



Lake Park Town Commission, Florida

Regular Commission Meeting Minutes

Commission Chamber, Town Hall, 535 Park Avenue, Lake Park, FL 33403
Wednesday May 20, 2026 6:30pm

Roger Michaud	—	Mayor
Michael Hensley	—	Vice Mayor
John Linden	—	Commissioner
Michael O'Rourke	—	Commissioner
Judith Thomas	—	Commissioner
Richard J. Reade	—	Town Manager
Thomas J. Baird	—	Town Attorney
Vivian Mendez, MMC	—	Town Clerk

PLEASE TAKE NOTICE AND BE ADVISED, that if any interested person desires to appeal any decision of the Town Commission, with respect to any matter considered at this meeting, such interested person will need a record of the proceedings, and for such purpose, 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. Persons with disabilities requiring accommodations in order to participate in the meeting should contract the Town Clerk's office by calling 881-3311 at least 48 hours in advance to request accommodations.

CALL TO ORDER/ROLL CALL

6:35 P.M.

PRESENT

Mayor Roger Michaud

Vice Mayor Michael Hensley

Commissioner Judith Thomas arrived at 6:40 P.M.

Commissioner John Linden

Commissioner Michael O'Rourke

PLEDGE OF ALLEGIANCE

Mayor Michaud led the Pledge of Allegiance.

APPROVAL OF AGENDA:

Mayor Michaud announced that item number 6 is removed from the agenda.

Motion to approve the agenda made by Vice Mayor Hensley, Seconded by Commissioner O'Rourke.

Voting Yea: Mayor Michaud, Vice Mayor Hensley, Commissioner Thomas, Commissioner Linden, Commissioner O'Rourke.

PUBLIC COMMENT:

This time is provided for addressing items that do not appear on the Agenda. Please complete a comment card and provide it to the Town Clerk so speakers may be announced. Please remember comments are limited to a TOTAL of three minutes.

-Sue LaFontaine provided comments via Exhibit A.

-Chris Steele spoke about challenges he perceives with Commissioner O'Rourke's positions.

-Greg Morrison, co-owner of Primo Yachts wants the code changed to accommodate their business.

-Michael Athmer spoke in favor of Primo Yachts and having the code changed to help their business.

-Bonnie Siegfroid also spoke in favor of changing the code in regards to Primo Yachts.

-Edward Page also spoke in favor of changing the code in regards to Primo Yachts.

-Mary Taylor complimented the Avalon Apartment complex and believes this could be a model for the Park Avenue Downtown District (PADD). She also spoke about electric bikes and scooters and would like to see plans to accommodate these types of vehicles in Town.

CONSENT AGENDA:

All matters listed under this item are considered routine and action will be taken by one motion. There will be no separate discussion of these items unless a Commissioner or person so requests, in which event the item will be removed from the general order of business and considered in its normal sequence on the agenda. Any person wishing to speak on an agenda item is asked to complete a public comment card located on either side of the Chambers and given to the Town Clerk. Cards must be submitted before the item is discussed.

Commissioner Linden asked to have item number 2 pulled from the Consent Agenda.

Motion to approve item number 1 on the Consent Agenda made by Commissioner O'Rourke.

Seconded by Commissioner Linden. Voting Aye: All.

1. Minutes of the Regular Commission Meeting - May 6, 2026

This item pulled from the Consent Agenda for discussion:

2. Resolution 43-05-26 – Agreement (RFQ #116-2025) – Specialized Landscape Maintenance Services – Bert Bostrom Park – Chris Wayne and Associates, Inc. – \$58,800 annually (\$4,900.00 per month)

Commissioner Linden questioned the need for the expenditure when we already have the staff and equipment to do it ourselves. Public Works Director Jaime Morales stated that this is a specialized turf and the Town does not have the type of equipment needed to maintain it and that the mower that would be needed would cost approximately \$60,000. He also stated that they would have the ability to cancel the contract down the road if they were able to purchase the equipment and hire the additional staff needed to maintain the park in-house. Town Manager Reade stated that they will be reviewing all of the Town's landscaping contracts so that a cost analysis can be done but in the meantime, the property does need to be maintained.

Commissioner Thomas stated that this landscaper has other contracts in Town and suggested combining contracts to get a better overall combined cost. Town Manager Reade stated for the record "this project went out for bid last August and it was titled as a Request for Qualifications. However, it was really a Request for Proposals. This is not a Consultants' Competitive Negotiation Act (CCNA) issue, it's a maintenance contract and was always treated that way and they worked with the attorney on it." Commissioner Linden stated that he is opposed to this item and would like for it to be pulled for later consideration while more information is gathered.

