

BOARD MANAGEMENT AND PLANNING COMMITTEE AGENDA

MONDAY, MAY 01, 2006

1:30 PM - 4:00 PM

COUNTY COMMISSION CHAMBERS

- 1. LAKE OKEECHOBEE AND EVERGLADES RESTORATION, FLORIDA AUDUBON**
PRESENTER: Wayne Daltry, Smart Growth
Roland Ottolini, Natural Resources
TIME REQUIRED: 15 Minutes
- 2. NON-BINDING REFERENDUM FOR EAST MULLOCK CREEK DRAINAGE DISTRICT**
PRESENTER: Libby Walker, Public Resources
TIME REQUIRED: 10 Minutes
- 3. IMPACT FEE UPDATES SCHEDULE**
PRESENTER: Mary Gibbs, Community Development
TIME REQUIRED: 5 Minutes
- 4. ANNUAL UPDATE OF PROJECTS REVIEWED UNDER LANDSCAPE AND ARCHITECTURAL DESIGN STANDARDS**
PRESENTER: Mary Gibbs, Community Development
TIME REQUIRED: 10 Minutes
- 5. REVISIONS TO THE LEE COUNTY POLICIES AND PROCEDURES MANUAL**
PRESENTER: Dinah Lewis, Human Resources
TIME REQUIRED: 10 Minutes
- 6. UPDATE ON STERILIZATION PROGRAMS**
PRESENTER: Scott Trebatoski, Animal Services
TIME REQUIRED: 10 Minutes
- 7. POLICY DISCUSSION ON THE STUDY, DESIGN AND CONSTRUCTION OF BUFFERS ON OR ADJACENT TO COUNTY ROADWAYS OR FACILITIES**
PRESENTER: Don DeBerry, Department of Transportation
TIME REQUIRED: 15 Minutes

BOARD COMMENTS/DISCUSSION

ADJOURN

FOR MORE INFORMATION ABOUT THIS AGENDA CONTACT THE PUBLIC RESOURCES OFFICE - (239) 332-2737

The Management & Planning Meeting is carried live on the following cable channels:

Comcast Cable	Channel 11
Time Warner Cable	Channel 16

**MANAGEMENT & PLANNING COMMITTEE
AGENDA REQUEST FORM
COMMISSION DISTRICT #**

PRESENTED BY: Wayne Daltry/Roland **REQUESTED BY:** District 4
 Ottolini
 Smart Growth/NR

TITLE OF ITEM FOR AGENDA:

Lake Okeechobee and Everglades Restoration, Florida Audubon

1. DESCRIPTION AND OBJECTIVE OF THE ISSUE

Florida Audubon has prepared an option paper for Everglades Restoration that addresses the issues Lee County has raised with Lake Okeechobee Management

2. PROPOSED POLICY, PROCEDURE OR PLAN OF ACTION

Reexamination of current regional plans for Everglades Restoration

3. OPTIONS (List Advantages/Disadvantages of Each Option Listed)

n/a

4. FINANCIAL IMPACTS/FUNDING SOURCE

None

5. STAFF RECOMMENDATION AND JUSTIFICATION FOR RECOMMENDATION

N/A

6. MANDATED? Y N BY WHAT AUTHORITY?

DEPARTMENT DIRECTOR SIGNATURE	COUNTY MANAGER SIGNATURE	MEETING DATE	TIME REQUIRED
		5/01/06	15 minutes

**MANAGEMENT & PLANNING COMMITTEE
AGENDA REQUEST FORM
COMMISSION DISTRICT #**

PRESENTED BY:
Libby Walker

REQUESTED BY:
Public Resources

TITLE OF ITEM FOR THE AGENDA:
Non-binding Referendum for East Mullock Creek Drainage District

1. DESCRIPTION AND OBJECTIVE OF THE ISSUE

Property owners in San Carlos Park have approached the County to consider taking over the operation and maintenance of the East Mullock Creek Drainage District, currently an independent district. An amendment can be done involuntarily by the Board, or with the support of 51% of the property owners or by following Administrative Code 3-15 and obtaining 51% support by formal petition (requires over 4,000 signatures), an amount not conducive to the general petition process practiced.

Florida Statute amendment in 1986 placed a maximum "Maintenance Tax" of \$30.10 per acre, which is roughly \$8/parcel for a total of \$70,115 per year. Nat'l Res. is currently overseeing a study to determine costs estimates to take over the EMCDD. The current East Mullock Creek District Board supports this action, and the State Legislature has authorized such action if approved by the County.

2. PROPOSE POLICY, PROCEDURE OR PLAN OF ACTION

The legal descriptions of the East Mullock Creek Drainage District and the San Carlos Park Special Improvement Unit are nearly identical. Pending the outcome of a non-binding referendum the BoCC would consider action to become the governing body for the Drainage District and the scope of services for the San Carlos Park Special Improvement Unit could be amended to include the drainage.

