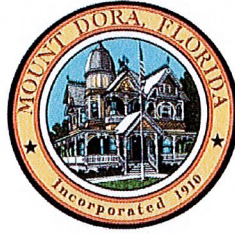


**CITY OF
MOUNT DORA, FLORIDA
CITY COUNCIL
MINUTES**



**November 1, 2022
City Hall
510 N. Baker St.
Mount Dora, FL 32757**

CALL TO ORDER

Having been duly advertised as required by law, Mayor Crissy Stile called the Regular Session of City Council to order at 6:00 P.M. in the Mount Dora Council Chambers.

MOMENT OF SILENCE & PLEDGE OF ALLEGIANCE

Councilmember Cataldo led a Moment of Silence and Pledge of Allegiance to the Flag.

ROLL CALL

Members Present

Crissy Stile, Mayor
Marc Crail, Vice-mayor
John Cataldo, District 1
Cal Rolfson, District 2
Austin Guenther, District 3
Nate Walker, District 5
Doug Bryant, At-Large

Also Present

Patrick C. Comiskey, City Manager
Sherry G. Sutphen, City Attorney
Jeanann Hand, Interim City Clerk

PRESENTATIONS

1. Mount Dora Fun Fact

Mayor Stile presented information on the Tabernacular, a 1,500 seat auditorium built in 1888 between Lake Dora and Lake Gertrude, where the popular Mount Dora Chautauquas were held. A captioned photo is attached to the minutes as EXHIBIT A.

PUBLIC COMMENTS

Mayor Stile opened public comment.

Chuck Deffes, 326 East Seventh Avenue, spoke about the Simpson Farmhouse windows and the value of the glass. He suggested the contractor removing the glass appear before the Historic Preservation Board.

Mayor Stile closed public comment.

APPROVAL OF AGENDA

***MOTION BY COUNCILMEMBER WALKER TO APPROVE THE AGENDA;
COUNCILMEMBER ROLFSON SECONDED THE MOTION. MOTION APPROVED BY
A UNANIMOUS VOICE VOTE.***

BOARD APPOINTMENTS

1. Planning and Zoning Commission, District 2

Councilmember Rolfson nominated Barbara Cowherd Tietmeyer to replace Rebecca Carter on the Planning and Zoning Commission.

ALL MEMBERS APPROVED BY UNANIMOUS VOICE VOTE THE APPOINTMENT OF BARBARA COWHERD TIETMEYER TO THE DISTRICT 2 SEAT ON THE PLANNING AND ZONING COMMISSION.

CONSENT AGENDA

1. Request Adoption of **Resolution No. 2022-70**, Approval for Light Up Mount Dora Fireworks Display
2. Request Authorization to Purchase Fiber Optic Equipment and Installation from Precision Contracting Services, Inc., in the Amount of \$510,032.18, to Extend Fiber From the Existing Fiber Trunk to the New Fire Station #35, Wastewater Treatment Plant #1, Perc Ponds (for Solar Farm) Near Fire Station #35, Lateral Extension to the Parking Garage and to Complete the Fiber Move to Underground on Royellou as Part of the Electric Department Underground Project
3. Request Approval of Meeting Minutes
 - October 11, 2022 City Council Work Session
 - October 18, 2022 City Council Regular Session

MOTION BY COUNCILMEMBER ROLFSON TO APPROVE THE CONSENT AGENDA; COUNCILMEMBER GUENTHER SECONDED THE MOTION. MOTION APPROVED BY A UNANIMOUS VOICE VOTE.

ACTION ITEMS

1. Direction related to proposed language revision to Joint Planning Agreement (JPA) with Lake County

Ms. Sutphen and Councilmembers spoke about the county's notice of termination, and the timelines and processes of the governing bodies involved. They considered various plans for moving forward, and evaluated their impact on development, annexation, and future interlocal relations. Ms. Sutphen recommends the city to request withdrawal of the county's notice of termination and ask the county to consider the City's proposed language. Once the language is agreed upon by both parties, it could be brought forward as an amendment.

The City's proposed language change removes the requirement for annexation. Ms. Sutphen noted the City can support a covenant to annex. Questions were answered regarding the language of the agreement. Mayor Stile requested a promptly scheduled City Council Work Session in order to truly represent the wishes of the Council at county meetings. Councilmember Rolfson supported the request for a Work Session.

Mayor Stile opened public comment.

No one spoke.

Mayor Stile closed public comment.

MOTION BY COUNCILMEMBER ROLFSON TO ACCEPT THE RECOMMENDATION OF THE CITY ATTORNEY REGARDING REVISIONS TO THE JOINT PLANNING AGREEMENT AS THE CITY ATTORNEY EXPLAINED, AND DIRECT THAT THE MAYOR COMMUNICATE THE REVISIONS TO THE COUNTY BY LETTER, AND AUTHORIZE A NEGOTIATION PROCESS BETWEEN THE CITY ATTORNEY AND COUNTY ATTORNEY; COUNCILMEMBER BRYANT SECONDED THE MOTION. MOTION APPROVED BY A ROLL CALL VOTE.

