	YES

8 **K. TOWN MANAGER’S REPORT**

9 **7. Consideration of Town Manager’s Employment Contract (Kris Kollgaard)**

10 Town Manager Kris Kollgaard presented the background summary for this agenda item (on
11 file in the Clerk’s Office). She reported that she does not desire to extend her contract for the
12 Town Manager’s position, and would like to step back to the Town Clerk’s position.

13 Mayor Richards thanked Ms. Kollgaard for her service as Town Manager.

14 Commissioner Hannan stated he is not happy with the Town Manager’s decision to resign.

15 Commissioner Kussard stated she asked Ms. Kollgaard to reconsider her resignation, but she
16 had already made up her mind. She stated Ms. Kollgaard has been an excellent Town
17 Manager and she is happy to keep her as Town Clerk.

18 Commissioner Kussard suggested using the Florida City Range Rider Program to provide
19 guidance and assistance to the Town Commission for hiring a new Town Manager as they did
20 almost 11 years ago in 2010. The other Commissioners were in favor of this.

21 Commissioner Hannan suggested the Town Commission should have a workshop to come up
22 with a plan for the Town Manager position.

23 Commissioner Holden stated he is in favor of having a representative of the Range Riders
24 appear at the workshop meeting.

1 Mayor Richards stated the Commissioners could use the workshop to work out what salary
2 range to offer, qualifications to look for, and an advertisement for the position, and then have
3 the Range Riders in to help with the selection process.

4 Commissioner Vincent stated he looked at the contract and feels that Ms. Kollgaard fulfilled
5 her contract and did a good job. He stated the salary gave him some heart burn and he is not
6 in favor of any employee having a contract with built-in salary increases.

7 Mayor Richards commented on Commissioner Vincent's remarks. He stated the Town
8 Commission votes on the employees' increases each year, with part of it being a cost of living
9 increase and part of it being a merit increase. This is part of the budget process each year
10 which is approved or not by the Commission.

11 Commissioner Vincent stated that the Town should have laid off half of its employees during
12 this pandemic to let them draw unemployment from the government and save the Town
13 money by not having to pay out Social Security or Workers' Comp, etc.

14 Mayor Richards pointed out that the Town stayed open, unlike other municipalities in the
15 county, and provided all services and allowed consumers to do business while maintaining
16 special separation by staggering employee hours during the pandemic.

17 Ms. Kollgaard confirmed with the Commission that they do not want the Range Riders to be
18 represented at the workshop to be scheduled prior to the next Commission meeting on July
19 6th.

20 Commissioner Vincent suggested that Ms. Kollgaard stay on as Town Manager until an Interim
21 Town Manager is appointed when her contract expires.

22 Town Attorney Derek Schroth stated that Ms. Kollgaard's contract expires on June 21st. The
23 Tenth Addendum included in the packet provides for Ms. Kollgaard to stay on until an Interim
24 or new Town Manager is appointed. He stated this needs to be voted on tonight.

25 Commissioner Holden clarified and confirmed with the Town Attorney that when Ms.
26 Kollgaard returns to her position as Town Clerk, she will be an at-will employee under the
27 Town Manager, not the Town Commission.

28 Commissioner Vincent asked who will be reviewing resumes and making decisions for
29 selecting the new Town Manager. He stated he wants the new Town Manager to be
30 thoroughly vetted.

31 Ms. Kollgaard replied that the Commissioners will get the resumes.

1 Commissioner Kussard stated that the Range Riders first reviewed the resumes received and
2 weeded them out before turning them over to the Commissioners for their review during the
3 last Town Manager selection process.

4 **Commissioner Vincent made a motion to approve the Tenth Addendum to Ms. Kollgaard's**
5 **contract. Commissioner Holden seconded the motion. The motion passed by a vote of 5 to**
6 **0.**

7 Commissioner Vincent complained that the Town Manager's original contract was not
8 included in the packet as the Tenth Addendum referred to 3b in the contract.

9 Ms. Kollgaard apologized for this oversight.

10 **L. MAYOR AND COMMISSIONER'S REPORT**

11 Mayor Richards asked if any of the Commissioners had anything to report.

12 Commissioner Holden stated he would like to discuss the fact that government workers
13 should not make higher wages than the private sector. He stated this should be a discussion
14 at a future date.

15 Commissioner Kussard reported that she had a conversation with Mr. Bob Nyce this past
16 weekend and he told her of his concern about the traffic on Rio Grande. He mentioned that
17 the blinking traffic sign on Chula Vista has been effective in reducing speeding and he asked
18 that one be installed at Rio Grande. He also suggested a sign similar to "please be
19 considerate of residents and drive quietly" be installed, as well as more stop signs for those
20 driving around the square at Spanish Springs. Commissioner Kussard stated she told him she
21 thought the square was private property of The Villages, but that she would mention it at a
22 Commission meeting.

23 Commissioner Vincent thanked Ms. Kollgaard for doing a great job as Town Manager, and he
24 stated he would be happy to give references.

25 Mayor Richards also stated that Ms. Kollgaard did a good job during these past ten interesting
26 years and he was glad she served as Town Manager.

27 **M. PUBLIC COMMENTS**

28 Mayor Richards asked if there were any comments from the audience.

29 Mr. Ed Freeman of 147 Evergreen Lane commented that he understands that Ms. Kollgaard
30 has done a great job as Town Manager. He stated he believes that going forward, the salaries
31 for this small town are unsustainable, and he agrees with Commissioner Holden that this
32 should be reviewed.

1 **N. ADJOURN**

2 There being no further business, the meeting was adjourned at 6:49 p.m.

3 _____
4 Kristen Kollgaard, Town Clerk

5 _____
6 Jim Richards, Mayor

7 Minutes transcribed by Nancy Slaton, Deputy Town Clerk