



## CITY OF BELLE ISLE, FL

### SPECIAL CALLED SESSION & CITY COUNCIL MEETING

Held in City Hall 1600 Nela Avenue Belle Isle FL 32809

Held the 1st and 3rd Tuesday of Every Month

Tuesday, April 07, 2026 \* 6:00 PM

### AGENDA

#### City Council

Mayor Jason Carson

Vice-Mayor – OPEN

District 1 Commissioner – Frank Vertolli | District 2 Commissioner – Holly Bobrowski | District 3 Commissioner – Karl Shuck | District 4 Commissioner – Bobby Lance | District 5 Commissioner – Beth Lowell | District 6 Commissioner – OPEN | District 7 Commissioner – OPEN

1. **Call to Order Special Called Session**
2. **City Manager Evaluation**
3. **Adjournment of Special Called Session**

Welcome to the City of Belle Isle City Council meeting. Please silence all technology during the session. Thank you for participating in your City Government.

4. **Call to Order and Confirmation of Quorum**
5. **Invocation and Pledge to Flag** - Commissioner Karl Shuck, District 3
6. **Presentations**
  - a. Swear In - Edward Gold, Commissioner District 1
  - b. Appointment of Special Events Committee Member - Sarah Colson
7. **Public Comments & Announcements** - *Persons desiring to address the Council must complete and provide the City Clerk with a yellow "Request to Speak" form, limited to three (3) minutes, with no discussion. When the Mayor recognizes you, state your name and address and direct all remarks to the Council as a body.*
8. **Consent Items** - *These items are considered routine, and one motion will adopt them unless a Council member requests before the vote on the motion that an item be removed from the consent agenda and considered separately.*
  - a. Approval of City Council Meeting Minutes - March 17, 2026
9. **Unfinished Business**
  - a. 3904 Arajo Court Update
10. **New Business**
  - a. Amendment to City Manager Employment Agreement
  - b. Appointment of Board Member and Alternate to represent the City on the PRMs Insurance Board of Directors
  - c. Second Amendment to Interlocal Agreement for Street Sweeping Services
11. **Attorney's Report**
12. **City Manager's Report**
  - a. City Manager's Report and Work Plan
  - b. Chief's Report
  - c. Public Works Report
13. **Mayor's Report**
14. **Commissioners Report**
15. **Adjournment**



# special events committee

## CITY OF BELLE ISLE SPECIAL EVENTS COMMITTEE MEMBERSHIP APPLICATION

The Special Events Committee's purpose is to organize, plan and prepare for "special events" that the City can either host or attend. If you are interested in becoming part of this committee, please email Yolanda Quiceno, City Clerk a completed application at [yquiceno@belleislefl.gov](mailto:yquiceno@belleislefl.gov).

Name: Sara Colson

Home Address: 7500 Daetwyler Dr. Orlando FL 32812

Home Phone: (407) 342-8458 Cell Phone: (407) 342-8458

Email: Sara.a.colson11@gmail.com Fax: \_\_\_\_\_

1. Will you have time to fulfill the duties of this committee?  Yes  No
2. Are you able to attend the necessary meetings?  Yes  No
3. Describe your community involvement experience and or any special expertise you have which would be applicable to this committee.

I personally have not been involved in the community. However, my family and I have attended community events most opportunities that have been presented since we've lived here for the past 5 years.

We absolutely love this community!

I've always wondered how to become involved.

4. Describe why you are interested in serving on the Special Events Committee:

I think I'd be a great asset.

I love decorating, designing & planning. I've thrown

some pretty spectacular parties over the past 13 years. I'd love

By signing below, you are affirming to the best of your knowledge that the information you have provided on this form is true and complete.

Signature: 

Date: 2/18/2026



**CITY OF BELLE ISLE, FL  
CITY COUNCIL MEETING**

Tuesday, March 17, 2026 \* 6:30 PM  
**MINUTES**

**Present was:**

- District 1 Commissioner – Frank Vertolli
- District 2 Commissioner – Holly Bobrowski
- District 3 Commissioner – Karl Shuck
- District 4 Commissioner – Bobby Lance
- District 5 Commissioner – Beth Lowell
- District 6 Commissioner – Stan Smith
- District 7 Commissioner – Jim Partin

**Absent was:**

- Mayor – Jason Carson

**1. Call to Order and Confirmation of Quorum**

Vice Mayor Partin called the Council Meeting to order at 6:30 p.m., and the City Clerk, Yolanda Quiceno, confirmed the presence of a quorum. City Manager (CM) Rudometkin, Chief Grimms, Attorney Langley, Public Works Director Phil Price, Finance Director Tracey Richardson, and City Clerk Yolanda Quiceno were also present.

**2. Invocation and Pledge to Flag - Commissioner Holly Bobrowski, District 2**

Comm Bobrowski led the invocation and Pledge to the Flag.

**3. Presentations**

Vice Mayor Partin opened for presentations.

**a. Police Awards**

Chief Grimm presented the following awards

- Supervisor of the Year - Sgt Ferraiuolo
- Distinguished Officer of the Year – K-9 Officer Hernandez
- Chief’s Special Award – Officer Lopez, Officer Mathews, Sgt McCormick, Officer Trendafilov, and Officer Rodriguez.
- Patrol Officer of the Year – Officer Shaffer

Vice Mayor Partin called for a 5-minute recess to allow for family photos.

**b. Special Events - Anthony DeViva**

Special Events Committee Chairman Tony DeViva provided an update on upcoming events. He thanked new committee members and key sponsors, including Gold Key Roofing, Regal Boats, and Fishback Automotive, for their commitment and partnership. Mr. DeViva outlined the budget for the 2025-2026 fiscal year, requesting additional funding to cover event costs and bring more events to the community. He announced upcoming events, including a panel discussion on aging and a paddle out event. He further noted that there are openings on the Committee and welcomed residents to volunteer and apply to be on the Board and be part of the celebrations.

**4. Public Comments & Announcements**

Vice Mayor Partin opened for public comments and announcements. There being none, Vice Mayor Partin closed public comments.

**5. Consent Items**

- a. Approval of City Council Meeting Minutes - March 3, 2026
- b. February 2026 Monthly Reports: PD, Finance (<https://cleargov.com/florida/orange/city/belle-isle>), and OC Fire

**Comm Shuck moved to approve the consent items as presented**  
**Comm Lowell seconded the motion, which passed unanimously 7:0.**

**6. Unfinished Business**

**a. Compensation Study Update - Evergreen Solutions LLC**

Chief Grimm stated that Stasey Whichel from Evergreen Solutions is available via telephone to answer any questions. He presented a unified step-play plan for city employees and an amendment to the fiscal year 2025-2026 budget for consideration. He noted that, as presented at the March 17 meeting, this item represents the next step following the classification and compensation study. The study provided independent market data and a structured framework for managing employee compensation across the organization. The proposed action establishes a unified, step-based pay plan for all city positions, allowing compensation to progress consistently and predictably rather than through individual adjustments over time. The item also includes the necessary budget amendments to implement these adjustments within the current fiscal year. The fiscal impact for this year is outlined in the agenda materials.

Comm Bobrowski expressed concerns regarding Resolution 26-03, stating that she initially believed the action was to accept the findings of the Evergreen study rather than to implement the new step plan. She sought clarification that approval of the resolution would result in the new step-based pay structure taking effect in April. She noted ongoing concerns about the pace of implementation, indicating that while overall percentages and total costs were provided, she felt additional clarity and detail were still needed. Comm Bobrowski inquired whether a detailed, position-by-position breakdown of salary adjustments, including step increases, would be available prior to final approval. Chief Grimm responded that detailed paygrade and step information for all employees had been presented during the February 17 meeting as part of the initial compensation study.

Comm Lowell noted that Evergreen provided extensive information, which was reviewed and clarified through follow-up discussions with the Chief. While not a finance expert, she felt the remaining questions were addressed and understood that the meeting’s purpose was to vote on advancing the matter in line with the fiscal year timeline.

Comm Smith stated that, based on his private sector experience, the City’s lack of a structured compensation progression system was a concern. He emphasized that employees should have a clear understanding of their potential career and salary growth over time. While acknowledging the cost associated with implementing such a system, he noted the City has been fortunate to retain dedicated employees despite the absence of a formal structure. He expressed that establishing a clear, predictable pay plan is necessary and timely, and that it is an important step in supporting and retaining staff.