YES Councilmember Rolfson
Councilmember Bryant
Councilmember Cataldo
Councilmember Guenther
Councilmember Walker
Vice-mayor Crail
Mayor Stile

NO None

City Attorney Sutphen requested the letter come from the Mayor and be directed to Chairman Parks. Ms. Supthen will send a copy of the letter to County Attorney Melanie Ann Marsh.

Councilmember Bryant stated the motion is the City's best option, presently.

2. City Manager Annual Review

City Attorney Sutphen explained the document summarizing the scoring and comments of the Councilmembers' evaluation forms. The City Attorney's summary document is attached to the minutes as EXHIBIT B.

Councilmember Rolfson recommended a ten percent increase in compensation effective at the beginning of the 2022-2023 fiscal year.

Mention was made of the salaries of City Managers from neighboring cities, and other reference points for salary determination.

MOTION BY COUNCILMEMBER ROLFSON, PURSUANT TO THE CITY COUNCILMEMBERS' EVALUATIONS, AND PURSUANT TO THE HIGH STANDARDS SEEN IN THE EVALUATION THAT CITY MANAGER COMISKEY HAS UNDERTAKEN IN THE PAST YEAR, TO GRANT AN ADJUSTMENT UPWARD OF TEN PERCENT OF HIS CURRENT SALARY AND THAT IT BE EFFECTIVE OCTOBER 1ST OF THE BEGINNING OF THE FISCAL YEAR; COUNCILMEMBER GUENTHER SECONDED THE MOTION. MOTION APPROVED BY A ROLL CALL VOTE.

YES Councilmember Rolfson
Councilmember Guenther
Councilmember Cataldo
Councilmember Bryant
Councilmember Walker
Vice-mayor Crail
Mayor Stile

NO None

Councilmember Walker requested the City Manager's current salary be noted for the record. Mr. Comiskey confirmed a current salary of \$170,000.00.

Councilmember Rolfson remarked upon a document listing the City Manager's accomplishments and invited viewing of the document, which is attached to the minutes as EXHIBIT C.

PUBLIC HEARINGS - RESOLUTIONS/ORDINANCES

1. Request Adoption of the Single Reading (Final/Adoption) **Ordinance No. 2022-18**, Small-Scale Future Land Use Map Amendment for Green Wheat LLC and Donnelly LLC (1.14 Acres)

City Attorney Sutphen read Ordinance No. 2022-18 by title only.

ORDINANCE NO: 2022-18

**AN ORDINANCE OF THE CITY OF MOUNT DORA,
FLORIDA, PERTAINING TO A CHANGE IN FUTURE
LAND USE DESIGNATION AND AMENDMENT TO
THE FUTURE LAND USE MAP OF THE FUTURE
LAND USE ELEMENT OF THE CITY OF MOUNT
DORA COMPREHENSIVE PLAN 2045; PROVIDING
FOR LEGISLATIVE FINDINGS AND INTENT;
PROVIDING FOR APPROVAL OF CHANGE IN
FUTURE LAND USE DESIGNATION AND
AMENDMENT TO FUTURE LAND USE MAP;
PROVIDING FOR THE IMPLEMENTATION OF
ADMINISTRATIVE ACTIONS; PROVIDING A
SAVINGS CLAUSE; PROVIDING FOR NON-
CODIFICATION AND SCRIVENER'S
ERRORS; PROVIDING FOR CONFLICTS;
PROVIDING FOR SEVERABILITY; AND PROVIDING
AN EFFECTIVE DATE.**

City Manager Comiskey introduced Planning Director Vince Sandersfeld, who explained the item is a companion to the annexation that occurred a couple of months ago. He stated that the next agenda item would be the related zoning assignment. The process matches what the county has as a cleanup annexation process. The process meets the requirements in the City's Comprehensive Plan for land use.

The applicant was available to answer questions.

Mayor Stile opened public comment.

No one spoke.

Mayor Stile closed public comment.

***MOTION BY VICE-MAYOR CRAIL TO ADOPT ORDINANCE NO. 2022-18,
SMALL-SCALE FUTURE LAND USE MAP AMENDMENT FOR GREEN WHEAT
LLC AND DONNELLY LLC (1.14. ACRES); COUNCILMEMBER GUENTHER
SECONDED THE MOTION. MOTION APPROVED BY A ROLL CALL VOTE.***

YES Vice-mayor Crail
 Councilmember Guenther
 Councilmember Cataldo
 Councilmember Bryant
 Councilmember Rolfson
 Councilmember Walker
 Mayor Stile

NO None

2. Request Approval of First Reading of **Ordinance No. 2022-19**, Change in Zoning for Green Wheat, LLC and Donnelly, LLC

City Attorney Sutphen read Ordinance No. 2022-19 by title only.

