CITY COUNCIL REGULAR SESSION CITY OF LAKE CITY

January 19, 2021 at 6:00 PM

Venue: Columbia County School Board Administrative Complex Auditorium

AGENDA

Due to the COVID-19 social distancing requirements, the City of Lake City will meet at the Columbia County School Board Administrative Complex Auditorium located at 372 West Duval Street, Lake City, FL 32055. The meeting will also be available via communications media technology.

CMT instructions are located at the end of this Agenda.

Events Prior to Meeting - None

Pledge of Allegiance

Invocation - Vice Mayor/Council Member Chris Greene

Roll Call

Proclamations - None

Minutes - None

Approval of Agenda

Approval of Consent Agenda - None

Presentations - None

Persons Wishing to Address Council

Citizens are encouraged to participate in City of Lake City meetings. The City of Lake City encourages civility in public discourse and requests that speakers direct their comments to the Chair. Those attendees wishing to share a document and or comments in writing for inclusion into the public record must email the item to <u>submissions@lcfla.com</u> no later than noon on the day of the meeting. Citizens may also provide input to individual council members via office visits, phone calls, letters and e-mail that will become public record.

Old Business - None

New Business

1. City Council Ordinance No. 2021-2177 (first reading) - An ordinance of the City of Lake City, Florida, amending the code of the City of Lake City, Florida to provide for lien amnesty and forgiveness of fines and liens associated with code enforcement proceedings.

Note: This ordinance is being reintroduced for first reading with changes due to motion to postpone on 1/4/2021.

2. City Council Ordinance No. 2021-2179 (first reading) - An ordinance of the City of Lake City, Florida, amending Section 22-3 of Chapter 22, Article I, of the Code of the City of Lake City, Florida; providing for the explicit adoption of appendices identified in the Florida Building Code: providing for severability; providing for repeal of ordinances in conflict; providing for codification; and providing an effective date.

Resolutions

- 3. City Council Resolution No. 2021-005 A resolution of the City Council of the City of Lake City, Florida, authorizing the execution of the First Amendment to the current Collective Bargaining Agreement with the Florida State Fraternal Order of Police, Inc., providing for a pay plan that affords automatic increases in pay to represented law enforcement officers.
- 4. Resolution No. 2021-007 A resolution of the City Council of the City of Lake City, Florida authorizing the execution of an agreement with Audrey E. Sikes, City Clerk, in accordance with Section 306, of the City Charter to establish the employment conditions, compensation, benefits, and such other terms as are appropriate with the City Clerk position, and providing an effective date.
- 5. City Council Resolution No. 2021-010 A resolution of the City Council of the City of Lake City, Florida, ratifying the Mayor's extension of the State of Emergency arising from the Covid-19 Public Health Emergency.

Departmental Administration

- <u>6.</u> Discussion and Possible Action Basketball Courts Improvements Summerset cul-de-sac. (Joe Helfenberger)
- 7. Cares Act Funding Update (Joe Helfenberger)
- 8. Girls Club Building Leases Update (Joe Helfenberger)

Comments by Council Members

Adjournment

Zoom CMT Information

Place: Due to the COVID-19 social distancing requirements, this meeting will also be available via communications media technology.

Members of the public may attend the meetings **online** at: **https://us02web.zoom.us/j/85143910809** or

Telephonic by toll number (no cost to the city), audio only at: 1-346-248-7799 **Meeting ID:** 851 4391 0809# Then it will ask for Participant id, just press #.

Telephonic by toll-free number (cost per minute, billed to the city, zero cost to the caller), audio only at: 1-888-788-0099 Meeting ID: 851 4391 0809# Then it will ask for Participant id, just press #.

Public Participation

The public may participate at the appropriate time via: (i) video conference by utilizing the software chat function or raise hand function to request to speak; or (2) telephonically by dialing *9 to raise hand. The Chair will allow for sufficient time for all participants to be heard.

Those attendees wishing to share a document must email the item to **submissions@lcfla.com** no later than noon on the day of the meeting.

Instructions for meeting attendance and participation are also available at www.lcfla.com under the calendar entry for the corresponding City Council Regular Session Meeting.

To receive a copy of the agenda packet with supporting documentation, please contact the City Clerk's Office at **clerk@lcfla.com** or **386-719-5826.**

Contingency Information

Contingency Plan Meeting: This will be activated and held if the City experiences connection or web conferencing failure. Any meeting taking place via the contingency plan will be held and/or reconvened via a conference call utilizing the information provided below.

The public may attend the contingency plan meeting as follows: 1-844-992-4726 (toll free) Enter access code: 173 541 6832# Then it will ask for attendee ID number, just press #

The public may participate in the contingency plan meeting at the appropriate time when the chair requests public comment. The Chair will allow for sufficient time for all participants to be heard. **Pursuant to 286.0105, Florida Statutes,** the City hereby advises the public if a person decides to appeal any decision made by the City with respect to any matter considered at its meetings or hearings, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

SPECIAL REQUIREMENTS: Pursuant to 286.26, Florida Statutes, persons needing special accommodations to participate in these meetings should contact the **City** *Manager's Office at (386) 719-5768.*

File Attachments for Item:

1. City Council Ordinance No. 2021-2177 (first reading) - An ordinance of the City of Lake City, Florida, amending the code of the City of Lake City, Florida to provide for lien amnesty and forgiveness of fines and liens associated with code enforcement proceedings.

Note: This ordinance is being reintroduced for first reading with changes due to motion to postpone on 1/4/2021.

CITY COUNCIL ORDINANCE NO. 2021-2177

AN ORDINANCE OF THE CITY OF LAKE CITY, FLORIDA, AMENDING THE CODE OF THE CITY OF LAKE CITY, FLORIDA TO PROVIDE FOR LIEN AMNESTY AND FORGIVENESS OF FINES AND LIENS ASSOCIATED WITH CODE ENFORCEMENT PROCEEDINGS.

WHEREAS, Article X of the Code of the City of Lake, Florida (hereinafter the "Code") titled "Code Enforcement Board" and chapter 162, Florida Statutes, provide a process for equitable, expeditious, effective, and inexpensive enforcement of the City's ordinances; and

WHEREAS, the Code provides for the ability to assess fines and record liens on the real properties of violators of the Code; and

WHEREAS, the City Council recognizes the need to assess fines and record liens against those property owners who violate the ordinances of the City from time to time; and

WHEREAS, the City Council also recognizes the need to temper with mercy, the assessment of fines and the recording of liens against violators and their properties and finds the need to create a code enforcement lien amnesty program; and

WHEREAS, the City Council desires to further assist the community and finds that the creation of a code enforcement lien amnesty program is in the best interests of the City and its citizens.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF LAKE CITY, FLORIDA, AS FOLLOWS:

Section 1. The above recitals are all true and accurate and are hereby incorporated herein and made a part of this ordinance.

Section 2. That the Code of the City of Lake City, Florida, is hereby amended by adding an article eleven (XI) to chapter 2 which article shall be titled "CODE ENFORCEMENT LIEN AMNESTY" and shall read as follows:

ARTICLE XI. – CODE ENFORCEMENT LIEN AMNESTY

Sec. 2-424. – Code Enforcement Lien Amnesty duration; acceptance of applications; multiple violations.

- (a) *Program duration*. Duration of the code enforcement lien amnesty program shall be from <u>February 1, 2021</u> to <u>January 31, 2022</u> unless extended by resolution adopted by the City Council.
- (b) Acceptance of Applications. Property owners applying to the Code Enforcement Lien Amnesty Program must complete a Code Enforcement Lien Amnesty Program application. Applications will be accepted between <u>February 1, 2021</u> until <u>January 31, 2022</u> by the Growth Management Department. Applications are available at City Hall. Completed applications may be returned in person or via registered mail to the Growth Management Department.
- (c) *Procedure when multiple violations present.* Property owners with multiple code enforcement liens must apply for amnesty on each lien on the property simultaneously under the program.
- (d) *Intent.* It is the intent of the City Council to provide for amnesty of both code enforcement fines and liens and the provisions located within this article shall afford such intent as to both fines and liens.

Sec. 2-425 Ineligible liens.

- (a) Utility liens are not eligible for the code enforcement lien amnesty program.
- (b) Special Assessment liens or payments due for code enforcement abatement actions, such as lot mowing, debris removal, or demolition are not eligible for code enforcement lien amnesty and such liens must be paid in full prior to a property owner requesting a lien reduction under the terms of this article.
- (c) Code Enforcement liens of less than or equal to one thousand dollars (\$1,000.00) are not eligible for code enforcement lien amnesty.

Sec. 2-426 Eligibility criteria.

- (a) Property must be in compliance with all city codes and ordinances in order to be eligible for code enforcement lien amnesty.
- (b) Both commercial and residential properties are eligible to participate in the program.
- (c) Any municipal special assessment liens or other code enforcement abatement costs must be paid in full.

Sec. 2-427. Application for satisfaction, reduction, or release of code enforcement liens.

- (a) Where a certified copy of an order imposing a fine, as described in this Code or Florida Statutes, has been recorded in the public records of Columbia County, Florida, and has become a lien against the violator or their land or property, such violator, or the violators successors or assigns, who has an ownership interest in the encumbered property, or a prospective purchaser (collectively the "applicant") may apply for amnesty or satisfaction of such lien as follows:
 - (1) Upon full payment by the applicant of the fine imposed in accordance with this article, the City Clerk is hereby authorized to execute and record on behalf of the city a satisfaction of lien in the public records of Columbia County, Florida. The applicant shall be responsible for paying all costs of recording.
 - (2) Upon request for amnesty of either a code enforcement fine or lien the applicant shall submit a written application to the Growth Management Department.
- (b) The application for amnesty of the fine or lien shall be in written form, typed or handwritten, by the applicant, on a City provided application, and shall be submitted to the Growth Management Department. The application shall be executed under oath and sworn to in the presence of a notary public, and shall include, but may not be limited to, the following:
 - (1) A copy of the order imposing a fine upon the property including the code enforcement case number;

- (2) The date upon which the applicant brought the subject property into compliance with the Code;
- (3) The factual basis upon which the applicant believes the application for amnesty of the lien should be granted;
- (4) The terms upon which the amnesty of the fine or lien should be granted;
- (5) The reasons, if any, compliance was not obtained prior to the Order being recorded;
- (6) A statement verifying whether the applicant was issued any title policy or policies for the subject property encumbered by the lien after the date the lien was recorded in the public records of Columbia County, Florida. If such a policy or policies were issued to the applicant, a copy of any such title policy shall be submitted with the application;
- (7) Any other information which the applicant deems pertinent to the request, including but not limited to, the circumstances that exist which would warrant the amnesty of the fine or lien.
- (c) Upon receipt of the application for amnesty of the fine or lien the Growth Management Department shall confirm that the violation which resulted in the order imposing penalty or fine has been brought into compliance. If the violation has been brought into compliance and there is no current code violation upon the property in question, the Growth Management Department shall review and schedule the application to be presented to the Code Enforcement Special Magistrate at the next scheduled Code Enforcement proceedings. Additional information shall also be required to support the application if the Growth Management Department deems such information is relevant and necessary for the Code Enforcement Special Magistrate to make the final decision on the application. The City Council hereby delegates to the Code Enforcement Special Magistrate the authority to review and consider applications for amnesty of the fines and liens and make determinations as provided herein.

- (d) The Code Enforcement Special magistrate shall review and consider the following factors in making a determination on amnesty of a fine or lien.
 - (1) The amount of any administrative costs incurred by the city which are directly associated with the underlying code enforcement case and lien including, but not limited to, code enforcement staff and attorney time, postage, advertising and recording costs, and other city expenses related to any measure taken by the Code Enforcement Special Magistrate or city to abate a nuisance caused by the violation;
 - (2) The gravity and number of violations;
 - (3) The current property value compared to the amount of the fine or lien;
 - (4) Whether the applicant was responsible for the violation which caused the fine or lien;
 - (5) Whether the applicant is or will be a bona fide purchaser of the subject property and is filing or has filed for a homestead exemption evidencing a desire to reside within the city on a nontransient basis, or whether the property is or will be acquired for investment or other purposes;
 - (6) Whether the applicant acquired the subject property with knowledge, or should have had knowledge, or the subject fine or lien;
 - (7) If the title insurance policy was issued upon the purchase of the property and the title insurance policy failed to identify or consider the lien, a waiver for amnesty of the lien shall not be granted. In such cases the lien should have been discovered by the title insurer and providing amnesty of the fines and lien would place the City in the position of indemnifying the title insurer against its losses, which losses should be reflected in premium charges;
 - (8) The time in which it took to bring the property into compliance and associated expenses incurred;

- (9) With respect to the speculator, non-homestead purchaser of the subject property, the accrued amount of the code enforcement fine or lien as compared to the investment and profit that will be gained as a result of the purchase or sale of the property and the amnesty or satisfaction;
- (10) Any previous or subsequent code violations pertaining to the property unless an order finding a violation is under appeal at the time of determination;
- (11) Any previous or subsequent code violations of the applicant pertaining to other properties owned within the city, unless an order finding a violation is under appeal at the time of determination;
- (12) Any relevant information contained in any title policy required to be submitted to the city under this section;
- (13) Any financial hardship;
- (14) Any other mitigating circumstance which may warrant the amnesty of the fine or lien; and
- (15) Any other administrative review criteria relevant to whether it is equitable to preapprove amnesty of a fine or lien which are adopted by the City Council, in writing, and are intended to be applied to all applications on a uniform basis.
- (e) The Code Enforcement Special magistrate may, in writing, approve, approve with conditions, or deny the application. To the maximum extent feasible, the Code Enforcement Special Magistrate shall collect, at a minimum, all administrative and out-of-pocket costs incurred by the city as specified in subsection (e)(1). If the Code Enforcement Special Magistrate approves the application and the approved subject to conditions, the instrument providing relief of a fine or lien shall not be prepared or recorded until the condition(s) placed by the Code Enforcement Special Magistrate have been satisfied.
- (f) The applicant shall have thirty (30) days in which to comply with the conditions imposed by the Code Enforcement Special Magistrate or submit a written appeal as provided herein. Failure of

the applicant to comply or timely appeal will result in the automatic denial of the application and the original amount of the fine, including costs, shall be automatically reinstated. After the appeal time period has run or is waived by the applicant, in writing, the Code Enforcement Special Magistrate may, for good cause shown, grant additional time in the form of a written estoppel letter to a closing agent for purposes of facilitating a pending closing of the subject property.

- (g) If the application is denied, or if the application is automatically denied due to failure of the applicant to comply with the conditions imposed by the Code Enforcement Special Magistrate or timely appeal, the applicant shall thereafter be barred from applying for a subsequent amnesty of the fine or lien for a period of thirty (30) days from the date of denial. During the thirty (30) day period, the fine or lien may only be satisfied and released upon full payment of the fine or lien imposed in accordance with this article.
- (h) The applicant may appeal the Code Enforcement Special Magistrate's decision to the City Council, by filing a written appeal with the City Clerk within thirty (30) days of the date of the decision. The notice of appeal shall state the decision that is being appealed, the grounds for appeal, and a brief summary of the relief being sought. Upon submittal of a timely appeal the City Manager shall place the appeal of the determination upon the agenda of the next regularly scheduled City Council meeting to the extent practicable. The City Council shall render a final decision on the application based upon the sworn application and determination of the Code Enforcement Special Magistrate and any other relevant information or testimony provided to the City Council at the meeting by the applicant, City Manager, or any other interested party. Any decision made by the City Council pursuant to this section shall be deemed final and not subject to any further administrative review by the city. The applicant shall have thirty (30) days in which to comply with any decision of or condition imposed by the City Council or the application shall be deemed automatically denied and thereafter, the applicant shall be barred from applying for a subsequent reduction or release of lien for a period of thirty (30) days from the date of the City Council's decision. During the thirty (30) day period, the lien may only be satisfied and released upon full payment of the fine or penalty imposed in accordance with this division.

 When a fine or lien is satisfied as a result of amnesty as ordered by the Code Enforcement Special Magistrate, the City Clerk is hereby authorized to execute and record in the public records of Columbia County, Florida, a satisfaction of lien on behalf of the city.

Sec. 2-428. Other lien releases.

- (a) In addition to the release of fines or liens described above, the mayor shall be authorized to execute a release of a code compliance or code enforcement fine or lien which has been deemed in writing by the City Attorney to be legally unenforceable or uncollectable as described below:
 - (1) The lien is more than twenty (20) years old; or the statute of limitations relating to the lien has otherwise expired;
 - (2) The lien was properly foreclosed by order of the Circuit Court of the Third Judicial Circuit in and for Columbia County, Florida;
 - (3) The lien was properly discharged in a bankruptcy proceeding by the order of a bankruptcy court;
 - (4) The property encumbered by the fine or lien is currently owned by the city;
 - (5) Any other reason as determined by the City Attorney that establishes the legal unenforceability or uncollectibility of a lien

Section 3. It is the declared intent of the City Council of the City of Lake City that, if any section, sentence, clause, phrase, or provision of this ordinance is for any reason held or declared to be unconstitutional, void, or inoperative by a court or agency of competent jurisdiction, such holding of invalidity or unconstitutionality shall not affect the remaining provisions of this ordinance, and the remainder of this ordinance after the exclusion of such part or parts shall be deemed to be valid.

FLK/mp 12/28/2020 1/4/2021

Section 4. This ordinance shall be filed in the Office of the City Clerk of the City of Lake City, and in the Office of the Growth Management Director of the City of Lake City.

Section 5. All ordinances or parts of ordinances in conflict herewith are, to the extent of the conflict, hereby repealed.

Section 6. This ordinance shall be effective as of the date of its adoption.

 PASSED upon first reading this _____ day of _____, 2021.

 NOTICE PUBLISHED on the ____ day of _____, 2021.

 PASSED AND ADOPTED on the second and final reading this _____ day of _____, 2021.

 _____, 2021.

CITY OF LAKE CITY, FLORIDA

By: _____

Stephen M. Witt, Mayor

APPROVED AS TO FORM AND LEGALITY:

By: _____

ATTEST:

Audrey E. Sikes, City Clerk

By: _____

Frederick L. Koberlein, Jr., City Attorney

File Attachments for Item:

2. City Council Ordinance No. 2021-2179 (first reading) - An ordinance of the City of Lake City, Florida, amending Section 22-3 of Chapter 22, Article I, of the Code of the City of Lake City, Florida; providing for the explicit adoption of appendices identified in the Florida Building Code: providing for severability; providing for repeal of ordinances in conflict; providing for codification; and providing an effective date.

CITY COUNCIL ORDINANCE NO.: 2021-2179

AN ORDINANCE OF THE CITY OF LAKE CITY, FLORIDA, AMENDING SECTION 22-3 OF CHAPTER 22, ARTICLE I, OF THE CODE OF THE CITY OF LAKE CITY, FLORIDA; PROVIDING FOR THE EXPLICIT ADOPTION OF APPENDICES IDENTIFIED IN THE FLORIDA BUILDING CODE; PROVIDING FOR SEVERABILITY; PROVIDING FOR REPEAL OF ORDINANCES IN CONFLICT; PROVIDING FOR CODIFICATION; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City Council of the City of Lake City, Florida (hereinafter the "City") on, or about, May 21, 2007, adopted the Florida Building Code (hereinafter the "FBC") pursuant to ordinance 2007-1112; and

WHEREAS, section 22-3(c), Code, provides for the continuing adoption of amendments to the FBC when adopted by the Department of Business and Professional Regulation (hereinafter "DBPR"); and

WHEREAS, the DBPR adopted the Florida Building Code, 7th Edition (2020) and subsequently updated the FBC on June 2, 2020; and

WHEREAS, the FBC requires that both appendices and annexes that are applicable to the codes and handbooks of the FBC are to be specifically adopted; and

WHEREAS, the city administration recommends the adoption of the appendices and annexes specifically identified herein, said materials are copyrighted material that is available for public inspection and examination at the offices of the growth management department and city clerk; and

WHEREAS, the City Council finds that the adoption of the materials specifically identified herein is in the best interests of the City and its citizens.

NOW, THEREFORE, BE IT ENACTED BY THE PEOPLE OF THE CITY OF LAKE CITY, FLORIDA, AS FOLLOWS:

Section 1. The above recitals are true and accurate and adopted and are hereby made a part of this ordinance.

Section 2. That Section 22-3, of the Code of Ordinances of the City of Lake City, Florida, is hereby amended to add subsection 22-3(e) as follows (additions are <u>underlined</u>):

Section 22-3. Adoption of Florida Building Code.

