



HISTORIC TOWN OF EATONVILLE, FLORIDA

REGULAR COUNCIL WORKSHOP AGENDA

Tuesday, October 07, 2025, at 6:30 PM

Town Hall - 307 E Kennedy Blvd

AMENDED

Please note that the HTML versions of the agenda and agenda packet may not reflect changes or amendments made to the agenda.

I. CALL TO ORDER

II. CITIZEN PARTICIPATION (Three minutes strictly enforced)

III. PRESENTATIONS

1. Presentation of the Town of Eatonville Staff Reports from the Departments Heads or their Appointed Designee **(Administration)**

IV. COUNCIL DISCUSSION

2. Discussion of the Historic Survey Kick Off Project **(Planning)**
3. Discussion of the transfer of ownership of parcel located at 504 Eaton Street **(Councilwoman Randolph)**
- ~~4. Discussion of the Memorandum of Understanding: The Dr. Phillips Foundation and The Town of Eatonville **(Councilwoman Randolph)**~~ **REMOVED**
4. Discussion of the Eatonville Police Budget Line **(Councilwoman Randolph)** **CORRECTED**
5. Discussion for Consideration Resolution 2025-30 Renaming Elizabeth Park complex to the Gloria Ware Recreation Complex. **(Legislation)**
6. Discussion Resolution 2025-14 – Establishing A 30-day Work From Home Limit **(Councilwoman Randolph)**

V. COMMENTS

7. Staff Comments

VI. ADJOURNMENT

The Town of Eatonville is subject to the Public Records Law. Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing.

****PUBLIC NOTICE****

This is a Public Meeting, and the public is invited to attend. This Agenda is subject to change. Please be advised that one (1) or more Members of any of the Town's Advisory Boards/Committees may attend this Meeting and may participate in discussions. Any person who desires to appeal any decision made at this meeting will need a verbatim record of the proceedings and for this purpose may need to ensure that a verbatim record of the proceedings is made which includes the testimony and evidence upon which the appeal is to be based – per Section 286.0105 Florida Statutes. Persons with disabilities needing assistance to participate in any of these proceedings should contact the Town of Eatonville at (407) 623-8910 "at least 48 hours prior to the meeting, a written request by a physically handicapped person to attend the meeting, directed to the chairperson or director of such board, commission, agency, or authority" - per Section 286.26



HISTORIC TOWN OF EATONVILLE,
FLORIDA

TOWN COUNCIL WORKSHOP

OCTOBER 7, 2025, AT 6:30 PM

Cover Sheet

****NOTE**** Please do not change the formatting of this document (font style, size, paragraph spacing etc.)

ITEM TITLE: Presentation of the Town of Eatonville Staff Reports from the Departments Heads or their Appointed Designee **(Administration)**

TOWN COUNCIL ACTION:

PROCLAMATIONS, AWARDS, AND PRESENTATIONS	YES	Department: ADMINISTRATION
INTRODUCTIONS		Exhibits: N/A
CONSENT AGENDA		
COUNCIL DISCUSSION		
ADMINISTRATIVE		

REQUEST: Staff request that the town council hear Presentation of the Town of Eatonville Staff Reports from the Departments Heads or their Appointed Designee.

SUMMARY:
Mr. Marlin Daniels, the Interim Chief Administrative Officer has asked Department Directors to be prepared to report out on the respective Departments.

RECOMMENDATION: Staff request that the town council hear Presentation of the Town of Eatonville Staff Reports from the Departments Heads or their Appointed Designee.

FISCAL & EFFICIENCY DATA: N/A



HISTORIC TOWN OF EATONVILLE,
FLORIDA

TOWN COUNCIL WORKSHOP

OCTOBER 7, 2025, AT 6:30 PM

Cover Sheet

****NOTE**** Please do not change the formatting of this document (font style, size, paragraph spacing etc.)

ITEM TITLE: Discussion of the Historic Survey Kick Off Project (**Planning**)

TOWN COUNCIL ACTION:

PROCLAMATIONS, AWARDS, AND PRESENTATIONS		Department: PLANNING
INTRODUCTIONS		Exhibits: Scope and Project Schedule
CONSENT AGENDA		
COUNCIL DISCUSSION	YES	
ADMINISTRATIVE		

REQUEST: Staff request that the town council discuss the Historic Survey Kick Off Project presented by the Planning Department.

SUMMARY:

The purpose of the Town Council Workshop, immediately following the Community Workshop is to inform elected officials and the public of the purpose of the project. CPC staff will create and make a PowerPoint presentation discussing the project purpose, methods, justification for the project area, schedule and address what the Florida Master Site File is and that it is not a regulatory tool. The presentation will also detail how field work is conducted and be on hand to answer any questions and/or take feedback for inclusion into the project.

RECOMMENDATION: Staff recommend that the town council discuss the Historic Survey Kick Off Project presented by the Planning Department.

FISCAL & EFFICIENCY DATA: N/A



Project Plan

Project Plan

The Scope of Work for the Eatonville Historic Resources Survey involves four phases described in the Project Plan below:

Phase 1 - Data Collection, Research & Community Outreach

- » Meet with the Client in-person or virtually for a kick-off meeting, and on an as-need basis for virtual meetings throughout the duration of the project. Client is defined as NTHP in partnership with the Town of Eatonville (TOE);
- » Meet with Town of Eatonville Historic Preservation Board staff liaison as needed throughout the project process;
- » Coordinate with the Florida Division of Historical Resources as needed throughout the project process to ensure compliance with FAC Chapter 1A-46;
- » Support a local partner in community outreach efforts, including attendance at in-person public meeting or workshop; and producing graphics and text that can be incorporated into outreach materials;
- » Present at (3) Public Meetings: Planning and Zoning Board, Historic Preservation Board, and Town Council;
- » Conduct archival research of development in the survey area for the Town of Eatonville
- » Review of Sanborn Maps, aerial photographs, historic photographs, contemporary newspapers, and other archival sources, as well as the review of the prior surveys;
- » Facilitate (2) Community Workshops in coordination with the TOE: in-person and virtual workshops will be held to gather input from stakeholders that may contribute to the historic context and significance research;