ORDINANCE NO: 2022-19

AN ORDINANCE OF THE CITY OF MOUNT DORA, FLORIDA, PERTAINING TO THE ZONING DISTRICT CLASSIFICATION CHANGE FOR THAT PROPERTY LOCATED EAST SIDE OF SR 44 AND SOUTH OF MEADENHALL BOULEVARD; PROVIDING FOR LEGISLATIVE FINDINGS AND INTENT; PROVIDING FOR ZONING DISTRICT CLASSIFICATION CHANGE; PROVIDING FOR OFFICIAL ZONING MAP AMENDMENT; PROVIDING FOR IMPLEMENTATION OF ADMINISTRATIVE ACTIONS; PROVIDING A SAVINGS CLAUSE; PROVIDING FOR NON-CODIFICATION AND SCRIVENER'S ERRORS; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

City Attorney Sutphen confirmed the absence of ex parte communications. Planning Director Sandersfeld explained the item and its impact. He reviewed its history.

Mayor Stile opened public comment.

No one spoke.

Mayor Stile closed public comment.

MOTION BY VICE-MAYOR CRAIL TO APPROVE THE FIRST READING OF ORDINANCE NO. 2022-19, CHANGE IN ZONING FOR GREEN WHEAT LLC AND DONNELLY LLC; COUNCILMEMBER CATALDO SECONDED THE MOTION. MOTION APPROVED BY A ROLL CALL VOTE.

YES Vice-mayor Crail
Councilmember Cataldo
Councilmember Bryant
Councilmember Guenther
Councilmember Rolfson
Councilmember Walker
Mayor Stile
NO None

3. Request Approval of Final Reading and Adoption of **Ordinance No. 2022-26**, Amending City of Mount Dora Code of Ordinances, Chapter 2, Article VIII, Boards and Commissions, Division 1, Generally

City Attorney Sutphen read Ordinance No. 2022-26 by title only.

ORDINANCE NO.: 2022-26

AN ORDINANCE OF THE CITY OF MOUNT DORA, FLORIDA, PERTAINING TO BOARDS AND COMMISSIONS; PROVIDING FOR LEGISLATIVE FINDINGS AND INTENT; PROVIDING FOR AMENDMENTS TO CHAPTER 2, ARTICLE VIII, BOARDS AND COMMISSIONS, DIVISION 1, GENERALLY; PROVIDING FOR THE IMPLEMENTATION OF ADMINISTRATIVE ACTIONS; PROVIDING A SAVINGS CLAUSE; PROVIDING FOR CODIFICATION, SCRIVENER'S ERRORS; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

City Attorney Sutphen explained the item and the changes that had taken place since the first reading, restating that the new ordinance will allow the City to come forward with the other document revisions to make changes for consistency on this subject. The ordinance also mentions membership allowance for corporate property owners.

Discussion ensued regarding membership of business owners and property owners, and the impact of excluding interested parties who don't meet requirements. Vice-mayor Crail noted this matter may be addressed by future Councils should the terms of the proposed ordinance become a hindrance to the City at some time ahead.

Councilmembers discussed the appointment process.

Mayor Stile opened public comment.

Michell Middleton, 112 East Fifth Avenue, urged the City to give consideration to business owners.

City Attorney Sutphen emphasized the conditions named in this ordinance generally addressing boards and committees could be exempted from membership requirements for temporary boards established by Council.

Mayor Stile closed public comment.

MOTION BY COUNCILMEMBER ROLFSON TO APPROVE THE FINAL READING AND ADOPTION OF ORDINANCE NO. 2022-26, AMENDING CITY OF MOUNT DORA CODE OF ORDINANCES, CHAPTER 2, ARTICLE VIII, BOARDS AND COMMISSIONS, DIVISION 1, GENERALLY; VICE-MAYOR CRAIL SECONDED THE MOTION. MOTION APPROVED BY A ROLL CALL VOTE.

YES	Councilmember Rolfson
	Vice-mayor Crail
	Councilmember Cataldo
	Councilmember Bryant
	Councilmember Guenther
	Councilmember Walker
	Mayor Stile
NO	None

4. Request Adoption of **Resolution No. 2022-68**, Revising CRA Advisory Committee

City Attorney Sutphen read Resolution No. 2022-68 by title only.

RESOLUTION NO. 2022-68

A RESOLUTION OF THE CITY OF MOUNT DORA, FLORIDA, PERTAINING TO THE MOUNT DORA COMMUNITY REDEVELOPMENT AGENCY (CRA) ADVISORY COMMITTEE; PROVIDING FOR LEGISLATIVE FINDINGS AND INTENT; PROVIDING FOR REPEAL OF PRIOR RESOLUTION; PROVIDING FOR UPDATED AND RESTATED CRA ADVISORY BOARD; PROVIDING FOR THE IMPLEMENTATION OF ADMINISTRATIVE ACTIONS; PROVIDING A SAVINGS CLAUSE; PROVIDING FOR SCRIVENER'S ERRORS; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

City Attorney Sutphen explained the resolution and its purpose, which is to dictate how membership is created for this board. She reminded Council of the intent to repeat this process with all the remaining boards and committees, although some may require specialization due to their nature.