Comm Lance, speaking of 47 years of business experience, expressed support for the proposed compensation plan. He noted that he had discussed the matter with staff and residents, with only minor concerns raised. He highlighted the shift in workforce priorities, noting that while previous generations placed less emphasis on salary and benefits, today’s workforce prioritizes compensation. He emphasized the need for the City to remain competitive in attracting and retaining qualified employees. Comm Lance further noted the importance of offering a competitive compensation package to ensure the City can recruit experienced, job-ready candidates in the future, particularly as current staff retire.

Comm Shuck stated that, after reviewing the information provided and discussing the matter with staff, his primary focus was not on the specific numbers but on the stability the plan would provide for employees. He noted that the current system likely created challenges in managing pay consistency among staff and described the proposed plan as a way to standardize and formalize the City’s compensation structure.

Comm Vertolli expressed support for implementing a structured plan but questioned why the funding was divided across separate resolutions, with portions allocated from the stormwater fund and the general fund, and sought clarification on the purpose of the funding approach.

Chief Grimm explained that the two resolutions serve different purposes. The first resolution adopts the salary study and establishes a new pay plan. The second resolution amends the current fiscal year budget to allocate the necessary funding, as those funds were not previously budgeted. He clarified that a portion of salary expenses is appropriately funded through the stormwater fund, while the remainder is funded through the general fund, consistent with how certain positions are supported. We’re just making sure that it’s allocated and listed where we’re doing that.

Vice Mayor Partin read a prepared statement from the Mayor expressing support for the proposed pay increases and salary study, contingent upon the implementation of a structured annual performance evaluation system for all employees. The Mayor noted fiscal concerns but emphasized the importance of maintaining competitive wages and addressing compression. He stated that future compensation adjustments, including cost-of-living increases, should be tied to a performance-based system rather than applied automatically. Under this approach, annual increases would be guided by economic indicators such as CPI and inflation, with actual adjustments based on individual employee performance. The Mayor emphasized that this framework would promote accountability, reward high performance, and ensure fiscal responsibility while supporting a culture of excellence and transparency.

Chief Grimm noted that, if the plan is approved, additional policies will need to be developed, including a more structured employee evaluation process. While an evaluation policy currently exists, it has not been effectively tied to merit increases. He indicated that a draft evaluation plan is in place that generally aligns with the Mayor’s recommendations. It was also clarified that the Council will retain control over cost-of-living adjustments and overall budget decisions.

Kirk Leff, a resident and Budget Committee member, stated that the Evergreen report was well done and addressed a previously identified lack of a formal compensation structure, particularly for non-uniform employees. He noted that the study reviewed multiple jurisdictions, providing a strong basis for evaluating job roles and compensation. He expressed support for the proposed approach, stating that it is the appropriate path forward and would create a fair and manageable system that rewards high-performing employees.

Vice Mayor Partin asked Evergreen Solutions if they created the job descriptions. Ms. Stacey said they were created based on input from your staff, as well as best practices and very common other descriptions within your area. He asked for clarification on the salaries pulled from the stormwater fund. CM Rudometkin explained that the use of stormwater funds for a portion of salaries is permitted, as it is a separate fund that must cover its own administrative costs. Employees who spend time working on stormwater-related responsibilities have a portion of their salaries allocated to that fund based on the percentage of time dedicated to those duties. Staff noted that this allocation method is standard practice and has been in place since the previous City Manager and the creation of the stormwater fund in 2017.

Vice Mayor Partin shared concerns that some City Hall employees, including long-serving staff, have not received performance reviews prior to the current City Manager, with raises limited to cost-of-living adjustments rather than merit-based increases. While COLA helps offset inflation, it does not recognize years of service or extra effort, such as long hours during budget periods. The City Clerk’s dedication was noted, and it was emphasized that merit-based considerations should be incorporated alongside the upcoming compensation study to ensure fair and consistent implementation across all departments, uniformed and non-uniformed.

- b. **RESOLUTION NO. 26-03 - A RESOLUTION OF THE CITY OF BELLE ISLE, FLORIDA, APPROVING A UNIFIED STEP PAY PLAN FOR ALL FULL-TIME CITY EMPLOYEE POSITIONS; APPROVING THE ASSIGNMENT OF POSITIONS TO PAY GRADES; APPROVING THE TRANSITION OF EMPLOYEE SALARIES USING THE HYBRID YEAR PARITY METHOD; APPROVING AN ADDITIONAL APPROPRIATION NOT TO EXCEED \$205,000 FOR FISCAL YEAR 2025-2026 TO IMPLEMENT THE UNIFIED STEP PAY PLAN; AUTHORIZING THE CITY MANAGER TO IMPLEMENT THE PLAN; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE.**

City Manager Rudometkin read Resolution 26-03 by title.  
Comm Lance moved to adopt Resolution 26-03 as presented.  
Comm Lowell seconded the motion.  
Vice Mayor Partin opened for discussion.

Comm Bobrowski expressed support for implementing a step-based pay plan but noted the city currently lacks a policy linking performance evaluations to merit-based raises. Questions were raised about how employee placement within pay grades would be determined, including the use of minimum, midpoint, and maximum steps. Staff provided clarification that the hybrid system places employees in steps based on years of service and position, with entry-level at the minimum, mid-career near the midpoint, and longer-tenured employees approaching the maximum. A rubric was explained for crediting prior experience: for law enforcement, past years counted one-for-one up to a maximum of five years, with a similar system under development for civilian positions.

Vice Mayor Partin asked whether Kirk’s statement reflected his personal opinion or the board’s position. He noted that Board Member Evertsen indicated that he was not in favor of this move. Mr. Kirk noted that the Board agreed to move forward with Evergreen and representing the committee in presenting this recommendation.

The motion passed by roll call 7:0.

- c. **RESOLUTION NO. 26-04 - A RESOLUTION OF THE CITY OF BELLE ISLE, FLORIDA, AMENDING THE BUDGET FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2025, AND ENDING SEPTEMBER 30, 2026, TO PROVIDE ADDITIONAL APPROPRIATIONS IN THE GENERAL FUND IN THE AMOUNT OF \$81,632 AND IN THE STORMWATER FUND IN THE AMOUNT OF \$9,086, FOR IMPLEMENTATION OF THE UNIFIED STEP PAY PLAN; AND PROVIDING FOR AN EFFECTIVE DATE.**

City Manager Rudometkin read Resolution 26-04 by title.  
Comm Lance moved to adopt Resolution 26-03 as presented.  
Comm Lowell seconded the motion.  
Vice Mayor Partin opened for discussion.  
There being no discussion, the motion passed by roll call 7:0.

**d. 3904 Arajo Court Condemnation Update**

CM Rudometkin reported that the new owner, Bernard, did not pay the \$19,000+ fines by the City Council's previously set deadline. However, Bernard arranged a demolition contract with BAC Trucking and Excavating to demolish the property himself, eliminating city costs. The contract sets a start date of March 31, 2025, and a completion date of April 6, 2026, with the contractor responsible for maintaining the site. The speaker noted that council approval is not required to proceed, as prior authorization allows the demolition to move forward, and opened the discussion for any comments.

Comm Vertolli clarified that the homeowner Bernard is going to tear the house down on his dime. CM Rudometkin said yes, they have not paid the fines, but they have a contract in place, and if this doesn't move forward, the City will move forward with tearing the house down.

Comm Lance clarified that demolition is to proceed under the existing contract, with a target completion date of April 6, 2026. If the work is not finished by that date or an approved timeframe, city staff have permission to begin demolition. Council discussion emphasized contractor accountability, ensuring proper debris management near the canal, and confirming there are currently no rodent or insect issues in the gutted property. CM Rudometkin noted that Legal confirmation was provided that Bernard is the owner and that demolition brings the property into compliance without affecting existing code enforcement funds.

Attorney Langley noted that demolition brings the property into compliance, though existing code enforcement funds tied to the land remain in effect. It was noted that the owner may have opted to fund the demolition instead of paying fines, potentially reducing future obligations. They have no claim of homestead protection. So right now, the liens are foreclosable. The recommendation was to wait until April 7 to confirm completion before taking further action.