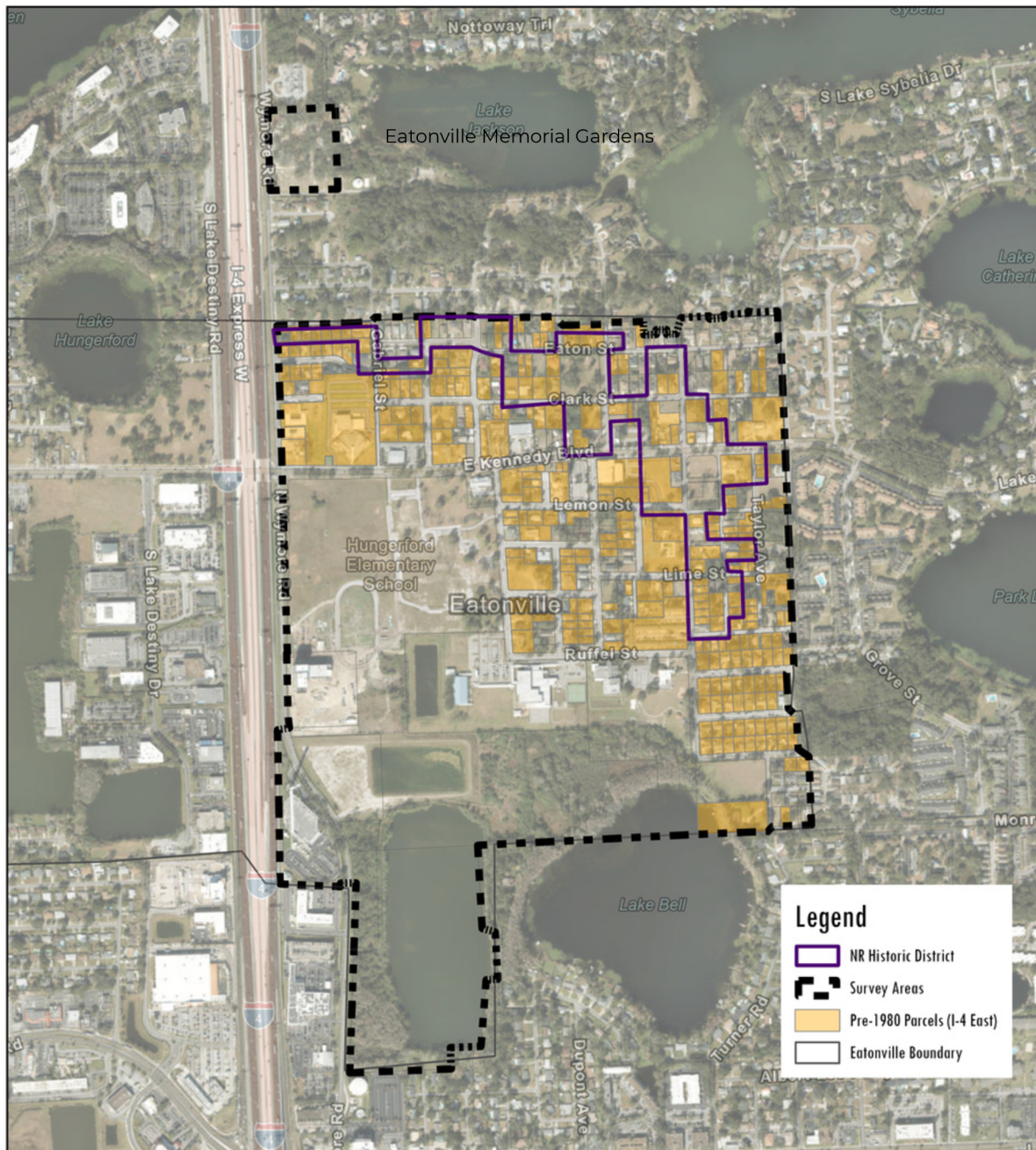
Phase 2 - Fieldwork & Draft Forms

- » Support TOE in community outreach efforts, including attendance at in-person public meeting or workshops; and producing graphics and text that can be incorporated into outreach materials;
- » Conduct on-site fieldwork within the TOE, east of I-4, including taking a minimum of two (2) updated photographs for each of the approximately 175 structures, and field-verifying 85 structures recorded in 2024
- » Create updated Florida Master Site Files for previously recorded structures that were not updated in 2024, documenting alterations or demolitions and producing the required map attachments;
- » Create approximately 122 new Florida Master Site File forms for structures built before 1980 and producing the required map attachments;

Phase 3 - Draft Survey Report

- » Produce draft survey report, placing emphasis and focusing on cultural heritage updates in the survey area since the 1997 National Register designation;
- » Evaluate data and provide conclusions of eligibility for inclusion on the National Register of Historic Places;
- » Provide recommendations for next steps;
- » Provide progress report to NTHP;
- » Facilitate virtual meeting with NTHP/AACHAF to provide update on draft survey report and potential next step recommendations under consideration;

Map of Survey Area



State of Florida, Maxar, Sources: Esri, TomTom, Garmin, FAO, NOAA, USGS, (c) OpenStreetMap contributors, and the GIS User Community
Information provided is for conceptual purposes only and not intended for any legal or engineering application.

The survey area is the east side of the Town of Eatonville and the historic cemetery. There are approximately 260 properties with structures that were built in 1980 or earlier. While some of these were surveyed in 2024 (85), all will need to be updated and potentially surveyed for the first time to evaluate integrity and significance.

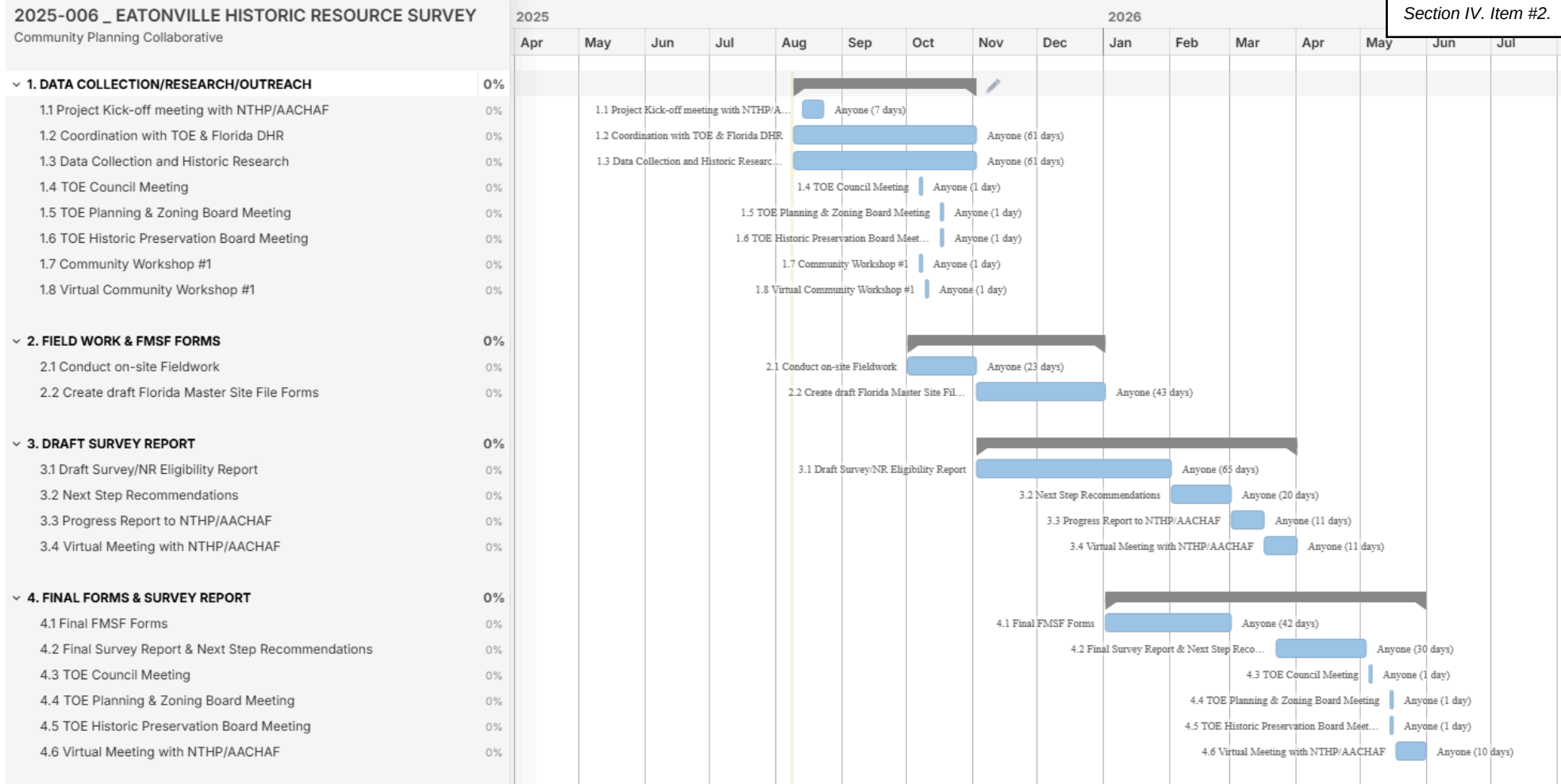
Phase 4 - Final Forms & Survey Report

- » Finalize updated Florida Master Site Files for previously recorded structures, documenting alterations or demolitions and producing the required map attachments;
- » Finalize new Florida Master Site File forms for structures built before 1980 and producing the required map attachments;
- » Finalize Survey Report and Next Step Recommendations;
- » Present at (3) Public Meetings: Planning and Zoning Board, Historic Preservation Board, and Town Council. CPC will notify NTHP of public meetings scheduled as part of the survey project;
- » Facilitate Final Virtual Meeting to NTHP/AACHAF representatives to present finalized Survey Report and Next Step Recommendations.

2025-006 _ EATONVILLE HISTORIC RESOURCE SURVEY

Community Planning Collaborative

Section IV. Item #2.





HISTORIC TOWN OF EATONVILLE,
FLORIDA

TOWN COUNCIL WORKSHOP

OCTOBER 7, 2025, AT 6:30 PM

Cover Sheet

****NOTE**** Please do not change the formatting of this document (font style, size, paragraph spacing etc.)

ITEM TITLE: Discussion of the transfer of ownership of parcel located at 504 Eaton Street (**Councilwoman Randolph**)

TOWN COUNCIL ACTION:

PROCLAMATIONS, AWARDS, AND PRESENTATIONS		Department: LEGISLATIVE (RANDOLPH) Exhibits: • Everett Fly Email Correspondence • 2006 Geophysical Geo View Report
INTRODUCTIONS		
CONSENT AGENDA		
COUNCIL DISCUSSION	YES	
ADMINISTRATIVE		

REQUEST: It is requested that the town council discuss the transfer of ownership of parcel located at 504 Eaton Street. The Town Council should never authorize the transfer of ownership of parcel located at 504 Eaton Street to any entity by deed for the purposes of development including other known properties identified as "Eatonville's oldest cemetery along Eaton Street and West Street, Eatonville Florida.