- (a) The city hereby adopts the Florida Building Code (hereinafter referred to and known as "this code") created, established, adopted and defined pursuant to the provisions of F.S., ch. 553, pt. IV, which includes and covers building, plumbing, mechanical, residential, fuel gas, the National Electrical Codes, and the state fire prevention and lifesafety codes.
- (b) The provisions of this code shall apply to the construction, erection, alteration, modification, repair, equipment, use and occupancy, location, maintenance, removal and demolition of every public and private building, structure or facility or floating residential structure, or any appurtenances connected or attached to such buildings, structures, or facilities.
- (c) This code, as presently adopted, or as shall be amended in the future, is hereby adopted and incorporated herein as fully as if set out at length in this section, and shall be controlling within the corporate limits of the city.
- (d) Copies of this code shall be available for public use, inspection, or examination, within the building department.
- (e) In accordance with section 101.2.1, Florida Building Code, 7th Edition

(2020), the following appendices are hereby adopted, and shall be

amended in the future:

- (1) BUILDING CODE LIST OF APPENDICES:
 - a. Appendix A EMPLOYEE QUALIFICATIONS
 - b. Appendix D FIRE DISTRICTS
 - c. Appendix F RODENT PROOFING
 - d. Appendix H SIGNS
 - e. <u>Appendix I PATIO COVER</u>
 - f. Appendix J GRADING

(2) ENERGY CONSERVATION CODE LISTED APPENDICES:

- <u>a.</u> <u>Appendix CA FORMS</u>
- b. Appendix CB SOLAR-READY ZONE COMMERCIAL
- <u>c.</u> <u>Appendix RA RECOMMENDED PROCEDURE FOR WORST-CASE</u> <u>TESTING OF ATMOSPHERIC VENTING SYSTEMS UNDER R402.4 OR</u> <u>R405 CONDITIONS >5 ACH 50</u>

- <u>d.</u> <u>Appendix RB SOLAR-READY PROVISIONS DETACHED ONE-AND-</u> <u>TWO-FAMILY DWELLINGS, MULTIPLE SINGLE-FAMILY DWELLINGS</u> (TOWNHOUSES)
- e. Appendix RC CALCULATION OF END USE ENERGY LOADS
- <u>f.</u> <u>Appendix ED FORMS</u>

(3) EXISTING BUILDING CODE LIST OF APPENDICES:

- a. Appendix B STANDARD FOR REHABILITATION
- b. Appendix C REFER TO NFPA 914 CODE FOR FIRE PROTECTION OF HISTORIC STRUCTURES 2001 EDITION
- (4) FUEL GAS CODE LIST OF APPENDICES:
 - a. Appendix A SIZING AND CAPACITIES OF GAS PIPING
 - <u>b.</u> Appendix B SIZING OF VENTING SYSTEMS SERVING APPLIANCES EQUIPPED WITH DRAFT HOOD, CATEGORY I APPLIANCES AND APPLIANCES LISTED FOR USE WITH TYPE B VENTS
 - <u>c.</u> <u>Appendix C EXIT TERMINALS OF MECHANICAL DRAFT AND</u> <u>DIRECT-VENT VENTING SYSTEMS</u>
 - <u>d.</u> Appendix D RECOMMENDED PROCEDURE FOR SAFETY INSPECTION OF AN EXISTING APPLIANCE INSTALLATION
- (5) PLUMBING CODE LIST OF APPENDICES:
 - a. <u>Appendix B RATES OF RAINFALL FOR VARIOUS CITIES</u>
 - b. Appendix C STUCTURAL SAFETY
 - c. Appendix D DEGREE DAY AND DESIGN TEMPERATURES
 - d. Appendix E SIZING OF WATER PIPING SYSTEMS
 - e. <u>Appendix F PROPOSED CONSTRUCTION BUILDING CODES FOR</u> <u>TURF AND LANDSCAPE IRRIGATION SYSTEMS</u>
- (6) <u>RESIDENTIAL CODE LIST OF APPENDICES:</u>
 - a. <u>Appendix A SIZING AND CAPACITIES OF GAS PIPING</u>
 - b. <u>Appendix B SIZING AND VENTING SYSTEMS SERVING</u> <u>APPLIANCES EQUIPPED WITH DRAFT HOODS, CATEGORY I</u> <u>APPLIANCES, AND APPLIANCES LISTED FOR USE WITH TYPE B</u> <u>VENTS</u>
 - <u>c.</u> <u>Appendix C EXIT TERMINALS OF MECHANICAL DRAFT AND</u> <u>DIRECT-VENT VENTING SYSTEMS</u>
 - d. <u>Appendix D RECOMMENDED PROCEDURE FOR SAFETY</u> <u>INSPECTION OF AN EXISTING APPLIANCE INSTALLATION</u>

- e. <u>Appendix G PIPING STANDARDS FOR VARIOUS</u> <u>APPLICATIONS</u>
- <u>f.</u> <u>Appendix H PATIO COVERS</u>
- g. Appendix J EXISTING BUILDINGS AND STRUCTURES
- h. Appendix K SOUND TRANSMISSION
- i. <u>Appendix M HOME DAY CARE R-3 OCCUPANCY</u>
- j. <u>Appendix N VENTING METHODS</u>
- k. Appendix O AUTOMATIC VEHICULAR GATES
- 1. Appendix P SIZING OF WATER PIPING SYSTEM
- <u>m. Appendix Q TINY HOUSES</u>
- n. <u>Appendix T RECOMMENDED PROCEDURE FOR WORST-</u> <u>CASE TESTING OF ATMOSPHERIC VENTING SYSTEMS</u> <u>UNDER N1102.4 OR N1105 CONDITIONS > 5 ACH 50</u>
- <u>o.</u> <u>Appendix U SOLAR-READY PROVISIONS -- DETACHED</u> <u>ONE-AND-TWO-FAMILY DWELLINGS, MULTIPLE SINGLE-</u> <u>FAMILY DWELLINGS (TOWNHOUSES)</u>

(7) 2018 NFPA 101 WITH FLORIDA AMENDMENTS AND THE FOLLOWING STANDARDS WITH THEIR ANNEXES

<u>a.</u>	NFPA 2, Hydrogen Technologies Code, 2011 edition.
<u>a.</u> <u>b.</u>	NFPA 3, Recommended Practice for Commissioning of
	Fire Protection and Life Safety Systems, 2015 edition.
<u>C.</u>	NFPA 4, Standard for Integrated Fire Protection and Life
	Safety System Testing, 2015 edition.
<u>d.</u>	NFPA 10, Standard for Portable Fire Extinguishers, 2013
	edition.
<u>e.</u>	NFPA 11, Standard for Low-, Medium-, and High-
	Expansion Foam, 2010 edition.
<u>f.</u>	NFPA 12, Standard on Carbon Dioxide Extinguishing
	Systems, 2011 edition.
<u>g.</u>	NFPA 12A, Standard on Halon 1301 Fire Extinguishing
	Systems, 2009 edition.
<u>h.</u>	NFPA 13, Standard for the Installation of Sprinkler
	Systems, 2013 edition.
<u>i.</u>	NFPA 13D, Standard for the Installation of Sprinkler
	Systems in One- and Two-Family Dwellings and
	Manufactured Homes, 2013 edition.
<u>j.</u>	NFPA 13R, Standard for the Installation of Sprinkler
	Systems in Low-Rise Residential Occupancies, 2013
	edition.
<u>k.</u>	NFPA 14, Standard for the Installation of Standpipe and
	Hose Systems, 2013 edition.
<u>l.</u>	NFPA 15, Standard for Water Spray Fixed Systems for

	<u>Fire Protection, 2012 edition.</u>
<u>m.</u>	NFPA 16, Standard for the Installation of Foam-Water
	Sprinkler and Foam-Water Spray Systems, 2011 edition.
<u>n.</u>	NFPA 17, Standard for Dry Chemical Extinguishing
	Systems, 2013 edition.
<u>0.</u>	NFPA 17A, Standard for Wet Chemical Extinguishing
—	Systems, 2013 edition.
<u>p.</u>	NFPA 20, Standard for the Installation of Stationary
<u>-</u>	Pumps for Fire Protection, 2013 edition.
<u>q.</u>	NFPA 22, Standard for Water Tanks for Private Fire
- <u></u> -	Protection, 2013 edition.
<u>r.</u>	NFPA 24, Standard for the Installation of Private Fire
	Service Mains and Their Appurtenances, 2013 edition.
<u>s.</u>	NFPA 25, Standard for the Inspection, Testing, and
	Maintenance of Water-Based Fire Protection Systems,
	2014 edition.
<u>t.</u>	NFPA 30, Flammable and Combustible Liquids Code,
<u></u>	2015 edition.
<u>u.</u>	NFPA 30A, Code for Motor Fuel Dispensing Facilities and
<u></u>	Repair Garages, 2015 edition.
<u>V.</u>	NFPA 30B, Code for the Manufacture and Storage of
—	Aerosol Products, 2015 edition.
<u>W.</u>	NFPA 31, Standard for the Installation of Oil-Burning
	Equipment, 2011 edition.
<u>X.</u>	NFPA 32, Standard for Dry cleaning Plants, 2011 edition.
_	NFPA 1, 2015 edition: Florida Amendments
<u>y.</u>	NFPA 33, Standard for Spray Application Using
—	Flammable or Combustible Materials, 2011 edition.
<u>Z.</u>	NFPA 34, Standard for Dipping, Coating, and Printing
	Processes Using Flammable or Combustible Liquids,
	<u>2011 edition.</u>
<u>aa.</u>	NFPA 35, Standard for the Manufacture of Organic
	Coatings, 2011 edition.
<u>bb.</u>	NFPA 36, Standard for Solvent Extraction Plants, 2013
	edition.
<u>cc.</u>	NFPA 37, Standard for the Installation and Use of
	Stationary Combustion Engines and Gas Turbines, 2015
	edition.
<u>dd.</u>	NFPA 40, Standard for the Storage and Handling of
	Cellulose Nitrate Film, 2011 edition.
<u>ee.</u>	NFPA 45, Standard on Fire Protection for Laboratories
	Using Chemicals, 2011 edition.
<u>ff.</u>	NFPA 51, Standard for the Design and Installation of
	Oxygen-Fuel Gas Systems for Welding, Cutting, and
	Allied Processes, 2013 edition.
<u>gg.</u>	NFPA 51A, Standard for Acetylene Cylinder Charging

	Plants, 2012 edition.
hh.	NFPA 51B, Standard for Fire Prevention During Welding,
	Cutting, and Other Hot Work, 2014 edition.
<u>ii.</u>	NFPA 52, Vehicular Gaseous Fuel Systems Code, 2013
	edition.
<u>jj.</u>	NFPA 54, National Fuel Gas Code, 2015 edition.
<u>kk.</u>	NFPA 55, Compressed Gases and Cryogenic Fluids Code,
	2013 edition.
<u>11.</u>	NFPA 58, Liquefied Petroleum Gas Code, 2014 edition.
<u>mm.</u>	NFPA 59, Utility LP-Gas Plant Code, 2015 edition.
<u>nn.</u>	NFPA 59A, Standard for the Production, Storage, and
<u></u>	Handling of Liquefied Natural Gas (LNG), 2013 edition.
<u>00.</u>	NFPA 61, Standard for the Prevention of Fires and Dust
<u>00.</u>	Explosions in Agricultural and Food Processing Facilities,
	2013 edition.
nn	NFPA 68, Standard on Explosion Protection by
<u>pp.</u>	Deflagration Venting, 2013 edition.
00	NFPA 69, Standard on Explosion Prevention Systems,
<u>qq.</u>	2014 edition.
rr	NFPA 70®, National Electrical Code®, 2014 edition.
<u>rr.</u>	NFPA 72®, National Fire Alarm and Signaling Code, 2013
<u>ss.</u>	edition.
++	NFPA 75, Standard for the Fire Protection of Information
<u>tt.</u>	Technology Equipment, 2013 edition.
,,,,,	NFPA 76, Standard for the Fire Protection of
<u>uu.</u>	Telecommunications Facilities, 2012 edition.
1717	NFPA 80, Standard for Fire Doors and Other Opening
<u>VV.</u>	Protectives, 2013 edition.
*****	NFPA 82, Standard on Incinerators and Waste and Linen
<u>ww.</u>	Handling Systems and Equipment, 2014 edition.
3737	NFPA 85, Boiler and Combustion Systems Hazards Code,
<u>XX.</u>	
1777	2011 edition.
<u>yy.</u>	NFPA 86, Standard for Ovens and Furnaces, 2015
77	edition.
<u>ZZ.</u>	NFPA 88A, Standard for Parking Structures, 2015
000	edition.
<u>aaa.</u>	NFPA 90A, Standard for the Installation of Air-
հհհ	Conditioning and Ventilating Systems, 2015 edition.
<u>bbb.</u>	NFPA 90B, Standard for the Installation of Warm Air
	Heating and Air-Conditioning Systems, 2015 edition.
<u>ccc.</u>	NFPA 91, Standard for Exhaust Systems for Air
	Conveying of Vapors, Gases, Mists, and Noncombustible
444	Particulate Solids, 2010 edition.
<u>ddd.</u>	NFPA 92, Standard for Smoke Control Systems, 2012
<u></u>	edition.
<u>eee.</u>	NFPA 96, Standard for Ventilation Control and Fire

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	Protection of Commercial Cooking Operations, 2014									
	edition.									
<u>fff.</u>	NFPA 99, Health Care Facilities Code, 2015 edition.									
<u>ggg.</u>	NFPA 101 [®] , Life Safety Code [®] , 2015 edition. NFPA 1,									
	2015 edition: Florida Amendments									
<u>hhh.</u>	NFPA 102, Standard for Grandstands, Folding and									
	Telescopic Seating, Tents, and Membrane Structures,									
	2011 edition.									
<u>iii.</u>	NFPA 105, Standard for Smoke Door Assemblies and									
	Other Opening Protectives, 2013 edition.									
<u>jiji.</u>	NFPA 110, Standard for Emergency and Standby Power									
<u></u>	Systems, 2013 edition.									
kkk.	NFPA 111, Standard on Stored Electrical Energy									
	Emergency and Standby Power Systems, 2013 edition.									
111.	NFPA 120, Standard for Fire Prevention and Control in									
	Coal Mines, 2010 edition.									
mmm.	NFPA 122, Standard for Fire Prevention and Control in									
<u>_</u>	Metal/Nonmetal Mining and Metal Mineral Processing									
	Facilities, 2010 edition.									
<u>nnn.</u>	NFPA 130, Standard for Fixed Guideway Transit and									
	Passenger Rail Systems, 2014 edition.									
<u>000.</u>	NFPA 140, Standard on Motion Picture and									
	Television Production Studio Soundstages,									
	Approved Production Facilities, and Production									
	Locations, 2013 edition									
ppp.	NFPA 150, Standard on Fire and Life Safety in Animal									
<u> </u>	Housing Facilities, 2013 edition.									
<u>qqq.</u>	NFPA 160, Standard for the Use of Flame Effects Before									
<u></u>	an Audience, 2011 edition.									
<u>rrr.</u>	NFPA 170, Standard for Fire Safety and Emergency									
	Symbols, 2012 edition.									
SSS.	NFPA 204, Standard for Smoke and Heat Venting, 2012									
	edition.									
<u>ttt.</u>	NFPA 211, Standard for Chimneys, Fireplaces, Vents,									
	and Solid Fuel-Burning Appliances, 2013 edition.									
<u>uuu.</u>	NFPA 220, Standard on Types of Building Construction,									
	<u>2015 edition.</u>									
<u>vvv.</u>	NFPA 221, Standard for High Challenge Fire Walls, Fire									
	Walls, and Fire Barrier Walls, 2015 edition.									
www.	NFPA 232, Standard for the Protection of Records, 2012									
	edition.									
<u>XXX.</u>	NFPA 241, Standard for Safeguarding Construction,									
	Alteration, and Demolition Operations, 2013 edition.									
<u>yyy.</u>	NFPA 252, Standard Methods of Fire Tests of Door									
	Assemblies, 2012 edition.									

<u>ZZZ.</u>	NFPA 253, Standard Method of Test for Critical Radiant Flux of Floor Covering Systems Using a Radiant Heat
<u>aaaa.</u>	Energy Source, 2011 edition. NFPA 257, Standard on Fire Test for Window and Glass Block Assemblies, 2012 edition.
<u>bbbb.</u>	<u>NFPA 259, Standard Test Method for Potential Heat of</u> <u>Building Materials, 2013 edition.</u>
<u>cccc.</u>	NFPA 260, Standard Methods of Tests and Classification System for Cigarette Ignition Resistance of Components
<u>dddd.</u>	of Upholstered Furniture, 2013 edition. NFPA 261, Standard Method of Test for Determining Resistance of Mock-Up Upholstered Furniture Material Assemblies to Ignition by Smoldering Cigarettes, 2013
<u>eece.</u>	edition. NFPA 265, Standard Methods of Fire Tests for Evaluating Room Fire Growth Contribution of Textile or Expanded Vinyl Wall Coverings on Full Height Panels and Walls,
<u>ffff.</u>	<u>2011 edition.</u> <u>NFPA 286, Standard Methods of Fire Tests for Evaluating</u> <u>Contribution of Wall and Ceiling Interior Finish to Room</u> Fire Growth, 2011 edition.
gggg.	<u>NFPA 288, Standard Methods of Fire Tests of Horizontal</u> <u>Fire Door Assemblies Installed in Horizontal in Fire</u> Resistance–Rated Assemblies, 2012 edition.
<u>hhhh.</u>	<u>NFPA 289, Standard Method of Fire Test for Individual</u> Fuel Packages, 2013 edition.
<u>iiii.</u>	<u>NFPA 302, Fire Protection Standard for Pleasure and</u> Commercial Motor Craft, 2015 edition.
<u>jiji.</u>	NFPA 303, Fire Protection Standard for Marinas and Boatyards, 2011 edition.
<u>kkkk.</u>	NFPA 307, Standard for the Construction and Fire Protection of Marine Terminals, Piers, and Wharves, 2011 edition.
<u>1111.</u>	NFPA 312, Standard for Fire Protection of Vessels During Construction, Conversion, Repair, and Lay-Up, 2011
<u>mmmm.</u>	edition. NFPA 318, Standard for the Protection of Semiconductor Fabrication Facilities, 2015 edition. NFPA 1, 2015 edition: Florida Amendments
<u>nnnn.</u>	<u>NFPA 326, Standard for the Safeguarding of Tanks and</u> Containers for Entry, Cleaning, or Repair, 2010 edition.
<u>0000.</u>	<u>NFPA 385, Standard for Tank Vehicles for Flammable</u> and Combustible Liquids, 2012 edition.
<u>pppp.</u> <u>qqqq.</u>	<u>NFPA 400, Hazardous Materials Code, 2013 edition.</u> <u>NFPA 407, Standard for Aircraft Fuel Servicing, 2012</u> <u>edition.</u>

<u>rrrr.</u>	NFPA 408, Standard for Aircraft Hand Portable Fire				
	Extinguishers, 2010 edition.				
<u>SSSS.</u>	NFPA 409, Standard on Aircraft Hangars, 2011 edition.				
<u>tttt.</u>	NFPA 410, Standard on Aircraft Maintenance, 2010 edition.				
uuuu.	NFPA 415, Standard on Airport Terminal Buildings,				
<u>uuuu.</u>	Fueling Ramp Drainage, and Loading Walkways, 2013				
	edition.				
vvvv.	NFPA 418, Standard for Heliports, 2011 edition.				
wwww.	NFPA 430, Code for the Storage of Liquid and Solid				
<u></u>	Oxidizers, 2004 edition				
<u>xxxx.</u>	NFPA 472, Standard for Competence of Responders to				
<u>//////.</u>	Hazardous Materials/Weapons of Mass Destruction				
	Incidents, 2013 edition.				
	NFPA 484, Standard for Combustible Metals, 2015				
<u>yyyy.</u>	edition.				
7777	NFPA 495, Explosive Materials Code, 2013 edition.				
<u>ZZZZ.</u>	NFPA 498, Standard for Safe Havens and Interchange				
<u>aaaaa.</u>	Lots for Vehicles Transporting Explosives, 2013 edition.				
bbbbb.	NFPA 501, Standard on Manufactured Housing, 2013				
<u>.00000.</u>	edition.				
ccccc.	NFPA 501A, Standard for Fire Safety Criteria for				
	Manufactured Home Installations, Sites, and				
	Communities, 2013 edition.				
ddddd.	NFPA 502, Standard for Road Tunnels, Bridges, and				
<u>uuuu.</u>	Other Limited Access Highways, 2014 edition.				
00000	NFPA 505, Fire Safety Standard for Powered Industrial				
<u>eeeee.</u>	Trucks Including Type Designations, Areas of Use,				
	Conversions, Maintenance, and Operations, 2013				
	edition.				
fffff.	NFPA 551, Guide for the Evaluation of Fire Risk				
<u>11111.</u>	Assessments, 2016 edition.				
ααααα	NFPA 601, Standard for Security Services in Fire Loss				
ggggg.	Prevention, 2010 edition.				
hhhhh.	NFPA 654, Standard for the Prevention of Fire and Dust				
<u>1111111111.</u>	Explosions from the Manufacturing, Processing, and				
	Handling of Combustible Particulate Solids, 2013 edition.				
iiiii.	NFPA 655, Standard for Prevention of Sulfur Fires and				
<u>11111.</u>	Explosions, 2012 edition.				
<u>iiiii.</u>	NFPA 664, Standard for the Prevention of Fires and				
<u></u>	Explosions in Wood Processing and Woodworking				
	Facilities, 2012 edition.				
kkkkk.	NFPA 701, Standard Methods of Fire Tests for Flame				
	Propagation of Textiles and Films, 2010 edition.				
11111.	NFPA 703, Standard for Fire Retardant–Treated Wood				
	and Fire-Retardant Coatings for Building Materials, 2015				

<u>mmmmm.</u>	edition. NFPA 704, Standard System for the Identification of the Hazards of Materials for Emergency Response, 2012 edition.							
<u>nnnnn.</u>	NFPA 720, Standard for the Installation of Carbon Monoxide (CO) Detection and Warning Equipment, 2015							
<u>00000.</u>	<u>edition.</u> <u>NFPA 750, Standard on Water Mist Fire Protection</u> Systems, 2015 edition.							
ppppp.	NFPA 780, Standard for the Installation of Lightning Protection Systems, 2014 edition.							
<u>qqqqq.</u>	NFPA 801, Standard for Fire Protection for Facilities Handling Radioactive Materials, 2013 edition.							
<u>rrrrr.</u>	NFPA 909, Code for the Protection of Cultural Resource Properties — Museums, Libraries, and Places of Worship, 2013 edition.							
<u>SSSSS.</u>	NFPA 914, Code for Fire Protection of Historic Structures, 2010 edition. NFPA 1, 2015 edition: Florida Amendments							
<u>ttttt.</u>	NFPA 1031, Standard for Professional Qualifications for Fire Inspector and Plan Examiner, 2014 edition.							
uuuuu.	NFPA 1122, Code for Model Rocketry, 2013 edition.							
vvvvv.	NFPA 1123, Code for Fireworks Display, 2010 edition.							
wwwww.	NFPA 1124, Code for the Manufacture, Transportation,							
<u></u>	Storage, and Retail Sales of Fireworks and Pyrotechnic Articles, 2006 edition.							
<u>XXXXX.</u>	<u>NFPA 1125, Code for the Manufacture of Model Rocket</u> <u>and High Power Rocket Motors, 2012 edition.</u>							
<u> </u>	<u>NFPA 1126, Standard for the Use of Pyrotechnics Before</u> <u>a Proximate Audience, 2011 edition.</u>							
ZZZZZ,	NFPA 1127, Code for High Power Rocketry, 2013 edition.							
<u>aaaaaa.</u>	NFPA 1142, Standard on Water Supplies for Suburban							
	and Rural Fire Fighting, 2012 edition.							
<u>bbbbbb.</u>	NFPA 1144, Standard for Reducing Structure Ignition							
	Hazards from Wildland Fire, 2013 edition.							
<u>cccccc.</u>	NFPA 1192, Standard on Recreational Vehicles, 2015							
	edition.							
dddddd.	NFPA 1194, Standard for Recreational Vehicle Parks and							
	Campgrounds, 2014 edition.							
eeeeee.	NFPA 1221, Standard for the Installation, Maintenance,							
	and Use of Emergency Services Communications							
	Systems, 2016 edition.							
ffffff.	NFPA 1963, Standard for Fire Hose Connections, 2014							
	edition.							
σσσσσσ	NFPA 2001, Standard on Clean Agent Fire Extinguishing							
<u>gggggg.</u>	Systems, 2012 edition.							
<u>hhhhhh.</u>	NFPA 2010, Standard for Fixed Aerosol Fire							

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	Extinguishing Systems, 2010 edition.
<u>iiiiii.</u>	NFPA 2113, Standard on Selection, Care, Use, and
	Maintenance of Flame-Resistant Garments for Protection
	of Industrial Personnel Against Flash Fire, 2012 edition.
<u>jijiji.</u>	NFPA 5000 [®] , Building Construction and Safety Code [®] ,
	2012 edition. 2.3.21 Other Publications. Webster's Third
	New International Dictionary of the English Language,
	Unabridged Merriam Webster's Collegiate Dictionary,
	11th edition 2.4 References for Extracts in Mandatory
	Sections
kkkkkk.	NFPA 10, Standard for Portable Fire Extinguishers, 2013
	edition.
111111.	NFPA 13, Standard for the Installation of Sprinkler
	Systems, 2013 edition.
mmmmmm.	NFPA 14, Standard for the Installation of Standpipe and
<u> </u>	Hose Systems, 2013 edition.
<u>nnnnnn.</u>	NFPA 20, Standard for the Installation of Stationary
	Pumps for Fire Protection, 2013 edition.
000000.	NFPA 25, Standard for the Inspection, Testing, and
	Maintenance of Water-Based Fire Protection Systems,
	2014 edition.
<u>pppppp.</u>	NFPA 30, Flammable and Combustible Liquids Code,
<u>+ + + + + + + + + + + + + + + + + + + </u>	2015 edition.
<u>qqqqqq.</u>	NFPA 30A, Code for Motor Fuel Dispensing Facilities and
	<u>Repair Garages, 2015 edition.</u>
<u>rrrrrr.</u>	NFPA 30B, Code for the Manufacture and Storage of
	Aerosol Products, 2015 edition.
SSSSSS.	NFPA 31, Standard for the Installation of Oil-Burning
	Equipment, 2011 edition.
<u>tttttt.</u>	NFPA 33, Standard for Spray Application Using
	Flammable or Combustible Materials, 2011 edition.
<u>uuuuuu.</u>	NFPA 34, Standard for Dipping, Coating, and Printing
	Processes Using Flammable or Combustible Liquids,
	<u>2011 edition.</u>
<u>VVVVVV.</u>	NFPA 45, Standard on Fire Protection for Laboratories
	Using Chemicals, 2011 edition.
<u>wwwwww.</u>	NFPA 51B, Standard for Fire Prevention During Welding,
	Cutting, and Other Hot Work, 2014 edition.
<u>XXXXXX.</u>	NFPA 52, Vehicular Gaseous Fuel Systems Code, 2013
	edition. NFPA 1, 2015 edition: Florida Amendments
<u> </u>	NFPA 55, Compressed Gases and Cryogenic Fluids Code,
	2013 edition.
<u>ZZZZZZ.</u>	NFPA 58, Liquefied Petroleum Gas Code, 2014 edition.
<u>aaaaaaa.</u>	NFPA 59A, Standard for the Production, Storage, and
հեհեհե	<u>Handling of Liquefied Natural Gas (LNG), 2013 edition.</u> NFPA 61, Standard for the Prevention of Fires and Dust
<u>bbbbbbb.</u>	MITA 01, Standard for the Flevention of Flies and Dust