3. OPTIONS (List Advantages/Disadvantages of Each Option Listed)

- 1) Direct staff to proceed with a non-binding referendum on the November 7th General Election – Adv: Provides Board input of the San Carlos community as a whole. Dis: Further Board action required to either accept or reject responsibility.
- 2) Direct staff to proceed with an involuntary amendment of the existing San Carlos Park SIU to include drainage without referendum – Adv: Can be done immediately through a public hearing. Disadv: Evidence of the citizen/property owner support is limited.
- 3) Status Quo: Reject any consideration of the County taking responsibility for the drainage. Adv.: Disad: The ongoing operation and maintenance is likely to continue to be minimal and insufficient for the area.

5. STAFF RECOMMENDATIONS, AND JUSTIFICATION FOR RECOMMENDATIONS

Option I. Allows the Board to get input from the over 8000 San Carlos residents prior to making any decision on taking the responsibility of the East Mullock Creek Drainage.

6. Mandated: Y N X

BY WHAT AUTHORITY?

DEPARTMENT DIRECTOR SIGNATURE

COUNTY MANAGER SIGNATURE

MEETING DATE

TIME REQUIRED




5-1-06

10 min.

**MANAGEMENT & PLANNING COMMITTEE
AGENDA REQUEST FORM
COMMISSION DISTRICT # CW**

INITIATED BY: Mary Gibbs
Director, Community Development

REQUESTED BY: Board of County Commissioners

TITLE OF ITEM FOR THE AGENDA Impact Fee Updates Schedule

I. DESCRIPTION AND OBJECTIVE OF THE ISSUE

Commissioners requested this be scheduled for discussion at the meeting on March 28, 2006.

2. PROPOSED POLICY, PROCEDURE OR PLAN OF ACTION

Roads, Schools, Parks and Fire/EMS impact fees are currently updated on a 3-year schedule. In order to meet deadlines staff is proposing the attached schedule which will (1) Adjust the roads impact fee schedule to coincide with preparation of the CIP, (2) adjust the school impact fee schedule to coincide with the school capital plan and (3) begin updates at an earlier time to ensure that the 3-year schedule is met.

(See Attachment)

3. OPTIONS (List Advantages/Disadvantages of Each Option Listed)

1. Update on a 3 year schedule
2. Update on a different schedule

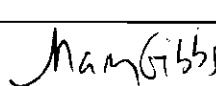

4. FINANCIAL IMPACTS/FUNDING SOURCE

N/A

5. STAFF RECOMMENDATIONS, AND JUSTIFICATION FOR RECOMMENDATIONS

Update per attached schedule

6. MANDATED? Y N BY WHAT AUTHORITY?

DEPARTMENT DIRECTOR SIGNATURE	COUNTY ADMINISTRATOR SIGNATURE	MEETING DATE	TIME REQUIRED
		May 1, 2006	5 minutes



MEMORANDUM

TO: Mary Gibbs, Director
Department of Community Development
Lee County, Florida

FROM: Clancy Mullen, Duncan Associates

DATE: April 19, 2006

RE: Lee County Impact Fee Update Schedule

Each of the County's four impact fee ordinances has a provision mandating an update every three years, but the wording varies. The fire/EMS impact fee ordinance is the most specific, stating that the fees will be "reviewed every three years beginning January 1, 2000." The road impact fee ordinance is also includes a specific date, stating that the updated fees "shall be presented to the Board for adoption no later than May 1, 2003." The other two ordinances state only that the fees shall be reviewed every three years.

As noted, the fire/EMS ordinance is the most specific. The first update missed the January 1, 2003 target by less than a month, with the ordinance being adopted on January 28, 2001. The recently-completed second update slipped by three months, with adoption on April 11, 2006.

The problem with the May 1 deadline for the road impact fee update is that the cost estimates for the CIP are not completed until the end of March. In the first round for the road impact fees, we missed the May 1, 2003 deadline by almost six months, as the updated road fees were adopted on October 28, 2003. We are not going to make a May 1, 2006 adoption this year, but if the three-year cycle is from the last ordinance adoption we are on track. We recommend that the road update deadline be moved to October.

The last park impact fee update was supposed to have been completed by September 15, 2004, but the ordinance was not adopted until May 24, 2005.

The school impact fee update was also late, primarily due to the care that was felt needed to be taken following the litigation. While the original ordinance was adopted in November 2001, the last update was not adopted until November 8, 2005, about a year later than scheduled. An important input into the school impact fee study is the mandatory capital plan that needs to be submitted to DOE in November of each year. While we should kick off the project before November, once we have the capital plan we would need about nine more months to finish the study and get it adopted in about August.