Mayor Stile requested board and committee members receive an email regarding the changes to board membership specifications.

Board members who do not meet the new requirements will be permitted to complete their terms.

Mayor Stile opened public comment

No one spoke.

Mayor Stile closed public comment.

MOTION BY COUNCILMEMBER WALKER TO ADOPT RESOLUTION NO. 2022-68, REVISING CRA ADVISORY COMMITTEE; COUNCILMEMBER CATALDO SECONDED THE MOTION. MOTION APPROVED BY A ROLL CALL VOTE.

<i>YES</i>	Councilmember Walker
	Councilmember Cataldo
	Councilmember Bryant
	Councilmember Guenther
	Councilmember Walker
	Vice-mayor Crail
	Mayor Stile
<i>NO</i>	None

5. Request Adoption of **Resolution No. 2022-69**, Revising Northeast CRA Advisory Board

City Attorney Sutphen read Resolution No. 2022-69 by title only.

RESOLUTION NO. 2022-69

A RESOLUTION OF THE CITY OF MOUNT DORA, FLORIDA, PERTAINING TO THE MOUNT DORA NORTHEAST COMMUNITY REDEVELOPMENT AGENCY (NORTHEAST CRA) ADVISORY COMMITTEE; PROVIDING FOR LEGISLATIVE FINDINGS AND INTENT; PROVIDING FOR REPEAL OF PRIOR RESOLUTION; PROVIDING FOR UPDATED AND RESTATED NORTHEAST CRA ADVISORY BOARD; PROVIDING FOR THE IMPLEMENTATION OF ADMINISTRATIVE ACTIONS; PROVIDING A SAVINGS CLAUSE; PROVIDING FOR SCRIVENER'S ERRORS; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

City Attorney Sutphen explained the resolution's purpose, noting its similarity to the

previous item's resolution, and that it is pointing back to the code just adopted with Ordinance No. 2022-26.

Councilmember Walker noted a scrivener's error.

MOTION BY COUNCILMEMBER GUENTHER TO ADOPT RESOLUTION NO. 2022-69, REVISING NORTHEAST CRA ADVISORY BOARD; COUNCILMEMBER WALKER SECONDED THE MOTION. MOTION APPROVED BY A ROLL CALL VOTE.

YES	Councilmember Guenther
	Councilmember Walker
	Councilmember Cataldo
	Councilmember Bryant
	Councilmember Rolfson
	Vice-mayor Crail
	Mayor Stile
NO	None

CITY MANAGER'S REPORT

City Manager Comiskey spoke about the purchase of decorative streetlights to maintain the City's inventory, and a sewer line fail at Pine and Simpson.

He thanked Council for their evaluations and the salary increase.

CITY ATTORNEY'S REPORT

City Attorney Sutphen reported no new lawsuits had been filed.

COMMUNICATIONS AND REPORTS

1. Council Member John Cataldo
No report.
2. Council Member Austin Guenther
Councilmember Guenther acknowledged the end of his term and thanked fellow Councilmembers, staff, and the City Manager.
3. Council Member Cal Rolfson
Councilmember Rolfson thanked Councilmember Guenther. He spoke of attending an MPO board meeting last week, where he learned of grant funding. He requested the City invite Michael Woods to the November 15h or December 6th City Council meeting.
4. Council Member Nate Walker

Councilmember Walker thanked Councilmember Guenther.

5. Council Member Doug Bryant

Councilmember Bryant thanked Councilmember Guenther. He suggested examination of Babcock Ranch in Ft. Meyers, a community which had demonstrated extraordinary resilience in bearing the brunt of Hurricane Ian. He also expressed curiosity regarding the City's carbon neutral status as mentioned in a Florida League of Cities publication.

6. Vice-mayor Marc Crail

Vice-mayor Crail thanked Councilmember Guenther. He acknowledged the importance of festivals in the City, remarking upon the success of the Craft Fair.

7. Mayor Crissy Stile

Mayor Stile thanked Councilmember Guenther. She nominated Public Information Officer Vershurn Ford to continue representing the City on the board of the Lake Community Action Agency. Councilmembers voiced support for the nomination. Interim City Clerk Hand was directed to inform the agency regarding this matter.

Mayor Stile also reported on October recycling numbers, the groundbreaking for the new Lake Cares facility, and the kickball league.

FUTURE MEETING DATES

1. November 15, 2022, 6:00 PM, Regular Session
2. December 6, 2022, 6:00 PM, Regular Session
3. December 20, 2022, 6:00 PM, Regular Session
4. January 3, 2023, 6:00 PM, Regular Session

ADJOURNMENT

MOTION BY COUNCILMEMBER GUENTHER TO ADJOURN; COUNCILMEMBER WALKER SECONDED THE MOTION. MOTION APPROVED BY A UNANIMOUS VOICE VOTE.

There being no further business for discussion, the meeting adjourned at approximately 7:13 P.M.



