

Commissioners of the Lee County Mosquito/Hyacinth Control District (LCMCD/LCHCD) held a regular Board meeting, July 27, 2017, at 10:00 a.m. in the Auditorium at District headquarters, 15191 Homestead Rd., Lehigh Acres, Florida.

PRESENT: Chairman Thomas B. Hart, Vice-Chairman William M. Ellis, Secretary-Treasurer Brian F. Farrar, Commissioners Ed Brantley

STAFF: Wayne Gale - Director, David Hoel – Assistant Director, Russ Baker - Chief Financial Officer, Shelly Redovan - Deputy Director Communication & Education, Susan Merris - Director Human Resources, Kevin Watts – Deputy Director Hyacinth Control

VISITORS: Kathy Mayo – League of Women Voters, Timothy Young – Resident of St. James City, FL

PUBLIC COMMENTS: Timothy Young, Pine Island resident owns property close to Woodstock airport. Some information spread through social media is being objected to by some of the residents for the rezoning of the airport and usage of it. Mr. Young is an aviation professional and understands small airports and helicopters as well. He is here today to report on what some of the locals seem to think about the airport per conversations he has had with them. In general, he believes the island is in support of the transition if it does take place. There will always be the naysayers and they can misinterpret things according to their own agenda. He considers the project to be a good thing for the island as well as smart and beneficial financially for the LCMCD. He would like to be one voice in favor of the plan. His comment was what he has seen so far points to LCMCD attempting to be a good neighbor. LCMCD's use of the airport will not cause a negative impact.

No others to address the Board.

MINUTES APPROVAL – Chairman Hart requested Board approval for the May meeting minutes as well as the June meeting minutes. Commissioner Brantley made the motion to approve both sets of minutes. Commissioner Farrar seconded the motion and the Board unanimously approved the minutes.

LEE COUNTY HEALTH DEPARTMENT REPORT – Jennifer Roth, Director of Epidemiology advised the Board that there is nothing much to report and everything in Florida is quiet. There are no locally reported cases of disease in Florida. There have been 85 travel related cases in the state. There has been a dramatic drop off from one year to the next. Prevention messaging is going very well. New flu shots will be available in late August.

PAID TIME OFF (PTO) POLICY – Director Gale presented the PTO change policy. The policy now includes sick time, regular leave time and one personal day. When paid out, unused sick leave is paid at 25% and regular time is paid at 100% value. Administering the different pay out amounts affects our liability on our financial statements. If we were to go out of business all of the balances would have to be paid off. Additionally, administration for keeping track of the three types of payouts is an extensive task for accounting purposes. We want to make it a single leave policy paying out at 100% and in the long term save the District money. It is a beneficial situation for everyone. What we have come up with is a policy where everyone gets time off based on years of employment. The policy they we are proposing gives 6-7 days less per employee than what they currently have. Right now, it is possible to accrue a max of 2000 sick hours and 500 regular leave hours. The change is to a total accrual of 600 hours of PTO leave. In addition, the District will provide a short-term disability policy to make up for some of the sick leave time that is lost in this transition. We have looked at many ways to transition into this but in attempting to ease the administrative burden we would like to transition all at once by paying out additional sick leave balances and pay at 50%. That will create an immediate outgo of \$350,000 to pay out the accrued sick leave. For an individual if, payout is less than \$5,000 it will be paid in cash and if more than \$5,000, it will have to

go into the District's 401A Plan. Commissioner Ellis commented that this is never an easy changeover and he has only one question that on this new plan he asked does it decrease vacation time. Vacation has not gone down but total time has gone down. All time is PTO now so no decision has to be made administratively to figure out vacation to sick. He feels this is fairly generous and asked Susan if she is comfortable with this. Susan feels from what she has seen in the Human Resources field that this is generous and with the addition of the short-term disability policy, they will increase their benefit package. Commissioner Ed Brantley asked how employees are going to be able to use their personal day off during the season to meet the deadline on the new plan. It is encouraged to use it but we will work with the employees so that they do not lose unused days. Commissioner Hart mentioned receiving messages from employees and how imperative is it to decide on this today to satisfy employee questions. Russ mentioned that he has spoken to supervisors and individual employees throughout the process and transition is needed this budget year due to costs to manage the plans. Commissioners opened up the floor to the employees who were present at the meeting for comments. Keith Lowe, Information Technology Deputy Director commented that he is excited about the new program and feels that there is going to be more value in the new plan. This gives him short-term disability and a fund that will help him in his personal financial planning. David Latt, Pilot stated that no matter how you cut it, these employees are losing and he will lose 54 hours every year. He has worked under banking sick hour's plans in the past. He is unhappy that he and his group only heard about the plan yesterday. Commissioner Hart suggested he would like to postpone voting on this until the next meeting. He just wants to understand the packet and there are some additional concerns. Commissioner Farrar feels that cleaning up the two different types of time off will help immensely. Motion to approve the PTO policy and have it go into effect seconded by Commissioner Ellis. Once the motion was made the Board unanimously approved. Commissioner Ellis reminded everyone that modifying benefits is never an easy process and nothing is simple when discussing time worked and pay hours. All in all this is as fair a plan as possible. Commissioner Farrar stated that there has been a very diligent job done by all those involved and wants to make sure there are public information meetings with staff as necessary.