Another concern is that the updates should be spaced out in time so they don't come all at once. My recommendation for future updates is as follows:

Roads	October 2006 (3 years since last ordinance adoption)
Parks	September 2007 (2 years, 8 months since last ordinance adoption)
Schools	August 2008 (2 years, 9 months since last ordinance adoption)
Fire/EMS	April 2009 (3 years since last ordinance adoption)

The three-year cycle for the next round of updates would then be:

Roads	October 2009
Parks	September 2010
Schools	August 2011
Fire/EMS	April 2012

To meet the deadlines, our experience has been that we need to kick-off the project about a year before the adoption deadline. This will give us nine months to complete the study and three months for advisory committee and Board review and adoption. This means that we should kick-off the next park impact fee update in September.

LOBBYISTS IN TALLAHASSEE - Referring to meetings in Tallahassee last week, and thanking staff and the Keith Arnold Group, Commissioner Albion stressed the importance of having a standard in place to be notified immediately whenever something that is on the issue sheet is to come before a sub-committee. He emphasized the need to be very diligent as things move very quickly in Tallahassee.

FOLLOWING THE BLASTING STUDY ITEM:

Commissioner Hall concurred with Commissioner Albion in thanking the staff of the Keith Arnold Group; and thanked Collier County for hosting the event and coordinating the activities with fellow commissioners and staff from Charlotte, Glades, and Sarasota counties.

ANNEXATION OF AIRSIDE PLAZA - After citing Community Development Planning Director Paul S. O'Connor's memo regarding the City of Fort Myers' receipt of a petition for voluntary annexation of the Airside Plaza Development of Regional Impact (DRI), Commissioner Judah stated that this land is currently zoned for industrial and commercial use. He cautioned that the intent behind the annexation is to convert this land to residential, and noted this was contrary to what the Board is trying to oversee in terms of the importance of providing employment centers and a commercial/industrial base to provide sustainability in this community. He stressed the need to get involved and oppose this annexation; and questioned if there was any legal position that could be taken. County Attorney David M. Owen stated he would get back to the Board by next week with all the information available.

ROAD IMPACT FEE UPDATE - After noting receipt of Community Development Director Mary Gibbs' memo regarding the Road Impact Fee update, Commissioner Judah stated that there was a logistical problem of coordinating with the timing of the CIP and getting the information out that is needed particularly for the Road Impact Fee Ordinance. He further emphasized this update is done every three years; believed it should be able to be achieved within the three year cycle; and asked Administration to determine where the process was breaking down, and get back to the Board with a plan to observe the three year cycle. Commissioner Albion suggested bringing this issue to the next Management and Planning meeting because of its magnitude; and Commissioner Judah agreed.

STORMWATER UTILITY - Commissioner Judah stated that the Board had been advised by Staff that there was no need to implement a stormwater utility at this time because there was \$25 million in reserves for public works projects normally associated with a stormwater utility. He emphasized that he was still waiting for the list of projects that are planned to move forward to better manage water supplies and deal with flooding and drainage. Public Works Director Jim Lavender replied he had signed the Bluesheet, and this issue would be forthcoming in next week; and noted the funds were being transferred.

BLASTING STUDY - After noting that there would be a quorum of three members present at tonight's hearings, Commissioner Albion questioned if this would hinder the hearing or if the hearing would need to be continued to another date. The Board members and County Attorney David M. Owen concurred that this item required a second public hearing.

IMMEDIATELY PRIOR TO ADJOURNMENT, COMMISSIONER HALL OFFERED THE FOLLOWING:

HOUSE BILL 1241/SENATE BILL 2586 - Commissioner Hall stated there was one item in the Resolution that needed to be addressed before sending it to Representative Williams; asked for concurrence on the inclusion of the bill name in the title and a few other things that staff found important; and requested the Board's support to fax the Resolution to Representative Williams in the morning. Commissioner Albion moved for approval, seconded by Commissioner Judah, called and carried with Commissioners St. Cerny and Janes absent.

COMMITTEE APPOINTMENTS

Commissioner St. Cerny moved to reappoint Debbie Sullivan to the **PARKS & RECREATION SERVICES COMMITTEE**, and appoint Walter Fluegel to the **AFFORDABLE HOUSING ADVISORY COMMITTEE**, seconded by Commissioner Janes, called and carried.

Commissioner Albion moved to reappoint Damon Shelor to the **PARKS & RECREATION SERVICES COMMITTEE**, seconded by Commissioner Janes, called and carried.

Commissioner Judah moved to rescind the appointment of David Winters to the **PARTNERING FOR RESULTS COMMITTEE**, and appoint Rae Scott to the **PARTNERING FOR RESULTS COMMITTEE**, seconded by Commissioner Albion, called and carried.