Comm Smith expressed frustration, stating that the board was misled and manipulated in the process. They emphasized that legal fees, code enforcement fines, and liens should not be waived, as the city acted in good faith and should seek full recovery. Vice Mayor Partin and Comm Vertolli agreed that the city should not compromise on fees or enforcement, noting that efforts to preserve the house have failed, and raised a question about whether the demolition includes the foundation. CM Rudometkin said, yes, it covers demolition of the principal structure, all accessory structures, foundations, basements, footings, and walls.

Comm Bobrowski said she wants to ensure the City records the necessary liens going forward.

Discussion ensued about the demolition contractor, who is fully capable and committed to completing the work. A contract between the owner and contractor is in place, with proper permits required. The contractor is willing to work directly with the city if the owner does not proceed, potentially saving the city some costs. There were no current issues with rodents or pests in the gutted property. Council members emphasized retaining all city fees and fines, including attorney fees, and discussed placing a lien on the property to ensure obligations are met before any transfer of ownership. Chief provided a memo separating code enforcement fines from attorney fees to track amounts owed. Legal and permitting issues, including Orange County impact fees, were noted but will not impede demolition. Council agreed to monitor progress and reconvene on April 7<sup>th</sup> if issues arise.

**7. New Business**

**a. Bing Grant Application - Lake Conway Estates**

CM Rudometkin presented the Bing grant application for Lake Conway Estates for the lake lot, asphalt overlay with car stops, and striping. They would like to resurface their existing lake lot, install new curb stops, and add new striping. The grant amount requested is \$12,635. The bid they want to go with is \$25,270 with Titan Paving Corporation, the low bid. They are requesting up to 50%, which is \$12,635. In your packet, you have what's left of the Bing grant funds: \$16,443.50. Commissioners discussed contributions from their districts, coordinating amounts from Districts One, Six, Seven, and others, totaling \$10,443.50 so far. It was clarified that Bing grants are up to 50% of the total project cost and that prior projects, including last year's pickleball court, are being tracked to ensure fairness. Commissioners agreed to proceed with the available funds while monitoring remaining allocations.

Comm Lowell asked if the awarded grant funds from her district revert if a project does not proceed. CM Rudometkin confirmed that if a project is not completed within 45 days in the fiscal year, the funds will be returned to the restricted fund balance. Funds are only released upon project completion.

Comm Vertolli expressed concern that associations or residents applying for big grants are billing administrative time, such as gathering prices, at hourly rates. He noted that the money approved should go toward the work itself, not administration, and suggested this be addressed in the big grant application rules.

**After discussion, Comm Smith moved to approve the Bing Grant in the amount of 10,443.50 to help with the financial cost of resurfacing the existing lake lot, installing a new car stop, and striping for Lake Conway Estates. The breakdown is as follows: District 1-2,500, District 7-1,000, District6-2,500, District 4 – 2,000, District 2 – 1,443.50, and the Mayor-1,000 for a total of 10,443.50.**

**Comm Bobrowski seconded the motion**

**8. Attorney's Report**

Attorney Langley reported that there is a hearing on Thursday in the Quevedo case and on the Motion for Judgment on the pleadings. We will see if we can get the judge comfortable with dismissing the case, and we will update at a future meeting. The case has been pending for some time, with trial dates set for late July; the plaintiff may attempt to push the trial. He further reported that the City received notification from our insurance defense counsel that the long-existing Rodriguez case, involving a person who fell through a hole in the old bank building, has been settled. The insurance company is paying 100% of the claim, the trial is canceled, and city staff will not need to prepare for it.

**9. City Manager's Report**

**a. City Manager's Report and Work Plan**

CM Rudometkin announced the upcoming Easter event on April 4<sup>th</sup>. Regarding Commissioner seats, District 1's seat will be filled by former Commissioner Ed Gold, sworn in at the April 7 meeting. Applications for Districts 6 and 7 are open until Friday, March 20; currently, one applicant has applied for each district (Chris Ollie and Jim Partin). Interviews and possible appointments will be conducted by the Mayor and City Council during the April 21 meeting at 6:30 PM, with applicants required to be present for consideration. CM Rudometkin announced that Commissioners Smith and Vertoli will be attending their last meeting tonight and thanked them for their service.

**b. Chief's Report**

Chief Grimm, Police Department, and staff thanked Comm Smith and Vertolli for their service, noting Stan will be missed and Frank will still be visited occasionally. A staff luncheon is planned for Tuesday, and the City Clerk will post details.

- The second annual VIP Appreciation Day was successful, with attendance likely close to 100, and thanks were given to Dave Smith, Bobby Lance, other commissioners, Myra Uribe, and Rebecca for their help.

- A water event is planned for March 22; coordination is ongoing with FWC and Orange County, with two dedicated officers guaranteed and a third on a jet ski if needed.
- Officers recently responded to a capsized boat on Lake Jasmine with Orange County units; three of four individuals were rescued, and one child remains missing.

**c. Public Works Report**

Phil Proce, Public Works director, reported the following,

- **Neila Bridge Lights:** Equipment has arrived; replacement starts tomorrow. Lights are expected to be back on the bridge once completed.
- **Neila Fountain:** Refurbishment scheduled to start March 23 to get the fountain running again.
- **Leaves:** Ongoing issue after recent storm. Orange County street sweepers are assisting; city staff is short-handed this week due to spring break, but efforts will continue next week. JJs has been managing large amounts of debris, staying late to keep up.
- **Conway and Judge Intersection:** Closed starting at 9:00 PM for night work; will reopen by 6:00 AM. The previous midday closure was due to miscommunication; the contractor corrected it promptly after notification.

**10. Mayor’s Report - na**

**11. Commissioners' Report**

Comm Smith and Comm Vertolli thanked the Mayor, Council, staff, and the residents for the opportunity to serve the community.

The Council members and staff thanked Comm Smith and Comm Vertolli for their support and service to the community. Comm Lance also thanked Mr. Smith and Mr. Vertolli, paraphrasing a quote from Abraham Lincoln: "You can tell the true character of a person when you give them a position of power," doing such a great job, and for both of them being gentlemen with true good character.

Comm Smith discussed volunteering for upcoming PRM board meetings. He noted that the next conference in Lakeland is April 10th and the Port Charlotte conference is June 10-12. He emphasized the importance of attending meetings, voting on items, and overseeing the management of funds and operations.

**12. Adjournment**

Council thanked Comm Smith and Vertolli for their dedication. There being no further business, the Vice Mayor called for adjournment, unanimously approved at 8:40 pm.

**CITY OF BELLE SLE, FLORIDA  
CITY COUNCIL AGENDA ITEM COVER SHEET**

Meeting Date: April 7, 2026  
To: Honorable Mayor and City Council Members  
From: Rick J. Rudometkin, City Manager  
Subject: 3904 Arajo Court Update

Background:  
The City of Belle Isle has issued the condemnation order again, (Official Records Document #20240601626, recorded October 22, 2024) for the property located at 3904 Arajo Court, Belle Isle, FL 32812-2801 (Orange County Tax Parcel ID: 20-23-30-1646-01-050). The residential structure on the property has been approved to be demolished by the council and a lien placed against the property for the expenses incurred.

We are still moving forward with the demolition. This should be completed by April 10, 2026, by the contractor. If anything changes, the city will move to demo the home.

Staff Recommendation:  
No recommendation.

Suggested Motion:  
None at this time.

Alternatives:  
None at this time

Fiscal Impact:  
None at this time

Attachments:  
None

CITY OF BELLE ISLE, FLORIDA  
CITY COUNCIL AGENDA ITEM COVER SHEET

**Meeting Date:** April 7, 2026  
**To:** Honorable Mayor and City Council  
**From:** Rick J. Rudometkin, City Manager  
**Subject:** Amendment to City Manager Employment Agreement

Background:

The city and city manager agreed to an agreement that was entered and effective on the 1st day of January 2024, (“Agreement”) by and between the City of Belle Isle, a municipal corporation of the State of Florida, hereinafter referred to as "City," and RICK J. RUDOMETKIN, hereinafter as "Rudometkin."

