City of Palm Coast
Minutes
City Council Business

City Hall
160 Lake Avenue
Palm Coast, FL 32164
www.palmcoastgov.com

Mayor Michael Norris
Vice Mayor Theresa Pontieri
Council Member Charles Gambaro
Council Member Ty Miller

Tuesday, March 18, 2025	9:00 AM	City Hall - Community Wing

City Staff
Lauren Johnston, Acting City Manager
Marcus Duffy, City Attorney
Kaley Cook, City Clerk

- Public Participation shall be in accordance with Section 286.0114 Florida Statutes.
- Other matters of concern may be discussed as determined by City Council.
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- City Council Meetings are streamed live on YouTube at https://www.youtube.com/@PalmCoastFL.
- It is proper meeting etiquette to silence all electronic devices, including cell phones while Council is in session.
- Any person who decides to appeal any decision of the City Council with respect to any matter considered at this meeting will need a record of the proceedings, and for such purpose, may need to hire a court reporter 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.

A. CALL TO ORDER

Mayor Norris called the meeting to order at 9:00 a.m.

B. PLEDGE OF ALLEGIANCE TO THE FLAG AND A MOMENT OF SILENCE

C. ROLL CALL

City Clerk Kaley Cook called the roll. All members were present.

D. PROCLAMATIONS

1. PROCLAMATION - MARCH 21, 2025, AS WORLD DOWN SYNDROME AWARENESS DAY

Ms. Johnston read the proclamation.

Ms. Wilburn, with Fun Coast Down Syndrome Association, shared comments about the organization, community members, and social events.

Virginia Smith, Land Management Administrator and ADA Coordinator, shared about the other groups in attendance.

Vice Mayor Pontieri thanked the attendees for coming in and for sharing their stories.

E. PUBLIC PARTICIPATION

Public Participation shall be held in accordance with Section 286.0114 Florida Statutes. And pursuant to the City Council's Meeting Policies and Procedures:

(1) This agenda item has a thirty (30) minute limit.
(2) Each speaker shall at the podium, provide their name and may speak for up to 3 minutes.
(3) The Public may provide comments to the City Council relative to matters not on the agenda at the times indicated in this Agenda. Following any comments from the public, there may be discussion by the City Council.
(4) Public speakers may address their comments to the Council as a whole, the Mayor, or to an individual Council Member
(5) When addressing the City Council on specific, enumerated Agenda items, speakers shall:
(a) make their comments concise and to the point;
(b) not speak more than once on the same subject;
(c) not, by speech or otherwise, delay or interrupt the proceedings or the peace of the City Council;
(d) obey the orders of the Mayor or the City Council; and
(e) not make any irrelevant, impertinent or slanderous comments while addressing the City Council; which pursuant to Council rules, shall be considered disorderly.
(6) Any person who becomes disorderly or who fails to confine his or her comments to the identified subject or business, shall be cautioned by the Mayor and thereafter must conclude his or her remarks on the subject within the remaining designated time limit.

Any speaker failing to comply, as cautioned, shall be barred from making any additional comments during the meeting and may be removed, as necessary, for the remainder of the meeting.

Members of the public may make comments during the public comment portion of the meeting. Please be advised that public comment will only be permitted during the public comment portions of the agenda at the times indicated by the Chair during the meeting.

Mayor Norris shared the procedures of public comment.

Public comment was opened at 9:16 a.m.

Celia Pugliese shared open support for the Mayor, shared military communication styles and making jokes before battle, was in favor of a Mayor who is for the residents, discussed appointed members, asked why Council Member Gambaro appeared virtually during the last meeting, and did not believe the City administrators are for the residents.

Andy Dodzik, retired consulting engineer with experience related to municipal needs and designing treatment plants, discussed current and future growth, encouraged a moratorium on future residential building, provided reasoning, and discussed development impact fees.

Cameron Orr, Animal Refuge Flagler, recognized current times, discussed competing budgetary issues, municipal shelters, cost effective approach of Putnam County and encouragement to see what they are doing, and shared about an upcoming joint cities/county meeting.