CRISSY STILE, MAYOR
City of Mount Dora



JEANANN HAND
Interim City Clerk

Chautauqua - Mount Dora, Florida



THE CHAUTAUQUA about 1886

EXHIBIT B

CITY OF MOUNT DORA CITY MANAGER PERFORMANCE EVALUATION

Category	Mayor	Vice Mayor and District 4	District 1	District 2	District 3	District 5	At-Large
1. Individual Characteristics							
Diligent and thorough in duties, “self-starter”.	4	4	5	4	4	5	4
Exercises good judgment. Consistently puts aside personal views and implements Council policy and direction.	3	3	5	5	5	4	3
Displays enthusiasm, cooperation, team building and will to adapt. Responds well to requests, guidance, and constructive criticism.	3	4	5	4	4	5	4
Displays fairness and impartiality amongst employees and is receptive to constructive criticism and direction.	3	3	3	4	4	4	4
Exhibits composure, appearance and a positive attitude appropriate for executive position	4	3	5	5	5	5	5
Total	17	17	23	2	22	23	20
Comments	Being new to Mount Dora Patrick has identified several areas worthy of improvement. He addresses residents and council concerns quickly.			I see Patrick as cordial, intelligent and attentive to the needs of the public and to Council.		Mr. Comiskey has always been responsive any time that I have reached out to him concerning issues in my district. He has a professional disposition and always willing to find a solution to a problem.	Enjoy visits with City Manager; City Manager generally responsive to requests; discussions with City Manager often stray from topic; implements Council policy direction although stubborn in regard to FS 35

Category	Mayor	Vice Mayor and District 4	District 1	District 2	District 3	District 5	At-Large
2. Professional Skills and Status							
Demonstrates high ethical standards in the organization. Works to keep “politics” and personal perspectives out of the decision making process.	4	3	5	5	4	5	4
Has appropriate visibility or identity in the community.	5	4	5	5	4	4	4
Anticipates and analyzes problems to develop effective approaches for solving them.	4	3	5	5	4	4	4
Willing to try new ideas proposed by Council members.	4	3	5	4	3	5	4
Sets a professional example by handling affairs of the public office in a fair and impartial manner	4	3	5	5	4	5	4
Total	21	16	25	24	19	23	20
Comments	Patrick always puts a lot of thought into decisions being made. Has always listened to new ideas, even when we differ.	Patrick is quite visible in the community. I think he has been helpful and willing to help resolve issues (LOMD traffic signal) of importance to me. This is refreshing.		I see Patrick strolling the downtown streets and attending events more than previous managers. He dresses professionally and is cordial and respectful to those he meets.		Mr. Comiskey has demonstrated his willingness to make decisions that are not persuaded by political motivations.	Feel City Manager has fit the position well in first year. Perception he has been visible appropriately although not gregarious.

Category	Mayor	Vice Mayor and District 4	District 1	District 2	District 3	District 5	At-Large
3. Relations with Elected Members of the City Council							
Accepts direction / instructions in a positive manner.	4	3	3	4	5	5	4
Sets meeting agendas that reflect the guidance of the Council and keeps the City Council informed of current plans and activities of administration and new developments.	5	3	5	5	5	5	5
Reporting to the City Council is timely, clear concise and thorough.	4	3	5	5	5	5	4
Effectively aids the City Council in establishing long range goals and demonstrates interest about the Council’s Vision for the City and supports the actions of the City Council after a decision is made.	4	3	5	4	4	5	3
3Carries out the directives of Council as a whole rather than those of any one Council member, but recognizes the concerns of the minority.	4	3	5	5	4	5	3
Total	21	15	23	23	23	25	19
Comments	<i>Communication was, and from, the City Manager’s Office has never been better.</i>	<i>I believe that we need to review and update our goals and strategic plan soon. We will soon have a new council member. I hope this will be a priority for early 2023. I also hope that now that council has voted to move ahead with 1 new and 1 renovated fire station and new public works complex, we more forward expeditiously.</i>		<i>He is a timely and effective guide to the council and its policies. He might consider a greater emphasis on our strategic plan when making suggestions to the council.</i>		<i>I believe that Mr. Comiskey has a good working relationship with all of the members of council. He accepts direction and gives feedback in a positive manner.</i>	<i>Other than awkward occasion (Mayor’s comments in regard to interim fire chief), relationship with Council seems positive.</i>