COUNTY MANAGER ITEMS

GLADIOLUS OVERPASS - After an introduction by County Manager Donald D. Stilwell, Public Works Director Jim Lavender clarified there were no changes in the design of the Gladiolus Interchange; stated the intent continues to be to construct two flyovers west bound to south bound on Summerlin Drive: when on Gladiolus

MANAGEMENT & PLANNING COMMITTEE
AGENDA REQUEST FORM
COMMISSION DISTRICT #CW

INITIATED BY: **Mary Gibbs**
Community Development

REQUESTED BY **Board of County Commissioners**

TITLE OF ITEM FOR THE AGENDA

Annual Update of Projects Reviewed under Landscape and Architectural Design Standards

1. DESCRIPTION AND OBJECTIVE OF THE ISSUE

Brief powerpoint presentation illustrating commercial projects constructed under the new code.

2. PROPOSED POLICY, PROCEDURE OR PLAN OF ACTION

Informational item

3. OPTIONS (List Advantages/Disadvantages of Each Option Listed)

Informational Item

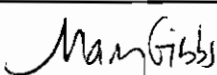
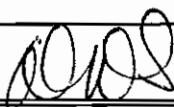
4. FINANCIAL IMPACTS/FUNDING SOURCE

N/A - Informational Item

5. STAFF RECOMMENDATIONS, AND JUSTIFICATION FOR RECOMMENDATIONS

The new code has been in place for seven years and has been very successful.

6. MANDATED? (Y) N BY WHAT AUTHORITY? **BoCC Goals**

DEPARTMENT DIRECTOR SIGNATURE	COUNTY ADMINISTRATOR SIGNATURE	MEETING DATE	TIME REQUIRED
		5/1/06	10 mins

**MANAGEMENT & PLANNING COMMITTEE
AGENDA REQUEST FORM
COMMISSION DISTRICT #**

PRESENTED BY: Dinah L. Lewis
Human Resources Director

REQUESTED BY: Ray Judah
Commissioner

TITLE OF ITEM FOR THE AGENDA: Revisions to the Lee County Policies and Procedures Manual

1. DESCRIPTION AND OBJECTIVE OF THE ISSUE

Discuss revisions to the Lee County Policies and Procedures Manual.

2. PROPOSE POLICY, PROCEDURE OR PLAN OF ACTION

Back-up materials to be provided under separate cover.

3. OPTIONS (List Advantages/Disadvantages of Each Option Listed)

4. FINANCIAL IMPACTS/FUNDING SOURCE

5. STAFF RECOMMENDATIONS, AND JUSTIFICATION FOR RECOMMENDATIONS

6. Mandated: Y N X

BY WHAT AUTHORITY?

DEPARTMENT DIRECTOR SIGNATURE

Dinah L. Lewis
4-19-06

COUNTY MANAGER SIGNATURE

Donald Stuever

MEETING DATE

5/1/06

TIME REQUIRED

10 minutes



**MEMORANDUM FROM THE
OFFICE OF THE COUNTY MANAGER**

Date: April 18, 2006

To: Commissioner Ray Judah
Commissioner Tammy Hall
Commissioner Robert Janes
Commissioner Douglas St. Cerny
Commissioner John Albion

From: William H. Hammond
Deputy County Manager

A handwritten signature in black ink, appearing to read "William H. Hammond", written over the printed name of the Deputy County Manager.

RE: **Policies and Procedures Manual**

Additional information was requested regarding the proposed changes to the Policies and Procedures (P & P) Manual, last discussed at the Board meeting on February 28, 2006. Following is in response to this request.

1. Pay for Work During Emergencies (Number 504). No change to the provision for regular pay during the first 40 hours of work has been proposed. This is the fairest and most effective way to handle emergency situations, so that essential personnel are available, and non-essential employees are not exposed to dangerous conditions unnecessarily. A survey of pay practices was conducted by Collier County last fall (results attached), which shows a disparity of practices. Lee County is mid-spectrum.
2. Vacation Leave (Number 402). A change to allow for higher vacation accrual as a recruiting tool is proposed, with approval by the County Manager or County Attorney. This change addresses situations where a very experienced candidate with significant vacation accrual is being recruited (especially from another governmental agency). Such authority will allow us to continue to recruit the best. While such an approach will rarely be used, it is very important to have an option.
3. Leave of Absence (Number 404). This change clarifies that Directors may grant a Leave of Absence of up to 12 weeks during a five-year period. This is **in addition** to Family and Medical Leave (up to twelve weeks in any 12-month period), and other standard leaves for military/bereavement/other provided in the P & P Manual. Staff recommends this provision to ensure

consistency and fairness among departments so that employees handling workloads during co-worker absences are not overburdened.