SUMMARY:

On August 19, 2025, TOECRA expressed the desire to develop property located at 504 Eaton Street whose parcel I.D. is 36-21-29-2376-03-240 and legal descriptions EATONVILLE LAWRENCE D/25 Lot 24 Blk 3 for the purpose to develop new single family housing and be on the tax roll by allowing a new family to be part of the community. The item #2025-20 was tabled at the meeting and was again reentered into the Town Council Meeting on September 2, 2025. After discussions and public participation, witnesses who recall seeing headstones and acknowledge grave burials there during their lifetime growing up in Eatonville. This item was discussed and tabled and requested by Jean Jones Alexander not to come back again. The Town Council member agreed.

RECOMMENDATION: That the Town Council preserve these sacred lands and other known properties for the purpose of preserving Eatonville's History of the late 1800's as Eatonville first cemetery. And that the Town Council refer this item to the Historic Preservation Board of the Town of Eatonville for further study, survey, training, and investigation.

FISCAL & EFFICIENCY DATA: N/A



Veronica King <vking@townofeatonville.org>

Resolution 2025-20 - Public Comment - Eatonville Old Cemetery Preservation

Everett Fly <efly@everettfly.com>

Tue, Sep 16, 2025 at 4:28 PM

To: "Veronica Smith <vking@townofeatonville.org>

Ms. Smith:

During the week of August 20-23, 2025 I was in Eatonville gathering information for the "Eatonville Rising Blockbuster 2027 Project." While visiting various sites in the town several residents asked if I was familiar with the "Old Cemetery Site" at the southwest corner of West Street and Eaton Street (504 Eaton Street), and if I would submit my observations for today's Town Council Workshop and Meeting. Since I cannot attend the meeting in person, I am forwarding my observations for the record as follows:

Mayor Gardner and Eatonville Town Council:

During the week of August 20-23, 2025 I was in Eatonville gathering information for the "Eatonville Rising Blockbuster 2027 Project." While visiting various sites in the town several residents asked if I was familiar with the "Old Cemetery Site" at the southwest corner of West Street and Eaton Street (504 Eaton Street). I became familiar with this site when it was described in oral interviews I conducted between 1989 and 1990. The Eatonville residents indicated that transfer of ownership of the site was being considered to allow construction of a new single family residence. They also mentioned that a study had been conducted in 2006 to investigate the existence of the cemetery and any burial artifacts.

I have been able to find a copy of the 2006 geophysical survey online. After reviewing the document, I respectfully offer the following observations for your consideration before taking any action:

1) The State of Florida website contains guidelines regarding cemetery regulations:

<https://dos.fl.gov/historical/archaeology/human-remains/abandoned-cemeteries/what-are-the-applicable-laws-and-regulations/>

1.a) The The Florida state laws prohibit "willfully and knowingly distributing human remains" and

1.b) "disturbing memorials such as fences and tombstones." It should be noted that the presence of even fragments of human remains and burial artifacts could qualify as a "cemetery."

2) The 2006 investigation and report was conducted by a professional geologist. Best practices indicate that cemetery investigation is more appropriately conducted by a professional archaeologist. Geology and archaeology are related, but geological knowledge is not a substitute for professional archaeological expertise and procedure. The 2006 field investigation was not conducted under what would be considered archaeological best practices.

2.a) The maps in the 2006 investigation and report do not indicate that the entire site, all the way to West Street, was investigated in detail. Only five (5) spots were field tested and investigated. As a result, the report cannot be considered as comprehensive, complete or final.

2.b) The 2006 investigation and report relies heavily on ground penetrating radar (GPR) techniques. GPR results should not be the exclusive, or ultimate, tool for verification of funerary and cemetery remains.

2.c) The 2006 investigation and report used hand augers techniques to probe for fragments below ground surface. A typical hand auger is less than eighteen (18) inches in diameter. Professional archaeological field investigation would typically would be expected to cover at least an area of six (6) feet by six (6) feet, distributed across a site.

3) There are living Eatonville resident witnesses who recall seeing grave headstones and a fence around the old cemetery site.

Though the site at 504 Eaton is no longer an active cemetery, it holds an exceptionally significant place in Eatonville's physical cultural landscape history. Discovery of funerary artifacts or fragments of human remains, after the fact, could result in unnecessary public embarrassment and legal entanglements. I urge you to confer with the Florida Division of Historical Resources for guidance, and employ the proper professional expertise and field methods to document and protect what remains of the original cemetery site.

Respectfully,

Everett L. Fly

--

Everett L. Fly
Landscape Architect, FASLA

9/30/25, 11:59 AM

Town of Eatonville Mail - Resolution 2025-20 - Public Comment - Eatonville Old Cemetery Preservation

Architect

Section IV. Item #3.

**FINAL REPORT
GEOPHYSICAL INVESTIGATION
EATON STREET SITE
EATONVILLE, FLORIDA**

Prepared for DRB Homes
Winter Park, FL

Prepared by GeoView, Inc.
St. Petersburg, FL



December 5, 2006

Mr. Mike Johnson
DRB Homes
2715 West Fairbanks Avenue, Suite 203
Winter Park, FL 32789

**Subject: Transmittal of Report for Geophysical Investigation
Eaton Street Site, Eatonville, Florida
GeoView Project Number 3500**

Dear Mr. Johnson,

GeoView, Inc. (GeoView) is pleased to submit the report that summarizes and presents the results of the geophysical investigation conducted at the Eaton Street Site in Eatonville, Florida. The purpose of the investigation was to identify possible gravesites within the boundaries of the project site. GeoView appreciates the opportunity to have assisted you on this project. If you have any questions or comments about the report, please contact us.

GEOVIEW, INC.

A handwritten signature in black ink, appearing to read "Christopher Taylor".

Christopher Taylor, P.G.
Vice President

A handwritten signature in black ink, appearing to read "Michael J. Wightman".

Michael J. Wightman, P.G.
President

Florida Professional Geologist Number 1423

A Geophysical Services Company

4610 Central Avenue
St. Petersburg, FL 33771

Tel.: (727) 209-2334
Fax: (727) 328-2477

1.0 Introduction

A geophysical investigation was conducted at the Eaton Street Site located at 510 Eaton Street in Eatonville, Florida. The investigation was conducted on two adjacent lots. The lots were each approximately 50 by 120 feet in size. The total survey area was approximately 100 by 120 feet. The purpose of the investigation was to help identify the existence, and if found, the location of any marked and unmarked gravesites within the areas of investigation. The investigation was conducted on November 29th, 2006.

At the time of the GeoView site investigation, the majority of the site was clear and accessible to the investigation. A small area within the southern portion of the site was inaccessible to the investigation due to the presence of wood debris and vegetation.

2.0 Description of Geophysical Investigation

The GPR survey was conducted within the accessible portions of the site along a series of parallel transects spaced 2 foot (ft) apart (Figure 1). The GPR data was collected with a Mala radar system using a 500-megahertz antenna with a time range setting of 50 to 70 nano-seconds. This time range setting provided information to an estimated depth of 6 to 8 ft below land surface (bls).

A total of 51 GPR transects (radar grams) were initially collected at the site. The two-dimensional radar grams were then analyzed to create three-dimensional time (depth) slices of the site. Anomalies identified on the GPR depth slices were resurveyed with additional GPR transects to accurately determine the location of any suspect GPR anomalies. Hand augers were performed at each significant anomaly to determine if the origin of the GPR anomaly. A description of the GPR technique and the methods employed for archeological studies is provided in Appendix 2.1.

3.0 Identification of Possible Graves Using GPR

The features observed on GPR data that are most commonly associated with graves are:

- The occurrence of parabolic shaped GPR reflectors that are present within a laterally limited area. Depth of such GPR reflectors typically range from 3 to 6 ft bls. A parabolic-GPR signal response is typically associated with a buried object. In the case of graves, the parabolic-shaped reflectors are usually created when the GPR antenna is pulled perpendicular to the long axis of a grave.

- In the case where gravesite remains have been deteriorated, grave shafts can sometimes be determined by the presence of discontinuities in otherwise continuous soil horizons (represented by near-horizontal GPR reflectors). It is necessary to perform multiple closely-spaced GPR transects across the suspect areas when characterizing such anomalies. If an area with discontinuous soil horizons has a rectilinear shape then it is possible that a grave is present at that location.
- On the GPR depth slices, graves can be identified as an area of increased in the amplitude of the GPR signal response at the particular depth intervals of interest.

