



City of Palm Coast Minutes

City Hall
160 Lake Avenue
Palm Coast, FL 32164
www.palmcoast.gov

City Council Workshop Meeting

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

Tuesday, October 13, 2026	9:00 AM	City Hall - Jon Netts Community Wing
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City Staff

Michael McGlothlin, 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.
- If you wish to obtain more information regarding the City Council's agenda, please contact the City Clerk's Office at 386-986-3713.
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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.

NOTICE: This meeting is being live streamed on the City of Palm Coast YouTube channel and audio recorded for public record and transparency.

A. CALL TO ORDER

Mayor Norris called the meeting to order at 9:01 a.m.

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

C. ROLL CALL

Deputy City Clerk Alison Palmer called the roll. Council Member Gambaro was absent.

D. 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 provided the rules and procedures of public comment.

Jeremy Davis discussed flooding and drainage.

Jeff Adams asked staff to create a timeline for projects.

Mr. McGlothlin recommended that Mr. Davis and Mr. Adams speak with staff.

Council Member Miller, City Attorney Duffy, and Vice Mayor Pontieri discussed project timelines.

E. PRESENTATIONS

1. PRESENTATION - COMPREHENSIVE COMPENSATION AND BENEFIT SURVEY WITH EVERGREEN SOLUTIONS, LLC

Mayor Norris read the title into the record.

Ashley Fenner, Human Resources Coordinator, Jessica Analetto, Human Resources Generalist, and Mark Holcombe PMP SKRM-SCP, Project Manager Evergreen Solutions, LLC presented the item to Council. Mr. Holcombe appeared virtually.

Topics presented included: Study Goals, Project Phases, Employee Meetings, Current System Findings, Market Results, Initial Recommendations, and next steps.

Ms. Fenner, Ms. Analetto, and Mr. Holcombe provided a response to Council questions.

Vice Mayor Pontieri asked for consensus to have Evergreen look at the fully burdened package for employees. Council provided consensus.

Public comment:

Jeani Duarte thanked Evergreen for the survey, and discussed the city charter and budgets.

Tony Amaral asked about participation in the Florida Retirement System by other municipalities and if this is factored in.

Council continued discussion of the topic.

Further analysis and recommendations will be brought back to Council in 2027.

2. RESOLUTION 2026-XX APPROVING THE CULTURAL ART GRANTS FOR FISCAL YEAR 2026-2027

Mayor Norris introduced the item.

Mayor Norris asked the City Attorney if the City has renewed its contract with FC3. The City Attorney responded that City Council has not yet approved it, but it will be coming forward. Mayor Norris asked if the contract needs to renew before providing funds to the grants. The City Attorney responded yes.

Brittany McDermott, Director of Parks & Recreation, and Julia Truilo, Flagler County Cultural Council Treasurer, presented the item to Council.

Topics presented included: FC3 mission, Board of Directors, Eligibility Criteria, Reaching Out to Applicants, 2026-27 Application Process, Scoring Criteria, and Grant Recommendations.

Ms. McDermott and Ms. Truilo provided a response to Council questions.

Kyle Abreu, fifth grader at Wadsworth Elementary who participated in The Josh Crews Creative Writing Project and whose story was published, read his short story to Council.

Public comment:

Jeani Duarte complimented Kyle, discussed the FC3 budget, asked about a turtle book release, and would like to learn more about the grant recipients.

Tony Amaral discussed the grant program, funding, art in public places, and if the funds collected could be steered towards the FC3 grants.

Madison from FC3 invited Council and the public to the upcoming book launch.

Council provided a response to public comment.

3. PRESENTATION - LEASE AGREEMENT WITH YMCA

Mayor Norris introduced the item.

Kyle Berryhill, Fire Chief, John Walsh, Volusia Flagler YMCA Board Member, and Chris Seilkop, CEO of the Volusia Flagler YMCA, and presented the item to Council.

Topics presented included: funding, facility assets, timeline, usage projections in 3 years, naming opportunities, the resolution, the lease agreement, and next steps.

Chief Berryhill, Mr. Walsh, and Mr. Seilkop provided a response to Council questions.

Council provided direction to: look at mortgage default language, make approval conditional on school board participation, clarify parking lot maintenance, and look at insurance policies.

Public comment:

Jeani Duarte discussed the YMCA, the budget, and potable water.

Dylana Galery asked questions about insurance.

Tony Amaral discussed the YMCA and shared concerns that this is not a one-time fee.

Jeremy Davis discussed Town Center, asked about YMCA Board members and development, and discussed terms of the lease.

Council and the City Attorney provided a response to public comment.

F. PUBLIC COMMENTS

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

Public comment:

Julia Truilo discussed FC3 and funding, and that the turtle book was a private donation and project.

Jeani Duarte discussed revisiting the budget, changes in the City Charter, and itemized budget reports.

Dylana Galery asked for an update on the economic development director and business development director positions.

Jeremy Davis asked Council to look at their own budget.

Mr. McGlothlin and Council provided a response to public comment.

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

Council Member Sullivan discussed the recent golf tournament at the Hammock.

Council Member Miller provided a sports update.

Vice Mayor Pontieri discussed the golf tournament, and asked for consensus from Council to discuss Flagler Humane Society financials.

Council provided consensus and held discussion on the FHS financials.

Mayor Norris shared condolences for the Crombie family at the passing of Mr. Paul Crombie.

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

There were none.

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

There were none.

J. ADJOURNMENT

The meeting was adjourned at 12:21 p.m.

Respectfully submitted by: Alison Palmer, Deputy City Clerk