Paul (last name not audible) expressed disappointment, shared support for the Mayor, wanted to know who brought the accusations to Council Member Gambaro, discussed comments from the prior meeting, toxic work environments created, giving people the benefit of the doubt, and commented on City Council Member's comments on prior topics of discussion.

Gary Kunnas discussed manhole covers that are not working, flooding the wastewater system, the issues needing to be fixed before we address the new issues, ethics, ulterior motive for the district 4 appointment last year, and believed the district representative should be picked by the residents of that district.

Steve Carr would like to speak up for warrant officers of the US Army, outstanding and very technical, have been very successful at it, have been able to take over large departments and organizations, history of the Army commission of warrant officers, great leaders, did not support excluding someone because they are a warrant officer, moratorium, and other cities putting in moratoriums to protect the residents.

Jeremy Davis apologized for his prior language use, discussed the personal issues from flooding at his home, asked for accountability, believed that someone was finally standing up for the residents, and thanked the Mayor.

Lisa Perkins would like to know who authorized the propaganda tour of Mr. Cote and Mr. DeLorenzo to try to persuade residents into believing that the utility rates need to go up because of development costs, believed the increase to be a result of the City mismanaging money, discussed swale maintenance, discussed the 2024 appointment to the District 4 seat by people who were not re-elected, and believed people are after the Mayor who is for the people.

George Hans, long time representative at the County level, discussed the history of Palm Coast and founding intent, shared that moratoriums sometimes work and sometimes don't, believed development should pay for itself, wanted to debate anyone on the history of the founding of Flagler County, and believed residents should not be footing the bills.

Bruce Stone discussed an increase in utility rates and resident inability to afford the increased rates, minimal increases to social security, shared kindness and support for the Mayor, and discussed Council Members giving information back to former Mayor Alfin.

Jeanie Duarte discussed a moratorium, creating stages for mass development, stated that telling someone to resign is not the same as terminating the last City Manager without cause.

Rich Drogas, F Section, shared issues with swales, opposed building, shared that he is a new resident to the area, built a home, and that the property tax bill was higher than up north.

Mayor Norris advised the resident to work with Lynn Stevens, Deputy Director of Stormwater & Engineering.

Toni Michaels was glad Mayor Norris was the Mayor, discussed City received grant fund, shared issues with pep tanks, believed the residents should have a say on who is on the Council, wanted the Charter to be updated, and believed Council Members should only be elected.

Jared Halik, a local builder, said that he could not in good conscious sit by while a moratorium is discussed, shared that halting construction won't stop the problems, but rather, will drive up prices and put a roadblock for residents buying houses, that it will take jobs away from skilled workers, encouraged smart strategic development, and believed a moratorium to be a lazy choice.

Chantal Preninger, resident of the Z section, discussed the Mayor under investigation asking how his right to speech has been a crime, encouraged a forensic audit, encouraged everyone to take a breath and calm down and to let Mayor Norris do his job, and to hold strong on a building moratorium.

Ms. Johnston responded to public comments, shared the date for the upcoming joint cities/county meeting, and encouraged those with swale issues to work with Ms. Stevens.

Council Member Miller replied to Mr. Orr that Council will be at the joint cities/ county meeting, encouraged Mr. Orr to attend the meeting and speak, discussed the Charter and its adoption by residents, shared that there is a process to amend the Charter, and thanked Mr. Davis for his comments.

Vice Mayor Pontieri replied to Mr. Orr that documents were received from the Humane Society and she will make sure he gets them, discussed putting together a committee for charter review and potential amendments, and supported a future discussion on the item.

Mayor Norris asked when we are due for the next Charter review.

Ms. Johnston replied that the details are outlined in the Charter, which states that it has to be done no later than April 1, 2028, and at a minimum, every 10 years, and provides for how the committee is to be established.

Council Member Miller asked about the adoption of the amendments in alignment with a regularly scheduled election.