The probability that a GPR anomaly is associated with a grave is increased as the number of previously discussed attributes is observed on the radar grams. It is not possible based on the GPR data alone to determine if a GPR anomaly is associated with a grave.

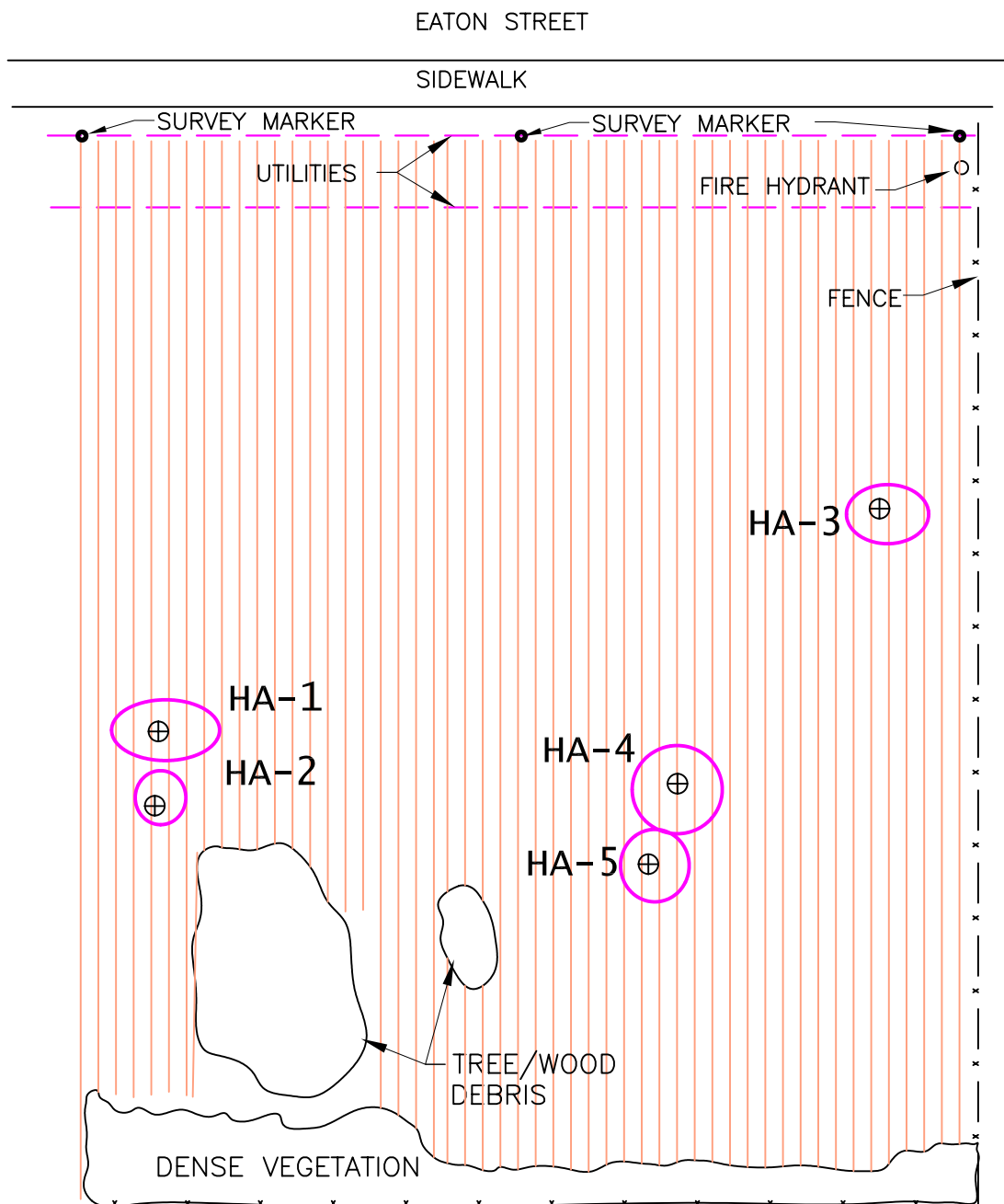
4.0 Survey Results

No suspected gravesites were identified within the boundaries of the project site. Five GPR anomalies were identified during the GPR investigation. These anomalies were identified using both the two-dimensional radar grams and the three-dimensional time slices. The locations of these five GPR anomalies are shown on Figure 1 as GPR anomalies. Hand augers were performed within each of these anomalies. The results from the hand augers revealed that wood debris, roots, and other miscellaneous debris caused the GPR anomalies. The hand augers did not show the presence of any possible indications of gravesites. Four of the GPR depth slices are presented as Figures 2, 3, 4 and 5 and represent depth slices from approximately 1 to 2, 3 to 4, 5 to 6, and 7 to 8 ft bls, respectively. The locations of the GPR anomalies and Hand Augers are overlaid upon the depth slices to illustrate what was categorized as a GPR anomaly.

A discussion of the limitations of the GPR technique in geological characterization studies is provided in Appendix 2.

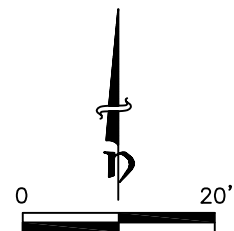
APPENDIX 1

FIGURES



EXPLANATION

-  PATH OF GPR TRANSECT LINES
-  APPROXIMATE LOCATION OF GPR ANOMALY
- HA-1  LOCATION OF HAND AUGER WITH DESIGNATION



SCALE: 1"=20' APPROX.