Public Works Director Morales stated that the field is already starting to grow weeds and if the Town does not start maintenance now, the costs later will be greater.

Motion to approve Resolution 43-05-26 made by Commissioner O'Rourke. Seconded by Commissioner Thomas.

Commissioner O'Rourke stated that we should not be "nickel and diming" priorities in Town.

Voting Yea: Mayor Michaud, Vice Mayor Hensley, Commissioner Thomas, Commissioner O'Rourke.

Voting Nay: Commissioner Linden.

PUBLIC HEARING(S) - ORDINANCE ON FIRST READING:

3. Ordinance 05-2026 - Text Amendment - Expanding PADD Permitted Uses – Chapter 78 - Town of Lake Park Land Development Regulations (LDR's) – First Reading.

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, AMENDING THE CODE OF ORDINANCES OF THE TOWN OF LAKE PARK, FLORIDA AMENDING CHAPTER 78, ARTICLE III, SECTION 78-70, EXPANDING THE PERMITTED USE LIST IN THE PADD FOR EXISTING USES; PROVIDING FOR CODIFICATION; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

Community Development Director Nadia DiTommaso explained the item (Exhibit B). Commissioner O'Rourke made comments about the outer core of the PADD and expressed concerns with the Ordinance. He suggested coming back with changes to the outer-core category. Commissioner Thomas raised concerns with parts of this Ordinance inter-acting with so many other things right now, it may create potential litigation. She stated that the special exception process would be a better way to accommodate a particular business right now. Commissioner Linden recommended not moving forward with this Ordinance because of Senate Bill 180. Vice Mayor Hensley is not in favor of approving this Ordinance. Commissioner O'Rourke suggested staff coming back with different proposals with a possible creation of a new core district in the PADD. Community Development Director DiTommaso suggested a workshop on the item.

Public Comment:

- Mary Taylor provided her comments via Exhibit C.
- Susan LaFontaine provided comments via Exhibit D.

The Ordinance was removed from the agenda.

PUBLIC HEARING(S) - ORDINANCE ON SECOND READING:

4. Ordinance 04-2026 - Text Amendment - Allowing Domesticated Animals in Kelsey Park and Other Town Parks – Chapter 18 - Town of Lake Park Land Development Regulations (LDR's) – 2nd & Final Reading.

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, PERTAINING TO USE OF TOWN PARKS AND PUBLIC FACILITIES; PROVIDING FOR THE AMENDMENT OF SECTION 18-62 (1) TO ALLOW DOMESTICATED ANIMALS IN KELSEY PARK AND OTHER TOWN PARKS; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; PROVIDING FOR THE REPEAL OF ALL LAWS IN CONFLICT; AND PROVIDING FOR AN EFFECTIVE DATE.

Town Manager Reade explained that this Ordinance was amended at the request of the Commission and is being presented on second and final reading. Commissioner O'Rourke raised concerns with definition of domesticated animals. Community Development Director DiTommaso stated that the definition in in the Town's code and any changes to the definition would have to be applied to all sections of the Town's code. Commissioner Thomas raised concerns regarding the availability of the pet clean-up stations not being evenly applied across all the parks in Town. Public Works Director Morales stated that they are in the process of doing a cost assessment to have the clean-up stations in all parks.

Motion to approve Ordinance 04-2026 made by Commissioner Thomas, Seconded by Commissioner Linden.

Voting Yea: Mayor Michaud, Vice Mayor Hensley, Commissioner Thomas, Commissioner Linden, Commissioner O'Rourke.

Town Clerk Mendez explained the error that occurred in the ordinance language regarding smoking in parks. She stated that the language regarding smoking and vaping was removed from the Ordinance per the Commission's request on first reading and the Ordinance was correctly advertised. However, the language was erroneously included on the meeting agenda.

The Town Attorney read the Ordinance by title only.

5. Ordinance 06-2026- Text Amendment - Platting Procedures (Per State Law) – Chapter 67 - Town of Lake Park Land Development Regulations (LDR's) – Second Reading.

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, AMENDING THE CODE OF ORDINANCES CHAPTER 67, ARTICLE I AND ARTICLE II TO COMPLY WITH SB784 REGARDING ADMINISTRATIVE

PLAT APPROVALS; PROVIDING FOR CODIFICATION; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

Motion to approve Ordinance 06-2026 made by Commissioner O'Rourke. Seconded by Vice Mayor Hensley.

Voting Yea: Mayor Michaud, Vice Mayor Hensley, Commissioner Thomas, Commissioner Linden, Commissioner O'Rourke.

Town Attorney Baird read the Ordinance by title only.