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	Explosions in Agricultural and Food Processing Facilities,								
	<u>2013 edition.</u>								
cccccc.	NFPA 68, Standard on Explosion Protection by								
	Deflagration Venting, 2013 edition.								
<u>dddddd.</u>	NFPA 69, Standard on Explosion Prevention Systems,								
	<u>2014 edition.</u>								
eeeeee.	<u>NFPA 70®, National Electrical Code®, 2014 edition.</u>								
<u>fffffff.</u>	NFPA 72®, National Fire Alarm and Signaling Code, 2013								
	edition.								
<u>ggggggg.</u>									
	Protectives, 2013 edition.								
<u>hhhhhhh.</u>	NFPA 88A, Standard for Parking Structures, 2015								
	edition.								
<u>iiiiiii.</u>	NFPA 90A, Standard for the Installation of Air-								
	Conditioning and Ventilating Systems, 2015 edition.								
<u>jjjjjj.</u>	NFPA 96, Standard for Ventilation Control and Fire								
	Protection of Commercial Cooking Operations, 2014								
	edition.								
<u>kkkkkkk.</u>	NFPA 101®, Life Safety Code®, 2015 edition.								
<u>1111111.</u>	NFPA 102, Standard for Grandstands, Folding and								
	Telescopic Seating, Tents, and Membrane Structures,								
	2011 edition.								
<u>mmmmmmm.</u>	NFPA 140, Standard on Motion Picture and Television								
	Production Studio Soundstages, Approved Production								
	Facilities, and Production Locations, 2013 edition.								
<u>nnnnnnn.</u>	NFPA 211, Standard for Chimneys, Fireplaces, Vents,								
	and Solid Fuel–Burning Appliances, 2013 edition.								
0000000.	<u>NFPA 220, Standard on Types of Building Construction</u> , 2015 edition.								
	NFPA 241, Standard for Safeguarding Construction,								
<u>ppppppp.</u>	Alteration, and Demolition Operations, 2013 edition.								
000000	NFPA 303, Fire Protection Standard for Marinas and								
<u>qqqqqq</u> .	Boatyards, 2011 edition.								
rrrrrr	NFPA 307, Standard for the Construction and Fire								
<u>rrrrrr.</u>	Protection of Marine Terminals, Piers, and Wharves, 2011								
	edition.								
SSSSSSS.	NFPA 312, Standard for Fire Protection of Vessels During								
0000000.	Construction, Conversion, Repair, and Lay-Up, 2011								
	edition.								
ttttttt.	NFPA 318, Standard for the Protection of Semiconductor								
	Fabrication Facilities, 2015 edition.								
uuuuuuu.	NFPA 400, Hazardous Materials Code, 2013 edition.								
<u>vvvvvvv.</u>	NFPA 402, Guide for Aircraft Rescue and Fire-Fighting								
<u> </u>	Operations, 2013 edition.								
wwwwwww.	NFPA 407, Standard for Aircraft Fuel Servicing, 2012								
<u> </u>	edition.								

<u>xxxxxxx.</u>	NFPA 415, Standard on Airport Terminal Buildings,
	Fueling Ramp Drainage, and Loading Walkways, 2013
	edition.
<u>yyyyyyy.</u>	NFPA 418, Standard for Heliports, 2011 edition.
ZZZZZZZ.	NFPA 472, Standard for Competence of Responders to
	Hazardous Materials/Weapons of Mass Destruction
	Incidents, 2013 edition.
<u>aaaaaaaa.</u>	NFPA 654, Standard for the Prevention of Fire and Dust
	Explosions from the Manufacturing, Processing, and
	Handling of Combustible Particulate Solids, 2013 edition.
<u>bbbbbbbb.</u>	NFPA 805, Performance-Based Standard for Fire
	Protection for Light Water Reactor Electric Generating
	Plants, 2010 edition.
ccccccc.	NFPA 914, Code for Fire Protection of Historic Structures,
	<u>2010 edition.</u>
<u>ddddddd.</u>	NFPA 1031, Standard for Professional Qualifications for
	Fire Inspector and Plan Examiner, 2014 edition. NFPA 1,
	2015 edition: Florida Amendments
eeeeeee.	NFPA 1124, Code for the Manufacture, Transportation,
	Storage, and Retail Sales of Fireworks and Pyrotechnic
	Articles, 2006 edition.
<u>ffffffff.</u>	NFPA 1141, Standard for Fire Protection Infrastructure
	for Land Development in Wildland, Rural, and Suburban
	Areas, 2012 edition.
<u>gggggggg.</u>	NFPA 1144, Standard for Reducing Structure Ignition
	Hazards from Wildland Fire, 2013 edition.

Section 3. Severability. If any provision or portion of this ordinance is declared by any court of competent jurisdiction to be void, unconstitutional or unenforceable, then all remaining provisions and portions of this ordinance shall remain in full force and effect.

Section 4. Conflict. All ordinances or portions of ordinances in conflict with this ordinance are hereby repealed to the extent of such conflict.

Section 5. Codification. It is the intention of the City Council of the City of Lake, City, Florida, that the provisions of this ordinance shall become and be made part of the Code of the City of Lake City, Florida.

[Remainder of this page intentionally left blank.]

Section 6. Effective Date. This ordinance shall become effective upon adoption.

PASSED on the first reading this _____ day of ______, 2021.

 NOTICE PUBLISHED on the _____ day of ______, 2021.

 PASSED AND ADOPTED on the second and final reading this _____ day of ______, 2021.

 _______, 2021.

CITY OF LAKE CITY, FLORIDA

By: _____

Stephen M. Witt, Mayor

ATTEST:

APPROVED AS TO FORM AND LEGALITY:

By: ____

Audrey E. Sikes, City Clerk

By: _____

Frederick L. Koberlein, Jr., City Attorney

File Attachments for Item:

3. City Council Resolution No. 2021-005 - A resolution of the City Council of the City of Lake City, Florida, authorizing the execution of the First Amendment to the current Collective Bargaining Agreement with the Florida State Fraternal Order of Police, Inc., providing for a pay plan that affords automatic increases in pay to represented law enforcement officers.

CITY COUNCIL RESOLUTION NO. 2021-005

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE CITY, FLORIDA, AUTHORIZING THE EXECUTION OF THE FIRST AMENDMENT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT WITH THE FLORIDA STATE FRATERNAL ORDER OF POLICE, INC., PROVIDING FOR A PAY PLAN THAT AFFORDS AUTOMATIC INCREASES IN PAY TO REPRESENTED LAW ENFORCEMENT OFFICERS.

WHEREAS, during 2019, the City of Lake City, Florida (hereinafter the "City") and the Florida State Fraternal Order of Police, Inc. (hereinafter "FOP") negotiated and entered into a collective bargaining agreement titled *Agreement between the City of Lake City and [the] The Florida State Lodge Fraternal Order of Police, Inc.* (hereinafter the "Agreement") pursuant to City Council Resolution No. 2019-153; and

WHEREAS, the City administration and FOP have determined that an amendment to the Agreement is needed, a copy of which is attached hereto as "Exhibit A", that affords represented law enforcement officers with automatic pay increases based on years of service (see the *Memorandum* attached hereto as "Exhibit B"; and

WHEREAS, the City Council finds it to be in the best interests of the City to amend the Agreement by executing the First Amendment to the Agreement.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LAKE CITY, FLORIDA, AS FOLLOWS:

Section 1. The above recitals are adopted and hereby incorporated by reference.

Section 2. The City is hereby authorized to execute and enter into the First Amendment to the Agreement.

Section 3. The City Manager and City Attorney are authorized to make such reasonable changes and modifications to the First Amendment as may be deemed necessary to be in the best interest of the City and its citizens. The Mayor is authorized and directed to execute and deliver the Amendment in the name and on behalf of the City, with such changes, amendments, modifications, omissions, and additions made by the City Manager and City Attorney. Execution

by the Mayor and FOP shall be deemed to be conclusive evidence of approval of such changes, amendments, modifications, omissions, and additions.

Section 4. This resolution shall take effect immediately.

PASSED AND ADOPTED by the City Council on the ____ day of January 2021.

CITY OF LAKE CITY, FLORIDA

By: ____

Stephen M. Witt, Mayor

ATTEST:

APPROVED AS TO FORM AND LEGALITY:

By:

Audrey E. Sikes, City Clerk

By: _

Frederick L. Koberlein, Jr., City Attorney

EXHIBIT A

AMENDMENT NUMBER ONE TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND FLORIDA STATE FRATERNAL ORDER OF POLICE, INC.

THIS AMENDMENT NUMBER ONE (the "Amendment") is made and entered into in duplicate and shall be effective October 1, 2020, by and between the CITY OF LAKE CITY, FLORIDA, a municipal corporation (herein "City"), and Florida State Fraternal Order of Police, Inc. (herein "FOP").

RECITALS

WHEREAS, the City and FOP entered into a collective bargaining agreement dated titled Agreement between the City of Lake City and [the] The Florida State Lodge Fraternal Order of Police, Inc. (the "Agreement"); and

WHEREAS, the Agreement is effective October 1, 2019 through September 30, 2021, with respect to wages, hours, and terms and conditions of employment for City Police Officers; and

WHEREAS, the Agreement was approved and authorized by City Council Resolution No. 2019-153; and

WHEREAS, the city administration and FOP have determined that a change to section "11.1 Across-the-Board-Increases (ATB)" is needed; and

WHEREAS, the city administration and FOP desire that certain changes be made in said Agreement to more accurately reflect the understanding of the parties thereto; and

WHEREAS, the City Council finds that adoption of the recommended changes as recommended by the city administration and FOP are in the City's best interests.

NOW, THEREFORE, for and in consideration of the mutual covenants set forth herein, the City and FOP agree as follows:

Section 1: Article 11 of the Agreement titled "Salaries" is hereby amended to include an updated version of "Schedule A", a copy of which is attached hereto.

Section 2: This Amendment shall be effective on the 1st day of October, 2020.

Section 3: Except as amended by this Amendment, all the terms and conditions of the Agreement shall remain in full forces and effect.

IN WITNESS WHEREOF, the City has executed this Amendment on the <u>day</u>

of _____, 2021.

CITY OF LAKE CITY, FLORIDA

By: ______ Stephen M. Witt, Mayor APPROVED AS TO FORM AND LEGALITY:

ATTEST:

By: _____

Audrey E. Sikes, City Clerk

By: _____ Frederick L. Koberlein, Jr., City Attorney

IN WITNESS WHEREOF, the FOP has executed this Amendment on the _____ day of ______, 2021.

Signed, sealed and delivered: In the presence of: FLORIDA STATE FRATERNAL ORDER OF POLICE, INC.

Witness

By: _____

ATTEST: _____

(Type or print name)

Witness

(Type or print name)

SCHEDULE A

Tentatively Agreed Pay Proposal

11.1 The following pay matrix will be effective October 1, 2020 except for officers with less than 90 days' continuous service on October 1, 2020 and those hired after that date.

			STEP	STEP										
			A	В	C	D	E	F	G	Н	1	J	K	L
	Low	High			1	2	3	4	5	6	7	8	9	10
10	\$32,821.75	\$50,527.57	\$32,821.75	\$34,134.62	\$35,500.00	\$36,920.00	\$38,396.80	\$39,932.67	\$41,529.98	\$43,191.18	\$44,918.83	\$46,715.58	\$48,584.20	\$50,527.5
11	\$37,275.00	\$52,548.67			\$37,275.00	\$38,396.80	\$39,932.67	\$41,529.98	\$43,191.18	\$44,918.83	\$46,715.58	\$48,584.20	\$50,527.57	\$52,548.6
12	\$39,138.75	\$54,650.62			\$39,138.75	\$39,932.67	\$41,529.98	\$43,191.18	\$44,918.83	\$46,715.58	\$48,584.20	\$50,527.57	\$52,548.67	\$54,650.6
13	\$41,529.98	\$59,110.11			\$41,529.98	\$43,191.18	\$44,918.83	\$46,715.58	\$48,584.20	\$50,527.57	\$52,548.67	\$54,650.62	\$56,836.64	\$59,110.1

- Grade 10 applies to patrol officers working an 84 hour pay period.
- Grade 11 applies to officers assigned to Traffic Oriented Policing (TOP) and Criminal Interdiction Unit (CIU), who work an 84 hour pay period. This change in Grade for such personnel supplants additional pay for them provided in Article 6.
- Grade 12 applies to Investigators, Crime Prevention Officer, and Accreditation, who work an 80 hour pay period.
- Grade 13 applies to First Line Supervisors (Sergeants) assigned to both 80 and 84 hour pay periods.
- Employees will be slotted in the above pay plan such that they will receive no more or less than a 2% increase over their ending pay under the immediate past agreement.

Officers, through change of assignment, changing from Grade 10 to either Grade 11 or 12, would remain at their current step, based on years of service, in the appropriate Grade. Officers receiving a promotion in rank to Grade 13 would receive at least a 4% pay increase.

On September 30, 2021, officers who by then would have completed two years in the step they would have been in had they remained under the City's prior pay matrix without the above 2% increase will advance to the pay level of the step in the same grade in the above table which is immediately above their pay on September 29, 2021.

MEMORANDUM

TO:Fred KoberleinFROM:Eric J. HolshouserDATE:January 4, 2021RE:Ratification of FOP contract wage proposal

The attached is the City's proposal for an amendment to the wages section of its current contract with the Fraternal Order of Police ("FOP") which the FOP has agreed to and ratified. The current fiscal year (2020-21) is the final year of a three year contract with the FOP, and the wages provision of the contract is subject to an annual reopener. Florida law prohibits having union contracts longer than three years so the parties could not have an agreement that covered any time frame after September 30, 2021. City management recommends ratifying the attached proposal.

In the City's contract negotiations with the FOP, the parties had agreed to work toward implementing a step pay plan providing for automatic pay increases based on years of service. Both parties felt that doing so would enable the City to compete with other area law enforcement agencies for quality personnel as those other agencies already have step pay plans.

However, under current economic circumstances, City management determined that it could not increase wages in this current fiscal year (2020-21) more than the 2% increase provided to other City employees. As a result, for the current fiscal year, the City proposed providing only a 2% increase for those the FOP represents.

To show its good faith toward implementing a step plan in the future, the City proposed incorporating the FOP's proposed step pay plan table into the wages provision with idea that for the next three year agreement to begin on October 1, 2021, the parties would migrate toward slotting FOP represented employees into the step pay plan in the table set forth in the attached. The attached proposal begins to do that on the final day of the current contract by moving those who have not had a step increase for at least two years to a step just above their current pay. That affects only 11 employees and impacts only the final day of the current contract so the effect of it on the current fiscal year budget is negligible.

How pay moves toward the step pay plan reflected in the table in the attached during the term of the next contract is subject to negotiation of that contract which could include amending the table itself, and the next agreement will be subject to ratification by both the FOP members and the City Council. For now, the City Council must vote on whether to ratify the City's attached proposal providing for a 2% increase to police personnel in the current fiscal year.

File Attachments for Item:

4. Resolution No. 2021-007 - A resolution of the City Council of the City of Lake City, Florida authorizing the execution of an agreement with Audrey E. Sikes, City Clerk, in accordance with Section 306, of the City Charter to establish the employment conditions, compensation, benefits, and such other terms as are appropriate with the City Clerk position, and providing an effective date.

CITY COUNCIL RESOLUTION NO. 2021-007

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE CITY, FLORIDA AUTHORIZING THE EXECUTION OF AN AGREEMENT WITH AUDREY E. SIKES, CITY CLERK, IN ACCORDANCE WITH SECTION 306, OF THE CITY CHARTER TO ESTABLISH THE EMPLOYMENT CONDITIONS, COMPENSATION, BENEFITS, AND SUCH OTHER TERMS AS ARE APPROPRIATE WITH THE CITY CLERK POSITION; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City Council by adoption of ordinance 2020-2158 proposed an amendment to section 306, Charter; and

WHEREAS, pursuant to the Charter and the general laws of the State of Florida, the City held an election, by referendum, on November 3, 2020 to consider the proposed amendment to section 306, Charter; and

WHEREAS, by a majority of the electors voting in said election the amendment to section 306, Charter passed; and

WHEREAS, in relevant part hereto section 306, Charter, provides, ... "[t]he council shall establish an appropriate contract for the city clerk, which shall contain the employment conditions, compensation, benefits and such other terms as may be appropriate"; and

WHEREAS, Audrey E. Sikes was appointed to the position of City Clerk of the City of Lake City, Florida (hereinafter the "City") on January 12, 2005 and continues to serve as the City Clerk; and

WHEREAS, Audrey E. Sikes and the City Council intend to comply with the requirements of section 306, Charter, and desire to memorialize their respective intentions in a written contract, a copy of which is attached hereto as Employment Agreement Between the City of Lake City, Florida and

Audrey E. Sikes (hereinafter "Contract" or "Agreement"); and

WHEREAS, the City Council finds that execution of the Agreement is in the best interests of the City and its citizens.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LAKE CITY, FLORIDA, AS FOLLOWS:

Section 1. The above recitals are true and accurate and are hereby

incorporated herein and made a part of this resolution.

Section 2. The City is hereby authorized to accept the terms and conditions of the Agreement.

Section 3. The Mayor is authorized and directed to execute and deliver

the Agreement in the name and on behalf of the City.

Section 4. This resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED at a meeting of the City Council this _____ day of January 2021.

CITY OF LAKE CITY, FLORIDA

By: _____

Stephen M. Witt, Mayor

ATTEST

APPROVED AS TO FORM AND LEGALITY:

By:

Audrey E. Sikes, City Clerk

By:

Frederick L. Koberlein, Jr., City Attorney

EMPLOYMENT AGREEMENT BETWEEN THE CITY OF LAKE CITY, FLORIDA AND AUDREY E. SIKES

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EMPLOYMENT AGREEMENT BETWEEN

THE CITY OF LAKE CITY, FLORIDA AND AUDREY E. SIKES

THIS EMPLOYMENT AGREEMENT, made and entered into this <u>day</u> of January 2021, by and between the City of Lake City, Florida, a municipal corporation, (hereinafter called "Employer" or "City") and Audrey E. Sikes, (hereinafter called "Employee", or "City Clerk").

WITNESSETH:

WHEREAS, Employee has been employed by the City of Lake City since February 14, 2000; and

WHEREAS, Employee was appointed as the City Clerk on January 12, 2005 with an effective date of February 22, 2005; and

WHEREAS, Employee has achieved the professional designation of Master Municipal Clerk from the International Institute of Municipal Clerks which currently only 147 municipal clerks in Florida have obtained; and

WHEREAS, Employee has achieved the professional designation of Florida Certified Records Manager from the Florida Records Management Association; and

WHEREAS, on November 3, 2020 the voters of Columbia County passed a Charter Amendment to Section 306, of the City Charter titled "Duties of the city clerk"; and

WHEREAS, Section 306, of the City Charter provides that the City Council shall establish an appropriate contract for the Charter office of the City Clerk, which shall contain the employment conditions, compensation, benefits, and such other terms as may be appropriate; and

WHEREAS, Section 1.02, of the *City of Lake City, Florida Amended and Restated Personnel Manual, Policy 2014-01* (hereinafter the "Personnel Manual") covers the City Clerk position and said Personnel Manual has been adopted by the City Council; and

WHEREAS, the City Council intends to, and by way of approving this Agreement does, provide precedence to this Agreement should any provision herein be found to be contrary to any provisions of the City's Personnel Manual; and

WHEREAS, it is the intent of the Employer and Employee to agree upon certain benefits, compensation, and employment conditions and memorialize such in this Agreement.

NOW THEREFORE, in consideration of the mutual promises and benefits set forth in this Agreement, the Employer and Employee agree as follows:

The above recitals are true and correct and are incorporated herein by reference. This Agreement supersedes any previous Agreement that may or may not exist between the Parties whether verbal, oral, implied, or in writing.

Section 1. <u>Term and Effective Date.</u>

- A. This Agreement shall be effective retroactively to January 1, 2021 and shall remain in effect until terminated by the Employer or by the Employee as provided herein.
- B. Employee's term of employment shall be indefinite, subject to the terms provided herein, the City Charter, and the City rules and regulations.
- C. Employee shall hold office at the pleasure of the City Council and nothing in this Agreement shall limit, or otherwise interfere with the right of the City Council to terminate the services of the Employee at any time. Nothing in this Agreement shall prevent, limit, or interfere with the right of Employee to resign from the employ of the City. Employee shall provide not less than sixty (60) days advance written notice to Employer unless otherwise mutually agreed upon.

Section 2. Duties.

- A. Employee shall have the duties, responsibilities, and powers of the City Clerk in accordance with the charter and code of ordinances and such other legally permissible and proper duties and functions as the City Council shall, from time to time assign.
- B. Employee agrees to perform all duties and responsibilities with reasonable care, diligence, skill, and expertise.
- C. Employee agrees to perform the duties and functions of the City Clerk to the best of Employee's ability and in a professional and competent manner.
- D. Employee agrees to uphold all City regulations and policies and abide by ethical standards and conduct.
- E. It shall be the duty of the City Clerk to employ, direct, assign, reassign, evaluate, and to accept resignations of all the employees of the City Clerk's office consistent with the established policies, ordinances, charter, state and federal laws.
- F. It shall be the duty of the City Clerk to organize, reorganize and arrange the staff of the City Clerk's Office and to develop and establish internal procedures which the City Clerk deems necessary

for the efficient and effective operation of the office consistent with established policies, ordinances, Charter, State and Federal Law.

- G. Employee shall devote such time, attention, knowledge, and skills necessary to faithfully perform the duties of the City Clerk. The Employee may, however, engage in educational and professional activities provided that such activities shall not interfere with the primary obligations to the Employer as its City Clerk.
- H. Employee will not engage in any other employment or business activity without specific prior approval of the Employer.
- I. The City Council and its members, as the governing body, both individually and collectively, shall refer in a timely manner all substantive criticisms and suggestions related to the City Clerk's Office and its employees to the City Clerk for study and appropriate action.

Section 3. <u>Hours of Work</u>. Employee shall be allowed reasonable flexibility and discretion to take time off during normal business hours for personal reasons provided that doing so does not interfere with the performance of the duties and responsibilities of the City Clerk. Employee shall keep the City Council fully informed in advance of all travel and activities that take the Employee out of the office for more than one business day at a time.

Section 4. Compensation.