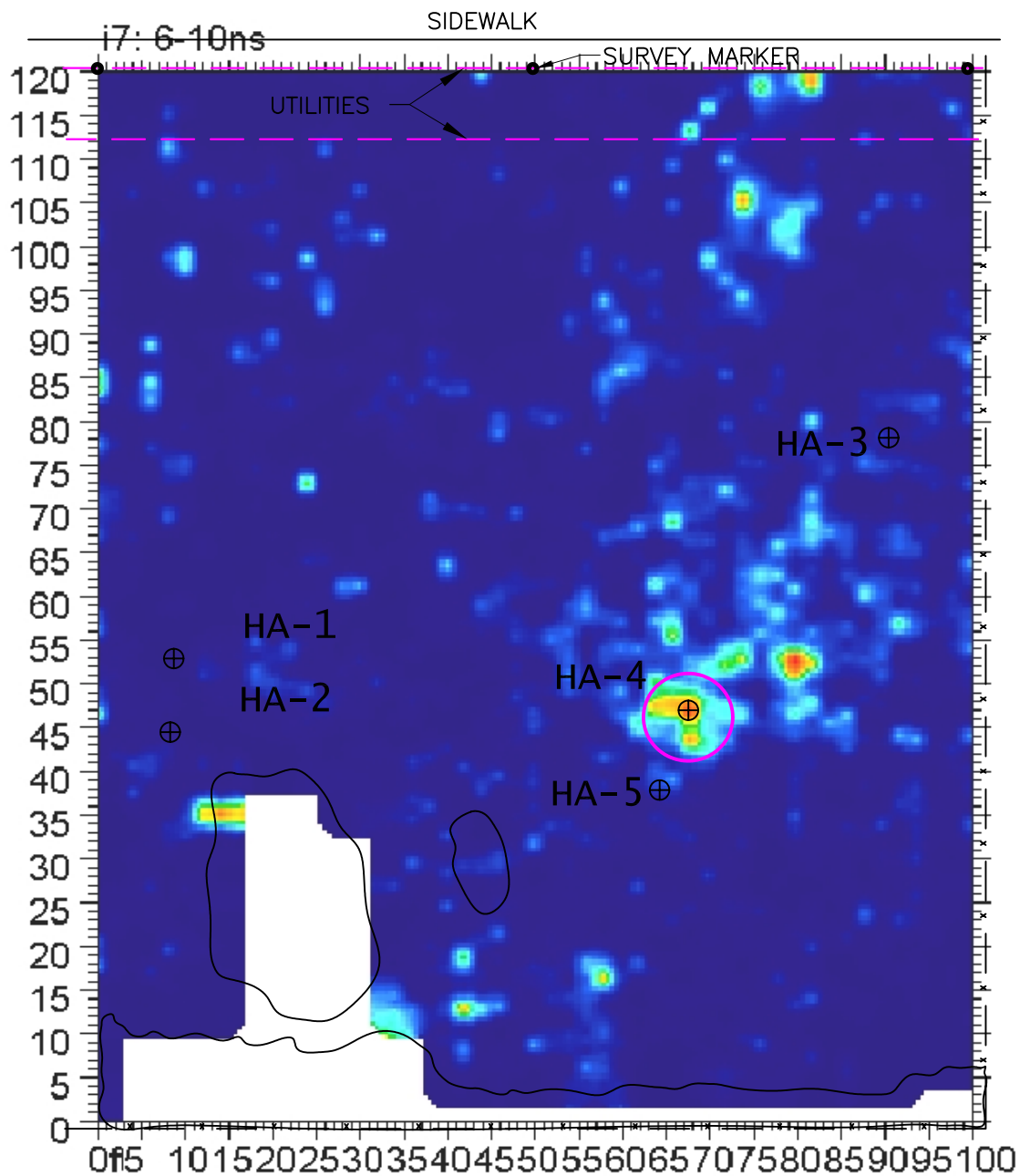


**FIGURE 1
SITE MAP
SHOWING RESULTS
OF GEOPHYSICAL
INVESTIGATION**

**EATON STREET SITE
EATONVILLE, FLORIDA**

**DRB HOMES
WINTER PARK, FLORIDA**

PROJECT:
3500
DATE:
12/05/2006



EXPLANATION

-  APPROXIMATE LOCATION OF GPR ANOMALY
- HA-1  LOCATION OF HAND AUGER WITH DESIGNATION

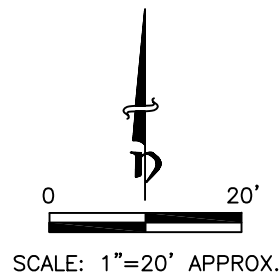
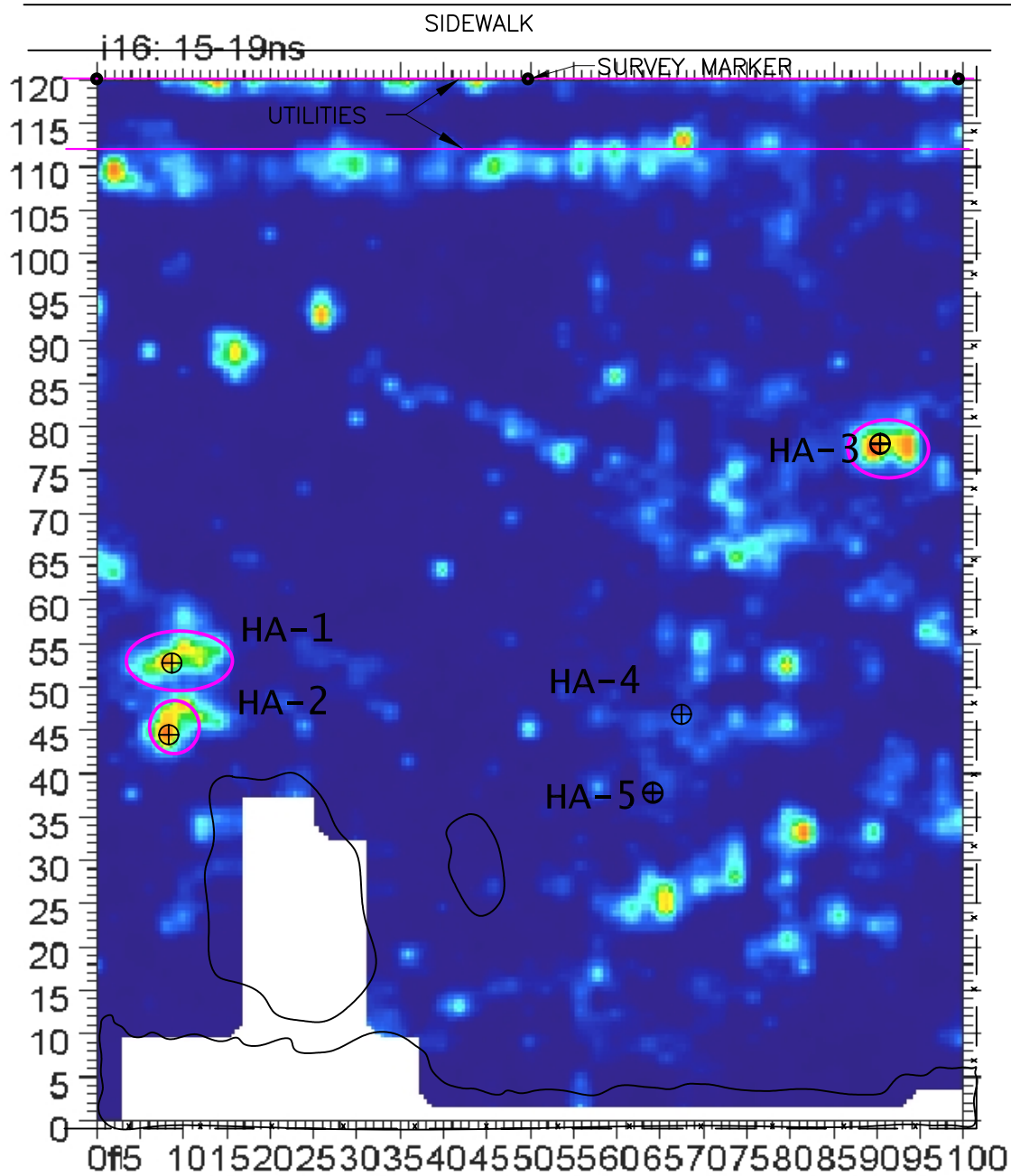


FIGURE 2
GPR TIMES SLICE OF
APPROXIMATELY
1 TO 2 FEET BLS

EATON STREET SITE
EATONVILLE, FLORIDA

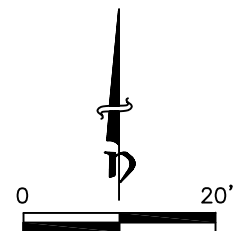
DRB HOMES
WINTER PARK, FLORIDA

PROJECT:
3500
DATE:
12/05/2006



EXPLANATION

- APPROXIMATE LOCATION OF GPR ANOMALY
- HA-1 LOCATION OF HAND AUGER WITH DESIGNATION



SCALE: 1"=20' APPROX.