NEW BUSINESS:

6. Resolution 46-05-26 - Agreement - Marina Pumpout System Replacement - Marina Makers - \$23,505.50

Item 6 was removed from the agenda.

7. FY 2026 Town of Lake Park Pay Grade Chart & Amend Pay Grades - Sanitation Truck Operator I and Sanitation Truck Operator II

Town Manager Reade explained the item (Exhibit E). Commissioner Linden raised concerns regarding paygrades. He stated he is in favor of the amended pay grades but has difficulty supporting a raise mid-year. He would prefer to wait until the new budget cycle. Town Manager Reade explained the struggles with retaining new hires and believes it is the result of the pay not being competitive enough. He also spoke about the cost of living increases in the general area and stated that funding for this item is available. Commissioner O'Rourke suggested a time based bonus system to help create longevity. Town Manager Reade stated that the Town already has longevity bonuses but they are currently considering a raise at the completion of the probationary period. Commissioner O'Rourke stated that the Public Works workers are some of the most important workers in Town and would be in favor of some sort of bonus or incentive. Commissioner Thomas stated that staff needs to be making at least \$25 per hour in order to live in this area because of the high cost of living. Public Works Director Jaime Morales stated that this agenda item is not about giving staff a raise right now. It is so that they can offer new hires a more competitive rate and that only two existing employees would receive a

benefit from this. Mayor Michaud agreed that in order to attract new, qualified staff to fill vacancies, our pay needs to be competitive with the surrounding area.

Motion to approve made by Commissioner O'Rourke, Seconded by Vice Mayor Hensley.

Voting Yea: Mayor Michaud, Vice Mayor Hensley, Commissioner Thomas, Commissioner Linden, Commissioner O'Rourke.

TOWN ATTORNEY, TOWN MANAGER, COMMISSIONER COMMENTS:

Public Comment:

-Kevin Kijanka spoke about multi-modal mobility in Town and has concerns with the areas of Northlake Blvd, US1, and Silver Beach Road. He also spoke in favor of the Town having its own sanitation service.

-Town Attorney Baird requested an Attorney-Client Session for June 3, 2026 at 5:30 P.M regarding Forest Development vs. the Town. The Commission came to consensus.

-Town Manager Reade voiced appreciation for Public Works staff. He also made the following announcements; Town facilities closed for Memorial Day (excluding the Marina) on Monday May 25th, Memorial Day Ceremony on Monday May 25th at 11am, Sunset Celebration May 29th at 6pm, and Jetcsetv summer soccer camp June 1st through the 5th. He announced that the Library hours will be changing so the Library can stay open later to accommodate the community. He also stated that they are in the process of adjusting the code enforcement schedules.

-Commissioner O'Rourke apologized for not attending the Haitian Flag Day event. He spoke about a personal event taking place in his life with a family member. He also encouraged everyone to attend the Memorial Day Ceremony.

-Commissioner Thomas had no comments.

-Commissioner Linden thanked the Commission for the sympathy card. He spoke about events over the weekend and the Community Watch meeting needing better attendance.

-Vice Mayor Hensley enjoyed the Haitian Flag Day event. He encouraged everyone to attend Planning & Zoning meetings so they can learn about development projects in Town.

-Mayor Michaud spoke highly about some Veterans of Foreign Wars (VFW) events and encouraged everyone to participate in their events.

REQUEST FOR FUTURE AGENDA ITEMS:

Commissioner Thomas and Commissioner O'Rourke requested a future agenda item to discuss a livable wage for employees and the possibility of utilizing affordable housing as a benefit.

Commissioner O'Rourke requested a future agenda item for the Town Manager evaluation.

ADJOURNMENT:

Motion to adjourn made by Vice Mayor Hensley, Seconded by Commissioner O'Rourke.

Voting Yea: Mayor Michaud, Vice Mayor Hensley, Commissioner Thomas, Commissioner Linden, Commissioner O'Rourke.

Meeting adjourned 8:43 P.M.

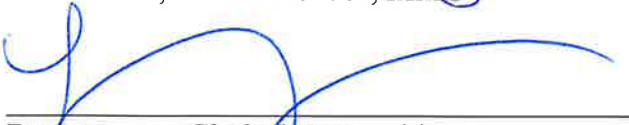
FUTURE MEETING DATE: Next Scheduled Regular Commission Meeting will be held on June 3, 2026.



Mayor Roger D. Michaud



Town Clerk, Vivian Mendez, MMC



Deputy Town Clerk, Laura Weidgans



Approved on this 3 of June, 2026

Exhibit A

Susan LaFontaine
545 Evergreen Drive

for Lake Park Commission meeting May 20, 2026

Good evening. I request the Commission to direct the re-initiation of video-taping the Planning & Zoning Board meetings and posting those videos on the town's website.