4. Family and Medical Leave (Number 405). Two changes are proposed that require comment. **First**, a change in the usage of paid vacation time during Family and Medical Leave (FML) would require employees to use all accrued sick and vacation leave before going onto unpaid leave. This change was requested by a number of supervisors, who believe that the employee returning after FML will be more reliably at work thereafter. Currently, the Policy allows employees to keep up to 80 hours of accrual vacation leave before using unpaid leave during FML, resulting in continuing non-FML absences once the employee returns. In some cases, employees handling workloads during co-worker absences have become overburdened under current policy.

Second, a change is proposed to remove grievance procedures as the mechanism for appeals of position restoration after FML, since FML is a non-disciplinary process. Instead, Human Resources is designated as the department to discuss comparable positions. Staff recommends this change for consistency and efficiency in addressing position restoration concerns.

5. Bereavement and Civic Duty leaves (Number 406). This change clarifies that an employee returning from Bereavement Leave may extend the leave by using accrued vacation time. In situations where the employee has a medical need for additional time away, they may also use their accrued sick leave. There have been some situations, under the current policy, where employees have assumed they are able to automatically use sick time after bereavement leave, such as to extend a family vacation. This change clarifies the circumstances for using vacation and sick time in connection with bereavement leave.

Please contact me if you have questions or need additional information. We hope to schedule this item for a Board meeting very soon. Thank you.

FPPA Survey of Emergency Pay Policies
November 1, 2005
Mostly Non-bargaining unit
Presented on a Per Day Basis When the Agency is Closed

<u>Agency</u>	<u>Non exempt</u>	<u>Exempt (some exclude Directors and above)</u>
Alachua	Worked: Did not provide Did not work: Did not provide	Worked: Regular pay plus hours worked in excess or regular schedule paid for at straight time Did not work: Did not provide
Altamonte Springs	Worked: Hours worked paid at 1.5 X Did not work: Regular pay	Worked: Regular pay Did not work: Regular pay
Bartow	Worked: Hours worked paid at 1.5 X Did not work: Regular pay	Worked: Hours worked paid at 1.5 X or received comp time Did not work: Regular pay
Boca Raton	Worked: Regular pay. OT rules apply. Plus pay for hours worked Did not work: Regular pay	Worked: Regular pay. Additional pay at discretion of City Manager. Did not work: Regular pay
Broward County Sheriff	Worked: Regular pay. OT rules apply Did not work: Regular pay	Worked: Regular pay Did not work: Regular pay
Central Fl Regional Trans Authority	Worked: Regular pay. OT rules apply Did not work: Regular pay	Worked: Paid at 1 X for all hours worked Did not work: Regular pay.
Cocoa Beach	Worked: Regular pay. OT rules apply. One half of time worked added to PTO banks Did not work: Regular pay	Worked: Regular pay. One half of time worked added to PTO banks Did not work: Regular pay
Coral Gables	Worked: Paid at 1.5 X for hours worked Did not work: ?	Worked: Paid at 1.5 X for hours worked Did not work: ?

Coral Springs

Worked: Regular pay. OT rules apply.
Plus up to 8 hours of comp time.
Did not work: Regular pay

Worked: Regular pay plus up to 8
hour of comp time
Did not work: Regular pay.

Charlotte County

Worked: Regular pay for hours
regularly scheduled to work. Plus
regular pay for hours worked. OT rules
apply.
Did not work: Regular pay

Worked: Regular pay. Additional base pay on
an hour-by-hour basis if authorized by the County
Manager
Did not work: Regular pay.

Crystal River

Worked: Regular pay. OT rules apply
Did not work:??

Worked: Regular pay plus overtime.
Did not work: ??

Dade City

Worked: Regular pay; plus regular pay for
number of hours worked. OT rules apply?
Did not work: Regular pay

Worked: Regular pay; plus hour per hour
comp time for hours worked.
Did not work: Regular pay

Davie

Paid according to contract

Worked: Regular pay. Plus paid at 1.5 X for
hours worked in excess of 40 per week
Did not work: Regular pay

Deland

Worked: Regular pay. OT rules apply.
Did not work: Leave without pay or may
use vacation or comp time

Worked: Regular pay. Plus comp time or pay
on a hour per hour basis for hours
worked in excess of regular work week.
Will be paid only if FEMA reimburses.
Did not work: Leave without pay or may
use vacation or comp time

Dunedin

Worked: Regular pay. OT rules apply
if work outside normal scheduled hours or
if called back, pay is at 1.5 X.
Did not work: Regular pay

Worked: Regular pay. Plus 1 X pay for hours
worked outside normal scheduled hours
or for hours worked over 50 per week. May
choose time off in lieu of pay
Did not work: Regular pay

