

The Board of Sumter County Commissioners (BOCC/Board) convened in a special called session and workshop meeting on Tuesday, January 19, 2021, at The Villages Sumter County Service Center in Wildwood, Florida with the following members present to wit: Gary Search, District No. 1; Doug Gilpin, District No. 2; Craig Estep, Vice Chairman, District No. 3; Garry Breeden, Chairman, District No. 4; and Oren Miller, 2nd Vice Chairman, District No. 5. The following individuals were also present and acting in their respective official capacities: Bradley Arnold, County Administrator; and Caroline Alrestimawi, Deputy Clerk. Commissioner Breeden called the meeting to order at 7:00 p.m. The complete audio recording of this meeting is available by request through the Clerk's Website - www.sumterclerk.com.

1. Public Forum

The following individuals spoke during Public Forum:

1. Karen Ennist, 1224 S US 301, Sumterville, spoke regarding issues with nearby pit owners, primarily Carl Stephens riding her fence line. Bradley Arnold, County Administrator, provided Ms. Ennist with a copy of Mr. Stephens major special use permit and mediated settlement agreement (see attachment).
2. Gilbert Windsor, 2354 Bramble Ter, The Villages, spoke regarding road impact fees and the most recent tax increase.

1-19-21-1-Public Forum Supplemental Docs

2. Annual Employee Benefits Review and Recommendations (For Direction)

Katie Miller Busch, Project Manager and Lead Compensation Consultant with HR Compensation Consultants, LLC, provided the attached presentation.

Bradley Arnold, County Administrator, discussed other aspects of the attached presentation. Commissioner Breeden pointed out that on the slide regarding "Cost of Living Allowance", the first line of the first column titled, "Fiscal Year", reads "2020-2022" but should read "2021-2022". The Board discussed the employee benefits review and recommendations and asked any questions. Mr. Arnold asked Kitty Fields, Employee Services Manager, for clarification on a PTO related figure. The Board provided direction to implement the following recommendations: salary adjustments based on the Compensation and Classification studies, 1.3% COLA, 8.6% increase to employer paid health plan premiums, 1.3% increase to the employee/retiree paid health plan premiums, and the market average for PTO. Mr. Arnold will run numbers regarding the market average for PTO and get back to the Commissioners. Mr. Arnold will

communicate the direction provided to the constitutional officers so they can figure them into their budgets.

1-19-21-2-Katie Miller Busch Presentation, 1-19-21-2-Annual Employee Benefits Review and Recommendations, 1-19-21-2-Supplemental Doc

Commissioner Search addressed the impact fees, which were discussed at the previous meeting. Commissioner Search asked if the Board would allow the County Administrator and staff to look into the different options surrounding the impact fees. The Board provided consensus for Mr. Arnold to look into other options, as well as providing a fee scale. Commissioner Miller asked for a dollar figure for the estimated cost of the Regional Road Agreement to be provided with the impact fee related information. Commissioner Estep made his colleagues aware that when he agrees to place something on the agenda, it does not necessarily mean that he agrees with the item. Commissioner Estep also made it clear that when an item goes to hearing, he will not make his decision until he has heard from the people and fully understands the item.

3. State of Emergency Declaration Extension Sumter County Board of County Commissioners (Staff Recommends Approval).

1-19-21-3-State of Emergency Declaration Extension

Commissioner Search moved, with a second by Commissioner Miller, to approve the Local State of Emergency Declaration Extension. The motion carried 5 - 0.

4. Adjourn

The meeting adjourned at 8:26 p.m.