This was done from Sept 2023 through Sept 2025 and then stopped. Why? I can't find this discontinuation ever addressed in any P&Z Board or Commission meeting minutes.

I know the town needs to closely watch its expenditures, but these videos promote transparency, accurate record keeping, and accessibility and participation of an informed community.

And, since Planning & Zoning meeting minutes are often not available on the Municode website for weeks or even months, posting these P&Z meeting videos also **informs you, the Commission**, if you were unable to attend a particular P&Z Board meeting, of discussions, public comments, and decisions made during those meetings.

If taping and posting these videos is too large an expense, perhaps posting them for just 3 or 6 months would be a cost-effective compromise?

Thank you for your consideration.

Below shows no minutes are available yet for the past three P&Z Board meetings:

Meetings Directory



























Date	Meeting	Agenda	Agenda Packet	Minutes	Video
05/04/2026 - 6:30pm	Planning and Zoning Board Meeting	 	 		
04/06/2026 - 6:30pm	Planning and Zoning Board Meeting	 	 		
03/02/2026 - 6:30pm	Planning and Zoning Board Meeting	 	 		
01/05/2026 - 6:30pm	Planning and Zoning Board Meeting	 	 		
09/22/2025 - 6:30pm	Special Call Joint Planning and Zoning Board Meeting with North Palm Beach	 	 		
08/04/2025 - 6:30pm	Planning and Zoning Board Meeting	 	 		



Exhibit B

**TOWN LAKE OF PARK
TOWN COMMISSION
STAFF REPORT
MEETING DATE: May 20, 2026**

Item: PADD Use Table Amendment

SUMMARY OF ITEM:

Pursuant to the direction provided by the Town Commission as a result of their review of the Park Avenue Downtown District (PADD) throughout 2025, in conjunction with the Kimley-Horn study, Staff is proposing to move forward select recommended changes to the PADD Use Table, codified as Table 78-70-1, to allow for greater flexibility. Specifically, the study had recommended, and the Town Commission agreed, that the Town should “focus on infill and redevelopment; encourage incremental growth and adaptive reuse of code compliant buildings.” In addition, the Community Redevelopment Area Plan promotes business friendly initiatives that aim to attract, retain and expand business ventures, along with the promoting restaurant and entertainment uses along Park Avenue. While not all of the Kimley Horn Study recommendations can be enacted currently due to the ongoing restrictions of Senate Bill 180, aspects which are less “restrictive or burdensome” may be advanced. These text amendments, meeting this criteria, are therefore being recommended, and include generally changing a number of the special exception uses to become uses permitted by right. Affected uses include: live-work units, gyms, parking structures, craft distilleries, hotels, microbreweries, restaurants, small scale food and beverage production, indoor entertainment, theaters, and train stations. The intended impact is to be more business-friendly to new business owners coming into the Park Avenue Downtown District.

The proposed Ordinance was prepared by the Community Development Department, pursuant to the Kimley-Horn study and Town Commission recommendations, and has been reviewed by the Department, the CRA, the Town Manager and the Town Attorney.

Note: this is a ‘live’ document that is subject to change in the future pursuant to market demands, evolution in uses, along with uses that may need to first be define prior to integration (for example, Outdoor Athletic Court, has not been included since it would need to first be defined).

The proposal was presented to the Planning & Zoning Board on May 4, 2026. At the P&Z meeting there was discussion on including the entire PADD code section when this agenda item moves forward, along with possible additional outreach so that the public is made aware of the proposed changes even though it was acknowledged it all went through a lengthy process last year with the consultant. In addition, certain uses such as train stations should maybe remain as a special exception use rather than the consultant recommended permitted use. These discussion points were responded to by the Chair of the Board who indicated the proposed simply requests some additional flexibility however, the review process will still require adherence to parking and other relevant land development regulations and that there is always the opportunity to add conditions as part of this review, even if the use is permitted.

Recommendation: “APPROVE” of the Ordinance on first reading.