- A. Base Salary: Employer agrees to pay Employee an annual base salary of \$95,000, payable in installments at the same time as other City employees are paid.
- B. Annually, at the end of each fiscal year, the City Council shall have the right to evaluate the performance of the Employee for the previous fiscal year using the attached City of Lake City, City Clerk Evaluation Form and define goals and performance objectives for the Employee for the upcoming fiscal year. The future goals and performance objectives will be based on aspects the City Council determines to be necessary for the proper operation of the City Clerk and the City Clerk's office and for the attainment of the City Council's objectives. The goals and objectives shall generally be attainable within the specified time limitations and given the annual operating and capital budgets and appropriations provided. The Employer agrees to determine any adjustment of compensation during the City's annual budget process and based upon the Employee's performance during the immediate past fiscal year. The Employer's failure to conduct an evaluation shall not constitute non-compliance with a material provision of this Agreement.

- C. In addition to any adjustment of compensation based upon performance, the Employee shall receive any annual cost-of-living adjustment if approved for all full-time City employees during the adoption of the City's budget.
- D. In addition to the base salary provided herein, Employee shall be entitled to all other benefits provided to all Department Directors of the City.

Section 5. <u>Benefits</u>. Employer shall provide benefits to Employee, at a minimum, equal to that which is provided to all other employees of the City. Employee shall receive no reduction in benefits as a result of this Agreement. The term "non-compensation benefit" shall include, but not be limited to: personal leave, health and life insurance, holidays with pay, and continued retirement plan participation. In addition, Employee shall receive:

- A. Dues and Subscriptions. Employer agrees to budget for and to pay for professional dues and subscriptions of the Employee necessary for continuation and full participation in national, regional, state and local associations and organizations necessary and desirable for the Employee's continued professional participation, growth and advancement and for the good of the Employer.
- B. Notary License. Employer agrees to budget for and to pay for Employee's Notary Public License.
- C. Professional Development. Employer agrees to budget for and to pay for travel and subsistence expenses of Employee for professional and official travel, meetings, and occasions to adequately continue the professional development of Employee and to pursue necessary official functions for Employer including but not limited to the Florida Association of City Clerks Summer Academy, Florida Association of City Clerk Fall Academy, Florida Records Management Association Conference, Florida League of Cities Annual Conference, IIMC International Institute of Municipal Clerk Annual Conference, International Institute of Municipal Clerks Region III Conference as well any additional required training to maintain professional designation of MMC and FCRM. Professional Development may also include training webinars, regional, state, and local governmental groups and committees in which Employee serves as a member. The payment of such expenses shall be in accordance with the City's travel policy, as amended from time to time, or as otherwise approved by the City Council. At a minimum, Employer shall budget for and pay for travel and subsistence expenses related to the professional designations of Employee as a Master Municipal Clerk as designated by the International Institute

of Municipal Clerks, and as a Florida Certified Records Manager as designated by the Florida Records Management Association.

- D. Reimbursement of General Expenses. The Employer recognizes that certain expenses of a non-personal but employment related nature may be incurred by Employee and agrees to reimburse or to pay said general expenses. The finance director is authorized to disburse such moneys upon receipt of duly executed expense vouchers, receipts, statements, or personal affidavits in accordance with the applicable procedures of the Employer.
- E. Tuition Assistance. Notwithstanding any sections of the Personnel Manual to the contrary, the Employee shall be authorized to take educational and training courses, at the expense of the Employer, to include college courses, for the purpose of employee development, education or training in order to promote the development of the employee, improve the quality of personal services rendered to the City, equip the employee for career service, and provide a reservoir of occupational skills necessary to meet current and future employment needs. Tuition assistance for college courses shall be submitted during the budget process for review and approval. Tuition assistance for college courses may be subject to repayment should the Employee not achieve a passing grade of "C" or above or if the Employee ceases employment within the time frame as indicated in the chart below.

Number of months of service from completion date of college course:

Months 0-6	100%
Months 7-12	75%
Months 13-18	50%
Months 19-23	25%
Months 24 +	0%

Employee will not be responsible for repayment of tuition assistance if terminated or paid severance.

F. Fitness Stipend. The Employer recognizes the importance that physical fitness has on health and wellness, therefore agrees to a \$50 per month stipend for use at a gym or fitness center.

Section 6. <u>Reduction of Benefits</u>. Employer shall not, at any time during the term of this Agreement, reduce the salary, compensation or other financial benefits of Employee, except in the case of such a reduction across the board for all City employees and then only in the same proportion to Department Directors.

Section 7. <u>Equipment</u>. The Employer shall provide the Employee, for business use, a laptop computer, software, tablet computer and mobile phone. Upon Employee's termination of employment, the equipment described shall be returned to the Employer within twenty-four (24) hours from the time of termination of employment.

Section 8. <u>**Retirement**</u>. The Employee shall be entitled to continue participation in the Florida Retirement System as Senior Management in the same manner as other Senior Management employees.

Section 9. <u>Disability.</u> If the Employee becomes permanently disabled or is otherwise unable to perform the duties and functions of the City Clerk because of sickness, accident, injury, mental incapacity or health for a period of one hundred eighty (180) days beyond any accrued leave, the Employer shall have the option to terminate this Agreement, subject to the severance pay section herein. Employee shall be compensated for any accrued sick leave, vacation, holidays, and other benefits.

Section 10. <u>Termination by City</u>. For the purpose of this Agreement, termination shall exclude the applicable section of the Personnel Manual and shall occur when one, or more, of the following occurs:

- A. The majority of the City Council votes to terminate Employee in accordance with the Charter or City Code at a properly posted and duly authorized public meeting.
- B. If the Employer reduces the base salary compensation or any other financial benefit of Employee, unless it is applied in no greater percentage than the average reduction of all Department Directors, such action shall constitute a breach of this agreement and will be regarded as a termination.
- C. If Employee resigns following an offer to accept resignation, whether formal or informal, by the City Council as representative of the majority of the City Council that Employee resign, then Employee may declare a termination as of the date of the suggestion.
- D. If a breach of contract is declared by either party with a thirty (30) day cure period for either Employee or the Employer. Written notice of a breach of contract shall be provided in accordance with the provisions of Section 15.

Section 11. <u>Severance</u>. Severance shall be paid to Employee when employment is terminated as defined in this section and Section 10, as follows:

- A. Employer shall provide a minimum severance payment equal to twenty (20) workweeks of salary at Employee's then current rate of pay. This severance shall be paid in a continuation of salary on the then existing pay period basis or in a lump sum payment, at the Employer's option.
- B. Employer shall pay the Employee for all accumulated annual leave and sick leave, subject to no depreciation or decreases, up to a maximum of five hundred (500) accumulated hours of each annual and sick leaves.
- C. Employee shall also receive, for a period of five (5) months posttermination, a continuation of all benefits to be paid by the City. Employee shall not be entitled to accumulate additional benefits post-termination.
- D. If Employee is terminated because of a felony conviction, or a plea of nolo contendere (no contest) or guilty to a felony charge, or for misconduct, as defined in section 443.036(29), F.S. (2020), then the City is not obligated to pay severance under this section.
- E. If the citizens or legislature acts to substantially amend any provisions of the City Charter or Code as such pertains to the role, powers, duties, authority, or responsibilities of the City Clerk position or that substantially changes the form of government the Employee shall have the right to declare that such amendments constitute termination and Employee shall be entitled to severance as provided for herein.
- F. Local and state laws and regulations shall control when any provisions within this section are found to be in conflict with such laws or regulations.

Section 12. <u>Termination by Employee</u>. The Employee may terminate this Agreement at any time by delivering notice to the Employer no later than sixty (60) days prior to the effective date of the termination. The Employee may terminate this Agreement due to:

A. Voluntary resignation. Employer shall pay the Employee all accrued compensation owed to the Employee up to and through the Employee's final day of employment. Additionally, Employer shall pay the Employee for all accumulated annual leave and sick leave, subject to no depreciation or decreases, up to a maximum of five hundred (500) accumulated hours of each annual and sick leaves. The Employer shall have no obligation to pay the severance listed in Section 11 of this Agreement, if the Employee voluntarily resigns.

B. If the Employer reduces the base salary, compensation or any other financial benefits of the Employee, such action shall constitute a breach of this Agreement and may be regarded as a termination unless the Employer enacts salary reductions for Department Directors and general employees to the same extent. In the latter event, the Employee's salary may be reduced accordingly, and such event shall not be an event of termination or breach of this Agreement. If regarded as a termination the Employee shall be entitled to severance as provided in Section 11 of this Agreement.

This subsection shall not prevent the Employee from collecting any compensation earned as a result of participation in the City's retirement program.

Section 13. Indemnification. Employer shall defend, save harmless, and indemnify the Employee against any action for any injury or damage suffered as a result of any act, event or omission of action that the City Council finds the Employee reasonably believed was in the scope of the Employee's duties or functions, unless Employee acted in bad-faith or with malicious purpose or in a manner exhibiting wanton and willful disregard of human rights, safety or property. The Employer will compromise and settle any such claim or lawsuit and pay the amount of any settlement or judgement rendered thereon. The Employer shall not be liable for the acts or omissions of the Employee committed while acting unreasonably outside the course and scope of any agreed duties, committed in bad-faith, with malicious purpose, or in a manner exhibiting wanton and willful disregard of human rights, safety, or property. In any instance where it is found that the Employee has acted in bad-faith, the Employee shall reimburse the Employer for any legal fees and expenses the Employer has incurred or otherwise paid for, or on behalf of, the Employee in connection with the charged conduct.

The Employer's obligation of indemnification shall extend beyond the termination of employment and the expiration of this Agreement to provide protection for any such acts undertaken or committed in the Employee's capacity as City Clerk; regardless of whether the notice of claim or filing of a lawsuit occurs during or following employment with the Employer.

Section 14. <u>Bonding</u>. The Employer agrees to bear the full cost of any fidelity or other bonds required of the Employee acting in the capacity of City Clerk under any policy, regulations, ordinances or law.

Section 15: <u>Notices</u>. Notice pursuant to this Agreement shall be provided by depositing such in the custody of the United States Postal Service, postage prepaid, and addressed as follows:

- A. EMPLOYER: City of Lake City, c/o Mayor, 205 N. Marion Ave., Lake City, FL 32055
- B. EMPLOYEE: Audrey E. Sikes, 205 N. Marion Ave., Lake City, FL 32055

Notice shall be deemed given as of the date of personal service or as the date of deposit of such written notice in the course of transmission in the United States Postal Service.

Section 16. General Provisions.

- A. The members of the City Council and Employee agree to work in the spirit of open communication, cooperation, and an atmosphere of mutual trust and support to attain shared goals.
- B. In the event of the death of Employee during the term of this Agreement, this Agreement shall automatically terminate and the Employer shall pay to Employee's surviving spouse or assigned beneficiaries an amount equal to the portion of Employee's salary to which Employee was entitled through the date of Employee's death; accrued sick and annual leave; life insurance benefits and any other applicable death benefits provided to the other Employees of the Employer; and transfer any retirement funds.
- C. This Agreement sets forth and establishes the entire understanding between the Employer and the Employee relating to the employment of the Employee by the Employer. Any prior discussions or representations by or between the Employer and Employee are merged into and rendered null and void by this Agreement. The Employer and Employee by mutual written agreement may amend any provision of this Agreement during the life of the mutual agreement. Such amendments shall be incorporated and made a part of this Agreement.
- D. In the event of any conflict between the terms, conditions and provisions of this Agreement and the provisions of the City's Personnel Manual or other rules and regulations then, unless otherwise prohibited by law, the terms of this Agreement shall take precedence over contrary provisions of the City's Personnel Manual or other rules and regulations or any such permissive law during the term of this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the respective dates set form below and each hereby acknowledges receipt of an executed copy of this Agreement.

CITY OF LAKE CITY, FLORIDA

Dated:

APPROVED AS TO FORM AND LEGALITY:

By: _____

By: ______ Fred Koberlein, Jr., City Attorney

EMPLOYEE

By: _____

Audrey E. Sikes, City Clerk

Dated:

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ATTEST:

Nikki Starling, Records Coordinator

APPENDIX 1

CITY CLERK EVALUATION FORM

Name			Date of	Hire		
Department]			
Job Title						
Reporting Period:	From:		То:]	
Employee's attendan	ce record	this period	l:			
Annual:	Sick:		Un	excused:		
			ard 3.6 - 4.8 1.2 - 2.4	Needs I Unsatis	mprovement factory	
II. Evaluation Criteria	ı (Please check	only one per ca	tegory)			
Knowledge of work:	1.2	2.4 🔲 3.6 🗖	4.8 6.0	7.2	3.4 🔲 9.6 🔲 10.8	12.0
Comments:						
Quality of work:	1.2	2.4 🔲 3.6 🗖	4.8 🔲 6.0	7.2	3.4 🔲 9.6 🔲 10.8	12.0
Comments:						
Quantity of work:	1.2	2.4 🔲 3.6 🗖	4.8 6.0	7,2 [8	3.4 9.6 10.8	12.0
Comments:						
Initiative:	□1.2 □ ;	2.4 🔲 3.6 🗖	4.8 🗌 6.0	7.2	3.4 9.6 10.8	12.0
Comments:						
Dependability:	1.2	2.4 🔲 3.6 🗌	4.8 🔲 6.0	7.2 [8	3.4 🔲 9.6 🗌 10.8	12.0
Comments:						

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Decision Ma	king:	1.2	2.4	3.6	4.8	6.0	7.2	8.4	9.6	10.8	12.0
Comments:											
Work Relatio	ons:	1.2	2.4	3.6	4.8	6.0	7.2	8.4	9.6	10.8	12.0
Comments:											
Public Relati	ions:	1 .2	2.4	3.6	4.8	6.0	7.2	8.4	9.6	10.8	12.0
Comments:											
III. Total Ger	ne <mark>ral Per</mark> l	forma	nce Ev	aluati	on:						
Legend: 9.6 - 19.2 = U 38.5 - 57.6 = 3 76.9 - 96 = Ot	Standard						= Nee = Abc			nent	
needen all and a second and a second		5									
IV. Supervise			(Please	check on	ly one pe	er catego	ery)				
2	ory Evalu	ation:						7.0	8.0	9.0	10.0
IV. Supervise	ory Evalu	ation:						7.0	8.0	9.0	10.0
IV. Superviso Supervisory	ory Evalu Control:	ation:	2.0	3.0	4.0	5.0					□ 10.0 □ 10.0
IV. Supervisory Supervisory Comments:	ory Evalu Control:	ation:	2.0	3.0	4.0	5.0	6.0				
IV. Supervisory Supervisory Comments: Leadership:	ory Evalu Control:	ation:	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	
IV. Supervisory Supervisory Comments: Leadership: Comments:	ory Evalu Control:	ation:	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0
IV. Supervisory Supervisory Comments: Leadership: Comments: Organizatio	ory Evalu Control: nal Skills	ation:	 □ 2.0 □ 2.0 □ 2.0 	□3.0 □ 3.0 □ 3.0	 □ 4.0 □ 4.0 □ 4.0 	5.0 5.0	6.0	7.0	8.0	9.0	10.0

Revised 1/2021

Ability to Evaluate 1.0 2.0 3.0 4.0 5.0 6.0 7.0 8.0 9.0 10.0
Comments:
III. Total Supervisory Performance Evaluation:
Legend: 5.0 - 11.0 = Unsatisfactory 12.0 - 22.0 = Needs Improvement 23.0 - 32.0 = Standard 33.0 - 43.0 = Above Average 44.0 - 50.0 = Outstanding
IV. Constructive Comments Major strong points and how they may be used more effectively:
Identification and recommendation where improvement is needed:
Suggested action to achieve improvement in performance:
Evaluator: This evaluation is based on my knowledge and observations of this employee and represents my best
judgement of the employee's performance.
Signature of evaluating official Date
Endorsing Official (Mayor):
$ \square do \square do not$ concur with the evaluation and comments of the evaluating official.
Comments:
Signature of endorsing official (Mayor) Date
Revised 1/202

Employee Acknowledgement:

I do not concur with the ratings and comments of the evaluating and endorsing official.

Comments:			
	Employee Signature	Date	

Note to employee: If you disagree and wish to appeal this evaluation, your appeal must be made in writing and submitted to the Endorsing Official within ten (10) working days of the verbal review of this evaluation.

Revised 1/2021

Salary Survey Documentation

Similar Size (population)

unicipality	Population Based on 2019-2020 FLC Municipal Directory	Tenure in current position	CMC or MMC	Notes	Current Salary as of 10/1/2020 unless otherwise stated in notes	Calculation of Salary prior to turnover in highlighted municipalities
lantic Beach	13,570	16 years	СМС	N/A	87,402	87,402
	10,070	To years	0000	10//	07,402	07,402
alloway	15,855	6 years	MMC	N/A	70,000	70,000
rnandina Beach	12,761	7 years	CMC working towards MMC	N/A	96,068	96,068
orida City	13,076	16 years	Neither	N/A	82,776	82,776
ulfport	12,544	Unknown	Unknown	Used 2019 FLC #'s in current salary column. May not be current salary data as of 10/1/2020.	100,000	100,000
y Biscayne	12,887	5 months	Working towards CMC	Used 2019 FLC #'s in current salary column. 2018 FLC #'s were 115,717. Turnover from 2019 to 2020	70,000	115,717
ngwood	15,279	Unknown	Unknown	Used 2019 FLC #'s in current salary column. May not be current salary data as of 10/1/2020.	93,860	93,860
ami Springs	14,192	Unknown	ММС	Used 2018 FLC #'s in both columns since no data was entered on the 2018 survey	89,000	89,000
ceville	14,508	23 years	MMC	N/A	83,380	83,380
		Unknown	Unknown	Used 2019 FLC #'s in current salary column. May not be current salary data as of 10/1/2020. 2018 FLC #'s were 124,960.		
orth Palm Beach	12,596	UTKHOWH	UTIKITOWIT	124,900.	85,000	124,960
dsmar	14,489	11 years	MMC	N/A	85,203	85,203
almetto	13,307	15 years	СМС	N/A	108,369	108,369
anama City Beac	13,099	Unknown	ММС	Used 2019 FLC #'s in both columns. May not be current salary data as of 10/1/2020.	82,000	82,000
outh Miami	12,664	2 years	Unknown	N/A	88,926	88,926
ero Beach	16,274	32 years	MMC	N/A	105,000	105,000
					1,326,984 divided by 15 88,465	1,412,661 divided by 56 94,

ame municipalities identified during the Charter Review Process when conducting research relating to the City Clerk position.

		1	1	-	1
FACC		Title	N4isinality.	Received	
Member	Full Name	Title	Municipality	ММС	
Type MEMBER	LaKesha Hawkins-McGruder, MMC	City Clerk	Hawthorne	2017/03/27	
MEMBER	Shirley A. Lowrance, MMC	City Clerk	Auburndale	2017/03/06	
MEMBER	Dawn M. Bowne, MMC	City Administrator	Dunnellon	2009/10/01	
MEMBER	Loredana Kalaghchy, MMC	City Clerk	Cocoa Beach	2010/01/28	
MEMBER	Dawn M. Wright, MMC	City Clerk	Eagle Lake	2011/08/19	65,000
MEMBER	Maria T. Waldrop, MMC	City Clerk	Maitland	2011/08/30	86,392
MEMBER	Patricia J. Burke, MPA, MMC	Town Clerk	Palm Shores	2010/12/16	00,002
MEMBER	Debbie Fitz-Gerald, MMC	Deputy Clerk	South Daytona	2009/08/19	
MEMBER	Lori McWilliams, MMC	Village Clerk	Tequesta	2010/06/15	
MEMBER	Erika Gonzalez-Santamaria, MMC	City Clerk	Miami Springs	2014/09/12	
иемвеr	Russell C. Muñiz, MPA, MMC	Town Clerk	Southwest Ranches		
MEMBER	Julie A. Hennessy, MMC	City Clerk	DeLand	2008/06/30	
MEMBER	Leslie Wallace May, MMC	, City Clerk	Coconut Creek	2012/10/31	143,707
MEMBER	Chevelle D. Addie, MMC	, Village Clerk	Wellington	2011/10/31	135,970
MEMBER	Michelle Hawkins, MMC	City Clerk	Mascotte	2018/12/27	
MEMBER	Katherine V. Selchan, MMC	Assistant City Clerk	Weston	2010/03/25	
MEMBER	Sherri Philo, MMC	Deputy City Clerk	Vero Beach	2018/12/27	
MEMBER	Andrea M. Anderson, MMC	City Clerk	Lauderhill	2013/04/11	
MEMBER	Vanessa M. Mutchnik, MMC	, Town Clerk		2014/02/07	
MEMBER	Vanessa Castillo, MMC	City Clerk	Winter Haven	2016/12/21	
MEMBER	Dorothy K. Joiner, MMC	, City Clerk	Everglades City	2020/09/14	
MEMBER	Angela M. Apperson, MMC	City Clerk	Altamonte Springs	2011/03/01	
MEMBER	СВТО	City Clerk	Avon Park	2015/08/17	
MEMBER	Kerri J. Miller, MMC	City Clerk	Plant City	2017/02/09	
MEMBER	Crystal Gibson, MMC	City Clerk	Boynton Beach	2012/04/17	100,880
MEMBER	Margaret Novack, MMC, FCRM	City Clerk	Tavares	2011/09/13	89,069
MEMBER	Sandra N. McCready, MMC	Town Clerk	Surfside	2015/08/10	
MEMBER	Jacqueline Poole, MMC	City Clerk	Bartow	2015/04/14	
MEMBER	Carie E. Shealy, MMC	City Clerk	Сосоа	2017/06/12	
MEMBER	Jessica Green, MMC	Village Clerk	North Palm Beach	2017/12/28	
MEMBER	Deborah M. Cason, MMC	Deputy City Clerk	City of Lakeland	2011/01/27	
MEMBER	Jolynn J. Donhoff, MMC, MPA	Assistant City Clerk	Titusville	2016/01/15	
MEMBER	Kimberly E. Elliott-Briley, MMC	Deputy Clerk	Fernandina Beach	2011/01/25	
MEMBER	FCRM	Town Clerk	Highland Beach	2016/12/16	
MEMBER	Joyce Raftery, MMC	City Clerk	Deltona	2015/10/29	
MEMBER	Stacey Johnston, MMC	City Clerk	Holmes Beach	2014/07/21	
MEMBER	Virginia A. Smith, MMC, CP	City Clerk	Palm Coast	2016/08/25	
MEMBER	Traci R. Houchin, MMC, FCRM	City Clerk	Sanford	2020/05/07	
MEMBER	Evelyn Roig, MMC	Town Clerk	Davie	2019/06/25	
MEMBER	Maylee De Jesus, MMC	Deputy City Clerk	West Palm Beach	2019/10/25	
MEMBER	Ann E. Nixon, MMC	City Clerk	Oldsmar	2015/08/20	
MEMBER	Annery Gonzalez, MMC	City Clerk	West Miami	2020/08/19	
MEMBER	Nichole L. Strickland, MMC	Deputy City Clerk	Pinellas Park	2015/04/14	
MEMBER	Donna Clark, MMC	Assistant Clerk	Bartow	2019/12/11	
MEMBER	Kathleen Settle, MMC	Deputy Clerk	Palm Coast	2020/05/20	
MEMBER	Carley Lewis, MMC	City Clerk	South Pasadena	2013/11/07	