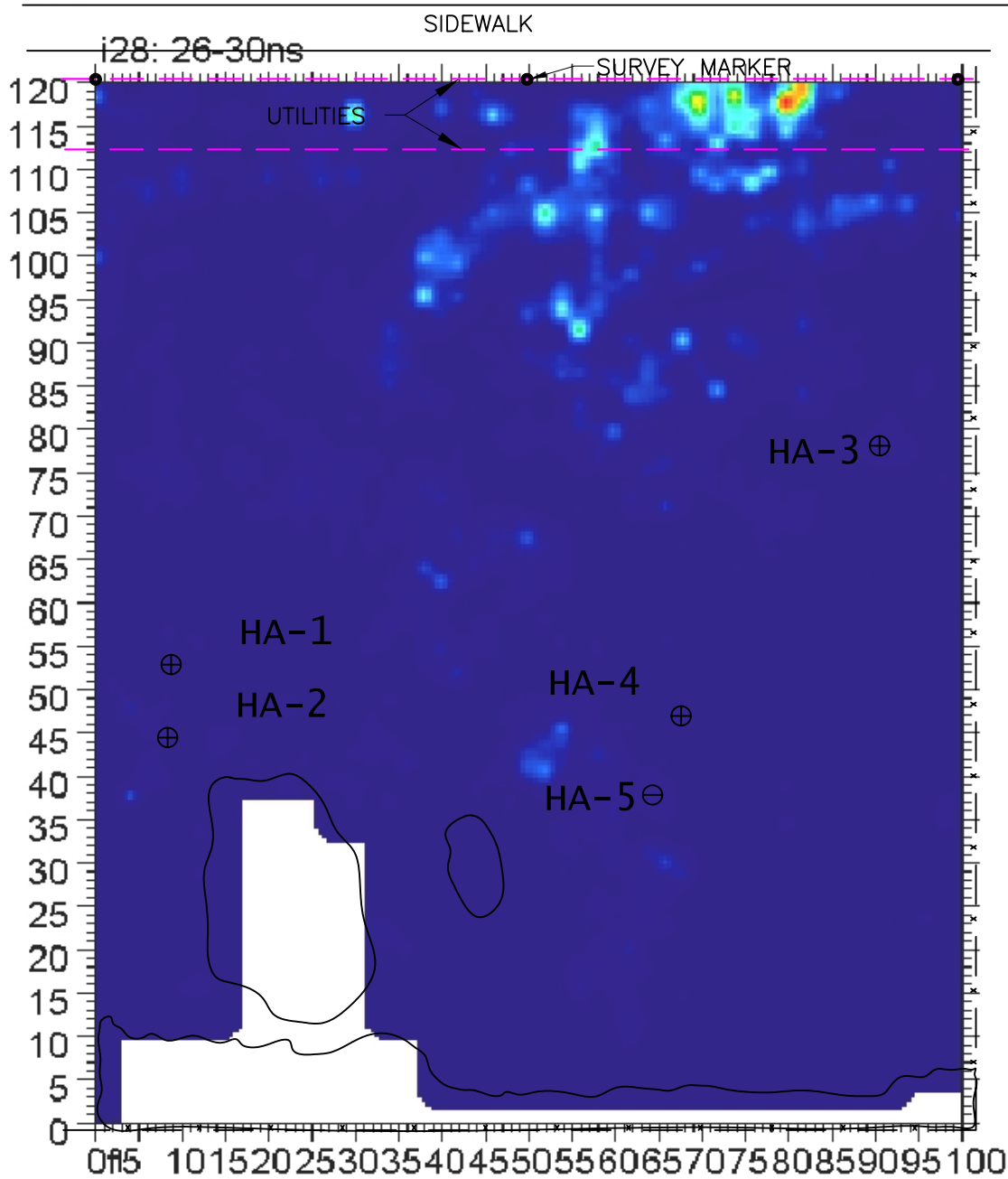


FIGURE 3
GPR TIMES SLICE OF
APPROXIMATELY
3 TO 4 FEET BLS

EATON STREET SITE
EATONVILLE, FLORIDA

DRB HOMES
WINTER PARK, FLORIDA

PROJECT:
3500
DATE:
12/05/2006



EXPLANATION

- APPROXIMATE LOCATION OF GPR ANOMALY
- HA-1 ⊕ LOCATION OF HAND AUGER WITH DESIGNATION

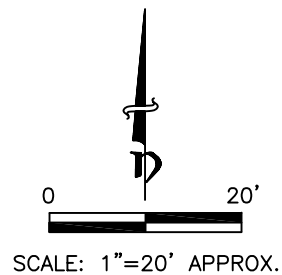
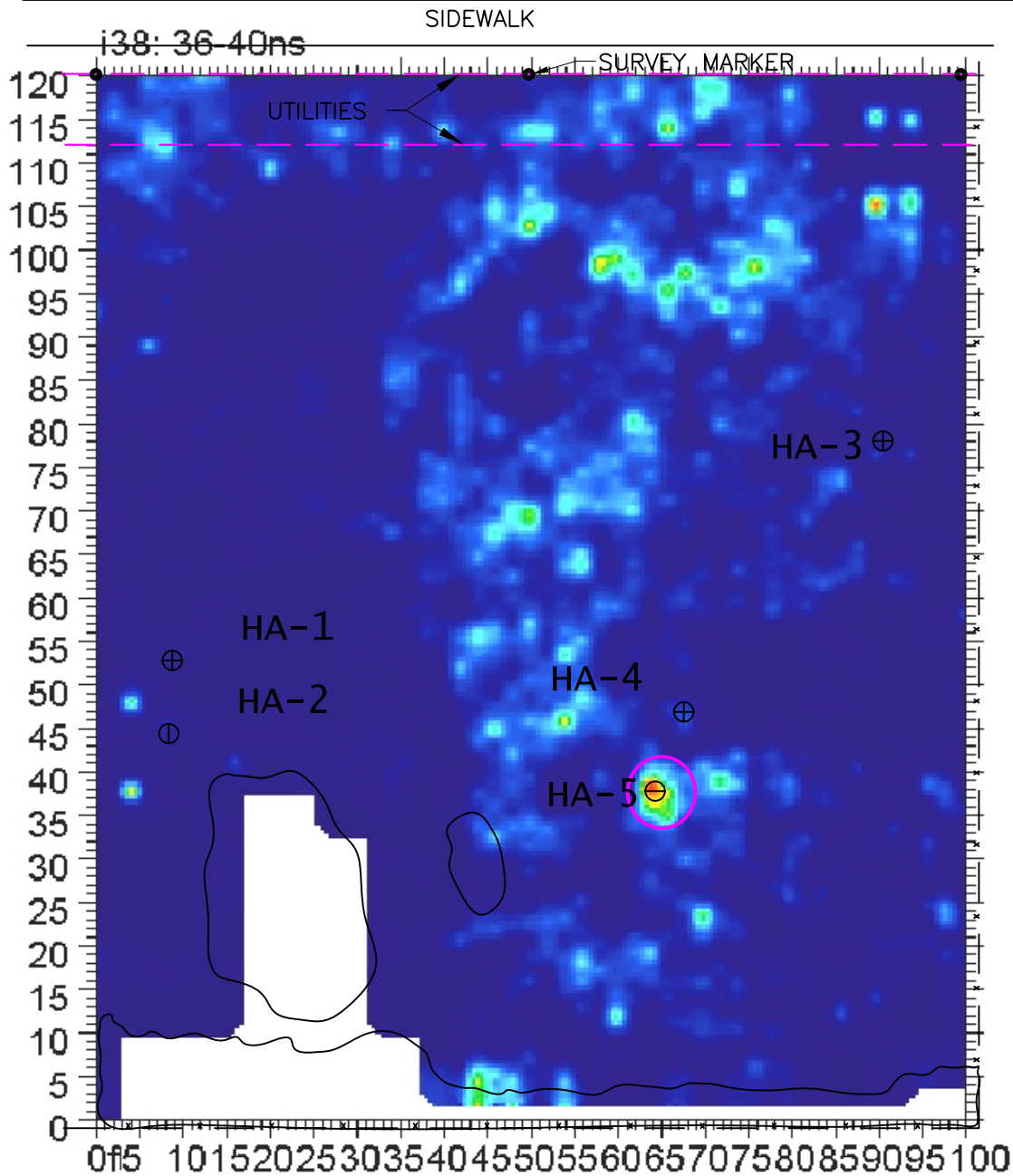


FIGURE 4
GPR TIMES SLICE OF
APPROXIMATELY
5 TO 6 FEET BLS

EATON STREET SITE
EATONVILLE, FLORIDA

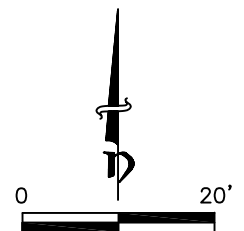
DRB HOMES
WINTER PARK, FLORIDA

PROJECT:
3500
DATE:
12/05/2006



EXPLANATION

- APPROXIMATE LOCATION OF GPR ANOMALY
- HA-1 ⊕ LOCATION OF HAND AUGER WITH DESIGNATION



SCALE: 1"=20' APPROX.



FIGURE 5
GPR TIMES SLICE OF
APPROXIMATELY
7 TO 8 FEET BLS

EATON STREET SITE
EATONVILLE, FLORIDA

DRB HOMES
WINTER PARK, FLORIDA

PROJECT:
3500
DATE:
12/05/2006

APPENDIX 2

DESCRIPTION OF GEOPHYSICAL METHODS, SURVEY METHODOLOGIES AND LIMITATIONS

2.1 Ground Penetrating Radar

Ground Penetrating Radar (GPR) consists of a set of integrated electronic components that transmits high frequency (200 to 1500 megahertz [MHz]) electromagnetic waves into the ground and records the energy reflected back to the ground surface. The GPR system consists of an antenna, which serves as both a transmitter and receiver, and a profiling recorder that both processes the incoming signal and provides a graphic display of the data. The GPR data can be reviewed as both printed hard copy output or recorded on the profiling recorder's hard drive for later review. GeoView uses a Mala GPR system. Archeological studies are typically conducted using a 500 MHz antenna.

A GPR survey provides a graphic cross-sectional view of subsurface conditions. This cross-sectional view is created from the reflections of repetitive short-duration electromagnetic (EM) waves that are generated as the antenna is pulled across the ground surface. The reflections occur at the subsurface contacts between materials with differing electrical properties. The electrical property contrast that causes the reflections is the dielectric permittivity that is directly related to conductivity of a material. The GPR method is commonly used to identify such targets as underground utilities, graves, underground storage tanks or drums, buried debris, voids or geological features.