Escambia County	Worked: Regular pay. OT rules apply. Additional pay at discretion of County Mgr. Did not work: ?	Worked: Regular pay plus 1 X pay for hours worked over 40 per week. Did not work: ?
Ft Lauderdale	Worked: Regular pay. OT rules apply. Plus credited with 8 hours paid leave time Did not work: Regular pay	Worked: Regular pay plus up to 8 hours of paid leave on an hour for hour basis Did not work: Regular pay
Ft Myers	Worked: Regular pay plus pay at 1.5 X for hours worked. Did not work: Regular pay	Worked: Regular pay Did not work: Regular pay
Ft Walton Beach	Worked: Paid at 1.5 X for hours worked whether or not have worked 40 hours in the week prior to and following full activation. Paid at 2 X for hours worked during a full activation. Did not work: Regular pay for 10 calendar days	Worked: Paid at 1.5 X for hours worked whether or not have worked 40 hours in the week prior to and following full activation. Paid at 2 X for hours worked during a full activation. Did not work: Regular pay for 10 calendar days
Highlands County	Worked: Regular pay. OT rules apply Did not work: Regular pay.	Worked: Regular pay plus pay at 1 X for hours worked in excess of 50 per week Did not work: Regular pay
Hillsborough County	Worked: Regular pay. No additional pay; will receive hour-for-hour additional time off. OT rules apply Did not work: Regular pay for up to 5 days	Worked: Regular pay. No OT or comp time Did not work: Regular pay for up to 5 days
Homestead	Worked: Paid at 1.5 X for each hour worked Did not work: ?	Worked: Paid at 1.5 X for each hour worked Did not work: ?
Jupiter	Worked: Paid at 1.5 X for all hours worked regardless of whether or not they have worked 40 hours. Did not work: Regular pay	Worked: Regular pay plus accrued 1 hr leave for each hr worked. Did not work: Regular pay

Keys Energy	<p>Worked: "Holiday" (regular) pay plus 1.5 X for all hours worked.</p> <p>Did not work: "Holiday" (regular) pay</p>	<p>Worked: "Holiday" (regular) pay plus hour per hour comp time for all hours worked in excess of 2 per day.</p> <p>Did not work: "Holiday" (regular) pay</p>
Lake County	<p>Worked: Paid 2 X for all hours worked and for all hours worked outside normal work hours or 5 days whichever is less.</p> <p>Did not work: Regular pay up to 5 days</p>	<p>Worked: Regular pay plus pay for all hours worked outside normal work hours or 5 days whichever is less.</p> <p>Did not work: Regular pay up to 5 days</p>
Lakeland	<p>Worked: Bargaining unit?</p> <p>Did not work: Bargaining unit?</p>	<p>Worked: Regular pay plus at the City Mgr's discretion 1 X for hours in excess of normal workday or comp time on an hour per hour basis</p> <p>Did not work: Unpaid leave or annual leave</p>
Lake Mary	<p>Worked: Paid for early release hour to complete their work day plus pay for the actual hours worked including rest periods. OT rules apply</p> <p>Did not work: ?</p>	<p>Worked: Regular pay</p> <p>Add'l comp as determined by City Manager</p> <p>Did not work: ?</p>
Lee County	<p>Worked: Regular pay. OT rules apply.</p> <p>Did not work: Regular pay.</p>	<p>Worked: Regular pay. Plus are paid for hrs worked in excess of 40 hours</p> <p>Did not work: Regular pay.</p>
Manatee County	<p>Worked: Hours worked are paid at 2.5 X or accrued as comp time at 1.5 X regardless of # hrs worked in week</p> <p>Did not work: Regular pay.</p>	<p>Worked: Hours worked are paid at 2.5 X or accrued as comp time at 1.5 X regardless of # hrs worked in week</p> <p>Did not work: Regular pay.</p>
Marion County	<p>Worked: All hours worked paid at 1.5 X.</p> <p>Did not work: Regular pay.</p>	<p>Worked: Regular pay. Additional pay at discretion of County Manager.</p> <p>Did not work: Regular pay.</p>
Martin County	<p>Worked: Regular pay. OT rules apply.</p> <p>Did not work: Regular pay.</p>	<p>Worked: Regular pay plus OT for hours in excess of 40 per week.</p>