IEMBER Ro	obin Fenwick, MMC	City Clerk	Port Orange	2019/06/26
EMBER Ja	anice C. Rutan, MMC	Town Administrator	Haverhill	2014/01/17
EMBER Jo	oseph J. Kavanagh, MMC	City Clerk	Margate	2017/09/05
EMBER Li	isa Purvis, MMC	Town Clerk	Hilliard	2014/06/06
IEMBER Co	onnie Diaz, MMC	City Clerk	Doral	2018/12/20
EMBER Pa	atricia A. Cerny, MMC	City Clerk	Hollywood	2002/09/17
EMBER M	1ichele F. Anzalone, MMC	Deputy Clerk	Hollywood	2007/11/28
EMBER BI	renda Brasher, MMC	Town Clerk	Montverde	2014/07/31
IEMBER A	ndrea B. Calvert, MMC	Town Clerk	St. Leo	2019/10/11
IEMBER Pa	atricia L. Rambosk, MMC	City Clerk	Naples	2015/12/22
EMBER La	aura E. Aldrich, MMC	Town Clerk	Indian River Shores	2012/10/15
EMBER D	eanne Bulino O'Reilly, MMC	City Clerk	Indian Rocks Beach	2005/01/31
	ally M. Boylan, MMC	Town Clerk		2010/03/18
	heryl A. Mooney, MPA, MMC	City Clerk	Temple Terrace	2010/03/18
	heri Smith, MMC, CPM	City Clerk	Key West	2007/10/22
	1ary Lou Hildreth, MMC	City Administrator	Hampton	2019/09/09
	athleen Sotero, MMC	Deputy Clerk	Maitland	2019/06/20
	inda P. Jaworski, MMC	City Clerk	St. Cloud	2013/09/04
	ana L.S. Williams, MMC	City Clerk	Mary Esther	2019/09/09
			Indian Harbour	,,,
IEMBER Su	ue Frank, MMC	City Clerk	Beach	2016/07/07
EMBER A	udrey E. Sikes, MMC	City Clerk	Lake City	2011/10/03
EMBER Vi	ivian Mendez, MMC	Town Clerk	Lake Park	2019/04/08
EMBER Ke	elly S. Koos, MMC	City Clerk	City of Lakeland	2009/06/17
EMBER Je	ennifer M. Johnson, MMC	Assistant City Clerk	Margate	2018/10/12
EMBER Lo	ori L. Hillman, MMC	City Clerk	Zephyrhills	2019/11/19
IEMBER AI	ngelia Guy, MMC	City Clerk	Dade City	2019/12/30
IEMBER KI	im M. Barnes, MMC	City Clerk	Fort Walton Beach	2019/12/20
	lyson Morales, MMC	City Clerk	Parkland	2020/11/29
	haquita Edwards, MPA, MMC	, Deputy Town Clerk	Lake Park	2020/07/14
1EMBER St	tephanie S. Thomas, MMC	Manager, Business Tax	North Miami	2018/12/27
	lizabeth Garcia-Beckford, MMC	City Clerk	North Lauderdale	2018/12/27
	udy S. Rice, MMC	City Clerk	Newberry	2019/08/15
	aniel J. Doucet, MMC	City Clerk	Niceville	2019/08/13
	arbara J. Barbour, MMC	City Clerk	Oviedo	2011/08/19
	banna Abernathy, MMC, MPA	Records Management	Winter Haven	2011/08/19
	iane M. Corna, MMC	City Clerk	Pinellas Park	2006/01/31
	usan K. Slattery, MMC	City Clerk	Plantation	2008/09/30
	1ary F. Palmer, MMC	Town Clerk	Redington Shores	2008/02/21
	iane DiSanto, MMC	Village Clerk	Royal Palm Beach	2012/08/30
	eanette Williams, MMC	City Clerk	Sebastian	2010/05/05
	elicia M. Bravo, MPA, MMC	City Clerk	Sunrise	2015/09/10
	wen Carlisle, MMC	City Clerk	Fort Myers	2010/12/14
	Vanda F. Wells, MMC	City Clerk	Titusville	2012/08/09
	aren Howard, MMC	City Clerk	Umatilla	2019/11/18
1EMBER Lo	ori Stelzer, MMC	City Clerk	Venice	2005/01/31

лемвеr	Tammy K. Bursick, MMC	City Clerk	Vero Beach	2006/01/31	
JEMBER	Dorothy Burkhalter, MMC, FCRM	Town Clerk	Windermere	2015/09/10	
JEMBER	Christian Gowan	City Clerk	Winter Springs	2008/09/30	
JEMBER	Patricia A. Bates, MMC	City Clerk	Weston	2009/05/06	
JEMBER	Clara VanBlargan, MMC	City Clerk	Madeira Beach	2011/12/15	78,000
JEMBER	Hazeline F. Carson, MMC	City Clerk	West Palm Beach	2016/08/30	
иемвеr	Beverly Raddatz, MMC	City Clerk	St. Augustine Beach	2006/06/30	
JEMBER	Margaret DeGennaro, MMC	City Clerk	Belleview	2009/12/17	
NEMBER	Susan A. Owens, MPA, MMC	, Village Clerk	Indiantown	2010/09/15	
NEMBER	Debra E. Eastman, MMC	Town Clerk	Cutler Bay	2004/11/30	
NEMBER	Ellisa L. Horvath, MMC	City Clerk	Aventura	2010/02/25	
NEMBER	Debra R. Buff, MMC	City Clerk	Belle Glade	2012/02/15	94,550
JEMBER	Debra S. Sullivan	City Administrator	Belleair Bluffs	2011/07/21	
JEMBER	Sandi McKamey, MMC, CPM	City Administrator	Belleview	2006/05/31	
JEMBER	Tracy Ackroyd Howe, MMC	City Clerk	Clermont	2009/09/17	
JEMBER	Carmen J. Garcia, MMC	City Clerk	Sweetwater	2013/06/07	
JEMBER	Rosemarie Call, MPA, MMC	City Clerk	Clearwater	2019/04/01	
JEMBER	Esther B. Coulson, MMC	City Clerk	Fruitland Park	2020/07/14	
JEMBER	Elizabeth Sewell, MMC	City Clerk	Homestead	2011/09/28	122,304
JEMBER	Bea L. Meeks, MMC, CPM, CBTO	City Clerk	Edgewood	2009/06/19	
JEMBER	Gwen Keough-Johns, MMC	City Clerk	Mount Dora	2012/09/18	81,791
JEMBER	Janice L. Peters, MMC	City Clerk	Callaway	2015/08/18	
HONORARY					
ASSOCIATE					

1,463,360 divided by 15 **97,557.34**

Blue is within 1 year of obtaining MMC (10/3/2010 - 10/3/2012) MMC received 10/3/2011 If there is no salary data by the item in blue, no data was provided to FLC for the salary survey. Galary data was used from the FLC 2019 submission. Please note, salaries listed do not reflect any potential increases received by these clerks as of the new fiscal year on October 1, 2020. Red = out of date range; Yellow = not comparable position; Black = Honorary/Associate members (no longer clerks working in clerk positions)

his report shows comparable tenure and certification level

Florida League of Cities Salary Survey Documentation 2019

Municipality	County	Form of Government	2019 Population	Total General Revenues FY 2017-18	How many full-time employees does your city currently employ? (please count employees from all departments, including police & fire)	What is your municipality's current annual salary for the position of clerk?
Alachua	Alachua	Council-Manager	10,298	\$10,854,144.00	133.5	\$70,200.00
Alford	Jackson	Council-Weak Mayor	495	\$308,283.00	3	\$30,500.00
Altamonte Springs Altha	Seminole Calhoun	Council-Manager Council-Weak Mayor	45,293 517	\$33,338,762.00 \$0.00		
Anna Maria	Manatee	Council-Strong Mayor	1,623	\$5,138,033.00	16	\$110,000.00
Anna Mana Apalachicola	Franklin	Hybrid	2,339	\$3,880,012.00	30	\$46,705.00
Apalacilicola	Orange	Council-Strong Mayor	52,404	\$50,553,289.00	500	\$40,703.00
Arcadia	DeSoto	Council-Weak Mayor	7,770	\$5,897,788.00	500	
Archer	Alachua	Council-Manager	1,201	\$868,287.00	9	\$39,520.00
Astatula	Lake	Council-Weak Mayor	1,937	\$1,298,259.00	8	\$73,500.00
Atlantic Beach	Duval	Council-Manager	13,792	\$14,358,869.00	119	\$84,864.00
Atlantis	Palm Beach	Council-Manager	2,036	\$5,975,500.00	24	\$61,154.00
Auburndale	Polk	Council-Manager	16,534	\$21,134,120.00	175	\$94,327.00
Aventura	Miami-Dade	Council-Manager	38,031	\$44,879,857.00	180	
Avon Park	Highlands	Council-Manager	11,222	\$5,121,051.00	66	
Bal Harbour	Miami-Dade	Council-Manager	2,924	\$16,803,798.00		
Baldwin	Duval	Council-Strong Mayor	1,415	\$1,232,875.00	8	\$54,000.00

Bartow	Polk	Council-Manager	19,665	\$19,508,015.00	269	\$62,710.00
Bascom	Jackson	Commission	112	\$64,090.00		
Bay Harbor Islands	Miami-Dade	Council-Manager	6,039	\$9,469,162.00	72	\$100,000.00
Bay Lake	Orange	Council-Manager	15	\$14,289,418.00	0	\$0.00
Bell	Gilchrist	Council-Weak Mayor	521	\$326,514.00		
Belle Glade	Palm Beach	Council-Manager	17,979	\$10,649,782.00	93	\$94,550.00
Belle Isle	Orange	Council-Manager	7,365	\$6,120,708.00	28	\$55,000.00
Belleair	Pinellas	Council-Manager	4,053	\$6,512,811.00	56	
Belleair Beach	Pinellas	Council-Manager	1,591	\$2,224,797.00	6	\$66,000.00
Belleair Bluffs	Pinellas	Council-Weak Mayor	2,094	\$2,563,539.00	6	\$40,000.00
Belleair Shore	Pinellas	Council-Strong Mayor	116	\$125,016.00	0	\$12,000.00
Belleview	Marion	Commission	5,273	\$5,264,748.00	50	\$65,900.00
Beverly Beach	Flagler	Council-Weak Mayor	372	\$251,823.00	0	\$26,000.00
Biscayne Park	Miami-Dade	Council-Manager	3,194	\$3,256,933.00		
Blountstown	Calhoun	Council-Manager	2,414	\$3,100,896.00	52	\$32,240.00
Boca Raton	Palm Beach	Council-Manager	94,488	\$159,715,085.00	1501	\$101,663.00
Bonifay	Holmes	Council-Weak Mayor	2,755	\$1,851,808.00		
Bonita Springs	Lee	Council-Manager	54,437	\$18,169,107.00	55	\$69,576.00
Bowling Green	Hardee	Council-Manager	2,923	\$1,307,721.00	19	\$42,348.00
Boynton Beach	Palm Beach	Council-Manager	77,696	\$88,544,128.00	791	\$100,880.00
Bradenton	Manatee	Hybrid	57,006	\$57,193,387.00	505	\$115,555.00
Bradenton Beach	Manatee	Council-Weak Mayor	1,202	\$3,316,854.00	23	\$69,369.00
Branford	Suwannee	Council-Strong Mayor	751	\$976,133.00	5	\$29,812.00
Briny Breezes	Palm Beach	Council-Strong Mayor	612	\$738,856.00	0	\$0.00
Bristol	Liberty	Council-Weak Mayor	940	\$501,866.00	5	\$42,750.00
Bronson	Levy	Council-Weak Mayor	1,166	\$1,087,315.00		
Brooker	Bradford	Council-Weak Mayor	317	\$106,420.00	0	\$24,000.00
Brooksville	Hernando	Council-Manager	8,661	\$6,995,775.00	88	\$50,835.00
Bunnell	Flagler	Council-Manager	3,271	\$3,657,318.00	58	\$66,580.00
Bushnell	Sumter	Council-Manager	2,509	\$3,094,233.00	30	\$53,355.00
Callahan	Nassau	Council-Weak Mayor	1,315	\$1,230,369.00	8	\$14,400.00
Callaway	Вау	Council-Manager	13,211	\$7,200,784.00	75	\$62,500.00
Campbellton	Jackson	Council-Strong Mayor	215	\$214,662.00	2	\$25,000.00
Cape Canaveral	Brevard	Council-Manager	10,241	\$11,715,464.00	52	\$76,960.00

Cape Coral	Lee	Council-Manager	185,837	\$177,674,955.00	1568	\$119,704.00
Carrabelle	Franklin	Council-Weak Mayor	2,883	\$2,118,560.00		+===;;; =
Caryville	Washington	Council-Weak Mayor	316	\$129,057.00	1	\$19,968.00
Casselberry	Seminole	Council-Manager	30,035	\$16,267,070.00	207	\$103,539.00
Cedar Key	Levy	Council-Weak Mayor	714	\$1,699,576.00		+
Center Hill	Sumter	Council-Weak Mayor	1,148	\$571,580.00		
Century	Escambia	Council-Strong Mayor	1,626	\$1,577,788.00	21	\$46,862.00
Chattahoochee	Gadsden	Council-Manager	3,090	\$2,981,277.00	48	\$55,494.00
Chiefland	Levy	Council-Manager	2,229	\$2,298,430.00		
Chipley	Washington	Council-Weak Mayor	3,568	\$3,070,198.00	49	
Cinco Bayou	Okaloosa	Council-Manager	417	\$471,115.00	3	\$40,000.00
Clearwater	Pinellas	Council-Manager	116,585	\$138,182,548.00	1601	\$112,537.00
Clermont	Lake	Council-Manager	40,750	\$29,274,205.00	404	\$104,520.00
Clewiston	Hendry	Council-Manager	7,972	\$8,794,489.00	92	\$54,538.00
Cloud Lake	Palm Beach	Council-Strong Mayor	139	\$147,309.00	0	\$22,270.00
Сосоа	Brevard	Council-Manager	19,328	\$34,113,087.00	446	\$71,198.40
Cocoa Beach	Brevard	Council-Manager	11,378	\$28,035,636.00	207	\$86,611.00
Coconut Creek	Broward	Council-Manager	58,742	\$62,776,897.00	397	\$143,707.00
Coleman	Sumter	Council-Weak Mayor	725	\$461,481.00		
Cooper City	Broward	Council-Manager	33,991	\$38,097,003.00	108	\$135,000.00
Coral Gables	Miami-Dade	Council-Manager	50,635	\$168,542,743.00	803	\$149,240.00
Coral Springs	Broward	Council-Manager	129,067	\$129,085,629.00	880	\$115,560.00
Cottondale	Jackson	Council-Weak Mayor	856	\$554,336.00	9	\$37,000.00
Crescent City	Putnam	Council-Manager	1,583	\$2,097,571.00	28	\$0.00
Crestview	Okaloosa	Council-Manager	25,675	\$17,500,630.00		\$59,000.00
Cross City	Dixie	Council-Manager	1,672	\$1,265,664.00		
Crystal River	Citrus	Council-Manager	3,434	\$4,826,728.00	33	\$42,724.00
Cutler Bay	Miami-Dade	Council-Manager	45,411	\$20,673,376.00	32	\$121,000.00
Dade City	Pasco	Council-Manager	7,314	\$5,696,224.00	84	\$55,340.00
Dania Beach	Broward	Council-Manager	31,768	\$58,286,956.00	127	\$98,692.00
Davenport	Polk	Council-Manager	6,038	\$5,757,273.00	67	\$68,827.00
Davie	Broward	Council-Manager	104,249	\$130,251,353.00	729	\$121,553.00
Daytona Beach	Volusia	Council-Manager	67,351	\$77,962,815.00	866	\$110,335.00
Daytona Beach Shores	Volusia	Council-Manager	4,372	\$16,925,000.00	83	\$98,000.00

DeBary	Volusia	Council-Manager	21,176	\$12,588,742.00	42	\$64,000.00
Deerfield Beach	Broward	Council-Manager	79,497	\$104,771,405.00	337	\$121,761.54
DeFuniak Springs	Walton	Council-Manager	5,629	\$8,738,780.00	110	\$60,000.00
DeLand	Volusia	Council-Manager	35,763	\$35,910,999.00	385	\$95,784.00
Delray Beach	Palm Beach	Council-Manager	67,102	\$129,908,306.00	878	\$96,283.00
Deltona	Volusia	Council-Manager	91,520	\$42,830,923.00	318	\$106,928.64
Destin	Okaloosa	Council-Manager	13,441	\$20,511,404.00	81	\$80,111.00
Doral	Miami-Dade	Council-Manager	70,420	\$61,409,700.00	243	\$115,716.00
Dundee	Polk	Council-Manager	4,957	\$3,809,182.00	24	\$45,500.00
Dunedin	Pinellas	Council-Manager	37,623	\$28,957,733.00	377	\$86,000.00
Dunnellon	Marion	Council-Manager	1,810	\$2,930,270.00	22	\$53,375.00
Eagle Lake	Polk	Council-Manager	2,649	\$2,060,307.00	18	\$65,000.00
Eatonville	Orange	Council-Strong Mayor	2,348	\$3,791,567.00	38	\$56,000.00
Ebro	Washington	Council-Weak Mayor	238	\$82,408.00		
Edgewater	Volusia	Council-Manager	23,455	\$15,900,368.00	220	\$84,261.00
Edgewood	Orange	Council-Weak Mayor	2,717	\$3,394,646.00	17	\$79,932.00
El Portal	Miami-Dade	Commission	2,150	\$3,637,208.00	14	\$48,000.00
Estero	Lee	Council-Manager	32,412	\$12,667,107.00	8	\$95,388.00
Esto	Holmes	Council-Weak Mayor	395	\$0.00	3	\$24,000.00
Eustis	Lake	Council-Manager	21,368	\$15,989,635.00	215	\$70,778.00
Everglades City	Collier	Council-Strong Mayor	428	\$867,467.00	6	\$45,240.00
Fanning Springs	Gilchrist,Levy	Council-Strong Mayor	865	\$535,961.00		
Fellsmere	Indian River	Council-Manager	5,611	\$3,005,545.00	25	\$60,000.00
Fernandina Beach	Nassau	Council-Manager	12,915	\$24,023,219.00	232	\$93,000.00
Flagler Beach	Flagler,Volusia	Council-Manager	4,779	\$6,704,235.00	83	\$73,350.00
Florida City	Miami-Dade	Council-Strong Mayor	13,250	\$13,363,705.00		
Fort Lauderdale	Broward	Council-Manager	186,220	\$363,756,921.00	2706	\$151,507.00
Fort Meade	Polk	Council-Manager	5,786	\$4,063,976.00	46	\$54,997.00
Fort Myers	Lee	Council-Manager	87,871	\$113,088,292.00	1036	\$113,651.20
Fort Myers Beach	Lee	Council-Manager	6,520	\$7,500,526.00	58	\$76,300.00
Fort Pierce	St Lucie	Council-Manager	43,653	\$43,813,088.00	328	\$95,181.00
Fort Walton Beach	Okaloosa	Council-Manager	20,940	\$22,096,797.00	257	\$74,870.00
Fort White	Columbia	Council-Weak Mayor	554	\$288,105.00	4	\$40,000.00
Freeport	Walton	Council-Strong Mayor	4,316	\$3,596,931.00		

Frostproof	Polk	Council-Manager	3,197	\$2,830,783.00	17	
Fruitland Park	Lake	Council-Manager	10,094	\$8,571,100.00	53	\$72,700.00
Gainesville	Alachua	Council-Manager	133,068	\$121,036,303.00	2205	\$96,223.41
Glen Ridge	Palm Beach	Council-Strong Mayor	234	\$214,264.00	0	\$0.00
Glen Saint Mary	Baker	Council-Weak Mayor	454	\$218,753.00	-	,
Golden Beach	Miami-Dade	, Council-Manager	947	\$9,443,736.00	44	\$88,187.00
Golf	Palm Beach	Council-Manager	258	\$1,761,726.00	9	\$55,000.00
Graceville	Jackson	Council-Manager	2,238	\$2,137,733.00		
Grand Ridge	Jackson	Council-Weak Mayor	907	\$503,351.00	7	\$40,000.00
Grant-Valkaria	Brevard	Council-Manager	4,346	\$1,474,770.00	5	\$50,000.00
Green Cove Springs	Clay	Council-Manager	7,841	\$6,865,667.00	96	\$61,183.00
Greenacres	Palm Beach	Council-Manager	39,813	\$27,051,052.00	134	\$93,000.00
Greensboro	Gadsden	Council-Weak Mayor	553	\$301,158.00	2	\$0.00
Greenville	Madison	Council-Weak Mayor	791	\$441,604.00		
Greenwood	Jackson	Council-Weak Mayor	659	\$265,952.00	4	\$36,400.00
Gretna	Gadsden	Council-Manager	1,656	\$0.00	17	\$8,350.00
Groveland	Lake	Council-Manager	18,255	\$15,324,496.00	139	\$79,037.00
Gulf Breeze	Santa Rosa	Council-Manager	5,849	\$6,975,261.00	119	\$60,000.00
Gulf Stream	Palm Beach	Council-Manager	1,032	\$6,056,723.00	21	\$131,850.00
Gulfport	Pinellas	Council-Manager	12,584	\$12,322,037.00	147	\$100,000.00
Haines City	Polk	Council-Manager	25,533	\$30,095,417.00	258	\$75,480.00
Hallandale Beach	Broward	Council-Manager	39,834	\$62,145,258.00	337	\$91,731.00
Hampton	Bradford	Council-Strong Mayor	487	\$0.00	0	\$40,000.00
Havana	Gadsden	Council-Manager	1,886	\$1,451,145.00		
Haverhill	Palm Beach	Council-Weak Mayor	2,099	\$1,125,406.00		
Hawthorne	Alachua	Council-Manager	1,456	\$1,448,463.00	16	\$42,000.00
Hialeah	Miami-Dade	Council-Strong Mayor	239,722	\$148,471,191.00		
Hialeah Gardens	Miami-Dade	Council-Strong Mayor	23,633	\$14,337,475.00	176	\$95,068.00
High Springs	Alachua	Council-Manager	6,444	\$4,946,946.00	67	\$75,000.00
Highland Beach	Palm Beach	Council-Manager	3,671	\$11,533,103.00		
Highland Park	Polk	Council-Weak Mayor	263	\$184,370.00		
Hillcrest Heights	Polk	Council-Weak Mayor	256	\$83,352.00	0	
Hilliard	Nassau	Council-Strong Mayor	3,036	\$1,709,958.00		
Hillsboro Beach	Broward	Council-Manager	1,939	\$6,189,608.00	25	\$68,744.00