Ms. Johnston shared the charter review committee establishment and timeline required to provide the amendments to the Election's Office in order to make it to the 2026 election, if that were the desire of the Council.

Council Member Gambaro asked the City Attorney to share the next steps of the internal investigation.

Attorney Duffy replied that he intended to share an update during the scheduled Attorney comments at the end of the agenda and asked the Council if they would like the update at this time. Consensus was not provided.

Vice Mayor Pontieri asked if there is consensus to look at the charter. The Council concurred.

Mayor Norris read a statement to personally apologize to the residents for the spectacle that they experience at the last meeting, which he believed tainted the hiring process of the next City Manager, and personally apologized to Mr. Lee Eureste for the denigration of his military service by an illegally appointed and unelected member, and believed that Mr. Eureste's greatest obstacle during the City's hiring process was serving as Mayor Norris' boss during his tour in Okinawa.

F. MINUTES

2. MINUTES OF THE CITY COUNCIL: MARCH 4, 2025, BUSINESS MEETING MARCH 7, 2025, SPECIAL WORKSHOP MEETING MARCH 11, 2025, WORKSHOP MEETING

Pass
Motion made to approve by Vice Mayor Pontieri and seconded by Council Member Gambaro

Approved - 4 - Mayor Michael Norris, Vice Mayor Theresa Pontieri, Council Member Charles Gambaro, Council Member Ty Miller

G. ORDINANCES SECOND READ

3. ORDINANCE 2025-04 UTILITY RATE AMENDMENT

Mayor Norris handed the gavel to Vice Mayor Pontieri and moved to put a growth moratorium on the City of Palm Coast, not applying to any commercial business or industrial construction, stated that the infrastructure is not in place to support future residential growth at this time, specifically freshwater production capability and wastewater treatment systems. Mayor Norris restated the motion to be to enact and Ordinance enacting a residential construction and growth moratorium, with a date uncertain, to be reviewed annually to determine the necessity of continuing the Ordinance. The motion died for lack of a second.

City Attorney Duffy read the title into the record.

Ms. Johnston provided a background of the item.

Carl Cote, Director of Stormwater & Engineering, and Murray Hamilton, of Raftelis Consultants, presented the topic to Council. Topics presented included: charges for services, Utility service agreement charges, rates, need for rate increases, 5-year capital improvement plan, water and wastewater projects, Council direction since the first reading, modified 5-year CIP, summary of major changes, Council action, and next steps.

City Council held discussion on the following topics: potential risks and concerns, FDEP requirement for peak flow, potential of reduced water pressure by not addressing projects, Wastewater Treatment Facility 1 project plans and functioning as separate plants, modified plan option A and start date of CPI, trigger points for a new study, $10 a month difference for the potential risks we would be assuming from FDEP violations, reduced pressure, and sewage backups into people's homes.

Mr. Cote and Mr. Hamilton provided a response to Council comments and questions.

Council Member Miller shared prior discussions on the topic, supported the original plan, but in the interest of trying to find a way through this, was open to the comments of the Council and Vice Mayor Pontieri.

Vice Mayor Pontieri shared history of the item, lack of a history of charging appropriate fees, increases to impact fees, plans that have been brought forward, her opinion and issues with the planning including drastic misses from the 2018 plan, increased prices, did not want the full increase to fall on the back of the residents, the need to adjust and make cuts, the need to improve our economic vitality, shared that staff presented modified options as requested, shared her preference for option B, understood the angst and frustrations from residents/staff/City Council, this item as a top priority for Council, FDEP agreements, necessary projects to meet FDEP agreements, and healthy growth of the community.

Council Member Miller understood that on the front end, Option B has less impact, found A to be a valid option, highlighted figures from the presentation, and option A being cheaper in the long run while still allowing for the second bond to be a viable option.

Council Member Gambaro shared that his questions to Mr. Cote were to highlight the risks so that they are clear and was happy to move forward with Option A.

Motion by Council Member Gambaro to approve Modified Plan Option A, seconded by Council Member Miller.