Proposed Amendments:

TABLE 78-70-1 PERMITTED AND SPECIAL EXCEPTION USES PARK AVENUE DOWNTOWN DISTRICT			
NOTES P = Permitted, may be subject to additional standards. SE = Special Exception Use, Town Commission Approval Required.			
USE CATEGORY	Outer Sub District	Core Sub District	Additional Standards
I. RESIDENTIAL			
Apartment/ Townhouse/Dwelling Unit	SE	SE	1
Townhouse	<u>P</u>	<u>P</u>	
Duplex	<u>P</u>	<u>P</u>	
Single Family Subdivision	<u>P</u>	<u>SE</u>	
I a. MIXED RESIDENTIAL/COMMERCIAL			
Airbnb's/Bed and Breakfast Inn, within existing single family structure	P	P	2
Live-work unit - studio	SE <u>P</u>	SE <u>P</u>	3
Live-work unit - apartment	SE <u>P</u>	SE <u>P</u>	3
II. BUSINESS AND PROFESSIONAL OFFICES			
Business Office	P	P	
Offices for Medical and Dental Practices	P	P	
III. PERSONAL SERVICES			
Barbershop, Beauty Salon, or aesthetician, or spa	P	P	
Dry Cleaning and/ or Laundry, Drop-off and Pickup Only	SE	P	6
Financial Institutions, including Banks and Credit Unions	SE	P	7
Gymnasium, Spa, and Health Club	SE <u>P</u>	P	
Parking Lot or Structure, Public or Private	SE <u>P</u>	P	8
Printing, Blueprinting, and Related Services	P	P	
Studios, including for Art, Dance, Drama, Interior Design, Music, Photography, Film, Tailoring	P	P	5
IV. RETAIL AND COMMERCIAL			

Art Gallery	P	P	
Bakery	P	P	4
Bicycle or Scooter, Sales and Rental	P	P	9
Coffee Shop	P	P	
Consignment Shop	P	P	
Craft Distillery	SE <u>P</u>	P	19
Deli, café	P	P	
Department Store, including Apparel, Housewares, Dry Goods, Notions, Jewelry, Home Furnishings, etc.	P	P	
Distillery	SE <u>P</u>	P	20
Fruit and Vegetable Market	P	P	10
Grocery Store, Specialty	P	P	11
Hotel or Inn	SE <u>P</u>	SE <u>P</u>	12
Ice Cream Parlor	P	P	
Mail, Shipping and Packing Stores (Private)	P	P	
Microbrewery Brewery Brewpub	SE <u>P</u> SE <u>P</u> SE <u>P</u>	P P P	13
Restaurant, General	SE <u>P</u>	P	14
Restaurant, Specialty	SE <u>P</u>	P	15
Retail, including Apparel, Beauty Supplies, Boutiques, Electronics, Flowers, Gifts, Hobby Supplies, Jewelry, Office Supplies, Music Media, Musical Instruments, etc.	P	P	
Small scale food and beverage production	SE <u>P</u>	P	16
Wineries	SE <u>P</u>	P	21
V. RECREATION			
Entertainment, Indoor	SE <u>P</u>	SE	
Theater, Indoor	SE <u>P</u>	P	
VI. CIVIC USES			
Government Offices	P	P	17
Schools, Post-Secondary	SE	SE	18
Train Stations and Accessory Uses	SE <u>P</u>	SE <u>P</u>	22

Exhibit C

COMMENTS MARY TAYLOR Commission Meeting MAY20, 2026

Good Evening Everyone,

This evening's agenda is a little puzzling to me. I'm referring to Table 78-70-1 Titled **PERMITTED AND SPECIAL EXCEPTION USES PARK AVENUE DOWNTOWN DISTRICT**. It seems prudent to retain all the special exception designations requiring the Town Commission Approval as a way to scrutinize decisions based on **real time information** instead of on previous outdated decisions. Examples: issues of parking lot structures, public and private, indoor entertainment and theaters, why change them to permitted, and not bring these and other pertinent issues before the Commission during **public** meetings. The comprehensive list is good but why make changes that can be questioned later. I'm sure much thought was given when the special exception designation was initially approved.

On a Positive Note,

During my daily Publix visit, I paused while facing straight at the Avalon apartment complex. It is lovely architecturally, even before completion. The comments from shoppers and residents are heartwarmingly positive. Finally, we have a solid example of what our PADD could look like and we could all be proud of ***in contrast to the negative unrepeatable descriptions of the glass monolith on US I.***

How about a simple survey of town residents, both buildings are physically available to see and compare. Please consider, "It is crucial to get something permanent **"right"** than to live with the negative consequences for a 100 years."

I also observe the proliferation of personal electric transportation. Are plans being developed to accommodate their increasing numbers?

Exhibit D

Susan LaFontaine
545 Evergreen Drive

for Lake Park Commission meeting May 20, 2026

Regarding agenda item #3, Expanding the Park Avenue Downtown District Permitted Uses, Table 78-70-1,

The Staff Report for this agenda item makes this statement:

The proposed Ordinance was prepared by the Community Development Department, pursuant to the Kimley-Horn study and Town Commission recommendations, and has been reviewed by the Department, the CRA, the Town Manager and the Town Attorney.