The greater the electrical contrast between the surrounding earth materials and target of interest, the greater the amplitude of the reflected return signal. Unless the buried object is metal, only part of the signal energy will be reflected back to the antenna with the remaining portion of the signal continuing to propagate downward to be reflected by deeper features. If there is little or no electrical contrast between the target interest and surrounding earth materials it will be very difficult if not impossible to identify the object using GPR.

The depth of penetration of the GPR signal is very site specific and is controlled by two primary factors: subsurface soil conditions and selected antenna frequency. The GPR signal is attenuated (absorbed) as it passes through earth materials. As the energy of the GPR signal is diminished due to attenuation, the energy of the reflected waves is reduced, eventually to the level that the reflections can no longer be detected. The more conductive the earth materials, the greater the GPR signal attenuation, hence a reduction in signal penetration depth. In Florida,

the typical soil conditions that severely limit GPR signal penetration are near-surface clays and/or organic materials.

The depth of penetration of the GPR signal is also reduced as the antenna frequency is increased. However, as antenna frequency is increased the resolution of the GPR data is improved. Therefore, when designing a GPR survey a tradeoff is made between the required depth of penetration and desired resolution of the data. As a rule, the highest frequency antenna that will still provide the desired maximum depth of penetration should be used. For most gravesite studies, a mid-frequency (500 MHz) antenna is used.

A GPR survey is conducted along survey lines (transects) that are measured paths along which the GPR antenna is moved. Electronic marks are placed in the data by the operator at designated points along the GPR transects. These marks allow for a correlation between the GPR data and the position of the GPR antenna on the ground.

Depth estimates to the top of features are determined by dividing the time of travel of the GPR signal from the ground surface to the top of the feature by the velocity of the GPR signal. The velocity of the GPR signal is usually obtained from published tables of velocities for the type and condition (saturated vs. unsaturated) of soils underlying the site. The accuracy of GPR-derived depths typically ranges from 20 to 40 percent of the total depth.

Interpretation and Limitations of GPR data

The analysis and collection of GPR data is both a technical and interpretative skill. The technical aspects of the work are learned from both training and experience. Interpretative skills for archeological characterization studies are developed by having the opportunity to compare GPR data collected in numerous settings to the results from confirmatory excavations performed at the same locations.

The ability of GPR to collect interpretable information at a project site is limited by the attenuation (absorption) of the GPR signal by underlying soils. Once the GPR signal has been attenuated at a particular depth, information regarding deeper geological conditions will not be obtained. GPR data can only resolve subsurface features that have a sufficient electrical contrast between the features in question and surrounding earth materials. If an insufficient contrast is present, the subsurface feature will not be identified. GeoView can make no warranties or representations of geological conditions that may be present beyond the depth of investigation or resolving capability of the GPR equipment or in areas that were not accessible to the geophysical investigation.



HISTORIC TOWN OF EATONVILLE,
FLORIDA

TOWN COUNCIL WORKSHOP

OCTOBER 7, 2025, AT 6:30 PM

Cover Sheet **UPDATED**

****NOTE**** Please do not change the formatting of this document (font style, size, paragraph spacing etc.)

ITEM TITLE: Discussion of the Eatonville Police Budget Line (**Councilwoman Randolph**)

TOWN COUNCIL ACTION:

PROCLAMATIONS, AWARDS, AND PRESENTATIONS		Department: LEGISLATIVE (RANDOLPH)
INTRODUCTIONS		Exhibits: - Page 5 of 12 of the Fiscal Year Budget Proposal - Salaries and Terms of Service
CONSENT AGENDA		
COUNCIL DISCUSSION	YES	
ADMINISTRATIVE		

REQUEST: Request that the Town Council freeze the position of the Deputy Chief and appropriate the funds to other positions that warrant an adequate salary and time in service.

SUMMARY: The 2025-2026 budget has a line item for the position of Deputy Chief of \$67,694. This position has been vacant for over five (5) years or more. Therefore, the funds should be considered to be utilized elsewhere by a salary review to consider an employee's time in service as one factor among performance, market rates, and job responsibilities as well as increase the entry level of the "boots on the ground" law enforcement officers. The town is to ensure that pay reflects an individual's current contributions. If new or recent hires are paid a higher starting salary, a seniority system can result in long-term employees being paid less than newer staff. This pay "compression" can cause resentment and low morale.

RECOMMENDATION: Recommend that the Town Council discuss this request to improve value to our employees and growth.

FISCAL & EFFICIENCY DATA: N/A

	A	B	C	E	F	G	H
129							
130	DEPARTMENT	FISCAL 2026	FISCAL 2026	FY 23 - 24	FY 24 - 25	FY 25 - 26	FY 25 26
131	CATEGORY	NUMBER	POSITION	APPROVED	APPROVED	PROPOSAL 5%	PROPOSAL 10%
132		EMPLOYEES	DESCRIPTION	BUDGET	BUDGET	-BUDGET	5% BUDGET
133							
134	POLICE - 521						
135							
136	SALARIES						
137	Regular Salaries & Wages						
138		1	Police Chief	78,645	80,018	84,019	88,020
139		1	Deputy Chief	67,694	67,061	68,402	69,000
140		1	Lieutenant 2	55,039	55,039	57,791	60,540
141		0	Lieutenant	59,468	58,913	0	0
142		1	Patrol Officer		44,512	46,738	51,189
143		1	Patrol Officer	49,342	49,342	51,809	54,276
144		1	Patrol Officer	47,249	47,249	49,611	51,974
145		1	Lieutenant 3	47,027	47,027	49,378	51,730
146		1	Patrol Officer SRO	44,512	44,512	46,738	48,963
147		1	Patrol Officer	44,512	44,512	46,738	48,963
148		1	Patrol Officer	44,512	44,512	46,738	48,963
149		1	Patrol Officer	44,512	44,512	46,738	48,963
150		1	Patrol Officer	44,512	44,512	46,738	48,963
151		1	Patrol Officer	44,512	44,512	46,738	48,963
152		0	Patrol Officer		44,512	0	0
153		1	Patrol Officer		44,512	48,963	48,963
154		1	Executive Assistant	52,804	52,804	55,444	55,444
155		1	Records Clerk	37,428	37,428	39,299	39,299
156	TOTAL FULL-TIME SALARIES	19		761,768	895,489	831,881	864,213
157	Full Time Code Enforcement Officer	1	Code Enforcement	38,503	38,503	40,428	40,428
158							
159	Part-time Wages	5	Reserve Officers	20,000	20,000	20,000	20,000
160		0.5	Record Clerk - PT	16,050	16,692	17,026	17,026
161		2	Crossing Guards- PT	16,692	16,536	16,867	16,867
162				16,692	16,536	16,867	16,867
163		1	P.A.L.(Grant)				44,512
164		0.5	PT Senior Liason				25,000
165							
166	Overtime Wages		For Full-Time Officers	35,000	35,000	35,000	35,000
167	Incentive Pay			7,800	7,800	7,800	7,800
168	Merit Incentive Pay						
169	TOTAL PART-TIME/OTHER PAY			112,234	112,564	113,559	183,072

POLICE DEPARTMENT

Name	Job Title	Salary	years of service	
Felicia Hernadez	Police LT.	\$60,500	21	
Boone Flecher	Police Officer	\$51,429	18	
Zachary Colangelo	Police Officer	\$48,512	1	
Avery Davis	Police Officer	\$48,512	1	
Robert Jones	Police Officer	\$54,341	18	
Brodrick Lampkin	Police Officer	\$51,726	16	
Michelle Rozefort	Police Officer	\$48,512	13	

How does a (18 year police officer) make just \$3,000 more than a (1) police officer?

PUBLIC WORKS DEPARTMENT

Name	Job Title	Salary	years of service	
Robert Bush	Water and sewer worker	\$34,529	2	
Mark Haynes	Storm water worker	\$41,313	23	
Jimmy Johnson	Water and sewer worker	\$37,104	3	
Timothy Pitts	Water and sewer worker	\$39,292	2	
Dominique Taylor	Water and sewer worker	\$40,617	1	
Sidney Silas	Supervisor	\$49,801	8	

How does a (23 year service work) make only \$ 2,000 more than a (3) year service work?

EXECUTIVE ASSISTANTS

Name	Job Title	Salary	Years of service	
Britiani Gragg	Executive Assistant	\$48,512	3	
Elaine Chua	Executive Assistant	\$55,804	20	

WITHOUT NAMES

POLICE DEPARTMENT

Name	Job Title	Salary	years of service	
#1	Police Officer (L).	\$60,500	21	
#2	Police Officer	\$51,429	18	
#3	Police Officer	\$48,512	1	
#4	Police Officer	\$48,512	1	
#5	Police Officer	\$54,341	18	
#6	Police Officer	\$51,726	16	
#7	Police Officer	\$48,512	13	

How does a (18 year police officer) make just \$3,000 more than a (1) police officer?

