

**MINUTES OF THE HOWEY-IN-THE-HILLS TOWN COUNCIL MEETING
HELD NOVEMBER 9, 2015**

Mayor Sears called the Town Council Meeting of November 9, 2015 to order at 6:00 p.m.

Cub Scout and Boy Scout Troop No. 254 led the Pledge of Allegiance to the Flag.

Public Services Supervisor Ernest led the Invocation.

Present: Mayor Sears, Mayor Pro-Tem Nebel, Councilor Conroy and Councilor Mabry.

Also Present: Police Chief Thomas, Library Director Hall, Public Services Supervisor Ernest and Town Clerk Brasher.

OLD BUSINESS

Discussion: Proposed Personnel Policy

Mayor Sears gave detailed background on the current and proposed Personnel Policy.

The following were discussed:

- Reserve Police Officer and status
- Volunteer Definition
- Remove Chapter V, Classification and Compensation Plans
- Leave portion of Compensation Plan
- Part-time employee
- Add Police Officers can be in General Employee Retirement Plan but no match from the Town
- Change holiday working schedule
- Vacation notice
- Notice time if sick
- Change Open Door Policy to Personnel Communication Policy
- Add evaluations will be reviewed by the Mayor
- Change outside employment to 30 hours & seek approval from Mayor before accepting or seeking outside employment
- Modify Take Home Vehicle section
- Reporting of harassment
- Move employee conduct section to front of policy

PUBLIC HEARING

First Reading of Ordinance No. 2015-005, AN ORDINANCE OF THE TOWN COUNCIL OF THE TOWN OF HOWEY-IN-THE-HILLS, LAKE COUNTY FLORIDA, ADOPTING AMENDMENTS TO THE CONCEPTUAL LAND USE PLAN FOR THE LAKE HILLS MIXED PLANNED UNIT DEVELOPMENT ADOPTED BY ORDINANCE 2011-008; PROVIDING CONDITIONS OF APPROVAL; PROVIDING FOR SEVERABILITY; REPEALING ALL CONFLICTING ORDINANCES, SEVERABILITY, CODIFICATION AND AN EFFECTIVE DATE

Mayor Sears read by title only and said this item is to be continued to the November 16, 2015 Town Council Meeting

Councilor Conroy, seconded by **Councilor Mabry**, moved to continue Ordinance No. 2015-005 to the November 16, 2015 Town Council Meeting. Motion carried 4-0 with a roll call vote.

MAYOR AND COUNCIL COMMENTS

Mayor Sears discussed the following:

- Town Planner Harowski will be at the next meeting to discuss the Lake Hills PUD Developer Agreement and ask Town policy questions.
- He and Rob Ern with BESH meet with Senator Alan Hays to discuss obtaining funding for wastewater and how important the funding for this project is.
- He thanked Town Hall Staff for the presentation binders for Senator Alan Hays.

Public Services Supervisor Ernest asked permission for the Public Services to host the Holiday Employee Luncheon on December 5th.

Mayor Pro-Tem David Nebel congratulated and complemented the new Public Maintenance Supervisor.

Councilor Conroy congratulated Rich Roman on the promotion to Lieutenant. **Lt. Roman** introduced himself and said he is up to the challenge. He said the officers will be out talking and getting to know the people in Town.

Councilor Mabry thanked the Police Department on Halloween. He said the presence and participation of the Police Department was present and appreciated.

PUBLIC COMMENTS

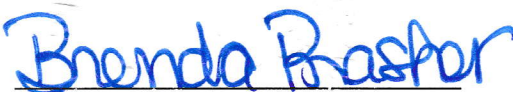
David Kilmartin voiced his concern with discrimination/harassment based on conservation of how close or far employees should live from Town. He said his comments are not properly being documented in the Minutes. **Town Clerk Brasher** said the Town does not do Verbatim Minutes. **Mayor Sears** asked Town Clerk Brasher what is included and **Town Clerk Brasher** gave background.

See following disclosure that is noted at the bottom of each agenda- Please Note: In accordance with F.S. 286.0105: Any person who desires to appeal any decision or recommendation at this meeting will need a record of the proceedings, and that for such purposes may need to ensure that a verbatim record of the proceedings is made, which includes the testimony and evidence upon which the appeal is based. The Town of Howey-in-the-Hills does not prepare or provide this verbatim record.

The meeting adjourned at 7:51 p.m.


Chris Sears, Mayor

ATTEST:


Brenda Brasher, MMC
Town Clerk