WHEN did the Town Commission make these recommendations? When did it even discuss this Table for permitted vs special exception uses in our downtown?

The only time the final, Nov 3 Kimley-Horn study has come before the commission was back on Jan 21. One page (pg 51) in the 107 pages of those minutes show Kimley-Horn's recommended changes to the PADD Uses Table 78-70-1. But neither those meeting minutes nor its video reveal that anyone spoke at all about that Table or Kimley-Horn's recommended changes. & I can't find any discussion about it in any subsequent commission meeting minutes or videos.

Again I ask, When did the town commission review and recommend any changes to this specific Table in Town Ordinance, as stated by Community Development?

A few changes look positive to me, like changing restaurants in the sub-core from special exception to permitted use. But I'm opposed to removing the Special Exception for uses such as residential, parking lots & structures, hotels, or a train station. In my humble opinion these should still be required to meet special exception criteria, public discussion and a vote by our elected officials.

For anyone who's interested, the description of all of the 22 "Additional Standards" in this Table, immediately follow the Table 78-70-1 in the town ordinances.

Thank you



Exhibit E

Town of Lake Park Town Commission

Agenda Request Form

Meeting Date: May 20, 2026

Originating Department: Human Resources

Agenda Title: FY 2026 Town of Lake Park Pay Grade Chart & Amend Pay Grades - Sanitation Truck Operator I and Sanitation Truck Operator II

Approved by Town Manager: _____ **Date:** _____

Cost of Item: N/A **Funding Source:** _____

Account Number: _____ **Finance Signature:** Barbara A. Gould

Advertised: _____

Date: _____ **Newspaper:** _____

Attachments: Job Descriptions for Sanitation Truck Operator I and Sanitation Truck Operator II.

Please initial one:

_____ Yes, I have notified everyone.

DMP Not applicable in this case

Summary Explanation/Background:

The Human Resources Department, in coordination with the Public Works Department, has identified the need to amend the approved FY 2026 Town of Lake Park Pay Grade Chart to reclassify the Sanitation Truck Operator I and Sanitation Truck Operator II positions. The proposed amendment is intended to better align pay grades with operational requirements, skill levels, licensing requirements, safety responsibilities, and current labor market conditions associated with municipal sanitation operations.

These positions are existing funded positions within the Sanitation Division. The proposed amendment does not create new positions. Rather, it updates the assigned pay grades to more accurately reflect the duties currently required to maintain reliable residential, commercial, recycling, and bulk waste collection

services throughout the Town.

Sanitation Truck Operators are required to operate heavy commercial vehicles in residential and commercial environments, including vehicles equipped with air brakes, automated side-load systems, rear-load compactors, front-load collection systems, and grapple boom attachments. These duties require a valid Florida Class B Commercial Driver's License with air brake endorsement, safe route navigation, equipment inspection, preventive maintenance awareness, customer service, emergency response availability, and the ability to work under adverse weather and field conditions.

The Public Works Department continues to experience recruitment and retention challenges for positions that require Commercial Driver's License qualifications and the ability to operate heavy equipment. The reclassification will support the Town's ability to attract and retain qualified sanitation operators, reduce operational disruption, preserve route continuity, and maintain the level of service expected by residents, businesses, and the Town Commission.

1. **Sanitation Truck Operator I** (Full Time) - reclassify existing (funded) positions within the Sanitation Division to support the actual/current needs of the department. The annual salary range (or pay grade) for this position is pay grade 40: \$40,503.60 to \$64,805.75. The proposed new pay grade for this reclassification, if approved, would be pay grade 55, with a pay range of \$44,865.60 to \$71,784.96.

This position is responsible for the safe and effective operation of residential sanitation collection vehicles and related equipment, including side-load and rear-load garbage packers and trash trucks equipped with an attached grapple boom. The position supports curbside garbage, recycling, and bulk trash collection services; performs routine inspections and basic preventive maintenance checks; reports safety or service issues; and responds to emergency call-ins, including hurricanes and other critical events.

2. **Sanitation Truck Operator II** (Full Time) - reclassify existing (funded) positions within the Sanitation Division to support the actual/current needs of the department. The annual salary range (or pay grade) for this position is pay grade 60: \$46,372.57 to \$74,196.11. The proposed new pay grade for this reclassification will be pay grade 75, with a range of \$51,355.20 to \$82,168.32.