PUBLIC WORKS DEPARTMENT

Name	Job Title	Salary	years of service	
#1	Water and sewer worker	\$34,529	2	
#2	Storm water worker	\$41,313	23	
#3	Water and sewer worker	\$37,104	3	
#4	Water and sewer worker	\$39,292	2	
#5	Water and sewer worker	\$40,617	1	
#6	Water and sewer worker (S)	\$49,801	8	

How does a (23 year service work) make only \$ 2,000 more than a (3) year service work?

EXECUTIVE ASSISTANTS

Name	Job Title	Salary	Years of service	
#1	Executive Assistant	\$48,512	3	
#2	Executive Assistant	\$55,804	20	



HISTORIC TOWN OF EATONVILLE, FLORIDA

TOWN COUNCIL WORKSHOP

OCTOBER 7, 2025, AT 6:30 PM

Cover Sheet

****NOTE**** Please do not change the formatting of this document (font style, size, paragraph spacing etc.)

ITEM TITLE: Discussion for Consideration Resolution 2025-30 Renaming Elizabeth Park complex to the Gloria Ware Recreation Complex. **(Legislation)**

TOWN COUNCIL ACTION:

PROCLAMATIONS, AWARDS, AND PRESENTATIONS		Department: LEGISLATION
INTRODUCTIONS		Exhibits: Resolution 2025-30
CONSENT AGENDA		
COUNCIL DISCUSSION	YES	
ADMINISTRATIVE		

REQUEST: Vice Mayor Washington is requesting that the Town Council rename the Elizabeth Park Recreation Complex to the Gloria Ware Recreation Complex by resolution 2025-30.

SUMMARY: Gloria Ware served as the Town of Eatonville Recreation Department Director during the late 1970s and early 1980s. In times when funding for recreation was scarce, she was able to foster community pride by starting the Eatonville Drum Corp, providing summer programming and jobs for teenagers and young adults and becoming part of second-to-none tennis program. Gloria Ware is member of Eatonville Senior Supremes. Gloria Ware a longtime resident, businessowner, educator, community leader dedicated mother not only to her kids but to the community youth and young adults deserves to be recognized in a way that will precede her life and make her impact known to future generations of Eatonville citizens

RECOMMENDATION: Recommend Approval of Resolution 2025-30 Renaming the Elizabeth Park Recreation complex to the Gloria Ware Recreation Complex.

FISCAL & EFFICIENCY DATA: N/A

RESOLUTION #2025-30

A RESOLUTION OF THE TOWN OF EATONVILLE TOWN COUNCIL RENAMING THE ELIZABETH PARK TO THE GLORIA WARE RECREATION COMPLEX HONORING HER YEARS OF DEDICATED SERVICE TO THE TOWN OF EATONVILLE THROUGH RECREATION, EDUCATION AND BUSINESS, PROVIDING FOR CONFLICTS, SEVERABILITY, AND AN EFFECTIVE DATE.

WHEREAS the Elizabeth Park recreation complex area does not have an official name; and

WHEREAS the Town Council has the authority to name and rename parks through its Home Rule authority; and

WHEREAS the Town Council wishes to rename the Elizabeth Park recreation area to the Gloria Ware Recreation Complex; and

WHEREAS the Town Council wishes to acknowledge and honor Gloria Ware commitment to our community as a former Recreation Director, Community Educator, and former business owner; and

WHEREAS the Town Council further acknowledges Gloria Ware impact on the lives of many successful Eatonville youth over several decades; and

NOW THEREFORE BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF EATONVILLE, FLORIDA THE FOLLOWING:

SECTION ONE: RENAMING: The Town Council of the Town of Eatonville officially renames the Elizabeth Park area to the Gloria Ware Recreation Complex. The Town Council directs the town's administration to erect a monument sign and plaque in honor of the years of service Gloria Ware has dedicated her life to her family, community, education and career in the Eatonville community.

SECTION TWO: AUTHORIZATION: The Town Council of the Town of Eatonville authorizes the renaming of the Elizabeth Park area to the Gloria Ware Recreation Complex.

SECTION THREE: CONFLICTS: All Resolution or parts of Resolutions in conflict with any other Resolution or any of the provisions of this Resolution are hereby repealed.

SECTION FOUR: SEVERABILITY: If any section or portion of a section of this Resolution is found to be invalid, unlawful, or unconstitutional it shall not be held to invalidate or impair the validity, force or effect of any other section or part of this Resolution.

SECTION FIVE: EFFECTIVE DATE: This Resolution shall become effective immediately upon its passage and adoption.

PASSED AND ADOPTED this 7th day of October 2025.

ATTEST:

Angie Gardner, Mayor

Veronica King, Town Clerk



HISTORIC TOWN OF EATONVILLE,
FLORIDA

TOWN COUNCIL WORKSHOP

OCTOBER 7, 2025, AT 6:30 PM

Cover Sheet

NOTE Please do not change the formatting of this document (font style, size, paragraph spacing etc.)

ITEM TITLE: Discussion Resolution 2025-14 – Establishing A 30-day Work From Home Limit (**Councilwoman Randolph**)

TOWN COUNCIL ACTION:

PROCLAMATIONS, AWARDS, AND PRESENTATIONS		Department: ADMINISTRATION Exhibits: Resolution 2025-14
INTRODUCTIONS		
CONSENT AGENDA		
COUNCIL DISCUSSION	YES	
ADMINISTRATIVE		

REQUEST: Discussion Resolution 2025-14 limiting any and all employees to work from home no more than 30-days within a calendar year until such the Town Council Adopts A Work From Home Policy..

SUMMARY: The Administration hired a Grant Coordinator/Manager in November 2023. Shortly, thereafter, the employee was given the approval to work from home up to the present. The Administrator contends that the Mayor (In Article II 2.03), gives the mayor and the administration oversight to manage the Town's Staff and Schedule as deemed best in the interest of the Town.

However, no work from home policy has been established or adopted by the town council under policy and procedures. Therefore, a resolution is being presented for council approval setting a 30-day work from home limit within a calendar year.

This Resolution was brought previously to council on July 15th and bringing back for reconsideration.

RECOMMENDATION: Recommend that the Town Council Discuss and Consider Approve Resolution 2025-14 limiting any and all employees to work from home no more than 30 days within a calendar year until the Town Council Adopts A Work From Home Policy.

FISCAL & EFFICIENCY DATA: N/A

RESOLUTION #2025-14

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF EATONVILLE, FLORIDA ESTABLISHING A 30-DAY WORK FROM HOME LIMIT FOR ALL EMPLOYEES UNTIL THE TOWN COUNCIL HAS ADOPTED A FORMAL EMPLOYEE WORK FROM HOME POLICY, PROVIDING FOR CONFLICTS, SEVERABILITY, AND AN EFFECTIVE DATE.

WHEREAS: The Town of Eatonville desires to maintain a safe and productive work environment for all employees.

WHEREAS: The Town Council realizes that there will be a need and limited circumstances for employees to work from home on a limited basis from time to time.

WHEREAS: The Town Council wishes to create and adopt a policy that will govern employees working from home to carry out the business of the Town.

WHEREAS: The Town Council does not have a present employee work from home policy that provides governance, supervision, or scope for employees working from home.

WHEREAS: The Town Council wishes to discuss and consider a work from home policy.

NOW THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF EATONVILLE, ORANGE COUNTY, FLORIDA AS FOLLOWS:

SECTION ONE: Effective immediately upon the adoption of this resolution, no employee will be permitted to work from home beyond 30-days within a calendar year until the Town Council has officially adopted a work from home policy.

SECTION TWO: CONFLICTS: All Resolutions or parts of Resolutions in conflict with any other Resolution or any of the provisions of the Resolution is hereby repealed.

SECTION THREE: SEVERABILITY: If any section or portion of a section of this Resolution is found to be invalid, unlawful, or unconstitutional, it shall be held to invalidate or impair the validity, force or effect of any other section or part of this Resolution two

SECTION FOUR: EFFECTIVE DATE: This Resolution will take effect immediately upon its passage and adoption.

PASSED AND ADOPTED this 7th day of September 2025.

Angie Gardner, Mayor

ATTEST:

Veronica L. King, Town Clerk