Category	Mayor	Vice Mayor and District 4	District 1	District 2	District 3	District 5	At-Large
4. Policy Execution							
Implements Council’s actions in accordance with the intent of Council.	4	3	5	5	4	5	3
Supports the actions of the Council after a decision has been reached, both inside and outside the organization.	4	3*	5	5	4	5	3
Implements City policy fairly and consistently based upon Council decisions, goals and applicable laws and regulations. Presents matters in a factual, analytical way	4	3	5	4	5	5	4
Reviews ordinance and policy procedures periodically to suggest improvements to their effectiveness.	4	3	3	4	5	4	3
Offers workable alternatives to the Council for changes in law or policy when an existing policy or ordinance is no longer practical.	4	4	3	3	5	4	4
Total	20	16	21	21	23	23	17
Comments	<i>Conversations regarding policy as directed by Council have always been productive.</i>	<i>*Again, once a clear city council decision has been made, I expect that our City Manager will accept the result and work to make council’s decision to happen. I feel sure that he will because that’s what pros do.</i>		<i>We don’t often hear recommendations for ordinance or policy changes. Perhaps few are needed.</i>		<i>Mr. Comiskey has demonstrated that after Council has voted on an issue, he is willing to adhere to and implement the desire and direction of Council.</i>	<i>The “3’s” above are not negatives, of course, but reflect an area of concern relationship with, at least some, directors and employees.</i>

Category	Mayor	Vice Mayor and District 4	District 1	District 2	District 3	District 5	At-Large
5. Reporting							
Provides regular information and reports to the Council concerning matters of importance to the local government, using the city charter as guide in a timely and effective manner.	5	3	5	5	5	5	4
Facilitates open two-way communication and encourages mutual honesty and respect with the community, Council and staff.	4	4	4	5	4	4	3
Responds to correspondence, requests and complaints quickly and appropriately	4	4	3	5	5	5	3
Always offers ideas to solve problems based on good information and sound judgment.	4	4	5	4	5	4	4
Conducts research or seeks counsel of experts to gather information needed in making a decision.	3	3	5	5	4	4	4
Total	20	18	22	24	23	22	18
Comments	Communication with council is stellar. I believe certain directors/staff carry more influence than others which can lead to decisions with incomplete information.	I think Mr. Comiskey is honest and responds to requests and complaints appropriately. This is a very important priority. I also appreciate his willingness to speak up for what he thinks is best while accepting the collective “wisdom” of City council and getting on with the work of the City.		I feel more regularly informed by Patrick than previous managers, particularly between council meetings. He listens well to suggestions I may make.		Mr. Comiskey has been diligent in keeping Council abreast concerning issues that are pending. He does a great job communication with the Board. He was very helpful during the Hurricane informing Council of the progress and restoration efforts.	Frequent update (e.g., building/development projects, hurricane debris pickup) have been much appreciated.

Category	Mayor	Vice Mayor and District 4	District 1	District 2	District 3	District 5	At-Large
6. Citizen & Community Relations							
Responsive to requests from citizens, maintaining citizen satisfaction with City Services.	5	4	5	4	4	4	4
Demonstrates a dedication to service to the community and its citizens.	4	4	5	5	4	3	4
Cooperates with neighboring communities and the county.	4	3	4	5	4	4	3
Helps the Council address future needs and develop adequate plans to address long term trends.	3	3	5	4	5	4	4
Cooperates with other regional, state and federal government agencies.	4	3	5	5	4	4	3
Total	20	17	24	23	21	19	18
Comments	Great	I certainly appreciate his decision to cut his vacation short and hurry home to deal with Hurricane Ian. That speaks volumes.		While some citizen personalities are fickle and inherently judgmental, Patrick seems timely and earnest in his public communications. Many citizens have complimented him to me. Only one has not.		Mr. Comiskey has made some decisions related to staffing and facilities that has not been received well by many in the community. I would like to see Mr. Comiskey re-establish our community policing program.	Believe City Manager doing well, although I have little knowledge of City Manager's involvement and cooperation with other agencies.

Category	Mayor	Vice Mayor and District 4	District 1	District 2	District 3	District 5	At-Large
7. Personnel Management							
Insures that the City's personnel, policies and practices are administered by City Department Directors and management staff in an equitable manner.	4	3	5	4	4	4	4
Develops and motivates employees so that they are increasingly effective.	4	3	5	4	4	4	3
Stays accurately informed and appropriately concerned about employee relations.	3	3	3	4	5	4	3
Monitors performance of employees, addresses disciplinary problems and takes action when warranted.	4	3	5	4	5	4	4
Promotes training and development pportunities for employees at all levels of the organization.	4	3	3	5	4	3	4
Total	19	15	21	21	22	19	18
Comments	<i>Patrick can only address employee concerns that he is aware of. I am positive that he handles complaints that he hears about fairly and with an open mind. If it doesn't make it through HR to Patrick there isn't much he can do.</i>	<i>I have been pleased to note Mr. Comiskey's willingness to promote from within when appropriate. I hope we can proceed with the work to fill open director positions.</i>		<i>I don't feel as equipped to judge this category since I don't interact with his staff daily. However, I have heard few concerns expressed to me. The City has highly effective and competent directions and staff in my view.</i>		<i>We have several vacant Director positions that have not been filled.</i>	<i>Hope that the "issues" of the PD and FD will be addressed and reasonable resolved, morale will improve, as well as service. We are not at a critical juncture yet and do not want to reach that point.</i>