Public Comment:
Sandra Shank shared deep concern for status of the City, shared a history of discussion on this item, reviews that should have occurred, discussed impact fees, honesty and transparency, support that residents can provide when told the

truth, the crossroads that the City is currently in, asked how we expect to hire a qualified and competent City Manager to work here, and encouraged the Council to course correct and work together.

Rich Drogas thanked Mr. Cote for sending Ms. Stevens to review the swales, understood that money is needed for projects, and wanted to discuss the issues of today.

Leslie Johnston felt lied to, asked about financial procedures and how money is coming in for water utilities, associated funds, transfer between funds, and charter language.

Lisa Perkins understood that rates have to be raised, money was supposed to be going to these things, raising the costs doesn't matter if you're mismanaging funds, supported an audit, encouraged finding the root of the problems to address the issues, and discussed fear mongering.

Chantel Preninger found it mindboggling, shared about discussions on other increases, the City's current debt, her water usage and complete bill, and supported an audit.

Toni Michaels wanted to know what collateral the City uses for bonds, discussed trips to Tallahassee to ask for funds but receiving things that the residents did not want, wanted Council to fight for utilities while in Tallahassee, shared her water price for Fruitland Park, and wanted to see where the money is going.

Dennis McDonald shared that he heard good questions asked to staff about the facilities, the statements to identify a problem, attack, and fix it, and that his question is why you haven't attacked and fixed the problem of water incursion, which has been going on since the beginning of Palm Coast, prior comments of the Mayor on the inability to catch up the debt, trends over Florida, fees as a way to fuel the developers, and fees without restrictions.

Bruce Stone suggested talking to other cities, to make City positions open to election, and stated that it is up to Council to figure out the problems.

Rose Chumaceiro said that it is sickening to see all that has happened to this City, flooding, traffic, building, bleeding of money as a problem, nothing has been addressed, asked where $1 million went, and encouraged an audit for all money the City receives.

Pat Goldberg shared disappointment for buying a home in Palm Coast, reduce spending, turn lanes, sidewalk to nowhere, and wanted to know who approved certain projects.

Jeff Adams shared his prior attendance, his unanswered communication to the Mayor, his experience, believed that water is a must, and encouraged Council to rework the way they are doing this to minimize the time and cost.

Marilyn Mack shared her government experience, stated that there is nothing about interest or debt in the numbers provided, that residents are not being shown transparency, discussed malfeasance, monthly bills, bill costs, believed it *was obvious that funds are being stolen, supported a forensic audit, especially on utility, discussed charter violations on debt, residents on fixed budgets and needing to cut back City spending, and encouraged cutting the media department and additional positions.*

Kaley Reichard, resident and small business owner, shared that every decision of the Council will have a consequence, supported the increase to address infrastructure, stated that the word moratorium lives on the internet forever and has effects to large commercial sectors, that she will not flee her home due to these increases, that as a utility consumer she expects for items to be addressed, discussed the upcoming decisions of the Council, and asked Mayor Norris to evaluate his place in the office.

Annamaria Long, Executive Officer with the Flagler Home Builders Association, spoke of the history of this item, clarified the homes in the pipeline as discussed in a previous Council meeting, that it will take approximately 10 years to build all of the homes, thanked Council for looking at alternative solutions, encouraged continuing to working to solutions to get our infrastructure in line as it is what the Council promised to do.

Jeremy Davis asked Council to look around the room at all of the elderly in attendance, elderly in the community and robbing them, asked for accountability, believed there to be mismanagement, and asked Council to make this make sense by looking at the mismanagement and correcting it.

Toni Michaels urged Council to go sit on Education Way to see all of the cars waiting to get food donations.

Dorothy Kelly did not want to reiterate the messages shared before her, shared that no one's water bill is the number displayed, the different places she has lived and that Palm Coast is the highest water bill she has had, discussed the Mayor's prior comments that City was poorly managed in the past, indications that Council is willing to allow this to continue, and asked about a moratorium.

Kandi Stevens shared that she knew residents were going to get a rate increase, that it is needed, and suggested having new residents pay the future fees.