The city manager respectfully requests the following amended changes to the current agreement now in place, as follows:

- Section 1 D, Responsibilities: Remove the “Primary Resident Requirement” and add:  
*Rudometkin shall make every effort to keep his primary and regular residence within the municipal limits of the City of Belle Isle, if possible. Rudometkin is not bound by the Belle Isle Primary Residency Requirement.*
- Section 5 B, Salary Adjustment:  
Adjust:  
*Following the annual performance evaluation conducted pursuant to Section 12 of this Agreement, the City Council may maintain or increase Rudometkin's base salary and benefits package based on the results of those annual reviews. Any adjustments in the base salary and/or benefits following the annual performance evaluation pursuant to Section 12 will be at the sole discretion of the City Council.*

Per 05 Recommendations - Classification, Compensation, and Classification and Compensation Administration. (See attached)

**Note: The City Manager position is currently administered as a contract position. Regardless of contract status, the compensation for the City Manager position should align with a salary range set, two (2) pay grades above the highest classified position. This level of separation should be maintained to preserve organizational hierarchy, ensure appropriate executive-level differentiation, and avoid compression at the top of the structure.**

- Section 8, Automobile: Remove the “Vehicle Allowance” and

add:

*The City Manager's duties require that he be on duty and available 24/7. The city shall provide, maintain, repair, fuel, insure, pay SunPass tolls, and properly equip a full-size vehicle for the City Manager's exclusive and unrestricted use (except for vacation travel) at all times during his employment with the city.*

Recommendation:

Amend the agreement with the city manager and add/adjust the changes as presented.

Suggested Motion:

**I move to direct the City Attorney to prepare a First Amendment to the agreement that incorporates the proposed City Manager Employment Agreement changes as presented and authorize the Mayor to execute the First Amendment on behalf of the city.**

Fiscal Impact: Minimal fiscal impact.

Attachments:

City Manager Agreement

Class And Comp Study 05 Recommendations

## CITY MANAGER EMPLOYMENT AGREEMENT

This Agreement is made, entered and effective on 1<sup>st</sup> day of January, 2024, ("Agreement") by and between the City of Belle Isle, a municipal corporation of the State of Florida, hereinafter referred to as "City," and RICK J. RUDOMETKIN, hereinafter as "Rudometkin," who agree as follows:

### WITNESSETH:

WHEREAS the City desires to employ Rudometkin as City Manager of the City of Belle Isle, as provided by Article IV of the Charter of the City of Belle Isle and all other applicable ordinances and policies of the City of Belle Isle; and

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

### SECTION 1.           RESPONSIBILITIES

A.     The City hereby agrees to employ Rudometkin as City Manager, who will serve as the Chief Administrative Officer of the City, to perform the functions and services as set forth in **Exhibit A**, pursuant to the laws of the State of Florida and the Charter, ordinances, and resolutions of the City of Belle Isle and to perform other legally permissible and proper duties and functions as the Council may from time-to-time assign. Pursuant to the City Charter, Rudometkin will serve subject to the direction and supervision of the City Council and hold the office as City Manager at the pleasure of the City Council. Only the City Council, acting as a body, may direct and supervise Rudometkin.

B.     Rudometkin recognizes and understands that the position of City Manager shall require his full-time attention and accordingly agrees to devote all time necessary to fully discharge his duties. Rudometkin will remain in the exclusive employ of the city and may not accept other employment nor become employed by any other employer. Further, Rudometkin shall not accept any outside employment, consulting services, or any other engagement that would interfere in any way with the faithful performance of his services.

C.     Employee shall comply with the International City/County Management Association ("ICMA") Code of Ethics as set forth in **Exhibit B** to this Agreement, which is hereby incorporated by this reference as though fully set forth herein, provided that the guideline under Item 7 of the Code addressing Elections will apply only to elections of the City of Belle Isle and Orange County.

D.     Unless otherwise approved by the City, Rudometkin shall, within six (6) months of the date of this Agreement and thereafter while employed as the City Manager, establish, and maintain his primary and regular residence within the municipal limits of the City of Belle Isle (the "Primary Residency Requirement"). Not including PTO, the Primary Residency Requirement will require Rudometkin to live in a Belle Isle residential dwelling unit at least 80% of the time within a city fiscal year and to not use and occupy a secondary residence located outside of the municipal limits of the City of Belle Isle more than six weekends every three months. Rudometkin will use every effort to expedite his relocation to the City of Belle Isle. Within six (6) months of the date of this

Agreement, Rudometkin will deliver proof of satisfaction of this Primary Residency Requirement to the City Attorney who will make such appropriate determination if this Primary Residency Requirement is initially satisfied. After initial satisfaction, Rudometkin's ongoing compliance with the Primary Residency Requirement will be monitored and can be questioned by the City Council.

## SECTION 2. HOURS OF WORK

Beginning January 1, 2024, Rudometkin will be expected to work full-time during each pay period of Rudometkin's tenure as City Manager. Within 2 weeks of the date of this Agreement, City shall provide Rudometkin with a cellular telephone (or reimburse Rudometkin up to \$125.00 per month for use of existing personal cellphone), desktop computer, iPad and/or laptop computer which Rudometkin will utilize to be available to conduct City business on a 24-hour per day basis.

Rudometkin is expected to engage in the hours of work that are necessary to fulfill the obligations of the position, must be available at all times, and must devote time outside the normal office hours to the business of the City as necessary or may be desired. Rudometkin acknowledges that proper performance of the duties of the City Manager will require Rudometkin to (i) generally observe normal business hours (currently 8:00 a.m. to 5:00 p.m., Monday through Friday, as set by the City and as may be duly revised from time-to-time by the City) less a reasonable lunch period, and (ii) often be available for the performance of services outside of normal business hours. Rudometkin's compensation (whether salary or benefits) is not based on hours worked. Furthermore, the City Manager position remains an "exempt" classification under the overtime provisions of the federal Fair Labor Standards Act ("FLSA"), and Rudometkin will not be entitled to any compensation for overtime nor subject to the overtime provisions of the FLSA.

## SECTION 3. TERM

A. Effective January 1<sup>st</sup>, 2024, City appoints Rudometkin to serve as City Manager for an indefinite period of time to be reviewed annually. It is the responsibility of the City Council to evaluate Rudometkin in accordance with the evaluation procedure(s) outlined in the CITY's Personnel Manual, City Council Rules of Procedure, and City Manager Job Description attached hereto and incorporated herein as **Exhibit A**.

B. The Term of this Agreement shall commence on January 1<sup>st</sup>, 2024 after the execution of this Agreement by both parties and shall continue in effect until terminated pursuant to Section 11 or 12 of this Agreement.

C. Nothing in this Agreement will prevent, limit, or otherwise interfere with the right of the City to terminate this Agreement and the employment of Rudometkin at any time, subject only to the provisions set forth in the City Charter and Section 9 of this Agreement as such relates to amounts to be paid to Rudometkin as Severance Pay.

D. Nothing in this Agreement prevents, limits, or otherwise interferes with the right of Rudometkin to resign at any time from his position with City, subject only to the provision set forth in Section 11 of this Agreement as it relates to amounts that will be paid to Rudometkin as

Severance Pay.

#### SECTION 4. EMPLOYEE AT WILL

It is specifically acknowledged and agreed by the parties that this Agreement does not create any relationship between the parties other than that of an employee at will. Nothing herein may be construed or operate to provide Rudometkin, upon his termination or separation from the City, with any benefits other than those set forth in Section 10 of this Agreement.

#### SECTION 5. SALARY

A. *Compensation.* As compensation for the professional services to be performed hereunder, effective January 1, 2024, City shall pay Rudometkin for his services an annual base salary of ONE HUNDRED FORTY THOUSAND DOLLARS (\$140,000.00) (the "Beginning Salary"). Once Rudometkin is deemed to have initially satisfied the Primary Residency Requirement, Rudometkin's annual salary will increase from the Beginning Salary to ONE HUNDRED FIFTY-FIVE THOUSAND DOLLARS (\$155,000.00). Such salary will be paid in twenty-six (26) installments (once every two weeks) at the same time as other employees of City are compensated. Rudometkin may receive base pay, cost of living increases, bonuses, and/or performance incentives as may be determined by the City Council and as permitted by applicable state law. If Rudometkin meets the Primary Residency Requirement after January 1, 2024 but before July 1, 2024, then the City will pay Rudometkin back pay for the difference for the pay periods that he is paid at the \$140,000 salary versus the \$155,000 and make applicable retirement contributions within a reasonable time after the determination that the Primary Residency Requirement has been met.