Category	Mayor	Vice Mayor and District 4	District 1	District 2	District 3	District 5	At-Large
8. Fiscal Management							
Prepares a balanced budget to provide services at a level directed by Council.	4	4	5	5	5	5	5
Makes the best possible use of available funds, conscious of the need to operate the local government efficiently and effectively.	4	4	5	5	5	5	4
Prepares a budget and budgetary recommendations in an intelligent and accessible format.	4	4	5	5	5	5	4
Ensures actions and decisions reflect an appropriate level of responsibility for financial planning and Accountability.	4	3	5	5	5	5	5
Appropriately monitors and manages fiscal activities of the organization.	4	3	5	5	5	5	4
Total	20	18	25	25	25	25	22
Comments	Great	Fiscal management seems to be an area of strength for our City Manager. He has put together an excellent new team that I think has done an excellent job on the most recent budget building process.		This year's budget process is an excellent example of the care taken by Patrick to present a balanced budget to the council, through competent directors and staff.		Mr. Comiskey and his team did a great job with preparing the budget. The workshops were productive and efficient. It allowed Council to give direction and receive input in a relaxed, yet professional atmosphere.	Changes to budget format and presentation have been helpful. Personally, I feel confident (and secure) with our budgetary personnel and process.

Narrative Evaluation
Mayor

What would you identify as the manager’s strength(s), expressed in terms of the principle results achieved during the rating period?

- 1. *Communication has been outstanding.*
- 2. *Patrick and his family are well involved in the community and very approachable.*
- 3. *Patrick makes time for any person with questions/concerns.*

What performance area(s) would you identify as most critical for improvement?

- 1. *I’m a huge fan of promoting from within and would love to see the focus on grooming employees for promotion when earned.*
- 2. *At times there has been an opportunity to spread the focus to more than one project/issue/event happening within the City. Would be helpful to avoid being hyper focused on just one thing.*

Narrative Evaluation
Vice-Mayor and District 4

What would you identify as the manager’s strength(s), expressed in terms of the principle results achieved during the rating period?

- 1. *Good job on the FY2022-23 budget process and staff selection, especially in light of inflation and rising interest rates.*
- 2. *It is critically important that we quickly and effectively move forward with long overdue projects. He is working hard to fast track long delated capital projects.*

What performance area(s) would you identify as most critical for improvement?

- 1. *Continue building positive professional relationships with employees and council members.*
- 2. *The building height Charter Amendment has created a rift in Mount Dora. Mr. Comiskey has not been responsible for that rift, he inherited it. Bringing the community together moving forward will be important and no east task. I can foresee a good deal of finger-pointing as a result of possible lawsuits.*

Narrative Evaluation
District 1

What would you identify as the manager’s strength(s), expressed in terms of the principle results achieved during the rating period?

His “follow-through” is a definite strength and his communication skills especially during the hurricane, reporting damage and clean-up was top notch.

What performance area(s) would you identify as most critical for improvement?

Being more tactful, sometimes too direct with his conversation.

Narrative Evaluation
District 2

What would you identify as the manager’s strength(s), expressed in terms of the principle results achieved during the rating period?

- 1. *He has kept his recommendations to council within budget constraints.*
- 2. *He has retained highly competent staff and directors.*
- 3. *His “door” is always open – to all.*
- 4. *He has a depth of experience as a guide.*
- 5. *See my previous written remarks. His professional demeanor is excellent.*

What performance area(s) would you identify as most critical for improvement?

- 1. *He might consider more “teaching” experiences for council at each council meeting and at special workshops.*
- 2. *He might take more of a lead at council meetings in explaining pending issues, but delegating to competent directors to explain issues is also a good quality of trust and leadership.*

Narrative Evaluation
District 3

What would you identify as the manager’s strength(s), expressed in terms of the principle results achieved during the rating period?

I believe that the City Manager’s fiscal responsibility and communication with the community are his biggest strengths. He has been handed a series of difficult challenges as a result of the direction of the majority of council, and has handled them ore than appropriately. Through presenting multiple options for the fire station, the personnel dilemmas, and increasing utility rates he has attempted to implement options that would be in the best interest of the City, but was voted down unfortunately.

What performance area(s) would you identify as most critical for improvement?

I believe that this will come with more time in the position, but there is room for improvement in offering opinions and recommendations himself to council at the meetings. Recently he has done so, even though the council voted down, and it was a positive change in my view. His job is to be the CEO of the entire City, and his viewpoint is and should be considered more often during these large decisions. I believe that he truly has the City’s best interests at heart, and in voicing those interests to the public it would create a more clear direction for the City.

Narrative Evaluation
District 5

What would you identify as the manager’s strength(s), expressed in terms of the principle results achieved during the rating period?

Mr. Comiskey has demonstrated that he has the knowledge and skills to lead the city into the future. He is insightful and courteous and has always made himself available to Council to discuss our individual goals as well as the goals of the entire board. It has been a pleasure to partner with Mr. Comiskey as we serve the residents of Mount Dora.

What performance area(s) would you identify as most critical for improvement?