Mayor Norris asked Ms. Johnston to provide the current City debt and reserve details.

Ms. Johnston shared that the next item on the agenda includes the requested information.

Council Member Miller responded to public comment to share items that are not managed by the City of Palm Coast, figures discussed and asked for additional details, thanked Mr. Adams for his knowledgeable comments, discussed legislative requests, and that the majority of the funding requests are utilities related.

Vice Mayor Pontieri raised questions to her colleagues, asking what the alternatives are for not accepting the plans presented.

City Council held discussion on the question including the following topics: funding, needs, housing units and commercial water needs, regulatory issues, and fines.

Vice Mayor Pontieri continued her comments to share that she feels that the options presented are it and is unsure of the alternatives. Vice Mayor Pontieri replied to public comments that there are not $300 million in cuts to make, that there are not $300 million in salaries to fire, highlighted the staffing changes that have been made since 2018, questions she has asked about mismanagement, 2018 study details, shared that she hears everybody's concern, the Council's direction to staff for an efficiencies audit for utilities, and that the Council is trying to make changes. Vice Mayor Pontieri asked the public to understand that there have to be reasonable steps to move forward.

Vice Mayor Pontieri asked if any member of Council saw mismanagement or red flags in projects and efficiencies.

Council Member Miller shared that the future is always uncertain and that there have been unpredictable world changing events since 2018 which changed costs negatively, and that even with a plan, he is unsure that the issues faced today could have been accurately predicted. Council Member Miller encouraged a proactive approach to timelining growth in a multivariable environment.

Discussion was held on funds, fees charged for water and wastewater, the City not transferring funds from the Utility Enterprise Fund to the General Fund, and services paid from the Enterprise Fund.

Vice Mayor Pontieri shared about a future trip to Tallahassee and the Home Builder Associations support in asking for utility infrastructure funding.

City Council recessed at 11:47 a.m. and resumed at 11:58 a.m.

Pass
Motion made to be adopted on second reading by Council Member Gambaro and seconded by Council Member Miller

Approved - 3 - Vice Mayor Theresa Pontieri, Council Member Charles Gambaro, Council Member Ty Miller
Denied - 1 - Mayor Michael Norris

H. RESOLUTIONS

4. RESOLUTION 2025-39 ACCEPTING THE ANNUAL COMPREHENSIVE FINANCIAL REPORT FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2024

City Attorney Duffy read the title into the record.

Shannon Boone, Chief Accountant, opened the item and introduced Webb Shephard and Brendan McKitrick with James Moore & Co.

Topics presented included: independent auditors reports, financial statements, internal control over financial reporting and compliance, Federal and State single audit report, management letter required, investment examination report, separate CRA audit issued, financial health, general fund, other government funds, business-type funds, highlights for the year, and government services.

City Council held discussion on the following topics: clarification of terms, thanks to the consultant for their efforts and detail of the matters, current bond rating, balance sheet in the packet, total assets, statistical samples, details of a forensic audit, difference between a forensic audit and operational audit, any indication of issues, full read access provided to the auditors and the auditor ability to review whatever information they chose to, comparison to other cities, questions on the fund balance, total fund balance, and cautions during the upcoming budget preparation.

Ms. Johnston highlighted the scannable QR code available in the Council Chambers for residents to access the full report.

Mr. McKitrick responded to comments and questions.

Public Comment:
Chantal Preninger reiterated her previous question and asked about the City's total debt.

Marilyn Mack asked where and who is pursuing the $1.20 million in developer funds that were supposed to put in infrastructure, shared about articles on Facebook, discussed millions of dollars in future revenue, believed the water department should be sold, asked why we don't have an internal auditor, city manager, and attorney, and discussed expenses for legal representation.

Toni Michaels asked for the water bill be made only a water bill rather than a utility bill, compared costs to other cities, believed the problem to be that other departments can access the water department funds, and discussed tax billing options.

Rose Chumaceiro asked why the auditor could not find missing money.