Holly Hill	Volusia	Council-Manager	12,153	\$10,116,908.00	105	\$56,000.00
Hollywood	Broward	Council-Manager	150,878	\$211,461,884.00		+==)=====
Holmes Beach	Manatee	Council-Strong Mayor	3,927	\$8,129,541.00	51	\$110,000.00
Homestead	Miami-Dade	Council-Manager	76,236	\$63,305,240.00	408	\$122,304.00
Horseshoe Beach	Dixie	Council-Weak Mayor	171	\$197,633.00		, ,
Howey-in-the-Hills	Lake	, Council-Strong Mayor	1,611	\$1,674,604.00	14	\$45,360.00
, Hypoluxo	Palm Beach	Council-Strong Mayor	2,789	\$1,901,742.00	3	\$0.00
Indialantic	Brevard	Council-Manager	2,853	\$4,081,020.00	37	\$50,898.00
Indian Creek	Miami-Dade	Council-Manager	. 87	\$4,087,721.00	16	\$79,416.00
Indian Harbour Beach	Brevard	Council-Manager	8,637	\$8,011,137.00	55	\$72,099.00
Indian River Shores	Indian River	Council-Manager	4,314	\$5,879,832.00	38	\$87,500.00
Indian Rocks Beach	Pinellas	Council-Manager	4,432	\$4,047,260.00	25	\$88,720.00
Indian Shores	Pinellas	Council-Strong Mayor	1,467	\$3,332,704.00	22	\$58,000.00
Indiantown	Martin	Council-Manager	6,728	\$430,345.00	8	\$66,150.00
Inglis	Levy	Council-Weak Mayor	1,311	\$1,183,842.00	9	\$42,660.80
Interlachen	Putnam	Council-Weak Mayor	1,350	\$1,562,988.00	12	\$44,762.00
Inverness	Citrus	Council-Manager	7,340	\$8,710,146.00	41	\$72,000.00
orada, Village of Islands	Monroe	Council-Manager	6,211	\$14,220,320.00	113	\$79,000.00
Jacksonville	Duval	Council-Strong Mayor	924,900	\$1,180,735,650.00		
Jacksonville Beach	Duval	Council-Manager	23,352	\$22,067,472.00	347	\$73,200.00
Jacob City	Jackson	Council-Weak Mayor	318	\$98,783.00	1	\$32,136.00
Jasper	Hamilton	Council-Manager	2,845	\$2,025,049.00	22	
Jay	Santa Rosa	Council-Weak Mayor	521	\$484,275.00	11	\$44,244.00
Jennings	Hamilton	Council-Weak Mayor	874	\$301,829.00		
Juno Beach	Palm Beach	Council-Manager	3,442	\$5,772,597.00	32	\$67,511.00
Jupiter	Palm Beach	Council-Manager	62,497	\$51,477,753.00	362	\$140,274.16
Jupiter Inlet Colony	Palm Beach	Council-Strong Mayor	406	\$2,098,854.00	7	\$61,000.00
Jupiter Island	Martin	Council-Manager	829	\$9,036,825.00	77	\$10,355,066.00
Kenneth City	Pinellas	Council-Weak Mayor	5,110	\$2,297,206.00	21	\$52,530.00
Key Biscayne	Miami-Dade	Council-Manager	12,922	\$36,001,338.00	124	\$70,000.00
Key Colony Beach	Monroe	Council-Weak Mayor	760	\$3,382,726.00	17	\$70,013.00
Key West	Monroe	Council-Manager	25,171	\$49,807,091.00		
Keystone Heights	Clay	Council-Manager	1,357	\$1,074,370.00	4	
Kissimmee	Osceola	Council-Manager	74,800	\$78,776,828.00	673	\$81,247.00

La Crosse	Alachua	Council-Weak Mayor	392	\$419,102.00	3	\$12,168.00
LaBelle	Hendry	Council-Weak Mayor	5,108	\$4,932,216.00	42	\$0.00
Lady Lake	Lake	Council-Manager	15,655	\$11,772,478.00	98	
Lake Alfred	Polk	Council-Manager	6,199	\$5,426,503.00	57	\$52,980.00
Lake Buena Vista	Orange	Council-Manager	24	\$4,149,313.00	0	\$0.00
Lake Butler	Union	Council-Manager	1,779	\$853,418.00	10	
Lake City	Columbia	Council-Manager	12,271	\$15,546,916.00	230	\$64,236.60
Lake Clarke Shores	Palm Beach	Council-Manager	3,420	\$3,090,912.00	26	\$75,476.00
Lake Hamilton	Polk	Council-Manager	1,430	\$1,718,997.00	19	\$40,000.00
Lake Helen	Volusia	Council-Manager	2,773	\$2,569,455.00	17	\$35 <i>,</i> 568.00
Lake Mary	Seminole	Council-Manager	17,449	\$23,181,151.00	175	\$63,169.60
Lake Park	Palm Beach	Council-Manager	8,916	\$8,485,647.00	58	\$74,493.00
Lake Placid	Highlands	Council-Strong Mayor	2,636	\$1,830,630.00		
Lake Wales	Polk	Council-Manager	16,062	\$14,664,710.00	188	\$66,281.00
Lake Worth Beach	Palm Beach	Council-Manager	38,484	\$33,775,481.00	321	\$99,502.00
Lakeland	Polk	Council-Manager	107,552	\$121,654,309.00	2188	\$99,875.00
Lantana	Palm Beach	Council-Manager	11,419	\$11,434,373.00	88	\$77,990.00
Largo	Pinellas	Council-Manager	83,737	\$73,357,061.00	848	
Lauderdale Lakes	Broward	Council-Manager	36,714	\$20,376,445.00		
Lauderdale-By-The-Sea	Broward	Council-Manager	6,236	\$13,069,662.00	33	\$75,000.00
Lauderhill	Broward	Council-Manager	72,410	\$58,089,661.00	610	\$171,000.00
Laurel Hill	Okaloosa	Council-Strong Mayor	578	\$285,514.00	4	\$34,320.00
Lawtey	Bradford	Council-Weak Mayor	715	\$713,140.00		
Layton	Monroe	Council-Strong Mayor	183	\$248,802.00	0	\$28,500.00
Lazy Lake	Broward	Council-Weak Mayor	26	\$0.00		
Lee	Madison	Council-Strong Mayor	338	\$274,715.00	5	\$21,840.00
Leesburg	Lake	Council-Manager	23,993	\$32,324,540.00		
Lighthouse Point	Broward	Council-Manager	10,587	\$15,670,857.00	112	\$85,000.00
Live Oak	Suwannee	Council-Manager	6,895	\$7,676,747.00	63	\$56,000.00
Longboat Key	lanatee, Sarasota	Council-Manager	7,043	\$16,456,561.00	113	\$104,763.00
Longwood	Seminole	Council-Manager	15,815	\$16,293,132.00	156	\$93,860.00
Loxahatchee Groves	Palm Beach	Council-Manager	3,404	\$1,693,510.00	9	\$54,000.00
Lynn Haven	Вау	Council-Manager	19,586	\$21,361,896.00	168	\$0.00
Macclenny	Baker	Council-Manager	6,957	\$4,782,933.00		

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Madeira Beach	Pinellas	Council-Manager	4,417	\$9,592,146.00	56	\$78,000.00
Madison	Madison	Council-Manager	2,998	\$3,050,471.00	55	\$54,080.00
Maitland	Orange	Council-Manager	21,096	\$26,870,808.00	220	\$86,392.00
Malabar	Brevard	Council-Strong Mayor	2,979	\$2,659,547.00	18	\$62,285.00
Malone	Jackson	Council-Strong Mayor	2,070	\$533,090.00		
Manalapan	Palm Beach	Council-Manager	425	\$4,467,127.00	26	\$80,529.43
Mangonia Park	Palm Beach	Council-Manager	2,062	\$3,127,495.00		
Marathon	Monroe	Council-Manager	8,593	\$13,967,578.00	93	\$90,000.00
Marco Island	Collier	Council-Manager	17,348	\$27,136,631.00	210	\$131,040.00
Margate	Broward	Council-Manager	59,116	\$65,988,524.00	518	\$143,126.00
Marianna	Jackson	Council-Manager	6,030	\$8,681,757.00	305	\$78,000.00
Marineland	Flagler,St Johns	Council-Manager	8	\$763,131.00	0	\$2,400.00
Mary Esther	Okaloosa	Council-Manager	4,013	\$3,184,585.00	17	\$72,000.00
Mascotte	Lake	Council-Weak Mayor	6,205	\$3,605,412.00	26	\$90,230.00
Мауо	Lafayette	Council-Weak Mayor	1,217	\$1,095,020.00		
McIntosh	Marion	Council-Strong Mayor	484	\$502,617.00		
Medley	Miami-Dade	Council-Strong Mayor	847	\$19,272,076.00	121	\$86,600.00
Melbourne	Brevard	Council-Manager	83,349	\$91,117,784.00	851	\$104,702.00
Melbourne Beach	Brevard	Council-Manager	3,111	\$3,002,401.00	21	\$57,500.00
Melbourne Village	Brevard	Council-Weak Mayor	673	\$807,516.00	8	\$56,000.00
Mexico Beach	Bay	Council-Weak Mayor	627	\$3,041,019.00	37	\$43,326.40
Miami	Miami-Dade	Council-Strong Mayor	490,947	\$745,204,594.00	4517	
Miami Beach	Miami-Dade	Council-Manager	93,988	\$338,230,543.00		
Miami Gardens	Miami-Dade	Council-Manager	114,284	\$74,418,773.00		
Miami Lakes	Miami-Dade	Council-Manager	31,523	\$16,576,063.00	45	\$85,981.00
Miami Shores	Miami-Dade	Council-Manager	10,805	\$15,676,884.00	124	\$106,000.00
Miami Springs	Miami-Dade	Council-Manager	14,237	\$18,154,070.00		
Micanopy	Alachua	Council-Weak Mayor	615	\$747,475.00	3	
Midway	Gadsden	Council-Manager	3,449	\$1,702,899.00	11	\$15,600.00
Milton	Santa Rosa	Council-Manager	10,551	\$9,574,034.00	124	\$83,012.00
Minneola	Lake	Council-Manager	12,882	\$7,772,955.00		
Miramar	Broward	Council-Manager	138,837	\$155,057,996.00	967	\$119,000.00
Monticello	Jefferson	Council-Weak Mayor	2,449	\$2,260,236.00	39	\$54,000.00
Montverde	Lake	, Council-Weak Mayor	1,878	\$1,270,365.00	6	\$62,000.00

Moore Haven	Glades	Council-Weak Mayor	1,759	\$2,853,570.00		
Mount Dora	Lake	Council-Manager	14,928	\$18,419,909.00	257	\$81,791.00
Mulberry	Polk	Council-Manager	3,983	\$4,343,000.00	38	\$78,898.00
Naples	Collier	Council-Manager	20,922	\$41,685,607.00	449	\$112,873.00
Neptune Beach	Duval	Council-Manager	7,213	\$5,807,828.00	70	\$72,000.00
New Port Richey	Pasco	Council-Manager	16,027	\$20,624,176.00	200	\$62,500.00
New Smyrna Beach	Volusia	Council-Manager	27,173	\$28,413,209.00	252	\$73,000.00
Newberry	Alachua	Council-Manager	6,573	\$6,641,378.00	60	\$70,350.00
Niceville	Okaloosa	Council-Manager	14,693	\$12,133,136.00	187	\$80,893.00
Noma	Holmes	Council-Weak Mayor	202	\$57,552.00	0	\$14,000.00
North Bay Village	Miami-Dade	Council-Manager	9,074	\$10,555,197.00	66	\$78,000.00
North Lauderdale	Broward	Council-Manager	45,207	\$32,511,976.00	143	\$86,467.00
North Miami	Miami-Dade	Council-Manager	65,109	\$58,922,065.00	444	\$85,110.00
North Miami Beach	Miami-Dade	Council-Manager	47,691	\$52,965,521.00	308	\$100,000.00
North Palm Beach	Palm Beach	Council-Manager	12,622	\$24,642,535.00	144	\$85,000.00
North Port	Sarasota	Council-Manager	73,652	\$37,105,878.00	713	\$115,000.08
North Redington Beach	Pinellas	Council-Weak Mayor	1,498	\$889,768.00		
Oak Hill	Volusia	Council-Weak Mayor	2,041	\$1,991,651.00	4	\$50,000.00
Oakland	Orange	Council-Manager	3,365	\$6,602,561.00	84	\$63,000.00
Oakland Park	Broward	Council-Manager	45,576	\$52,607,922.00	251	\$102,452.43
Ocala	Marion	Council-Manager	61,549	\$88,091,369.00	1060	\$94,661.00
Ocean Breeze	Martin	Council-Weak Mayor	303	\$1,449,768.00	0	\$42,744.00
Ocean Ridge	Palm Beach	Council-Manager	1,836	\$6,531,416.00	30	\$60,000.00
Ocoee	Orange	Council-Manager	47,580	\$46,238,013.00		
Okeechobee	Okeechobee	Council-Weak Mayor	5,603	\$7,002,441.00	64	\$66,813.40
Oldsmar	Pinellas	Council-Manager	14,800	\$12,494,617.00	140	\$81,000.00
Opa-locka	Miami-Dade	Council-Manager	18,143	\$11,101,484.00	129	\$85,000.00
Orange City	Volusia	Council-Manager	12,103	\$13,008,607.00	116	\$78,312.00
Orange Park	Clay	Council-Manager	8,668	\$9,627,535.00	101	
Orchid	Indian River	Council-Manager	425	\$1,179,923.00	2	\$72,800.00
Orlando	Orange	Council-Strong Mayor	291,800	\$490,413,967.00	3228	\$133,036.80
Ormond Beach	Volusia	Council-Manager	41,289	\$34,321,318.00	337	\$72,450.00
Otter Creek	Levy	Council-Weak Mayor	120	\$98,733.00	0	
Oviedo	Seminole	Council-Manager	40,021	\$30,616,371.00	280	\$90,486.54

Pahokee	Palm Beach	Council-Manager	5,907	\$5,414,867.00	48	\$52,000.00
Palatka	Putnam	Council-Manager	10,723	\$10,054,710.00	121	\$45,000.00
Palm Bay	Brevard	Council-Manager	115,322	\$77,484,502.00	742	\$104,696.00
Palm Beach	Palm Beach	Council-Manager	8,321	\$78,695,868.00	342.76	\$65 <i>,</i> 500.00
Palm Beach Gardens	Palm Beach	Council-Manager	55,621	\$94,534,048.00	503	\$148,135.10
Palm Beach Shores	Palm Beach	Council-Manager	1,193	\$5,109,271.00	13	\$85,000.00
Palm Coast	Flagler	Council-Manager	86,768	\$36,862,143.00	446	\$86,000.00
Palm Shores	Brevard	Council-Strong Mayor	1,132	\$466,050.00		
Palm Springs	Palm Beach	Council-Manager	23,560	\$20,081,284.00	172	\$81,411.00
Palmetto	Manatee	Council-Strong Mayor	13,360	\$12,792,185.00	124	\$102,147.00
Palmetto Bay	Miami-Dade	Council-Manager	24,341	\$14,713,219.00	63	\$84 <i>,</i> 847.00
Panama City	Bay	Council-Manager	32,951	\$45,292,008.00		
Panama City Beach	Bay	Council-Manager	13,435	\$25,999,651.00	327	\$82,000.00
Parker	Bay	Council-Strong Mayor	3,694	\$2,634,959.00	32	\$50 <i>,</i> 000.00
Parkland	Broward	Council-Manager	34,109	\$37,352,794.00	100	\$85 <i>,</i> 000.00
Paxton	Walton	Council-Weak Mayor	614	\$581,799.00		
Pembroke Park	Broward	Council-Manager	6,408	\$11,366,248.00	30	\$83 <i>,</i> 840.00
Pembroke Pines	Broward	Council-Manager	168,023	\$189,303,229.00		
Penney Farms	Clay	Council-Manager	773	\$635,918.00	7	\$46,000.00
Pensacola	Escambia	Council-Strong Mayor	55,226	\$53,675,020.00	722	\$95,900.00
Perry	Taylor	Council-Manager	7,031	\$7,090,443.00	85	
Pierson	Volusia	Council-Weak Mayor	1,739	\$838,699.00	5	\$35,000.00
Pinecrest	Miami-Dade	Council-Manager	18,510	\$23,452,445.00	135	\$133,712.00
Pinellas Park	Pinellas	Council-Manager	53,284	\$58,545,925.00	470	\$116,899.06
Plant City	Hillsborough	Council-Manager	39,478	\$30,851,653.00	450	\$76,502.40
Plantation	Broward	Council-Strong Mayor	90,354	\$109,901,806.00	822	\$125,000.00
Polk City	Polk	Council-Manager	2,321	\$4,345,965.00	22	\$55,000.00
Pomona Park	Putnam	Council-Weak Mayor	880	\$750,065.00	5	\$46,800.00
Pompano Beach	Broward	Council-Manager	112,058	\$138,770,133.00	1039	\$116,859.81
Ponce De Leon	Holmes	Council-Weak Mayor	532	\$270,969.00		
Ponce Inlet	Volusia	Council-Manager	3,151	\$6,247,858.00	58	\$51,998.00
Port Orange	Volusia	Council-Manager	61,617	\$37,261,265.00	499	\$70,000.00
Port Richey	Pasco	Council-Manager	2,862	\$4,626,852.00	60	\$53,497.00
Port St. Joe	Gulf	Council-Manager	3,459	\$3,011,189.00	59	\$70,449.60

Port St. Lucie	St Lucie	Council-Manager	191,903	\$95,182,676.00	1026	\$106,541.50
Punta Gorda	Charlotte	Council-Manager	19,961	\$29,969,676.00	284	\$100,541.50
Quincy	Gadsden	Council-Manager	7,874	\$8,493,942.00	204	J02,204.00
Raiford	Union	Council-Weak Mayor	245	\$82,906.00		
Reddick	Marion	Council-Weak Mayor	558	\$184,414.00	0	\$12,000.00
Redington Beach	Pinellas	Council-Strong Mayor	1,481	\$1,818,181.00	0	\$12,000.00
Redington Shores	Pinellas	Council-Weak Mayor	2,213	\$2,590,661.00	4	\$101,000.00
Riviera Beach	Palm Beach	Council-Manager	35,735	\$75,673,278.00	4	\$101,000.00
	Brevard	Ŭ			234	¢60,000,00
Rockledge		Council-Manager	27,321	\$21,110,928.00		\$60,000.00
Royal Palm Beach	Palm Beach	Council-Manager	38,691	\$25,028,302.00	128	¢76 772 00
Safety Harbor	Pinellas	Council-Manager	17,608	\$14,539,273.00	145	\$76,773.00
San Antonio	Pasco	Council-Weak Mayor	1,320	\$699,160.00	6	\$53,500.00
Sanford	Seminole	Council-Manager	60,269	\$44,720,878.00	487	\$89,115.74
Sanibel	Lee	Council-Manager	6,756	\$16,158,718.00	117	\$105,471.08
Sarasota	Sarasota	Council-Manager	56,692	\$68,580,828.00	766	\$160,000.26
Satellite Beach	Brevard	Council-Manager	10,617	\$11,858,401.00	94	\$79,492.00
Sea Ranch Lakes	Broward	Council-Strong Mayor	688	\$1,851,390.00		
Sebastian	Indian River	Council-Manager	25,168	\$14,006,639.00	137	\$88,000.00
Sebring	Highlands	Council-Weak Mayor	11,113	\$10,954,679.00	158	\$66,152.53
Seminole	Pinellas	Council-Manager	19,449	\$18,123,542.00	135	\$51,778.00
Sewall's Point	Martin	Council-Manager	2,090	\$3,567,934.00	12	\$22,000.00
Shalimar	Okaloosa	Council-Weak Mayor	839	\$669,863.00	7	\$54,000.00
Sneads	Jackson	Council-Manager	1,802	\$848,542.00	18	\$42,800.00
Sopchoppy	Wakulla	Council-Weak Mayor	506	\$189,658.00	9	\$55 <i>,</i> 000.00
South Bay	Palm Beach	Council-Manager	5,270	\$2,523,866.00	21	\$47,500.00
South Daytona	Volusia	Council-Manager	12,819	\$14,636,964.00	103	\$70,000.00
South Miami	Miami-Dade	Council-Manager	12,965	\$18,993,049.00	131	\$85,136.00
South Palm Beach	Palm Beach	Council-Manager	1,448	\$2,348,005.00	3	\$62,000.00
South Pasadena	Pinellas	Commission	5,085	\$5,288,966.00	39	\$109,835.00
Southwest Ranches	Broward	Council-Manager	7,704	\$12,347,552.00	14	\$120,000.00
Springfield	Bay	Council-Strong Mayor	7,793	\$5,582,783.00	92	\$60,000.00
St. Augustine	St Johns	Council-Manager	14,653	\$53,293,281.00	336	\$69,506.40
St. Augustine Beach	St Johns	Council-Manager	6,749	\$7,249,837.00	57	\$67,634.64
St. Cloud	Osceola	Council-Manager	47,874	\$34,796,913.00	13	\$84,329.44

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					\$69,000.00
Pinellas	Council-Strong Mayor	269,357	\$256,939,238.00	2901	\$125,063.00
Bradford	Council-Weak Mayor	5,438	\$4,002,179.00	73	\$50,128.00
Martin	Council-Manager	16,504	\$27,060,559.00	234	\$79,132.00
Miami-Dade	Council-Manager	23,253	\$39,741,359.00		
Broward	Council-Manager	93,365	\$131,114,934.00	1049	\$139,654.00
Miami-Dade	Council-Manager	6,015	\$15,583,113.00	103	\$103,350.00
Miami-Dade	Council-Strong Mayor	22,328	\$19,325,331.00		
Leon	Council-Manager	195,713	\$151,002,000.00	2734	\$159,000.00
Broward	Council-Manager	65,377	\$62,833,693.00	387	\$110,000.00
Hillsborough	Council-Strong Mayor	390,473	\$463,445,470.00	4630	\$123,115.00
Pinellas	Council-Manager	25,507	\$24,515,069.00	317	\$89,657.00
Lake	Council-Manager	17,777	\$16,826,729.00	175	\$89,069.34
Hillsborough	Council-Manager	26,669	\$25,556,349.00	255	\$88,500.00
Palm Beach	Council-Manager	5,850	\$12,596,101.00	97	\$104,548.00
Brevard	Council-Manager	47,846	\$39,726,862.00	520	\$109,824.00
Pinellas	Council-Manager	6,873	\$13,657,430.00	105	\$76,100.00
Gilchrist	Council-Manager	2,021	\$1,209,048.00		
Lake	Council-Manager	4,154	\$2,942,979.00	45	\$56,460.00
Okaloosa	Council-Strong Mayor	5,339	\$3,329,895.00	52	\$79,747.00
Sarasota	Council-Manager	23,315	\$28,827,170.00	368	\$130,530.74
Washington	Council-Weak Mayor	740	\$852,864.00		
Indian River	Council-Manager	16,708	\$24,751,848.00	302	\$102,000.00
Miami-Dade	Council-Strong Mayor	2,441	\$2,931,623.00	11	
Alachua		960	\$758,394.00		
Hardee	Council-Manager	5,229	\$3,872,330.00	76	\$48,796.80
Washington	-	361		2	\$29,952.00
	Council-Weak Mayor	817		7	· · ·
	· · · · ·	717			
				297	\$135,970.00
	v			137	\$77,896.00
	Martin Miami-Dade Broward Miami-Dade Miami-Dade Leon Broward Hillsborough Pinellas Lake Hillsborough Palm Beach Brevard Palm Beach Brevard Gilchrist Lake Okaloosa Sarasota Washington Indian River Miami-Dade	St LucieCouncil-Weak MayorWakullaCouncil-Weak MayorPinellasCouncil-ManagerPinellasCouncil-Strong MayorBradfordCouncil-Weak MayorMartinCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerBrowardCouncil-ManagerHillsboroughCouncil-ManagerHillsboroughCouncil-ManagerHillsboroughCouncil-ManagerPalm BeachCouncil-ManagerPinellasCouncil-ManagerPinellasCouncil-ManagerPinellasCouncil-ManagerPinellasCouncil-ManagerPinellasCouncil-ManagerPinellasCouncil-ManagerPinellasCouncil-ManagerOkaloosaCouncil-ManagerUakeCouncil-ManagerWashingtonCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerWashingtonCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCouncil-ManagerMiami-DadeCou	St LucieCouncil-Weak Mayor646WakullaCouncil-Weak Mayor363PinellasCouncil-Manager9,522PinellasCouncil-Strong Mayor269,357BradfordCouncil-Weak Mayor5,438MartinCouncil-Manager16,504Miami-DadeCouncil-Manager93,365Miami-DadeCouncil-Manager93,365Miami-DadeCouncil-Manager6,015Miami-DadeCouncil-Manager195,713BrowardCouncil-Strong Mayor22,328LeonCouncil-Manager195,713BrowardCouncil-Strong Mayor390,473PinellasCouncil-Manager25,507LakeCouncil-Manager26,669Palm BeachCouncil-Manager26,669Palm BeachCouncil-Manager5,850BrevardCouncil-Manager4,7846PinellasCouncil-Manager4,7846PinellasCouncil-Manager4,7846PinellasCouncil-Manager2,021LakeCouncil-Manager2,3315WashingtonCouncil-Manager23,315WashingtonCouncil-Strong Mayor5,339SarasotaCouncil-Manager16,708Miami-DadeCouncil-Weak Mayor361Miami-DadeCouncil-Manager5,229WashingtonCouncil-Weak Mayor361SumterCouncil-Weak Mayor361SumterCouncil-Weak Mayor361SumterCouncil-Weak Mayor361<	St Lucie Council-Weak Mayor 646 \$331,579.00 Wakulla Council-Weak Mayor 363 \$525,449.00 Pinellas Council-Manager 9,522 \$20,789,593.00 Pinellas Council-Strong Mayor 269,357 \$256,939,238.00 Bradford Council-Weak Mayor 5,438 \$4,002,179.00 Martin Council-Manager 16,504 \$27,060,559.00 Miami-Dade Council-Manager 93,365 \$131,114,934.00 Miami-Dade Council-Manager 6,015 \$15,583,113.00 Miami-Dade Council-Manager 195,713 \$151,002,000.00 Broward Council-Strong Mayor 22,328 \$19,325,331.00 Leon Council-Manager 195,713 \$151,002,000.00 Broward Council-Manager 195,713 \$151,002,000.00 Broward Council-Manager 25,507 \$24,515,069.00 Lake Council-Manager 25,507 \$24,515,069.00 Lake Council-Manager 28,50 \$12,596,10.10 Breavard	St Lucie Council-Weak Mayor 646 \$331,579.00 3 Wakulla Council-Weak Mayor 363 \$525,449.00 4 Pinellas Council-Manager 9,522 \$20,789,593.00 99 Pinellas Council-Strong Mayor 269,357 \$256,939,238.00 2901 Bradford Council-Manager 16,504 \$27,060,559.00 234 Miami-Dade Council-Manager 23,253 \$39,741,359.00 234 Broward Council-Manager 6,015 \$15,583,113.00 1049 Miami-Dade Council-Manager 6,015 \$15,583,113.00 103 Miami-Dade Council-Manager 195,713 \$151,002,000.00 2734 Broward Council-Manager 195,713 \$151,002,000.00 2734 Broward Council-Manager 25,507 \$24,515,680,00 317 Leon Council-Manager 17,777 \$16,826,729.00 175 Hillsborough Council-Manager 26,669 \$25,556,349.00 255 Palm