Miami	<p>Worked: Regular pay. OT rules apply Plus 1/4 hr comp time for each hr worked Did not work: Regular pay</p> <p>Did not work: Regular pay.</p> <p>Worked: Regular pay. Plus 1/4 hour comp time for each regularly scheduled hour worked and one hour per each hour worked in excess of regular schedule Did not work: Regular pay</p>
Miramar	<p>Worked: All hours worked paid at 1.5 X Did not work: Regular pay</p> <p>Worked: Regular pay plus accrue comp time Did not work: Regular pay</p>
North Miami	<p>Worked: Regular pay. OT rules apply. Plus hour per hour vacation credits up to a maximum of 8 per day. Paid for all time including rest and meal periods. Did not work: Regular pay (admin leave)</p> <p>Worked: Regular pay plus hour per hour vacation credits up to a maximum of 8 per day. Paid for all time including rest and meal periods Did not work: Regular pay (admin leave)</p>
Ocala	<p>Worked: All hours worked paid at OT rate. Did not work: Regular pay</p> <p>Worked: All hours worked paid at OT rate. Did not work: Regular pay</p>
Okaloosa County	<p>Worked: Paid at 2 X for hours worked regardless if work 40 hours per week. Did not work: Regular pay</p> <p>Worked: Paid at 2 X for hours worked regardless if work 40 hours per week. Did not work: Regular pay</p>
Orlando	<p>Worked: Regular pay. OT rules apply Did not work: Regular pay</p> <p>Worked: Regular pay. If work more than 50 hours per week, get a comp day. Did not work: Regular pay</p>
Palm Beach County Solid Waste Auth.	<p>Worked: Regular pay plus 1.5 X for all hours worked. OT rules apply. Did not work: Regular pay</p> <p>Worked: Regular pay plus hour for hour comp time for actual hours worked. At mgmt discretion may instead receive straight time pay in addition to regular pay. Did not work: Regular pay</p>

Palm Beach Sheriff	Worked: Regular pay. OT rules apply Did not work: Regular pay	Worked: Regular pay. Additional pay at the discretion of the Sheriff Did not work: Regular pay
Parkland	Worked: Regular pay. OT rules apply. Did not work: Regular pay	Worked: Regular pay plus comp time Did not work: Regular pay.
Pinellas County	Worked: Paid at OT rate for hours worked. If work less than normal number of hours paid for those unworked hours as well. CIC workers - OT rate for hours worked plus regular pay. Did not work: Regular pay	Worked: Paid at OT rate for hours worked. If work less than normal number of hours paid for those unworked hours as well. CIC workers - OT rate for hours worked plus regular pay. Did not work: Regular pay
Pasco County	Worked: Regular pay. OT rules apply. Did not work: Regular pay	Worked: Regular pay plus a maximum of 40 hours of leave on an hour for hour basis based upon the hours worked in excess of normal work hours. Did not work: Regular pay.
Ponce Inlet	Worked: Regular pay. OT rules apply. Did not work: Must use leave or comp time	Worked: Regular pay plus additional comp at the discretion of Town Manager if work hours exceed 6/12 hours past normal work week. Paid at 1.5 X or 1 X. Did not work: Must use leave or comp time
Port of Palm Beach	Worked: Regular pay plus pay at 1.5 X for hours worked. OT rules apply. Did not work: Regular pay.	Worked: Regular pay plus hour per hour vacation credit for all hours worked. Did not work: Regular pay
Port St Lucie	Worked: Regular pay. OT rules apply. Plus 8 additional hours per day up to a max of 3 days. Did not work: 8 hours per day up to a max of 3 days. After 3 days use vacation or personal time	Worked: Regular pay plus up to 8 hours per day for a max of 3 days. Did not work: Regular pay

Punta Gorda	Worked: Hours worked paid at 2 X regardless of whether have worked 40 hours in the week. Did not work: Regular pay	Worked: Hours worked paid at 1.5 X regardless of whether have worked 40 hours in the week. Did not work: Regular pay
Sarasota County	Worked: Regular pay. OT rules apply. Plus admin leave credit on an hour by hour basis for each hour worked. Did not work: Regular pay. Duration determined by County Manager	Worked: Regular pay plus straight time for hours worked or comp time. Did not work: Regular pay.
Sarasota-Manatee Airport Authority	Worked: Regular pay plus 1 X for hours actually worked. OT rules apply Did not work: Regular pay.	Worked: ? Did not work: ?
St. Lucie County	Worked: Regular pay plus 1.5 X for hours actually worked. OT rules apply. Did not work: Regular pay up to 3 days	Worked: Regular pay plus 1 X for hours worked in excess of the regular work week at the discretion of the County Mgr. Did not work: Regular pay up to 3 days
St Pete Beach	Worked: Regular pay. OT rules apply Did not work: Regular pay	Worked: Regular pay plus additional comp if work in excess of 50 hours per week Did not work: Regular pay
Tampa	Worked: Regular pay plus pay for hours actually worked. OT rules apply. Did not work: Regular pay	Worked: Regular pay plus pay for hours actually worked at 1 X or hour per hour comp time Did not work: Regular pay
Titusville	Worked: Regular pay. OT rules apply Did not work: Regular pay. At some point must take leave	Worked: Regular pay plus paid at 1 X for all hours worked Did not work: Regular pay. At some point must take leave.
Venice	Worked: Paid 2 X for actual hours	Worked: Paid 2 X for actual hours

worked. OT rules apply
Did not work: Regular pay

worked.
Did not work: Regular pay

Volusia County

Worked: Regular pay. OT rules apply
Did not work: Regular pay

Worked: Regular pay plus comp time at 1X
or leave added to leave banks
Did not work: Regular pay