B. *Salary Adjustment.* Following the annual performance evaluation conducted pursuant to Section 12 of this Agreement, the City Council may maintain or increase Rudometkin's base salary and benefits package based on the results of those annual reviews. Any adjustments in the base salary and/or benefits following the annual performance evaluation pursuant to Section 12 will be at the sole discretion of the City Council. The City Council may grant cost-of-living salary adjustments to Rudometkin as may be granted or otherwise provided to other City employees. The City Manager's Salary remains subject to normal and proper withholdings as required or otherwise permitted by applicable state and federal law and as deemed appropriate by the City Council and will be subject to applicable payroll taxes, workers' compensation insurance payments, and other payroll-related liability costs.

#### SECTION 6. PAID TIME-OFF (PTO) BENEFITS

A. Rudometkin is encouraged to use paid time off to maintain a high level of performance and efficiency in his position. City Manager will accrue Paid Time Off ("PTO") at the rate of twenty (20) paid days each calendar year (in addition to recognized regular and floating City holidays). A one-time allotment of five (5) additional paid days of such leave shall be granted to Rudometkin for his use from date of hire, upon the Effective Date of this Agreement and the twenty (20) days leave will be granted to Rudometkin upon the completion of three (3) months of employment. Thereafter, annually each year on January 1<sup>st</sup>, Rudometkin will be granted twenty (20) paid days,

unless any amount over the 20 days is approved by City Council. The parties agree that this benefit includes and may be used for time off due to illness (whether personally or of a family member). During the term of this Agreement, Rudometkin may not carry over more than forty days of accrued PTO from one fiscal year to the next for use during the year into which the carryover occurs. At any time during the term of this Agreement, Rudometkin will be entitled to cash-out accrued PTO days, provided that at least twenty (20) accrued PTO days remain available, if electing to cash-out accrued PTO, otherwise Rudometkin is welcome to draw down PTO to zero. The amount paid to Rudometkin will be based on Rudometkin's annual base salary at the time the PTO hours/days are cashed out. Upon separation from employment, Rudometkin will be paid for all accrued and unused PTO time available at that time.

B. Executive Leave. Beginning on January 1, 2024, Rudometkin is entitled to forty (40) hours of executive leave, which must be used on or before September 30, 2024 in the same manner as PTO or it will be forfeited. Starting on October 1, 2024 (the first day of the City's fiscal year) and each October 1<sup>st</sup> thereafter, forty (40) hours of executive leave will be granted to Rudometkin for use during the City's fiscal year. This is not cumulative and cannot exceed the annual cap of forty (40) hours at any time as no further accrual will occur beyond forty (40) hours. Executive leave must be used and deducted from accruals in increments of no less than one hour for time missed from normal work hours, which, for purposes of this section, are deemed to be normal City office operating hours. Any executive leave hours remaining at the end of the fiscal year (*i.e.*, September 30th) will be forfeited. Upon termination, regardless of reason, Rudometkin will forfeit all unused executive leave on the books as such may exist at the time of such termination.

#### SECTION 7. DISABILITY, DENTAL, VISION, HEALTH AND LIFE INSURANCE

Rudometkin will receive disability, dental, vision, health, and life insurance as provided by the City's Personnel Rules and Regulations for managerial employees of the City, as such maybe amended from time to time.

#### SECTION 8. AUTOMOBILE

Starting January 1, 2024, City shall pay Rudometkin seven hundred (\$700.00) dollars per month for all expenses, including maintenance, repairs, gasoline and insurance associated with his use of his own vehicle within the City of Belle Isle and in lieu of mileage expenses within the State of Florida. Rudometkin shall maintain his own insurance in an amount not less than \$100,000.00 dollars per claim, and \$300,000.00 dollars per incident. Said insurance shall be with a company acceptable to City shall not be construed or constitute a waiver to the City's sovereign immunity protection.

#### SECTION 9. MOVING/TRANSITION EXPENSE

Within thirty (30) days of Rudometkin providing proof of meeting the Primary Residency requirement, City shall pay to Rudometkin the sum of TWENTY THOUSAND DOLLARS (\$20,000.00) as a one-time payment to Rudometkin as reimbursement for any and all expenses to be incurred by Rudometkin with regard to his relocation to Belle Isle, including, but not limited to, moving expenses and any other item reasonably related to his relocation to Belle Isle. In the

event Rudometkin voluntarily resigns his position with City within two (2) years from the effective date of this Agreement, Rudometkin shall reimburse the City for the \$20,000.00 paid to him moving/transition expenses under this Section 9. Such amount may be deducted or set off by the City against accrued PTO or remaining pay installments owed to Rudometkin.

#### SECTION 10. RETIREMENT

Rudometkin will participate in the City's General Employees Retirement System and will receive all applicable benefits associated therewith unless another retirement benefit is agreed to in writing between Rudometkin and the City. The City will make an employer contribution of 16% of Rudometkin's annual salary to his defined contribution retirement plan.

#### SECTION 11. TERMINATION AND SEVERANCE PAY

A. The City may, by majority vote of the Council with or without cause, suspend and/or remove Rudometkin from office in accordance with the procedures outlined in the City charter.

B. Termination Without Cause: If Rudometkin is terminated without cause, City shall pay Rudometkin a lump sum severance benefit equal to twenty (20) weeks of salary and twenty (20) weeks of benefits under Section 7 of this Agreement ("Severance Pay").

C. In addition to the Severance Pay, Rudometkin, upon termination, shall receive all accrued benefits as of the date of termination, including earned and unused paid time off, retirement, and other accrued benefits.

D. Termination for Cause: Rudometkin will not receive any Severance Pay if Rudometkin is dismissed or terminated by the City for cause. As used in this Agreement, the term "for cause" means and refers to any of the following:

1. Conviction of a felony; or
2. Conviction of a misdemeanor involving moral turpitude (*i.e.*, offenses contrary to justice, honesty, or morality); or
3. Misappropriation or embezzlement of public funds; or
4. Willful abandonment of duties consisting of the City Manager's failure to report to work for five consecutive working days (for reasons not medically related) and not notifying staff and the City Council of his leave status; or
5. A willful and intentional failure to carry out materially significant and legally constituted policy decisions of the City Council made by the City Council; or
6. Violation of the City's anti-harassment policies and/or a finding that the City Manager has engaged in legally prohibited personal acts of harassment against a City official or employee or legally prohibited personal acts of discrimination



Council. If the City Council fails to review and evaluate the performance of Rudometkin annually, then such will not constitute a breach of this Agreement.

B. Annually, the Council and Rudometkin will strive to define such goals and performance objectives that they determine necessary for the proper operation and administration of the City and in the attainment of the Council's policy objectives. The parties shall establish a priority of the various goals and objectives that have been identified, and such must be reduced to writing. Such goals and objectives must be reasonably attainable within the time limitations specified given the annual operating and capital budgets and appropriations adopted by the City Council. If the City fails to conduct an annual performance review, this does not constitute a breach of this Agreement.

C. As part of the primary goal of instituting a succession plan for the City, Rudometkin shall hire an Assistant City Manager within the date that is later of: (i) four (4) months from the date that budget approval by the City Council for the Assistant City Manager position occurs, and (ii) January 1, 2024.

#### SECTION 14. DUES AND SUBSCRIPTIONS

The City agrees to pay for, as the approved upon operating budget allows, professional dues and subscriptions of Rudometkin for his continued and full participation in national, regional, state, local, and civic associations and organizations as may be necessary and desirable for his continued professional growth and advancement and for the good of City.

#### SECTION 15. PROFESSIONAL DEVELOPMENT

A. As may be approved by the City Council, the City agrees to pay for travel and subsistence expenses of Rudometkin for professional and official travel, meetings, and occasions adequate to continue the professional development of Rudometkin and to adequately pursue necessary official business of and functions for City. Such expense reimbursement will be limited to one national and two state/ regional conferences per year (i.e. ICMA, ULI, and FCCMA).

B. The City Council may also approve, as the operating budget allows, travel and subsistence expenses of Rudometkin for short courses, institutes, and seminars where the City Council has determined that such will benefit the City.