West Miami	Miami-Dade	Council-Manager	7,828	\$7,235,290.00		
West Palm Beach	Palm Beach	Council-Strong Mayor	115,176	\$177,321,817.00	1514	\$101,520.00
West Park	Broward	Council-Manager	15,197	\$15,076,850.00	20	
Westlake	Palm Beach	Council-Manager	380	\$2,373,240.00	0	
Weston	Broward	Council-Manager	67,314	\$45,371,940.00	10	\$145,000.00
Westville	Holmes	Council-Strong Mayor	412	\$75,210.00	0	\$17,417.32
Wewahitchka	Gulf	Council-Manager	1,971	\$1,198,273.00	12	\$45,000.00
White Springs	Hamilton	Council-Manager	827	\$1,093,910.00		
Wildwood	Sumter	Council-Manager	12,665	\$10,044,374.00	144	\$99,934.63
Williston	Levy	Council-Weak Mayor	2,893	\$3,061,885.00	48	\$50,000.00
Wilton Manors	Broward	Council-Manager	12,849	\$17,115,434.00	108	\$69,846.00
Windermere	Orange	Council-Manager	2,972	\$5,424,269.00	25	\$75,000.00
Winter Garden	Orange	Council-Manager	47,245	\$38,852,082.00	303	\$107,539.07
Winter Haven	Polk	Council-Manager	44,815	\$41,951,615.00	492	\$81,931.00
Winter Park	Orange	Council-Manager	30,239	\$58,665,011.00	525	\$88,666.00
Winter Springs	Seminole	Council-Manager	38,595	\$18,570,432.00	158	\$60,000.00
Worthington Springs	Union	Council-Weak Mayor	387	\$141,325.00	0	\$2,600.00
Yankeetown	Levy	Council-Weak Mayor	508	\$487,296.00	2	\$60,000.00
Zephyrhills	Pasco	Council-Manager	16,670	\$20,693,576.00	176	\$64,284.00
Zolfo Springs	Hardee	Council-Weak Mayor	1,778	\$1,209,401.00	10	\$37,500.00

\$33,545,386.69

divided by 310

\$108,210.92

Florida League of Cities Salary Survey Documentation 2018

Municipality	County	Form of Government	2018 Population	What is your municipality's current annual salary for the position of clerk?
Alachua	Alachua	Council-Manager	10,155	\$68,156.00
Alford	Jackson	Council-Weak Mayor	495	
Altamonte Springs	Seminole	Council-Manager	44,947	
Altha	Calhoun	Council-Weak Mayor	565	
Anna Maria	Manatee	Council-Strong Mayor	1,599	
Apalachicola	Franklin	Hybrid	2,363	\$45,345.00
Apopka	Orange	Council-Strong Mayor	51,676	\$89,972.68
Arcadia	DeSoto	Council-Weak Mayor	7,673	\$60,754.00
Archer	Alachua	Council-Manager	1,168	\$36,545.00
Astatula	Lake	Council-Weak Mayor	1,908	\$70,000.00
Atlantic Beach	Duval	Council-Manager	13,570	\$84,864.00
Atlantis	Palm Beach	Council-Manager	2,021	\$59,000.00
Auburndale	Polk	Council-Manager	16,246	\$91,580.00
Aventura	Miami-Dade	Council-Manager	37,790	\$127,000.00
Avon Park	Highlands	Council-Manager	11,187	
Bal Harbour	Miami-Dade	Council-Manager	2,920	
Baldwin	Duval	Council-Strong Mayor	1,419	
Bartow	Polk	Council-Manager	19,342	\$61,181.00
Bascom	Jackson	Commission	125	\$3,600.00
Bay Harbor Islands	Miami-Dade	Council-Manager	5,908	\$123,882.72
Bay Lake	Orange	Council-Manager	22	\$0.00
Bell	Gilchrist	Council-Weak Mayor	498	\$3,000.00
Belle Glade	Palm Beach	Council-Manager	17,589	\$88,224.00
Belle Isle	Orange	Council-Manager	6,944	\$65,000.00
Belleair	Pinellas	Council-Manager	3,977	\$83,000.00
Belleair Beach	Pinellas	Council-Manager	1,588	\$61,000.00
Belleair Bluffs	Pinellas	Council-Weak Mayor	2,095	\$37,250.00
Belleair Shore	Pinellas	Council-Strong Mayor	118	\$12,000.00
Belleview	Marion	Commission	5,152	\$63,654.00

Beverly Beach	Flagler	Council-Weak Mayor	356	\$19,500.00
Biscayne Park	Miami-Dade	Council-Manager	3,218	\$50,000.00
Blountstown	Calhoun	Council-Manager	2,498	\$28,080.00
Boca Raton	Palm Beach	Council-Manager	93,417	. ,
Bonifay	Holmes	Council-Weak Mayor	2,677	\$46,280.00
, Bonita Springs	Lee	, Council-Manager	51,181	\$67,558.00
Bowling Green	Hardee	Council-Manager	2,869	\$41,122.00
Boynton Beach	Palm Beach	Council-Manager	76,756	\$85,011.00
Bradenton	Manatee	Hybrid	56,157	\$111,381.00
Bradenton Beach	Manatee	Council-Weak Mayor	1,194	\$67,441.00
Branford	Suwannee	Council-Strong Mayor	689	\$29,812.00
Briny Breezes	Palm Beach	Council-Strong Mayor	610	\$0.00
Bristol	Liberty	Council-Weak Mayor	950	\$41,912.00
Bronson	Levy	Council-Weak Mayor	1,133	\$43,680.00
Brooker	Bradford	Council-Weak Mayor	322	\$24,000.00
Brooksville	Hernando	Council-Manager	8,410	\$49,365.00
Bunnell	Flagler	Council-Manager	3,056	\$59,710.00
Bushnell	Sumter	Council-Manager	2,499	\$52,600.00
Callahan	Nassau	Council-Weak Mayor	1,305	\$14,500.00
Callaway	Bay	Council-Manager	15,855	\$55,000.00
Campbellton	Jackson	Council-Strong Mayor	215	\$24,600.00
Cape Canaveral	Brevard	Council-Manager	10,227	\$66,100.00
Cape Coral	Lee	Council-Manager	180,204	\$115,232.00
Carrabelle	Franklin	Council-Weak Mayor	2,646	Ş11 <u>3,232.00</u>
Caryville	Washington	Council-Weak Mayor	2,040	\$20,000.00
Casselberry	Seminole	Council-Manager	29,778	\$95,554.00
Cedar Key	Levy	Council-Weak Mayor	714	\$55,554.00
Center Hill	Sumter	Council-Weak Mayor	1,101	\$53,000.00
Century	Escambia	Council-Strong Mayor	1,602	\$33,000.00
Chattahoochee	Gadsden	Council-Manager	2,970	\$55,352.00
Chiefland	Levy	Council-Manager	2,224	\$33,332.00
Chipley	Washington	Council-Weak Mayor	3,506	
Cinco Bayou	Okaloosa	Council-Manager	404	
Clearwater	Pinellas	Council-Manager	115,589	\$103,489.00
Clermont	Lake	Council-Manager	38,906	\$98,529.00
Clewiston	Hendry	Council-Manager	7,943	\$53,206.00
Cloud Lake	Palm Beach	Council-Strong Mayor	137	\$22,272.00
Сосоа	Brevard	Council-Manager	19,286	\$69,118.40
Cocoa Beach	Brevard	Council-Manager	11,328	\$09,110.40
Coconut Creek	Broward	Council-Manager	58,344	\$140,608.00
Coleman	Sumter	Council-Weak Mayor	721	\$140,008.00
	Broward	Council-Manager	33,906	\$107,708.00
Cooper City Coral Gables	Miami-Dade	Council-Manager	50,631	\$107,708.00
	Broward			\$137,000.00
Coral Springs		Council-Manager	128,757	
Cottondale	Jackson	Council-Weak Mayor	889	\$37,564.00
Crescent City	Putnam	Council-Manager	1,553	
Crestview	Okaloosa	Council-Manager	25,001	\$57,775.00

Cross City	Dixie	Council-Manager	1,696	\$43,000.00
Crystal River	Citrus	Council-Manager	3,333	\$41,480.00
Cutler Bay	Miami-Dade	Council-Manager	45,373	\$105,000.00
Dade City	Pasco	Council-Manager	7,162	\$51,200.00
Dania Beach	Broward	Council-Manager	31,755	\$96,286.00
Davenport	Polk	Council-Manager	5,602	\$60,691.00
Davie	Broward	Council-Manager	103,171	
Daytona Beach	Volusia	Council-Manager	66,267	\$85,835.00
Daytona Beach Shores	Volusia	Council-Manager	4,294	\$98,051.00
DeBary	Volusia	Council-Manager	20,774	
Deerfield Beach	Broward	Council-Manager	78,573	\$116,462.53
DeFuniak Springs	Walton	Council-Manager	5,481	\$47,195.00
DeLand	Volusia	Council-Manager	34,106	\$92,996.80
Delray Beach	Palm Beach	Council-Manager	66,580	\$87,505.00
Deltona	Volusia	Council-Manager	91,007	\$101,775.00
Destin	Okaloosa	Council-Manager	13,289	\$76,992.76
Doral	Miami-Dade	Council-Manager	68,244	\$103,318.02
Dundee	Polk	Council-Manager	4,662	
Dunedin	Pinellas	Council-Manager	37,054	
Dunnellon	Marion	Council-Manager	1,805	\$53,662.00
Eagle Lake	Polk	Council-Manager	2,574	\$55,000.00
Eatonville	Orange	Council-Strong Mayor	2,323	
Ebro	Washington	Council-Weak Mayor	238	
Edgewater	Volusia	Council-Manager	23,319	\$81,016.00
Edgewood	Orange	Council-Weak Mayor	2,712	
El Portal	Miami-Dade	Commission	2,140	
Estero	Lee	Council-Manager	31,806	\$91,720.00
Esto	Holmes	Council-Weak Mayor	385	\$23,000.00
Eustis	Lake	Council-Manager	21,039	\$68,559.00
Everglades City	Collier	Council-Strong Mayor	408	\$42,702.00
Fanning Springs	Gilchrist,Levy	Council-Strong Mayor	859	
Fellsmere	Indian River	Council-Manager	5,571	\$82,000.00
Fernandina Beach	Nassau	Council-Manager	12,761	\$90,000.00
Flagler Beach	Flagler,Volusia	Council-Manager	4,726	\$67,514.00
Florida City	Miami-Dade	Council-Strong Mayor	13,076	
Fort Lauderdale	Broward	Council-Manager	182,827	\$126,500.00
Fort Meade	Polk	Council-Manager	5,993	\$51,335.00
Fort Myers	Lee	Council-Manager	81,868	
Fort Myers Beach	Lee	Council-Manager	6,406	\$74,572.00
Fort Pierce	St Lucie	Council-Manager	43,326	\$84,000.00
Fort Walton Beach	Okaloosa	Council-Manager	20,830	\$70,309.83
Fort White	Columbia	Council-Weak Mayor	552	\$38,000.00
Freeport	Walton	Council-Strong Mayor	3,845	\$50,393.00
Frostproof	Polk	Council-Manager	3,130	\$54,080.00
Fruitland Park	Lake	Council-Manager	8,963	\$66,266.00
Gainesville	Alachua	Council-Manager	131,217	
Glen Ridge	Palm Beach	Council-Strong Mayor	223	\$0.00

Glen Saint Mary	Baker	Council-Weak Mayor	446	\$21,450.00
, Golden Beach	Miami-Dade	, Council-Manager	935	\$82,000.00
Golf	Palm Beach	Council-Manager	257	\$52,500.00
Graceville	Jackson	Council-Manager	2,182	\$78,711.00
Grand Ridge	Jackson	Council-Weak Mayor	981	\$35,001.00
Grant-Valkaria	Brevard	, Council-Manager	4,260	
Green Cove Springs	Clay	Council-Manager	7,813	\$59,156.00
Greenacres	Palm Beach	Council-Manager	39,568	
Greensboro	Gadsden	Council-Weak Mayor	591	\$32,926.00
Greenville	Madison	Council-Weak Mayor	797	
Greenwood	Jackson	Council-Weak Mayor	696	
Gretna	Gadsden	Council-Manager	1,656	\$9,000.00
Groveland	Lake	Council-Manager	16,407	\$71,020.00
Gulf Breeze	Santa Rosa	Council-Manager	5,849	\$57,697.00
Gulf Stream	Palm Beach	Council-Manager	1,005	\$127,816.00
Gulfport	Pinellas	Council-Manager	12,544	1 / 2
Haines City	Polk	Council-Manager	24,298	\$72,580.00
Hallandale Beach	Broward	Council-Manager	39,054	\$89,250.00
Hampton	Bradford	Council-Strong Mayor	465	\$42,000.00
Havana	Gadsden	Council-Manager	1,800	<i>•••••••••••••••••••••••••••••••••••••</i>
Haverhill	Palm Beach	Council-Weak Mayor	2,096	\$0.00
Hawthorne	Alachua	Council-Manager	1,422	\$41,600.00
Hialeah	Miami-Dade	Council-Strong Mayor	238,906	+,
Hialeah Gardens	Miami-Dade	Council-Strong Mayor	23,614	\$92,300.00
High Springs	Alachua	Council-Manager	6,221	\$72,306.00
Highland Beach	Palm Beach	Council-Manager	3,654	\$78,068.00
Highland Park	Polk	Council-Weak Mayor	258	
Hillcrest Heights	Polk	Council-Weak Mayor	253	\$15,500.00
Hilliard	Nassau	Council-Strong Mayor	2,990	\$78,000.00
Hillsboro Beach	Broward	Council-Manager	1,918	\$65,062.00
Holly Hill	Volusia	Council-Manager	11,958	\$55,150.00
Hollywood	Broward	Council-Manager	149,028	\$132,080.00
Holmes Beach	Manatee	Council-Strong Mayor	3,934	\$100,000.00
Homestead	Miami-Dade	Council-Manager	73,863	\$113,089.00
Horseshoe Beach	Dixie	Council-Weak Mayor	171	\$22,502.00
Howey-in-the-Hills	Lake	Council-Strong Mayor	1,499	, ,
Hypoluxo	Palm Beach	Council-Strong Mayor	2,741	\$0.00
Indialantic	Brevard	Council-Manager	2,842	\$50,540.00
Indian Creek	Miami-Dade	Council-Manager	. 84	\$75,000.00
Indian Harbour Beach	Brevard	Council-Manager	8,526	\$69,999.00
Indian River Shores	Indian River	Council-Manager	4,208	\$84,000.00
Indian Rocks Beach	Pinellas	Council-Manager	4,430	\$86,140.00
Indian Shores	Pinellas	Council-Strong Mayor	1,470	\$55,536.12
Indiantown	Martin	Council-Manager	6,707	\$60,000.00
Inglis	Levy	Council-Weak Mayor	1,292	,,
	Putnam	Council-Weak Mayor	1,339	\$44,922.00
Interlachen	Pulnam		T.2.2.7	344.322.00

Islamorada, Village of Islands	Monroe	Council-Manager	5,990	\$70,358.09
Jacksonville	Duval	Council-Strong Mayor	907,093	
Jacksonville Beach	Duval	Council-Manager	23,494	\$68,960.00
Jacob City	Jackson	Council-Weak Mayor	242	\$31,200.00
Jasper	Hamilton	Council-Manager	2,819	\$0.00
Jay	Santa Rosa	Council-Weak Mayor	521	\$38,400.00
Jennings	Hamilton	Council-Weak Mayor	880	
Juno Beach	Palm Beach	Council-Manager	3,427	\$66,000.00
Jupiter	Palm Beach	Council-Manager	62,100	\$135,454.00
Jupiter Inlet Colony	Palm Beach	Council-Strong Mayor	409	\$56,000.00
Jupiter Island	Martin	Council-Manager	826	\$94,850.40
Kenneth City	Pinellas	Council-Weak Mayor	5,103	\$53,000.00
Key Biscayne	Miami-Dade	Council-Manager	12,887	\$115,717.00
Key Colony Beach	Monroe	Council-Weak Mayor	758	\$71,000.00
Key West	Monroe	Council-Manager	24,509	\$108,951.00
Keystone Heights	Clay	Council-Manager	1,364	\$48,000.00
Kissimmee	Osceola	Council-Manager	72,369	\$73,648.00
La Crosse	Alachua	Council-Weak Mayor	390	\$14,000.00
LaBelle	Hendry	Council-Weak Mayor	5,025	\$6,924.00
Lady Lake	Lake	Council-Manager	14,960	
Lake Alfred	Polk	Council-Manager	5,950	\$52,980.00
Lake Buena Vista	Orange	Council-Manager	24	
Lake Butler	Union	Council-Manager	1,813	\$80,511.00
Lake City	Columbia	Council-Manager	12,322	\$64,236.00
Lake Clarke Shores	Palm Beach	Council-Manager	3,422	
Lake Hamilton	Polk	Council-Manager	1,380	\$35,000.00
Lake Helen	Volusia	Council-Manager	2,752	\$30,160.00
Lake Mary	Seminole	Council-Manager	16,746	\$60,715.20
Lake Park	Palm Beach	Council-Manager	8,829	\$72,030.00
Lake Placid	Highlands	Council-Strong Mayor	2,632	\$44,616.00
Lake Wales	Polk	Council-Manager	15,791	\$59,366.00
Lake Worth Beach	Palm Beach	Council-Manager	38,257	\$99,502.40
Lakeland	Polk	Council-Manager	105,586	\$95,557.00
Lantana	Palm Beach	Council-Manager	11,397	\$75,727.00
Largo	Pinellas	Council-Manager	83,526	\$91,500.00
Lauderdale Lakes	Broward	Council-Manager	36,475	\$76,912.00
Lauderdale-By-The-Sea	Broward	Council-Manager	6,199	\$67,488.88
Lauderhill	Broward	Council-Manager	71,751	\$146,765.00
Laurel Hill	Okaloosa	Council-Strong Mayor	551	\$34,300.00
Lawtey	Bradford	Council-Weak Mayor	718	
Layton	Monroe	Council-Strong Mayor	182	\$27,200.00
Lazy Lake	Broward	Council-Weak Mayor	26	4.
Lee	Madison	Council-Strong Mayor	338	\$22,984.00
I			-	
Leesburg	Lake	Council-Manager	23,297	\$70,300.00
Lighthouse Point	Lake Broward	Council-Manager	10,560	\$81,000.00
	Lake			

Longwood	Seminole	Council-Manager	15,279	\$90,250.00
Loxahatchee Groves	Palm Beach	Council-Manager	3,384	\$64,896.00
Lynn Haven	Вау	Council-Manager	21,201	\$78,603.20
Macclenny	Baker	Council-Manager	6,743	\$92,400.00
Madeira Beach	Pinellas	Council-Manager	4,421	
Madison	Madison	Council-Manager	3,081	\$52,500.00
Maitland	Orange	Council-Manager	18,612	\$83,876.00
Malabar	Brevard	Council-Strong Mayor	2,899	\$60,471.00
Malone	Jackson	Council-Strong Mayor	2,193	\$34,580.00
Manalapan	Palm Beach	Council-Manager	425	\$75,540.00
Mangonia Park	Palm Beach	Council-Manager	2,045	\$85,000.00
Marathon	Monroe	Council-Manager	8,235	\$80,000.00
Marco Island	Collier	Council-Manager	17,094	\$94,420.00
Margate	Broward	Council-Manager	58,329	\$140,320.00
Marianna	Jackson	Council-Manager	7,621	\$76,000.00
Marineland	Flagler,St Johns	Council-Manager	8	\$2,400.00
Mary Esther	Okaloosa	Council-Manager	3,971	\$58,000.00
Mascotte	Lake	Council-Weak Mayor	5,829	\$85,946.00
Мауо	Lafayette	Council-Weak Mayor	1,208	
McIntosh	Marion	Council-Strong Mayor	453	\$0.00
Medley	Miami-Dade	Council-Strong Mayor	842	
Melbourne	Brevard	Council-Manager	82,040	\$94,676.40
Melbourne Beach	Brevard	Council-Manager	3,095	\$50,853.00
Melbourne Village	Brevard	Council-Weak Mayor	673	\$55,000.00
Mexico Beach	Вау	Council-Weak Mayor	1,285	\$60,000.00
Miami	Miami-Dade	Council-Strong Mayor	481,333	\$140,000.00
Miami Beach	Miami-Dade	Council-Manager	92,502	
Miami Gardens	Miami-Dade	Council-Manager	113,628	
Miami Lakes	Miami-Dade	Council-Manager	31,118	\$83,476.00
Miami Shores	Miami-Dade	Council-Manager	10,784	\$102,398.40
Miami Springs	Miami-Dade	Council-Manager	14,192	\$89,000.00
Micanopy	Alachua	Council-Weak Mayor	605	
Midway	Gadsden	Council-Manager	3,409	
Milton	Santa Rosa	Council-Manager	10,186	\$70,699.20
Minneola	Lake	Council-Manager	12,348	
Miramar	Broward	Council-Manager	137,107	\$119,843.00
Monticello	Jefferson	Council-Weak Mayor	2,412	\$54,645.00
Montverde	Lake	Council-Weak Mayor	1,846	\$62,500.00
Moore Haven	Glades	Council-Weak Mayor	1,740	
Mount Dora	Lake	Council-Manager	14,536	\$79,409.00
Mulberry	Polk	Council-Manager	3,865	\$75,357.00
Naples	Collier	Council-Manager	20,344	\$106,393.00
Neptune Beach	Duval	Council-Manager	7,285	
New Port Richey	Pasco	Council-Manager	15,863	\$62,500.00
New Smyrna Beach	Volusia	Council-Manager	26,407	\$71,744.00
Newberry	Alachua	Council-Manager	6,249	\$65,995.00
Niceville	Okaloosa	Council-Manager	14,508	\$78,582.00