Lisa Perkins discussed the comments of Council, clarified that the issue is mismanagement, discussed information within the audit, and asked who approved continued billing.

Mayor Norris asked Ms. Johnston if she has any information about the City fronting money for development projects, assuming that a public speaker was discussing Matanzas Woods and westward expansion.

Ms. Johnston explained that the Development of Regional Impact (DRI) have not been activated, which means that there is no requirement to initiate any type of infrastructure until a DRI has been activated.

Council Member Miller mentioned the multiple accusations today about losing or stealing money, audit types, the continued discussions, and the feeling that we *can present factual information about audits, and it will never be accepted as truth.*

Mayor Norris asked Ms. Johnston about Enterprise Funds and bonds for expansion on the northern side of Palm Coast.

Ms. Johnston was not aware and advised that she would need to look into that.

Vice Mayor Pontieri spoke to share that she would be happy to look into line items if the public can provide the details.

Pass
Motion made to approve by Vice Mayor Pontieri and seconded by Council Member Gambaro

Approved - 4 - Mayor Michael Norris, Vice Mayor Theresa Pontieri, Council Member Charles Gambaro, Council Member Ty Miller

5. RESOLUTION 2025-46 APPROVING THE CULTURAL ART GRANTS FOR THE FISCAL YEAR 2024-2025

City Attorney Duffy read the title into the record.

Mayor Norris asked Ms. Johnston to provide the guidance provided at the last meeting.

Ms. Johnston shared about discussions held with the Flagler County Cultural Council (FC3), an additional time period for grants to come forward, review of grants that are before Council for consideration, establishment of the program in 2009, Strategic Action Plan priorities, and agreement for FC3 to manage the cultural art program.

Mayor Norris asked Attorney Duffy if he reviewed the contract and bylaws.

Attorney Duffy replied that he reviewed the bylaws but not the contract.

Mayor Norris asked Ms. Crouch for the voting members on the Board.

Ms. Crouch provided the voting members.

Mayor Norris, Attorney Duffy, and Vice Mayor Pontieri held discussion on bylaws and political organizations.

Ms. Crouch presented the following topics: board of directors, cultural arts grants, scoring criteria, and grant recommendations.

Ms. Crouch highlighted the groups set to receive a grant and shared the various missions of the groups to be awarded.

City Council held discussion on the following topics: timeline of the application process, length of time the application was available, concerns for the period being too short, improvements to the timeline in the future, approval from a board of directors, ranking of applicants, support for various grant recipients, event dates, reopening the application period, and opening the opportunity and funding to the surrounding municipalities and County.

Public Comment:
Chantel Preninger loves arts but felt that if the people in attendance earlier in the meeting heard the discussions, they would be shocked.

Peter Johnson, Board Member for the FC3, thanked the applicants for applying, sought to alleviate concern from the taxpayers that this money is coming back to us in the form of economic growth, that it is a small investment to make Palm Coast better, and supported asking for support from surrounding municipalities.

Denise Caulderwood supported arts in Flagler County, supported grant administration and management, shared frustrations with the process, and discussed the differences in applications.

Gary Dubais, long time resident of Palm Coast, thanked Council and staff for working with FC3, discussed the application process and commended the FC3 Board for the process, highlighted the depth and investment of time on a volunteer basis, and shared thanks for the support.

Amelia Fulmer discussed the process and improvements, monies lost for the County on arts and culture, and shared thanks for supporting a creative community.

Vice Mayor Pontieri shared thanks.

Pass
Motion made to approve by Council Member Gambaro and seconded by Vice Mayor Pontieri

Approved - 4 - Mayor Michael Norris, Vice Mayor Theresa Pontieri, Council Member Charles Gambaro, Council Member Ty Miller

6. RESOLUTION 2025-37 APPROVING RENAMING THE SHOW TENNIS COURT AT THE SOUTHERN RECREATION CENTER TO THE FRIENDS OF TENNIS COURT

City Attorney Duffy read the title into the record.

Ms. Johnston opened the item, highlighted the adopted facility naming policy, and the application process.