This position is responsible for the safe and efficient operation of all commercial and residential sanitation collection vehicles, including front-load, side-load, and rear-load garbage packers and trash trucks equipped with an attached grapple boom. The position is expected to operate all sanitation equipment as needed to accomplish operational objectives, resolve customer work orders and complaints, document hazardous conditions, assist with commercial dumpster repair or replacement, and assume operational responsibility in the Sanitation Foreman's absence.

The proposed reclassification recognizes that the Sanitation Truck Operator II classification entails greater responsibility, operational flexibility, equipment proficiency, and independent judgment than the Sanitation Truck Operator I classification. This distinction supports an appropriate internal career ladder while also improving the Town's competitiveness in the current labor market.

Note: All current personnel serving within either of the two positions above who currently earn a pay rate below the proposed amount, if approved, would be moved up to the minimum of the proposed pay grade. This proposed pay increase is available within the Town's Sanitation Fund (per the Public Works Director and the Finance Director).

This agenda item was prepared by the Human Resources Department in coordination with the Public Works Department, Finance Director, and reviewed by the Town Manager.

Recommendation:

I move to approve the FY 2026 Town of Lake Park Pay Grade Chart & Amend Pay Grades for two (2) positions - Sanitation Truck Operator I and Sanitation Truck Operator II

meeting Date 5-20

Cards must be submitted before the item is discussed!!
*****Three (3) minute limitation on all comments**

Name: Susan LaFontaine

Address: 545 Evergreen Dr

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

I would like to make comments on the following Agenda Item:

I would like to make comments on the following Non-Agenda Item(s):
1+2 Board Videos

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.

Exhibit A

Susan LaFontaine
545 Evergreen Drive

for Lake Park Commission meeting May 20, 2026

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
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01/05/2026 - 6:30pm	Planning and Zoning Board Meeting	 	 		
09/22/2025 - 6:30pm	Special Call Joint Planning and Zoning Board Meeting with North Palm Beach	 	 		
08/04/2025 - 6:30pm	Planning and Zoning Board Meeting	 	 		

Meeting Date 5/20/26

Cards must be submitted before the item is discussed!!
***Three (3) minute limitation on all comments

Name: Chris Steele
Address: 301 Lake Shore Dr

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

I would like to make comments on the following Agenda Item:

I would like to make comments on the following Non-Agenda Item(s):
X

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.

Meeting Date 5/20/26

Cards must be submitted before the item is discussed!!
***Three (3) minute limitation on all comments

Name: Greg Morrison
Address: _____

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

I would like to make comments on the following Agenda Item:

I would like to make comments on the following Non-Agenda Item(s):
PRIMO YACHTS

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.

Meeting Date 5/20/2026

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***Three (3) minute limitation on all comments

Name: Michael Athamer
Address: 237 1/2 Center Stone Lane

If you are interested in receiving Town information through Email, please provide your E-mail address: MCATHAMER@GMAIL.COM

I would like to make comments on the following Agenda Item:
Public Comment

I would like to make comments on the following Non-Agenda Item(s):
Public Comment

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.

Meeting Date 5/20/26

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***Three (3) minute limitation on all comments

Name: Bonnie Snopce
Address: 2528 La Crystal Circle, PB Boarders

If you are interested in receiving Town information through Email, please provide your E-mail address: tree-tops@icloud.com

I would like to make comments on the following Agenda Item:
I believe it would be a great addition to the building and business -

I would like to make comments on the following Non-Agenda Item(s):

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.

Meeting Date 5/20/26

Cards must be submitted before the item is discussed!!

***Three (3) minute limitation on all comments

Name: EDWARD PAGE
Address: 3635 WILKINSON

If you are interested in receiving Town information through Email, please provide your E-mail address: EPAGECONSULTING.COM

I would like to make comments on the following Agenda Item:
THE GREAT STAFF AND CUSTOMER SERVICE

I would like to make comments on the following Non-Agenda Item(s):

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.



Town of Lake Park
PUBLIC COMMENT CARD

CIVILITY AND DECORUM

The Town of Lake Park is committed to civility and decorum to be applied and observed by its elected officials, advisory board members, employees and members of the public who attend Town meetings. The following rules are hereby established to govern the decorum to be observed by all persons attending public meetings of the Commission and its advisory boards:

- Those persons addressing the Commission or its advisory boards who wish to speak shall first be recognized by the presiding officer. No person shall interrupt a speaker once the speaker has been recognized by the presiding officer. Those persons addressing the Commission or its advisory boards shall be respectful and shall obey all directions from the presiding officer.
- Public comment shall be addressed to the Commission or its advisory board and not to the audience or to any individual member on the dais.
- Displays of disorderly conduct or personal derogatory or slanderous attacks of anyone in the assembly is discouraged. Any individual who does so may be removed from the meeting.
- Unauthorized remarks from the audience, stomping of feet, clapping, whistles, yells or any other type of demonstrations are discouraged.
- A member of the public who engages in debate with an individual member of the Commission or an advisory board is discouraged. Those individuals who do so may be removed from the meeting.
- All cell phones and/or other electronic devices shall be turned off or silenced prior to the start of the public meeting. An individual who fails to do so may be removed from the meeting.