C. Rudometkin will not be required to utilize paid time off in order to attend professional activities covered by this section when such activities have been approved by the City Council or are otherwise necessary to carry out official city business.

#### SECTION 16. BONDING

As a condition of his employment, Rudometkin must be bonded as may be provided by law or ordinance and as deemed appropriate by City. City shall bear the full cost of any fidelity or other bonds as required.

SECTION 17. MISCELLANEOUS TERMS

A. The City may, at any time for justifiable reasons, request a physical or mental examination to determine Rudometkin’s fitness or competency to continue to perform the duties of his position. If Rudometkin refuses to submit to an examination, the City shall have the right, in the City’s sole discretion, to deem Rudometkin disabled for the purposes of this agreement. If the City’s selected physician determines Rudometkin is disabled and Rudometkin does not agree, Rudometkin may select a physician to conduct a like examination provided Rudometkin does so within thirty (30) days of the initial examination. If the two examining physicians are not in substantial agreement, they shall select a third physician to conduct an independent examination. If both physicians agree that Rudometkin is unable to continue to perform, or a third examining physician make that determination, Rudometkin shall be deemed disabled for the purposes of this Agreement and be terminated under Section 11.B. City will be responsible for payment of all medical expenses for this determination that are in excess of Rudometkin’s health insurance coverage.

B. The text herein shall constitute the entire agreement between the parties.

C. This Agreement shall become effective, upon its execution by both parties.

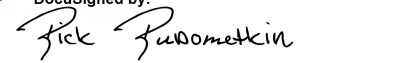
D. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.

E. This Agreement, including any attachments hereto, constitutes the entire Agreement between the parties and shall supersede, replace and nullify any and all prior agreements or understandings, written or oral, relating to the matters set forth herein, and any such prior agreements or understandings shall have no force or effect, whatsoever, on this Agreement.

F. This Agreement shall be governed by the laws of the State of Florida, and the Circuit Court of Orange County, which shall have exclusive jurisdiction of any disputes arising under this Agreement.

G. To the extent of any conflict between the provisions of this Agreement and the City Charter, the City Charter provisions control.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below for the purposes set forth herein.

RICK J. RUDOMETKIN  
DocuSigned by:  
  
C1588065B9B2405...

Date: 10/27/2023

CITY OF BELLE ISLE, FLORIDA  
DocuSigned by:  
  
BBF60764D5284DA...

Date: 10/27/2023

## Exhibit A

**City of Belle Isle****Position Description****Position Title:** City Manager **FLSA:** Exempt**Supervisor:** City Council **Revised:** 9/2023

**General Description:** The City Manager serves as the chief administrative officer of the City and is responsible for the day-to-day operations of the City and is appointed by and serves under the City Council. The City Manager is responsible for the supervision and direction of all departments, agencies or offices of the City.

**Essential Job Functions:**

- Appoints and when necessary for the good of the City, suspends or removes all City employees and appointive administrative officers provided for, by or under the City Charter, except as otherwise provided by law, the charter or personnel rules adopted pursuant to the charter.
- Authorizes any administrative officer subject to the manager's direction and supervision to exercise these powers with respect to subordinates in that officer's department or agency.
- Directs and supervises the administration of all departments, offices, and agencies of the City, except as otherwise provided by the charter or laws.
- Attends all City Council meetings and has the right to take part in discussion but does not vote.
- Assures that all laws, provisions of the charter and acts of the Council, subject to enforcement by the City Manager or by officers subject to the manager's direction and supervision, are faithfully executed.
- Prepares and submits the annual budget and capital program to the City Council.
- Submits to the Council and makes available to the public a complete report on the finances and administrative activities of the City at the end of each fiscal year.
- Makes other reports as the Council may require concerning the operations of the City departments, offices, and agencies that are subject to the City Manager's direction and supervision.
- Keeps the Council fully advised as to the financial condition and future needs of the City and make recommendations to Council concerning the affairs of the City.
- Signs contracts on behalf of the City pursuant to the provisions of appropriate ordinances.
- Provides staff support for the mayor and commissioners.
- Establishes personnel policies governing appointment, retention, and promotion of City employees, which policies shall include a grievance procedure.
- Serves as the purchasing agent for the City as established by the charter.
- Performs other job related functions as needed or directed by City Council.

(These essential job functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job related duties as required. The duties

listed herein are intended to be consistent with the Charter and Ordinances of the City of Belle Isle and the laws of the State of Florida, and this document may not be construed to supersede, overrule, or convey any authority that is inconsistent with such Charter provisions, ordinances, or laws)

**Minimum Requirements:**

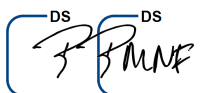
- Bachelor's Degree or higher from an accredited College/University with a major in Business or Public Administration or related field, plus five years' experience in progressively responsible management position in local government or an equivalent combination of education and experience.
- ICMA-Credentialed Manager (current/active).
- Must obtain a valid Florida Driver's License within 90 days of employment.

**Knowledge, Abilities, and Skills:**

- Thorough knowledge of the principles and practices of governmental administration, governmental budgeting and governmental regulations.
- Knowledge of local governmental operations.
- Knowledge of research techniques and source availability of required or requested information.
- Ability to communicate effectively both orally and in writing.
- Ability to establish and maintain effective working relationships with , government officials, private organizations, and the general public, and effectively utilize resources.
- Ability to make effective decisions.
- Ability to maintain records, files, and reports in accordance with established methods and procedures.
- Ability to read, interpret, and analyze instructions and/or data effectively.
- Ability to work independently with minimal supervision.
- Ability to formulate, submit and administer budgets.
- Ability to function in a sophisticated computer environment.

**Environmental Conditions:**

Works in an office environment.

The image shows the DocuSign logo, which consists of the letters "DS" in a small font above a stylized signature. The signature is written in blue ink and appears to be "J. F. MNE".

## Exhibit B

# ICMA CODE OF ETHICS

The mission of ICMA is to create excellence in local governance by developing and fostering professional local government management worldwide. To further this mission, certain principles, as enforced by the Rules of Procedure, shall govern the conduct of every member of ICMA, who shall:

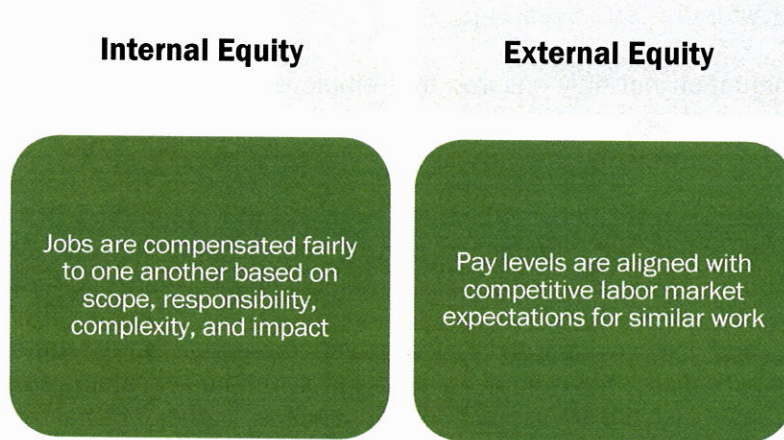
1. Be dedicated to the concepts of effective and democratic local government by responsible elected officials and believe that professional general management is essential to the achievement of this objective.
2. Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant.
3. Be dedicated to the highest ideals of honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of the elected officials, of other officials and employees, and of the public.
4. Serve the best interests of the people.
5. Submit policy proposals to elected officials; provide them with facts and advice on matters of policy as a basis for making decisions and setting community goals; and uphold and implement local government policies adopted by elected officials.
6. Recognize that elected representatives of the people are entitled to the credit for the establishment of local government policies; responsibility for policy execution rests with the members.
7. Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.
8. Make it a duty continually to improve the member's professional ability and to develop the competence of associates in the use of management techniques.
9. Keep the community informed on local government affairs; encourage communication between the citizens and all local government officers; emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.
10. Resist any encroachment on professional responsibilities, believing the member should be free to carry out official policies without interference, and handle each problem without discrimination on the basis of principle and justice.
11. Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions pertaining to appointments, pay adjustments, promotions, and discipline.
12. Public office is a public trust. A member shall not leverage his or her position for personal gain or benefit.