In my estimation Mr. Comiskey has done a great job for the residents of Mount Dora. I would like to see the vacant Director positions get filled. I hope that Mr. Comiskey will ensure that he sets an environment that is conducive for his staff to give honest and open feedback even if their ideas are not in agreement with his. I think there is a great need to reinstitute our community policing program.

Narrative Evaluation
At-Large

What would you identify as the manager’s strength(s), expressed in terms of the principle results achieved during the rating period?

City Manager has proved to be personable, pleasant, calm, experienced, responsive.
Appropriate focus of time and energy on issues of particular importance to Council and community.

What performance area(s) would you identify as most critical for improvement?

Although City Manager manages issues generally well, MAY need more focus on management of personnel (relationship to team (directors) and, indirectly, all employees.

EXHIBIT C



Accomplishments – FY 2021-22

- ✓ Finance Department reorganized
 - Created Budget Director position hiring existing staff member to streamline and focus the budget process
 - Delivered a balanced budget with unchanged millage rate
 - Elevated Assistant Finance Director, separating the budget focus and not replacing the former position
- ✓ Leisure Services reorganized
 - Library allowed to function independently as its own department, as the second busiest Library in the County
 - Parks & Recreation allowed to focus operations on park upkeep/beautification and recreational programs
 - Recognized savings of more than \$100,000 in personnel costs
- ✓ Worked with staff to provide 5% raise for all employees
- ✓ Worked with staff to provide an additional 5% raise for firefighters (10.25% effective annual increase)
- ✓ Secured with staff assistance an independent Internal Affairs (IA) investigator for Police Department
- ✓ Worked with staff to identify unregistered rentals/Airbnb units to pursue for future registration/enforcement action
- ✓ Worked with staff to create a Tree Committee/Arborist system to prepare and implement tree planting, removal and trimming
- ✓ Worked with Acting Fire Chief to initiate pre-fire planning and inspections of commercial property by all firefighters
- ✓ Worked with Acting Fire Chief and Water Superintendent to initiate fire hydrant testing by firefighters
- ✓ Worked with Special Events Coordinator to established the Mount Dora Music Hall (formerly the Mount Dora Community Building auditorium) to promote/attract use of the facility
- ✓ Worked with Special Events Coordinator to successfully hosted Mount Dora Bicycle Fest following translation from Chamber-run event to City-run event
- ✓ Reviewed bond funded projects with staff and received Council approval to limit the scope of the projects to realize project cost avoidance and savings of an estimated \$15.5 million to Mount Dora residents and businesses
- ✓ Worked with FDOT leadership to secure a commitment to place a new traffic signal at Lakes of Mount Dora Boulevard, as well as installation of temporary signal until the permanent signal is installed
- ✓ Worked with staff to obtain State appropriations for stormwater project
- ✓ Working with State officials to secure funding for Northeast Resource and Recreation Center; needs assessment underway
- ✓ Worked with staff, volunteers and City Attorney to resolve Heroes Foundation issues
- ✓ Completed IT Risk & Vulnerability Assessment with Homeland Security
- ✓ Worked with staff to obtain funding commitments for Donnelly Street drainage and slope stabilization

- ✓ Entered into agreement to purchase power from OUC, resulting in comparatively lower power costs
- ✓ Paid off vehicle leases with Enterprise and Bancorp totaling approximately \$715,000
- ✓ Developed and executed Florida Cities Week programming with staff
- ✓ Worked with staff to set an appropriate cost recovery electric rate
- ✓ Working with staff to address erosion issues at the new Mountain Bike Park
- ✓ Worked with HR and Budget staff to complete an inventory of City vehicles, resulting in removing 14 vehicles from the City's insurance policy
- ✓ Reduced staffing in Clerk's office
- ✓ Projects:
 - Initiated/Underway
 - Palm Island Kayak & Canoe Launch
 - Fire Station 35
 - Cauley Lott Park
 - Summerview Park Pickleball Courts (Dedicated Monies in March 2022)
 - Triangle Elementary Joint Use Playground
 - Public Works Facility
 - WWTP#1 Expansion
 - Evans Lake Fountain
 - Lincoln Avenue Pool Phase 2
 - Completed
 - Pedestrian crossing improvements
 - Utility undergrounding at Royellou Way
 - WWTP#2 Odor Control
 - Overlook Drive Baffle Box #1
 - Children's Library Expansion
 - Donnelly Park Pavilion
 - Budgeted for FY 2022-23
 - Frank Brown Park expansion
 - Simpson Farmhouse expansion
 - Forest Preserve
 - Downtown Streetscape Repair & Enhancement
 - Parking Solutions
 - Community Resource & Recreation Center
 - Park at Lancaster by Villages at Loch Leven (District 4)
 - Restrooms at Lincoln Park
 - City Hall Roof Replacement
 - 4th Avenue Dock Rebuild
 - City Hall Expansion for Building Division
 - WWTP#2 Expansion
 - Utility undergrounding at Dora Drawdy Way