Wellington

Worked: 2X hourly rate up to
24 hours in a day regardless
of whether they have worked
40 hours in the week.
Did not work: regular pay.

Worked: Paid at regular rate; additional pay
at discretion of Village Manager
Did not work: regular pay.

Wilton Manors

Worked: Regular pay. OT rules apply.
Plus earn admin leave on an hour for
hour basis not to exceed hours
in a normal work day
Did not work: Regular pay

Worked: Regular pay plus 1.5 X for hours
worked in excess of 40 per week.
Did not work: Regular pay

Winter Haven

Worked: Regular pay. OT rules apply.
Plus pay at straight time or comp time
for 8 additional hours
Did not work: Regular pay

Worked: Regular pay
Did not work: Regular pay

Winter Park

Worked: Regular pay. OT rules apply.
Plus 8 hours of comp time.
Did not work: Regular pay

Worked: Regular pay plus 8
hours comp time
Did not work: Regular pay

**MANAGEMENT & PLANNING COMMITTEE
AGENDA REQUEST FORM
COMMISSION DISTRICT #**

PRESENTED BY: SCOTT TREBATOSKI, ANIMAL SERVICES

REQUESTED BY: Dist 5, Albion

TITLE OF ITEM FOR THE AGENDA: UPDATE ON STERILIZATION PROGRAMS

1. DESCRIPTION AND OBJECTIVE OF THE ISSUE

Update on information surrounding various sterilization initiatives

2. PROPOSE POLICY, PROCEDURE OR PLAN OF ACTION

- Review of Existing & Proposed Sterilization Programs
- Back up information on Administrative Code, Ordinance & Fee Schedule Revisions Associated with the General Topic Area

3. OPTIONS (List advantages/Disadvantages of Each Option Listed)

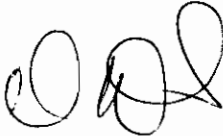
4. FINANCIAL IMPACTS/FUNDING SOURCE

Funding as provided through revenues generated by pet license sales

5. STAFF RECOMMENDATIONS, AND JUSTIFICATION FOR RECOMMENDATIONS

Request direction on moving changes to Admin Code & Ordinance to bluesheet for official consideration with any revisions or changes that may be advised

6. Mandated: No **BY WHAT AUTHORITY?**

<u>DEPARTMENT DIRECTOR SIGNATURE</u>	<u>COUNTY MANAGER SIGNATURE</u>	<u>MEETING DATE</u>	<u>TIME REQUIRED</u>
<i>Scott Trebatoski, Animal Services</i>		May 1, 2006	10 minutes

**MANAGEMENT & PLANNING COMMITTEE
AGENDA REQUEST FORM
COMMISSION DISTRICT - ALL**

PRESENTED BY: Don DeBerry / Department of Transportation **REQUESTED BY:** District 3

TITLE OF ITEM FOR THE AGENDA: Policy discussion on the study, design and construction of buffers on or adjacent to county roadways or facilities.

1. DESCRIPTION AND OBJECTIVE OF THE ISSUE : Current County policy does not address providing buffers to residents adjacent to new or expanded County facilities nor is there any funding identified to do so.

2. PROPOSED POLICY, PROCEDURE OR PLAN OF ACTION

Provide opportunity for Board to discuss this issue and provide staff direction.

3. OPTIONS (List advantages/Disadvantages of Each Option Listed)

1. Maintain current policy position – Addressing impacts to adjacent properties is outside county core level of service.
2. Develop new county policy addressing the project selection and study/design criteria to be used to provide buffering adjacent to county projects.

4. FINANCIAL IMPACTS/FUNDING SOURCE

Unknown at this point.

5. STAFF RECOMMENDATIONS, AND JUSTIFICATION FOR RECOMMENDATIONS

Staff recommends the board maintain current policy.

6. Mandated: Y N X BY WHAT AUTHORITY?

<u>DEPARTMENT DIRECTOR SIGNATURE</u>	<u>COUNTY MANAGER SIGNATURE</u>	<u>MEETING DATE</u>	<u>TIME REQUIRED</u>
fol Amelia H. Davies 4-21-06	DS for Donald Stowell	May	15 Min.