James Hirst, Director of Parks & Recreation, presented the topic to Council.

City Council held discussion on the following topics: Vice Mayor Pontieri recognized community members in the audience, and looked forward to seeing the tennis community grow and continue to bring in tourism dollars.

Public Comment:
Agnes Lightfoot, resident, and president of Friends of Tennis shared her history as a tennis player, shared excitement, shared the request for the court to be named "Friends," highlighted the vital role of Friends of Tennis, growth seen over the years, shared about support provided to the high schools, and looked forward to the recognition and naming.

Pass
Motion made to approve by Vice Mayor Pontieri and seconded by Council Member Miller

Approved - 4 - Mayor Michael Norris, Vice Mayor Theresa Pontieri, Council Member Charles Gambaro, Council Member Ty Miller

7. RESOLUTION 2025-36 APPROVING RENAMING THE COMMUNITY WING LOCATED IN CITY HALL TO THE JON NETTS COMMUNITY WING

City Attorney Duffy read the title into the record.

Mr. Hirst provided a background of the item.

City Council held discussion on the following topics: cost associated with rebranding, compliments to Mr. Netts, and support for the item.

Mr. Hirst replied to Council comments and questions.

Public Comment:
Mrs. Netts thanked City Council.

Robert MacDonald believed that this was long overdue and offered to cover half of the cost of the sign.

Mayor Norris shared about his experience meeting Mr. Netts years ago, discussed Palm Coast's 5 Mayors since incorporation, and thanked Mrs. Netts for her support during former Mayor Nett's tenure.

Council Member Miller spoke about Mrs. Netts service to the community through her support for former Mayor Netts.

Pass
Motion made to approve by Council Member Gambaro and seconded by Council Member Miller

Approved - 4 - Mayor Michael Norris, Vice Mayor Theresa Pontieri, Council Member Charles Gambaro, Council Member Ty Miller

I. CONSENT

Discussion was held on items 9, 10, and 11.

Ms. Johnston and Mr. Cote provided details of the items.

Public comment:
There were none.

8. **RESOLUTION 2025-41 APPROVING VACATING CERTAIN STREETS LOCATED AS PROVIDED FOR IN THE PLAT OF PALM COAST PARK, TRACTS 18 AND 20, RECORDED IN THE OFFICIAL RECORDS OF FLAGLER COUNTY IN OR MAP BOOK 37 PAGE 32**

9. **RESOLUTION 2025-38 APPROVING A MASTER PRICE AGREEMENT WITH MULTIPLE VENDORS FOR CITYWIDE DEBRIS DISPOSAL**

10. **RESOLUTION 2025-42 APPROVING A WORK ORDER AND EXPENSES RELATED TO THE INDIAN TRAILS SPORTS COMPLEX BASEBALL FIELD LIGHTING**

11. **RESOLUTION 2025-43 APPROVING A WORK ORDER WITH LTG, INC., FOR DESIGN SERVICES FOR THE PALM COAST PARKWAY STREETLIGHT PROJECT**

12. **RESOLUTION 2025-44 APPROVING MASTER SERVICES AGREEMENTS WITH ARDAMAN & ASSOCIATES, INC., AND CONNECT CONSULTING, INC., FOR PROFESSIONAL HYDROGEOLOGICAL SERVICES**

13. **RESOLUTION 2025-45 APPROVING A PIGGYBACK CONTRACT WITH OMNIA PARTNERS AND LOWES HOME CENTERS LLC FOR MAINTENANCE, REPAIR, AND OPERATION SUPPLIES, EQUIPMENT, AND SERVICES**

14. **RESOLUTION 2025-40 APPROVING THE UPDATED WIRELESS MASTER PLAN**

Pass
Motion made to be adopted on consent by Council Member Gambaro and seconded by Council Member Miller

Approved - 4 - Mayor Michael Norris, Vice Mayor Theresa Pontieri, Council Member Charles Gambaro, Council Member Ty Miller

J. PUBLIC PARTICIPATION

Remainder of Public Comments is limited to three (3) minutes each.