*Adopted by the ICMA Executive Board in 1924, and most recently revised by the membership in June 2018.*



**Recommendation:** Slot all positions into the pay plan based on internal and external equity.

All City positions should be assigned to the appropriate pay grades based on the results of the internal classification analysis and the market study. Slotting positions appropriately ensures the City's pay structure reflects both internal and external equity.



**Exhibit 5C** provides a list of the City's classifications by proposed pay grade assignment. As shown, 13 positions are slotted across nine of the 17 pay grades. Six grades are intentionally left empty, as the plan was designed to accommodate future organizational growth.

#### Exhibit 5C | Classifications by Proposed Pay Grade

Proposed Grade	Classification
101	
102	
103	Public Works Technician
104	Administrative Assistant
105	Code Enforcement Officer/CSO
106	Deputy City Clerk (NEW) Finance & Administrative Services Specialist
107	Police Officer Public Works Supervisor
108	Police Corporal
109	
110	Police Sergeant
111	City Clerk
112	
113	Deputy Police Chief
114	Finance and Administrative Services Director Public Works Director
115	Chief of Police
116	
117	

*Note: The City Manager position is currently administered as a contract position. Regardless of contract status, the compensation for the City Manager position should align with a salary range set two (2) pay grades above the highest classified position. This level of separation should be maintained to preserve organizational hierarchy, ensure appropriate executive-level differentiation, and avoid compression at the top of the structure.*

**Recommendation:** Transition employee salaries into the new pay plan using a method that alleviates compression and aligns with the City's fiscal capacity.

A well-planned implementation not only ensures that employee pay aligns with the City's updated compensation philosophy, but it also promotes internal equity and strengthens the organization's ability to retain talent.

Evergreen developed multiple transition methods to estimate the potential costs and impacts of implementation. These methods are intended to provide the City with flexible options to support implementation in a manner that is fiscally responsible and aligned with City priorities.

Based on study findings and discussions with City leadership, the Hybrid Parity Method was identified as the most appropriate approach for plan implementation. This method considers an employee's time in their current position while also providing credit for prior service in other internal roles and up to five years of relevant external experience, all while maintaining internal equity across the organization. As shown in **Exhibit 5D**, utilizing this method would cost an approximate \$348,514.00

#### Exhibit 5D | Implementation Options with Associated Costs

##### Hybrid Year Parity

Estimated Cost: \$337,404  
Average Adjustment: 14.0%

- Time-based approach to help alleviate compression
- Places employees within the pay plan by recognizing total relevant experience while maintaining internal equity
- Placement is based on years of service in the employee's current position, credited service in other internal City positions, and up to five (5) years of credited relevant external experience.

## COMPENSATION AND CLASSIFICATION ADMINISTRATION

Any organization's compensation and classification system requires periodic maintenance to remain effective. The recommendations in this chapter were developed based on the conditions present at the time of the study. Without regular updates, the system may become outdated and less competitive, increasing the risk of recruitment and retention challenges over time.

**Recommendation:** Conduct small-scale salary surveys as needed to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues, and adjust pay grade assignments if necessary.

While the overall pay plan is unlikely to require adjustment for several years, certain classifications may need more frequent review. If the City experiences high turnover or recruitment challenges for specific roles, it should proactively collect salary range data from peer organizations to assess whether

**CITY OF BELLE SLE, FLORIDA  
CITY COUNCIL AGENDA ITEM COVER SHEET**

Meeting Date: April 7, 2026  
To: Honorable Mayor and City Council Members  
From: Rick J. Rudometkin, City Manager  
Subject: Council to appoint a new PRM representative and Alternate.

Background:

At the regular City Council meeting on Feb 7, 2023, the City Council designated Comm Smith to serve as the City’s representative on the Public Risk Management of Florida Property/Casualty Board of Directors and Comm Partin as the Alternate Member.

Since then, Comm Smith has resigned, and Comm Partin is us up for reappointment. The staff is looking to continue with PRM and asking Council to reappoint representatives for the city. The next Annual Conference will be held on June 10-12, 2026, at the Sunseeker Resort on the Florida Gulf Coast.

Staff Recommendation: Appoint a Board Member and one alternate.

Suggested Motion: I move to appoint \_\_\_\_\_ as the City’s representative and appoint \_\_\_\_\_ as the alternate.

Alternatives: Proceed with member appointments now, or defer to the first meeting in May when the full Council is present.

Fiscal Impact: N/A

Attachments: N/A

**CITY OF BELLE SLE, FLORIDA  
CITY COUNCIL AGENDA ITEM COVER SHEET**

Meeting Date: April 7, 2026

To: Honorable Mayor and City Council Members

From: Rick J. Rudometkin, City Manager

Subject: Second Amendment for Street Sweeping Services Belle Isle.

Background:

Orange County provides street sweeping services to the city. This is the second amendment for street sweeping services which adds the streets within the Conway Shores neighborhood to the interlocal agreement. The effective date will be modified once the Orange County Board of County Commissioners provides their approval.

Staff Recommendation:

Approve the second amendment for street sweeping services, which adds the streets within the Conway Shores neighborhood to the current interlocal agreement.

Suggested Motion:

**I move to approve the second amendment for street sweeping services, which adds the streets within the Conway Shores neighborhood to the current interlocal agreement.**

Alternatives: Do not approve

Fiscal Impact: No direct cost to the city.

Attachments:

2<sup>nd</sup> Amendment

**SECOND AMENDMENT TO INTERLOCAL AGREEMENT  
FOR STREET SWEEPING SERVICES**

This Second Amendment to the Agreement for Street Sweeping Services (the "Second Amendment"), effective as of the last date of execution below (the "Effective Date"), is made and entered into by and between the **City of Belle Isle**, a Florida municipal corporation, whose mailing address is 1600 Nela Avenue, Belle Isle, FL 32809 (the "City"), and **Orange County, Florida**, a charter county and political subdivision of the State of Florida, whose mailing address is 201 S. Rosalind Ave., Orlando, FL 32802 ("County") (the City and County may be referred to collectively as the "Parties").

WITNESSETH:

WHEREAS, the Parties have entered into that certain Interlocal Agreement for Street Sweeping Services, dated September 18, 2018; and

WHEREAS, the Parties executed a First Amendment to the Interlocal Agreement for Street Sweeping Services ("First Amendment") on July 11, 2023; and

WHEREAS, the aforementioned Interlocal Agreement with the First Amendment are collectively referred to as the "Street Sweeping Services Agreement"; and

WHEREAS, the Parties now desire to amend the Street Sweeping Services Agreement to add certain streets located within the City and also comprising of the Conway Shores Subdivision, that will be provided street sweeping services under the Agreement; and

WHEREAS, the Parties also wish to clarify that the hold harmless provisions contained in the Street Sweeping Services Agreement apply to all City streets identified within Exhibit "A" as amended, including any sub-exhibits and supplemental lists; and

WHEREAS, the Parties also wish to confirm that swept quantities are to be credited to Orange County's National Pollution Discharge Elimination System Program.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

**Section 1. Recitals.** The above Recitals are true and correct and are incorporated herein by reference.

**Section 2. Authority.** This Second Amendment to the Interlocal Agreement for Street Sweeping Services ("Second Amendment") is entered into pursuant to the general authority of Section 163.01, Florida Statutes, relating to interlocal agreements.

**Section 3. Damage to Uncurbed and Curbed Streets; Indemnification.**

Paragraph 8 of the Street Sweeping Services Agreement is revised to add a new subparagraph E. to read as follows:

8. Damage to Uncurbed and Curbed Streets; Indemnification.

E. For the avoidance of doubt, the obligations of this paragraph shall apply to all streets identified in **Exhibit A**, as amended, including any sub-exhibits and supplemental lists.

**Section 4. Swept Quantities; NPDES.**

A new Paragraph 11 is created within the Street Sweeping Services Agreement to read as follows:

11. Swept Quantities; NPDES.

All swept quantities shall be credited to Orange County’s National Pollution Discharge Elimination System (“NPDES”) program.

**Section 5. Street Sweeping Area Map.**

The Street Sweeping Services Agreement is hereby amended at Exhibit "A" by adding and incorporating the additional streets comprising of Conway Shores Subdivision, which are to be provided with services under the Street Sweeping Services Agreement and are further detailed on the map provided at **Exhibit A.3** attached to this Second Amendment.