AIRCRAFT TRANSITION PLAN: Rick O'Neil, Aviation Manager presented the plan for upgrading District aircraft which is included in the file.

MILLAGE RATE APPROVAL – Executive Director Gale advised the Board all that needs to be done today is to set the maximum millage rate. We can go below but not above whatever rate the Board sets today. Included in the millage rate for Mosquito Control this year is the aircraft plan as presented. The current millage rate is \$0.2397 with a request and increase of \$0.2800, which is a significant increase in the budget. One reason for the increase is the start-up costs for the sterile insect technology that will be implemented this year. The technology startup will be \$300,000 - \$500,000 for the cost of equipment and modification of current facilities. There will also be an additional cost for someone to run the program, which is not included in the \$500,000. This year LCMCD will go into reserves due to depletion of pesticide reserves. As of this month, we will be buying pesticides in excess of existing budget with the purchase of \$750,000 of Dibrom in August, and possibly using up that supply in August depending upon rate of spraying. Motion was made by Commissioner Farrar to set the maximum millage rate for LCMCD at \$0.2800. Commissioner Ellis seconded the motion and the Board unanimously approved.

Millage rate for the Hyacinth Control District is to take the roll back rate setting the maximum millage rate at \$.0248. There have been some issues with the City of Cape Coral and we are attempting to meet with them to discuss the future. Things are getting worse in the Cape regarding management of the canals. When they built the Cape, they did not provide suitable access to every canal. The proposed Hyacinth millage rate will be the maximum rate of roll back, which is \$.0248. Motion made by Commissioner Farrar to take the roll back rate of \$.0248. Commissioner Brantley seconded the motion and the Board approved with no dissenting votes.

SET DATES AND TIMES FOR PUBLIC BUDGET HEARINGS: The regular monthly Board meeting will begin at 4:00 p.m. on September 14, 2017. The LCMCD budget hearing will begin at 5:01 p.m. and the LCHCD budget hearing will start at 5:15 p.m. The date and time of the final LCMCD/LCHCD budget hearing will be September 21, at 5:00 p.m. Commissioner Ellis advised that he will not be attending the 9/14 meeting.

SET DATES FOR UPCOMING BOARD MEETINGS: The current dates were provided for 2017/2018. Commissioner Farrar noted that there was an error stating the November meeting would be on the 19th, which is a Sunday. The meeting date was corrected to Thursday, November 16. Commissioner Farrar then made the motion to approve the meeting dates as revised. Commissioner Ellis seconded the motion The Board unanimously approved.

PROJECT UPDATE: Carmen McKinney – Deputy Director, Aviation, Fleet & Facilities opened with praise for the pilots for the work they have done in spray operations for the past month and for the mechanics work they have done on the aircraft in Arizona. The aircraft is finished and will be brought back on August 20th.

The hearing for the CF rezoning will be held on September 14, 2017. Once that clears it will go before the Board of County Commissioners for a vote. There have been some deficiencies noted. Nothing more to report.

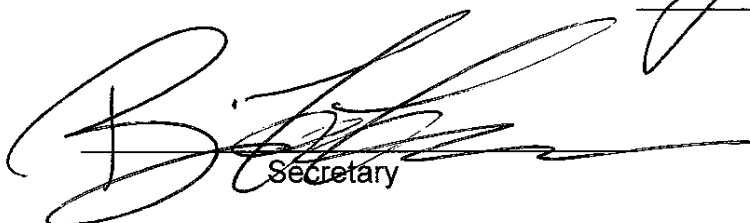
DIRECTOR'S REPORT: Executive Director Gale was pleased to announce that the approval to do limited aerial application over state lands was approved by Department of Environmental Protection (DEP). For some reason they did not approve spraying over Cayo Costa which we will have further discussion with them about. The one other stipulation is we must only use Dibrom, which we do anyway. He thanked them for approving the plan, which makes LCMCD the only district in the state that has approval to aduicide over State DEP and State Fish and Wildlife lands. Hiring the attorney in Tallahassee did finally pay off and it did work. Director thanked the Board for approving the use of the attorney. It will help us reduce overall costs for the rest of the season. We will not implement this until next year.

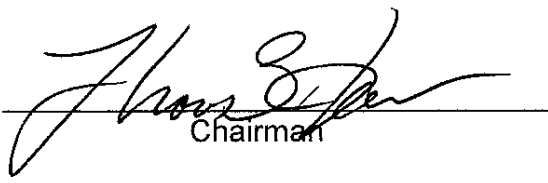
Executive Director Gale introduced David Hoel the new Assistant Director for LCMCD.

Executive Director Gale was in Puerto Rico representing the American Mosquito Control Association (AMCA) and the District during the Florida Entomological Society conference there. He also visited the Puerto Rico Vector Control Unit. The Centers for Disease Control (CDC) has provided \$13MM for mosquito control in Puerto Rico. They have a facility, director and some staff. He is on the technical advisory board for that unit and visited there during the meeting. They have facilities and are working on a website. When he described the LCMCD Mosquito Education Program, they became very interested in creating a program similar to it, which will actually borrow from our program.

Director advised that former Commissioner Paul Sanborn passed away and we did a fly over at the interment site last week.

There being no further business Commissioner Farrar made the motion to adjourn the meeting. Commissioner Ellis seconded the motion, the Board agreed to adjourn at 11:37 a.m.


Secretary


Chairman