Noma	Holmes	Council-Weak Mayor	187	\$12,500.00
North Bay Village	Miami-Dade	Council-Manager	8,981	
North Lauderdale	Broward	Council-Manager	44,841	\$82,978.00
North Miami	Miami-Dade	Council-Manager	63,517	
North Miami Beach	Miami-Dade	Council-Manager	45,612	\$100,000.00
North Palm Beach	Palm Beach	Council-Manager	12,596	\$124,960.49
North Port	Sarasota	Council-Manager	70,631	\$97,114.58
North Redington Beach	Pinellas	Council-Weak Mayor	1,499	
Oak Hill	Volusia	Council-Weak Mayor	1,997	\$27,700.00
Oakland	Orange	Council-Manager	3,119	\$68,281.00
Oakland Park	Broward	Council-Manager	45,276	\$99,468.00
Ocala	Marion	Council-Manager	60,042	\$92,352.00
Ocean Breeze	Martin	Council-Weak Mayor	163	\$41,500.00
Ocean Ridge	Palm Beach	Council-Manager	1,827	\$75,000.00
Ocoee	Orange	Council-Manager	45,694	\$85,000.00
Okeechobee	Okeechobee	Council-Weak Mayor	5,561	
Oldsmar	Pinellas	Council-Manager	14,489	\$75,000.00
Opa-locka	Miami-Dade	Council-Manager	18,017	\$75,500.00
Orange City	Volusia	Council-Manager	11,720	\$76,024.00
Orange Park	Clay	Council-Manager	8,630	\$54,830.00
Orchid	Indian River	Council-Manager	423	\$70,000.00
Orlando	Orange	Council-Strong Mayor	285,099	\$127,920.00
Ormond Beach	Volusia	Council-Manager	41,140	\$61,800.00
Otter Creek	Levy	Council-Weak Mayor	122	\$1,500.00
Oviedo	Seminole	Council-Manager	39,739	\$87,760.00
Pahokee	Palm Beach	Council-Manager	5,909	\$40,000.00
Palatka	Putnam	Council-Manager	10,649	\$86,195.28
Palm Bay	Brevard	Council-Manager	112,703	\$101,646.00
Palm Beach	Palm Beach	Council-Manager	8,295	\$66,000.00
Palm Beach Gardens	Palm Beach	Council-Manager	53 <i>,</i> 800	\$135,679.70
Palm Beach Shores	Palm Beach	Council-Manager	1,217	\$85,729.00
Palm Coast	Flagler	Council-Manager	84,575	\$81,191.00
Palm Shores	Brevard	Council-Strong Mayor	1,108	
Palm Springs	Palm Beach	Council-Manager	23,448	\$73,944.00
Palmetto	Manatee	Council-Strong Mayor	13,307	\$102,000.00
Palmetto Bay	Miami-Dade	Council-Manager	24,144	
Panama City	Вау	Council-Manager	37,208	\$117,638.00
Panama City Beach	Bay	Council-Manager	13,099	\$49,774.00
Parker	Вау	Council-Strong Mayor	4,467	\$52,437.00
Parkland	Broward	Council-Manager	32,742	\$93,840.00
Paxton	Walton	Council-Weak Mayor	610	
Pembroke Park	Broward	Council-Manager	6,384	\$99,115.00
Pembroke Pines	Broward	Council-Manager	165,352	\$108,243.00
Penney Farms	Clay	Council-Manager	766	\$58,000.00
Pensacola	Escambia	Council-Strong Mayor	54,801	\$79,290.00
Perry	Taylor	Council-Manager	7,025	\$0.00
Pierson	Volusia	Council-Weak Mayor	1,760	\$37,794.00

Pinecrest	Miami-Dade	Council-Manager	18,490	\$133,712.00
Pinellas Park	Pinellas	Council-Manager	53,144	\$112,402.94
Plant City	Hillsborough	Council-Manager	38,938	\$69,098.00
Plantation	Broward	Council-Strong Mayor	89,595	\$117,239.72
Polk City	Polk	Council-Manager	2,088	\$48,776.00
Pomona Park	Putnam	Council-Weak Mayor	871	\$37,440.00
Pompano Beach	Broward	Council-Manager	110,371	\$113,456.10
Ponce De Leon	Holmes	Council-Weak Mayor	554	\$32,000.00
Ponce Inlet	Volusia	Council-Manager	3,111	\$73,251.00
Port Orange	Volusia	Council-Manager	61,009	\$58,074.00
Port Richey	Pasco	Council-Manager	2,879	\$51,932.66
Port St. Joe	Gulf	Council-Manager	3,700	\$68,406.78
Port St. Lucie	St Lucie	Council-Manager	185,843	\$103,415.78
Punta Gorda	Charlotte	Council-Manager	19,487	\$79,102.00
Quincy	Gadsden	Council-Manager	8,176	
Raiford	Union	Council-Weak Mayor	243	
Reddick	Marion	Council-Weak Mayor	547	\$12,000.00
Redington Beach	Pinellas	Council-Strong Mayor	1,475	
Redington Shores	Pinellas	Council-Weak Mayor	2,212	\$84,000.00
Riviera Beach	Palm Beach	Council-Manager	35,431	\$99,685.00
Rockledge	Brevard	Council-Manager	26,882	\$73,542.00
Royal Palm Beach	Palm Beach	Council-Manager	37,934	\$105,340.00
Safety Harbor	Pinellas	Council-Manager	17,470	\$73,819.00
San Antonio	Pasco	Council-Weak Mayor	1,294	
Sanford	Seminole	Council-Manager	59,033	\$82,400.13
Sanibel	Lee	Council-Manager	6,701	\$101,398.96
Sarasota	Sarasota	Council-Manager	55,832	\$105,000.00
Satellite Beach	Brevard	Council-Manager	10,346	\$72,000.00
Sea Ranch Lakes	Broward	Council-Strong Mayor	695	
Sebastian	Indian River	Council-Manager	24,630	\$83,933.00
Sebring	Highlands	Council-Weak Mayor	11,087	\$64,529.00
Seminole	Pinellas	Council-Manager	18,865	\$51,777.76
Sewall's Point	Martin	Council-Manager	2,078	\$75,350.00
Shalimar	Okaloosa	Council-Weak Mayor	817	\$28,000.00
Sneads	Jackson	Council-Manager	1,893	
Sopchoppy	Wakulla	Council-Weak Mayor	473	\$55,000.00
South Bay	Palm Beach	Council-Manager	5,174	\$47,500.00
South Daytona	Volusia	Council-Manager	12,703	\$70,000.00
South Miami	Miami-Dade	Council-Manager	12,664	
South Palm Beach	Palm Beach	Council-Manager	1,400	\$65,000.00
South Pasadena	Pinellas	Commission	5,074	\$102,876.00
Southwest Ranches	Broward	Council-Manager	7,706	\$105,000.00
Springfield	Bay	Council-Strong Mayor	9,621	
St. Augustine	St Johns	Council-Manager	14,021	4
St. Augustine Beach	St Johns	Council-Manager	6,713	\$66,156.00
St. Cloud	Osceola	Council-Manager	46,519	\$81,873.00
St. Leo	Pasco	Council-Weak Mayor	1,319	\$44,096.00

St. Lucie Village	St Lucie	Council-Weak Mayor	634	\$0.00
St. Marks	Wakulla	, Council-Weak Mayor	277	\$0.00
St. Pete Beach	Pinellas	Council-Manager	9,510	\$78,000.00
St. Petersburg	Pinellas	Council-Strong Mayor	266,076	\$120,253.00
Starke	Bradford	Council-Weak Mayor	5,352	\$47,800.00
Stuart	Martin	, Council-Manager	16,425	\$76,827.01
Sunny Isles Beach	Miami-Dade	Council-Manager	22,505	
Sunrise	Broward	Council-Manager	92,663	\$132,279.00
Surfside	Miami-Dade	Council-Manager	5,934	\$100,785.57
Sweetwater	Miami-Dade	Council-Strong Mayor	21,499	
Tallahassee	Leon	Council-Manager	192,381	\$154,669.00
Tamarac	Broward	Council-Manager	64,663	\$93,001.00
Татра	Hillsborough	Council-Strong Mayor	378,531	\$119,537.00
Tarpon Springs	Pinellas	Council-Manager	25,455	\$87,247.00
Tavares	Lake	Council-Manager	17,353	\$8,500.00
Temple Terrace	Hillsborough	Council-Manager	26,512	\$79,000.00
Tequesta	Palm Beach	Council-Manager	5,857	\$102,107.00
Titusville	Brevard	Council-Manager	47,456	\$107,141.00
Treasure Island	Pinellas	Council-Manager	6,858	\$75,000.00
Trenton	Gilchrist	Council-Manager	2,029	\$32,500.00
Umatilla	Lake	Council-Manager	4,081	\$54,813.00
Valparaiso	Okaloosa	Council-Strong Mayor	5,284	\$76,258.00
Venice	Sarasota	Council-Manager	22,781	\$125,510.00
Vernon	Washington	Council-Weak Mayor	751	\$34,049.60
Vero Beach	Indian River	Council-Manager	16,274	
Virginia Gardens	Miami-Dade	Council-Strong Mayor	2,433	\$66,466.00
Waldo	Alachua	Council-Manager	960	
Wauchula	Hardee	Council-Manager	5,133	\$47,612.00
Wausau	Washington	Council-Weak Mayor	375	\$29,140.00
Webster	Sumter	Council-Weak Mayor	818	\$38,000.00
Weeki Wachee	Hernando	Council-Weak Mayor	9	\$6,000.00
Welaka	Putnam	Council-Weak Mayor	712	
Wellington	Palm Beach	Council-Manager	62,304	\$131,976.00
West Melbourne	Brevard	Council-Manager	21,990	\$73,821.00
West Miami	Miami-Dade	Council-Manager	7,806	
West Palm Beach	Palm Beach	Council-Strong Mayor	112,906	
West Park	Broward	Council-Manager	14,985	
Westlake	Palm Beach	Council-Manager	29	
Weston	Broward	Council-Manager	66,972	\$144,839.00
Westville	Holmes	Council-Strong Mayor	286	
Wewahitchka	Gulf	Council-Manager	2,052	\$40,000.00
White Springs	Hamilton	Council-Manager	764	\$40,000.00
Wildwood	Sumter	Council-Manager	9,511	\$90,149.98
Williston	Levy	Council-Weak Mayor	2,943	\$63,377.00
Wilton Manors	Broward	Council-Manager	12,831	\$66,519.00
Windermere	Orange	Council-Manager	2,918	\$75,000.00

Winter Haven	Polk	Council-Manager	42,828	\$71,926.00
Winter Park	Orange	Council-Manager	30,212	\$88,758.00
Winter Springs	Seminole	Council-Manager	37,639	\$100,000.00
Worthington Springs	Union	Council-Weak Mayor	350	\$28,000.00
Yankeetown	Levy	Council-Weak Mayor	504	\$0.00
Zephyrhills	Pasco	Council-Manager	15,839	\$61,812.00
Zolfo Springs	Hardee	Council-Weak Mayor	1,796	\$37,500.00

Population Data: University of Florida, Bureau of Economic and Business Resesarch, April 2018 Estimates

File Attachments for Item:

5. City Council Resolution No. 2021-010 - A resolution of the City Council of the City of Lake City, Florida, ratifying the Mayor's extension of the State of Emergency arising from the Covid-19 Public Health Emergency.

CITY COUNCIL RESOLUTION NO. 2021-010

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE CITY, FLORIDA, RATIFYING THE MAYOR'S EXTENSION OF THE STATE OF EMERGENCY ARISING FROM THE COVID-19 PUBLIC HEALTH EMERGENCY.

WHEREAS, Novel Coronavirus Disease 2019 (COVID-19) is a severe acute respiratory illness that can spread among humans through respiratory transmission and presents with symptoms similar to those of influenza; and

WHEREAS, on March 1, 2020, the Governor issued Executive Order number 20-51 directing the Florida Department of Health to issue a Public Health Emergency; and

WHEREAS, on April 3, 2020, the Governor issued Executive Order 20-91 and Executive Order 20-92 directing all persons in Florida to limit their movements and personal interactions outside of their home only to those necessary to obtain or provide essential services or conduct essential activities; and

WHEREAS, on April 29, 2020, the Governor issued Executive Order 20-112 initiating "Phase 1: Safe. Smart. Step-by-Step. Plan for Florida's Recovery"; and

WHEREAS, on May 8, 2020, the Governor issued Executive Order 20-114 extending the statewide state of emergency until July 7, 2020; and

WHEREAS, on June 5, 2020, the Governor's Executive Order 20-139 initiated "Phase 2: Safe. Smart. Step-by-Step. Plan for Florida's Recovery" and extended the exceptions provided for in Executive Order 20-69, relating to local government meetings, until June 30, 2020; and

WHEREAS, on July 7, 2020, the Governor issued Executive Order 20-166 extending the statewide state of emergency, as well as those exceptions provided for in Executive Order 20-69, until September 5, 2020; and

WHEREAS, on July 29, 2020, the Governor issued Executive Order 20-179 amending order 20-69 creating statutory exceptions related to budget hearings and extending the statewide state of emergency until September 1, 2020; and

WHEREAS, on August 7, 2020, the Governor issued Executive Order 20-

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193 extending the statewide state of emergency, as well as those exceptions provided for in Executive Order 20-69, until October 1, 2020; and

WHEREAS, on September 4, 2020, the Governor issued Executive Order 20-213 extending the statewide state of emergency, as well as those exceptions provided for in Executive Order 20-52; and

WHEREAS, on September 30, 2020, the Governor issued Executive Order 20-246 extending the statewide state of emergency, as well as those exceptions provided for in Executive Order 20-69; and

WHEREAS, on November 3, 2020, the Governor issued Executive Order 20-276 extending the statewide state of emergency until January 2, 2021; and

WHEREAS, on December 29, 2020, the Governor issued Executive Order 20-316 extending the statewide state of emergency until 12:01 a.m. on February 27, 2021; and

WHEREAS, the CDC continues to recommend community preparedness and everyday prevention measures be taken by all individuals and families in the United States; and

WHEREAS, pursuant to City Council Resolution 2020-45 the Mayor is authorized to extend the City's state of emergency related to COVID-19, and the Mayor has issued his Proclamations extending the current state of emergency, copies of which are attached hereto as "Exhibits A, B and C"; and

WHEREAS, the City Council, in order to protect the welfare and safety of the citizens of the City and their property, finds it necessary to ratify the Mayor's extension of the state of emergency proclaimed by the Mayor.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LAKE CITY, FLORIDA, AS FOLLOWS:

Section 1. The above recitals are all true and accurate and are incorporated herein and made a part of this resolution.

Section 2. The City Council ratifies and extends the state of emergency declared pursuant to the Mayor's Proclamations as well the provisions included in City Council Resolution 2020-033.

Section 3. This resolution shall be effective immediately upon adoption.

PASSED AND ADOPTED at a meeting of the City Council this _____ day of January 2021.

CITY OF LAKE CITY, FLORIDA

By: _____

Stephen M. Witt, Mayor

ATTEST:

APPROVED AS TO FORM AND LEGALITY:

By: _____

Audrey E. Sikes, City Clerk

By: _____

Frederick L. Koberlein, Jr., City Attorney

Proclamation

STATE OF EMERGENCY EXTENSION COVID-19

WHEREAS,

COVID-19 continues to pose an imminent health hazard and an increased risk of infection to residents of the County and healthcare, first responders, and emergency medical service workers caring for patients with COVID-19; and

WHEREAS,

COVID-19 is spread amongst the population by various means of exposure, including the propensity to spread person to person and the propensity to attach to surfaces for prolonged periods of time, thereby spreading from surface to person and causing increased infections to persons; and

WHEREAS, public health experts have consistently recommended avoiding close physical interaction between person in order to slow the spread of COVID-19, and the CDC has updated and further restricted its distancing guidelines; and

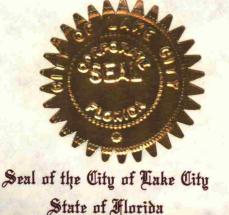
WHEREAS, on April 16, 2020, the White House and Centers for Disease Control and Prevention ("CDC") released Guidelines for Opening Up America Again, a three-phased approach based on the advice of public health experts; and

WHEREAS, data collected by the State Department of Health indicates a flattening of the curve of COVID-19 reported cases, including a downward trajectory of hospital visits for influenza like illnesses and COVID-19 like syndromic cases, a decrease in percent-positive test results, and an increase in hospital capacity since March 1, 2020; and

WHEREAS, City Council Resolution 2020-045 extended the state of emergency and vested the authority to extend the state of emergency in the Mayor; and

WHEREAS, this Proclamation is issued to extend the state of emergency for seven (7) days effective January 5, 2021.

NOW, THEREFORE, I, Stephen M. Witt, Mayor of the City of Lake City, Florida, do hereby extend the State of Emergency due to the COVID-19 health concerns for an additional seven (7) days effective January 5, 2021.



In witness whereof I have hereunto set my hand and caused this seal to be affixed this 5th day of January 2021.

-mult Stephen M. Witt, Mayor

City of Lake City

Proclamation

STATE OF EMERGENCY EXTENSION COVID-19

WHEREAS, COVID-19 continues to pose an imminent health hazard and an increased risk of infection to residents of the County and healthcare, first responders, and emergency medical service workers caring for patients with COVID-19; and

WHEREAS, COVID-19 is spread amongst the population by various means of exposure, including the propensity to spread person to person and the propensity to attach to surfaces for prolonged periods of time, thereby spreading from surface to person and causing increased infections to persons; and

WHEREAS, public health experts have consistently recommended avoiding close physical interaction between person in order to slow the spread of COVID-19, and the CDC has updated and further restricted its distancing guidelines; and

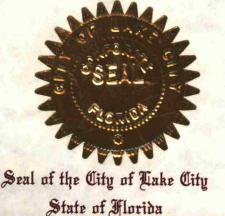
WHEREAS, on April 16, 2020, the White House and Centers for Disease Control and Prevention ("CDC") released Guidelines for Opening Up America Again, a three-phased approach based on the advice of public health experts; and

WHEREAS, data collected by the State Department of Health indicates a flattening of the curve of COVID-19 reported cases, including a downward trajectory of hospital visits for influenza like illnesses and COVID-19 like syndromic cases, a decrease in percent-positive test results, and an increase in hospital capacity since March 1, 2020; and

WHEREAS, City Council Resolution 2020-045 extended the state of emergency and vested the authority to extend the state of emergency in the Mayor; and

WHEREAS, this Proclamation is issued to extend the state of emergency for seven (7) days effective January 12, 2021.

NOW, THEREFORE, I, Stephen M. Witt, Mayor of the City of Lake City, Florida, do hereby extend the State of Emergency due to the COVID-19 health concerns for an additional seven (7) days effective January 12, 2021.



In witness whereof I have hereunto set my hand and caused this seal to be affixed this 12th day of January 2021.

MUT Stephen M. Witt, Mayor

City of Lake City

Proclamation

STATE OF EMERGENCY EXTENSION COVID-19

WHEREAS, COVID-19 continues to pose an imminent health hazard and an increased risk of infection to residents of the County and healthcare, first responders, and emergency medical service workers caring for patients with COVID-19; and

WHEREAS, COVID-19 is spread amongst the population by various means of exposure, including the propensity to spread person to person and the propensity to attach to surfaces for prolonged periods of time, thereby spreading from surface to person and causing increased infections to persons; and

WHEREAS, public health experts have consistently recommended avoiding close physical interaction between person in order to slow the spread of COVID-19, and the CDC has updated and further restricted its distancing guidelines; and

WHEREAS, on April 16, 2020, the White House and Centers for Disease Control and Prevention ("CDC") released Guidelines for Opening Up America Again, a three-phased approach based on the advice of public health experts; and

WHEREAS, data collected by the State Department of Health indicates a flattening of the curve of COVID-19 reported cases, including a downward trajectory of hospital visits for influenza like illnesses and COVID-19 like syndromic cases, a decrease in percent-positive test results, and an increase in hospital capacity since March 1, 2020; and

WHEREAS, City Council Resolution 2020-045 extended the state of emergency and vested the authority to extend the state of emergency in the Mayor; and

WHEREAS, this Proclamation is issued to extend the state of emergency for seven (7) days effective January 19, 2021.

NOW, THEREFORE, I, Stephen M. Witt, Mayor of the City of Lake City, Florida, do hereby extend the State of Emergency due to the COVID-19 health concerns for an additional seven (7) days effective January 19, 2021.



Seal of the City of Lake City State of Florida In witness whereof I have hereunto set my hand and caused this seal to be affixed this 19th day of January 2021.

Stephen M. Witt, Mayor

City of Lake City

File Attachments for Item:

6. Discussion and Possible Action - Basketball Courts Improvements - Summerset cul-de-sac. (Joe Helfenberger)

January 19, 2021

CITY OF LAKE CITY Report to Council

COUNCIL AGENDA		
SECTION		
ITEM		
NO.		

SUBJECT:

DEPT / OFFICE:

Originator: Joseph Helfenberger		
City Manager Joseph Helfenberger Joseph Helfenberger	Department Director Thomas Henry	Date January 12, 2021

Recommended Action:

Authorize City Manager to bring a resolution before City Council to refurbish and improve the basketball courts in Youngs Park.

Summary Explanation & Background:

Currently, there are 1 and ½ basketball courts in Youngs Park that are in very poor condition. There is approximately \$105,000 remaining in the road fund after all the budgeted road work has been completed. This amount of money is not enough to do a whole road. I propose that the City improve the Summerset Cul de sac with approximately \$40,000 of the funds. The remaining funds could be used to refurbish the existing 1 and ½ basketball courts and make 2 full basketball courts. The courts would look very similar to the new tennis courts.

Alternatives:

Leave the funds in the road account for next budget cycle.

Source of Funds:

Use the remaining funds in the existing road budget.

Financial Impact: Refurnishing of courts and expanding to 2 full courts would cost about \$60,350.00.

Exhibits Attached:

Project estimate and example of the material and colors of the improved basketball courts.

City of Lake City Public Works



Project Materials Takeoff Sheet

Date : 12-17-2020

Account: 541.63

Estimate

Total Materials Description Price Quantity Units \$ 29.400.00 \$ 210.00 Asphalt Tons 140 \$ 15,550.00 Surface Coating 2 2 \$ 7,400.00 Fence 8' 20'X58' 8' Basket Ball Poles, Backboards and Goals 4 \$ 4000.00 \$ 4,000.00 Bleachers 2

Total

\$60,350.00

Project : Toungs Park Basket Ball Courts

Prepared by: Thomas Henry

(i)