Meeting Date _____

Cards must be submitted before the item is discussed!!
***Three (3) minute limitation on all comments

Name: Mary Taylor
Address: 209 Park Ave

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

I would like to make comments on the following Agenda Item:

I would like to make comments on the following Non-Agenda Item(s):

_____ New development planning

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.

meeting Date _____

Cards must be submitted before the item is discussed!!

*****Three (3) minute limitation on all comments**

Name:

Mary Taylor

Address:

209 Park Ave,

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

#3 table 78-70-1

I would like to make comments on the following Agenda Item:

I would like to make comments on the following Non-Agenda Item(s):

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Exhibit C

COMMENTS MARY TAYLOR Commission Meeting MAY20, 2026

Good Evening Everyone,

This evening's agenda is a little puzzling to me. I'm referring to Table 78-70-1 Titled **PERMITTED AND SPECIAL EXCEPTION USES PARK AVENUE DOWNTOWN DISTRICT**. It seems prudent to retain all the special exception designations requiring the Town Commission Approval as a way to scrutinize decisions based on **real time information** instead of on previous outdated decisions. Examples: issues of parking lot structures, public and private, indoor entertainment and theaters, why change them to permitted, and not bring these and other pertinent issues before the Commission during **public** meetings. The comprehensive list is good but why make changes that can be questioned later. I'm sure much thought was given when the special exception designation was initially approved.

On a Positive Note,

During my daily Publix visit, I paused while facing straight at the Avalon apartment complex. It is lovely architecturally, even before completion. The comments from shoppers and residents are heartwarming positive. Finally, we have a solid example of what our PADD could look like and we could all be proud of ***in contrast to the negative unrepeatable descriptions of the glass monolith on US I.***

How about a simple survey of town residents, both buildings are physically available to see and compare. Please consider, "It is crucial to get something permanent **"right"** than to live with the negative consequences for a 100 years."

I also observe the proliferation of personal electric transportation. Are plans being developed to accommodate their increasing numbers?

meeting Date 5-20

Cards must be submitted before the item is discussed!!

*****Three (3) minute limitation on all comments**

Name: Susan LaFontaine

Address: 545 Evergreen Dr

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

I would like to make comments on the following **Agenda Item:**

#3 expanding (A/D) VSE Table

I would like to make comments on the following **Non-Agenda Item(s):**

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.

Exhibit D

Susan LaFontaine
545 Evergreen Drive

for Lake Park Commission meeting May 20, 2026

Regarding agenda item #3, Expanding the Park Avenue Downtown District Permitted Uses, Table 78-70-1,

The Staff Report for this agenda item makes this statement:

The proposed Ordinance was prepared by the Community Development Department, pursuant to the Kimley-Horn study and Town Commission recommendations, and has been reviewed by the Department, the CRA, the Town Manager and the Town Attorney.

WHEN did the Town Commission make these recommendations? When did it even discuss this Table for permitted vs special exception uses in our downtown?

The only time the final, Nov 3 Kimley-Horn study has come before the commission was back on Jan 21. One page (pg 51) in the 107 pages of those minutes show Kimley-Horn's recommended changes to the PADD Uses Table 78-70-1. But neither those meeting minutes nor its video reveal that anyone spoke at all about that Table or Kimley-Horn's recommended changes. & I can't find any discussion about it in any subsequent commission meeting minutes or videos.

Again I ask, When did the town commission review and recommend any changes to this specific Table in Town Ordinance, as stated by Community Development?

A few changes look positive to me, like changing restaurants in the sub-core from special exception to permitted use. But I'm opposed to removing the Special Exception for uses such as residential, parking lots & structures, hotels, or a train station. In my humble opinion these should still be required to meet special exception criteria, public discussion and a vote by our elected officials.

For anyone who's interested, the description of all of the 22 "Additional Standards" in this Table, immediately follow the Table 78-70-1 in the town ordinances.

Thank you

meeting Date 5/20/26

Cards must be submitted before the item is discussed!!
***Three (3) minute limitation on all comments

Name: Kevin Hijanka
Address: Ilex Drive

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

I would like to make comments on the following Agenda Item:

I would like to make comments on the following Non-Agenda Item(s):

2045 Mobility Plan + Town Recycling Rate

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