**Section 6. Swept Streets List.**

The Street Sweeping Services Agreement is hereby further amended at Exhibit "A" by adding and incorporating the additional streets of Conway Shores Subdivision within the 'Supplemental Swept Streets List,' as shown on **Exhibit A.4** attached to this Second Amendment.

**Section 7. Continuing Effect.**

Except as expressly set forth herein, the Street Sweeping Services Agreement remains unchanged and in full force and effect.

**IN WITNESS WHEREOF**, the City and County hereto have executed this Second Amendment as of the dates inscribed below.

**CITY OF BELLE ISLE, FLORIDA**

By: City Council

By: \_\_\_\_\_  
Jason Carson, Mayor

Date: \_\_\_\_\_, 2026

**ATTEST:**

By: \_\_\_\_\_  
Yolanda Quiceno, City Clerk

**ORANGE COUNTY, FLORIDA**

By: Board of County Commissioners

By: \_\_\_\_\_  
Jerry L. Demings  
Orange County Mayor

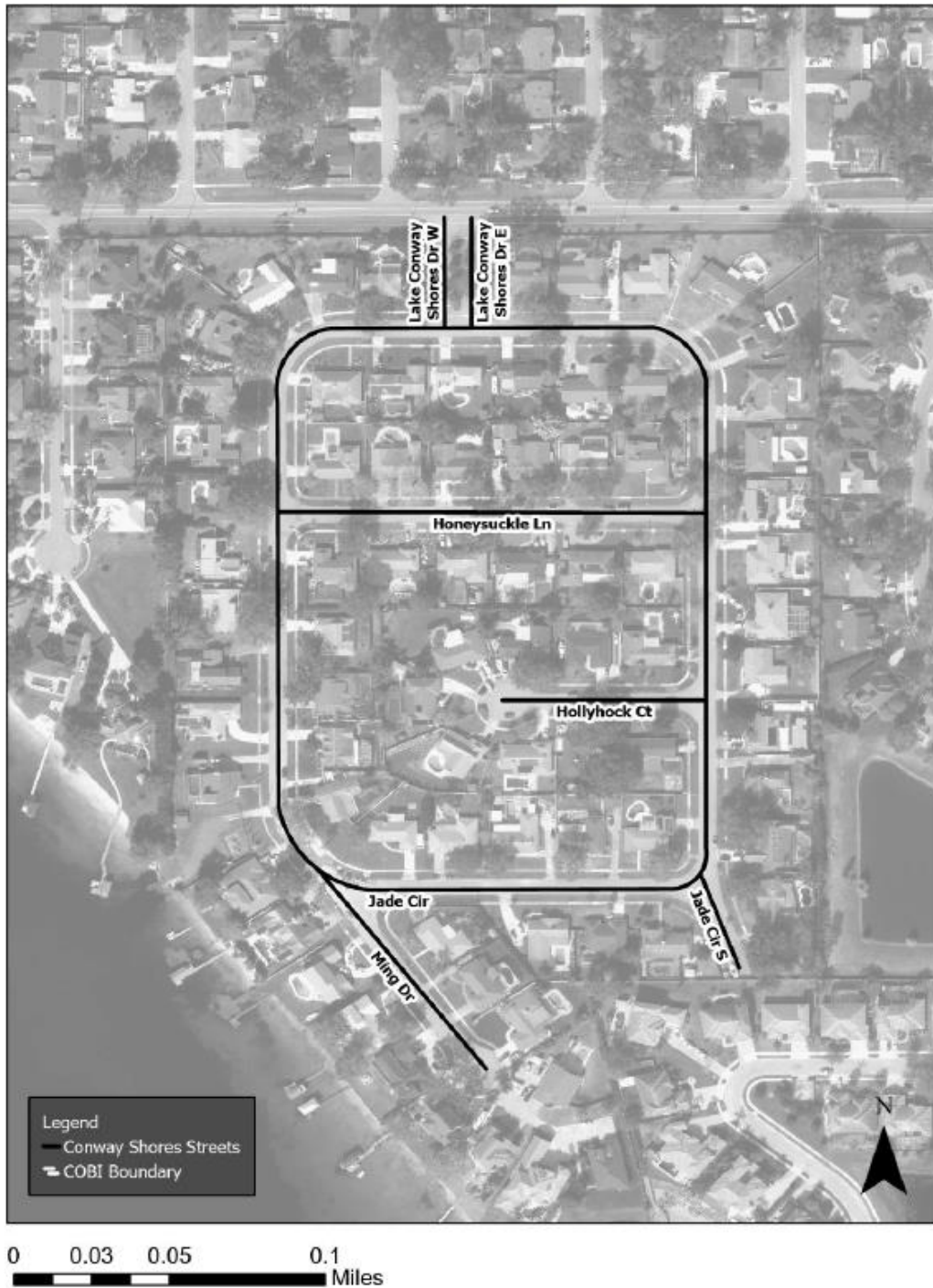
Date: \_\_\_\_\_, 2026

**ATTEST:** Phil Diamond, CPA, County Comptroller  
As Clerk of the Board of County Commissioners

By: \_\_\_\_\_  
Deputy Clerk  
Print Name: \_\_\_\_\_

### Exhibit A.3: Street Sweeping Additions

## Exhibit A.3 Street Sweeping Additions



**Exhibit A.4: Supplemental Swept Streets List**

**Exhibit A.4 Supplemental Swept Streets List**  
Lake Conway Shores Neighborhood  
102.96 Annual Curb Miles

<b>Street Name</b>	<b>From_To</b>	<b>Lake</b>	<b>Annual Curb Miles</b>	<b>Frequency</b>	<b>Curb_Type</b>
Lake Conway Shores Dr E	Total	Conway	6.24	Weekly	Other
Lake Conway Shores Dr W	Total	Conway	6.24	Weekly	Other
Jade Cir	Total	Conway	61.36	Weekly	Other
Jade Cir S	Total	Conway	3.12	Weekly	Uncurbed
Honeysuckle Ln	Total	Conway	12.48	Weekly	Uncurbed
Hollyhock Ct	Total	Conway	6.24	Weekly	Uncurbed
Ming Dr	Total	Conway	7.28	Weekly	Uncurbed

**City Manager Work Plan Items:**

- Review/change City Charter:

It is time to review the city charter. We will start discussions and have workshops once we have the full council in place.

- 3904 Arajo condemnation:

We are still moving forward with the demolition. This should be completed by April 10, 2026, by the contractor. If anything changes, the city will move to demo the home.

- Revenue stream needs:

This FY, we are moving forward with the Stormwater Rate Study. For FY 26/27, we are preparing for the budget process. The state may reduce/reform property taxes for homeowners, which could impact and decrease ad valorem tax revenue. More to come on that.

- Lancaster House Carve Out:

They are finalizing insurance before getting started on rehabilitation.

- Judge/Daetwyler Dr. Transportation Grant:

The design has started and we are addressing issues for FY 25/26.

- RFP's:

Modernize Audio/Visual System – going out for RFP

- Florida DEP – Sol Ave:

SOL Ave grant's final, final, final, information has been sent to DEP. We are waiting for approval and then reimbursement.

- Hoffner Ave Traffic Improvements Grant:

The city has the fully executed State Funded Grant Agreement, (SFGA agreement) between the city and the Florida Department of Transportation (FDOT) for **453225-1-54-01 (FY24) SFGA, Hoffner Ave Traffic Improvements, \$1.5M.** The city has no match money for this project. The new project scope will be ready in April 2026 for submission.

- Annexation:

Orange County is not open to future annexation possibilities to grow the footprint of Belle Isle. We might have to go with involuntary annexation as there is no movement by the county. Timing is everything.

- Purchasing Policy

Our purchasing policy is working now. We will send the updates to our attorney to look at the legal and state statute conditions/requirements with the additional language put in once he is back from vacation, first of April.

- Stormwater Appropriation – THUD:

We have submitted a new appropriations request for FY 2027 – flood mitigation, through Rep. Darren Soto for \$3.6M.

- Hurricane Ian:

FEMA is still investigating and deciding on whether to accept the documentation that was submitted by us. We continue to wait.