Leslie Johnston discussed Florida Statutes, ordinances to adopt a budget for enterprise funds, recommended tightening the funds, was angry with Council Member Gambaro, shared the history of the Council working together, discussed the division of the Council and town, played a voicemail from Council Member Gambaro to former Mayor Alfin which she believed to leave the door open to accusations, and wanted Council to quit bickering and work for our City.

Denise Caulderwood spoke about the first generation of Palm Coasters, felt that we all need to have a big party and get along, discussed the new leadership and *to let it be a new day and time, and to consider that 66% of Flagler County cannot afford to live here anymore.*

Paulette Hatfield, long time resident of Palm Coast shared that we have a method to deal with situations and we need to let those situations happen, and thanked Council for traffic calming speed humps on Florida Park Drive.

K. DISCUSSION BY CITY COUNCIL OF MATTERS NOT ON THE AGENDA

Council Member Miller discussed recent college sporting events.

Vice Mayor Pontieri stated that there are tough topics going on right now, that at the heart of what is going on, we are yearning for transparency, hoped that all can continue to work together and to trudge forward in positive way, shared prayers for former Council Member Stevens, and asked for thoughts and prayers for members of the community.

Mayor Norris shared good progress for Mr. Stevens.

Mayor Norris discussed theft of time in the Building Department, an employee termination, disciplinary actions taken, and asked if all of Council was advised.

Vice Mayor Pontieri and Council Member Miller shared the details that they could recall.

City Council held discussion on concerns with employee time and timekeeping systems.

Mayor Norris shared concern for a siloed communication approach.

Vice Mayor Pontieri asked if the topic was brought up because of a concern that needs to be discussed and felt that if the item was unresolved, that the Council should continue the discussion.

Mayor Norris stated that he felt that stealing time is rampant across the City.

Council Member Miller encouraged talking publicly and with facts if there are issues.

Mayor Norris continued discussion on the disciplinary actions taken and the prodding to get the disposition.

Vice Mayor Pontieri encouraged continued discussion if Mayor Norris felt like the items were unresolved.

Council Member Miller asked if there is a suggestion for action.

Mayor Norris wanted to see an audit of the timekeeping system.

Council Member Miller suggested seeking consent for a workshop to dive into the topic.

City Attorney sought additional direction from City Council on what information they would like to receive at the future workshop.

Mayor Norris asked for the Human Resources Director to provide details of the timekeeping system, staff responsibilities, overseeing timekeeping, and number of employees working remotely.

Attorney Duffy reiterated the direction to the City Manager.

Vice Mayor Pontieri asked to see the information about the system itself, the records that it keeps, and any oversight or internal controls to review and identify potential issues.

Council Member Miller shared concern for directing the policy and procedure under the City Manager.

Mayor Norris replied that it is not directing, it is being educated and seeking accountability.

Council Member Miller wanted to ensure it is within the Council's purview.

Attorney Duffy replied that the Council can request information but may not provide orders.

Council Member Miller shared that it has come to his attention that staff are receiving threatening communications, that there are first amendment rights, but they do not provide the right to threaten staff.

L. DISCUSSION BY CITY ATTORNEY OF MATTERS NOT ON THE AGENDA

Attorney Duffy provided an update on the allegations from the prior week to share that the City Attorney's firm is finalizing a contract with a third party to complete the investigation.

M. DISCUSSION BY CITY MANAGER OF MATTERS NOT ON THE AGENDA

Ms. Johnston highlighted emergency and sole source purchases, an upcoming Executive Session, a fraud, abuse, and waste hotline, cancellation of the 3/25 workshop while Council is in Tallahassee seeking funding, update on the District 3 seat application period, and the first food truck event of the season to be held this evening.

15. REPORTING OF EMERGENCY AND SOLE SOURCE PURCHASES FOR FEBRUARY 2025

N. ADJOURNMENT

The meeting was adjourned at 2:09 p.m.

Respectfully submitted by: Kaley Cook, CMC, FCRM
City Clerk