

**MINUTES
REGULAR MEETING
DESTIN CITY COUNCIL
MARCH 7, 2022
CITY HALL ANNEX COUNCIL CHAMBERS
6:00 PM**

The Council of the City of Destin met in regular session with the following members and staff present:

Destin City Council

Mayor Gary Jarvis
Councilmember Jim Bagby
Councilmember Bobby Wagner
Councilmember Johnny King

Councilmember Kevin Schmidt
Councilmember Dewey Destin
Councilmember Rodney Braden
Councilmember Terésa Hebert

Destin City Staff

City Manager Lance Johnson
City Clerk Rey Bailey
HR Manager Nicole Rivera
Engineering Assistant II Joe Bodi
Deputy Code Compliance Dir. Kris Mercurio
Public Works Director Michael Burgess
Land Use Attorney Kim Kopp

Deputy City Manager Webb Warren
Public Information Manager Catherine Card
Code Compliance Director Joey Forgione
Finance Director Krystal Strickland
Building Official Noelle Bell
Grants/Project Manager Jeffrey Cozadd
City Attorney Kyle Bauman

CALL TO ORDER, INVOCATION AND PLEDGE OF ALLEGIANCE

Mayor Gary Jarvis called the meeting to order at 6:00 pm; followed by the recitation of the Pledge of Allegiance.

AGENDA APPROVAL

Motion by Councilmember Hebert, seconded by Councilmember King, to approve the agenda passed 7-0 (Council members Schmidt, King, Hebert, Bagby, Destin, Wagner, and Braden voted "yes").

1. PROCLAMATIONS / RECOGNITIONS / SPECIAL / PUBLIC PRESENTATIONS / ANNOUNCEMENTS

A. Destin High School (DHS) - Ms. Christine Cruickshank, Principal

Ms. Christine Cruickshank, DHS Principal, and Mr. Phil Dorn, DHS Athletic Director, provided an update on the status of the high school after the first 7 months since it opened its doors. They also discussed the vision of the future for the high school and its role in Destin with the council. The following information was presented:

Vision and Mission:

The mission of Destin High School is to prepare students academically, physically, and mentally to become responsible, productive, empowered citizens. Embracing the area's history as a tourist destination, military hub, and "world's luckiest fishing village" and supported by strong public/private partnerships, our diverse and specialized program will provide the foundation each student needs to secure a solid future.

Curriculum Goals:

- Same educational standards as all Florida high schools in accordance with the Florida Department of Education
- Regular, honors, advanced/AP, and dual-enrollment courses
- Career academies (small learning communities) that focus on the diverse needs of our local community by providing specialized programs, and career-themed courses in a variety of areas
 - ❖ Marketing and Entrepreneurship
 - ❖ Biomedicine
 - ❖ Fishing
 - ❖ Cybersecurity

Electives/Co-Curricular Courses:

- Career academies (small learning communities) that focus on the diverse needs of our local community by providing specialized programs, and career-themed courses in a variety of areas
 - ❖ 2021-2022
 - Cybersecurity
 - Biomedical Technology
 - Business Management/Entrepreneurship
 - Commercial Fishing
 - ❖ 2022-2023
 - Hospitality/Tourism
 - Culinary
 - ❖ Possible Future Academies
 - Construction (e.g., Carpentry, Electrical, HVAC, Masonry, Plumbing, Construction Technology)
 - Small Marine Engine Repair
 - Environmental/Marine Science

Destin High School – A Vision to a Reality ... Now Looking to the Future

About five years ago the Destin City Council tasked what became the Founding Board of Destin High School with determining the feasibility of a high school in Destin. This group worked hard to research, plan, and fundraise for the first high school in the history of Destin. Their vision became a reality on August 10, 2021, when Destin High School opened its doors to

students in grades 9-11 for the first time. We asked to be on the agenda tonight to update the Council members on what has been happening at DHS since the doors opened.

- DHS is the home to almost 300 students in grades 9-11. We have completed our first application period for the 2022-23 school year and have over 150 applications submitted.
- We have a talented and amazing group of teachers, staff, and coaches that are dedicated to the educational experiences for our students.
- We have a varied curriculum that offers students a wide range of academic classes.
- Currently, we offer four Career Academies – Biomedicine, Cybersecurity, Marketing and Entrepreneurship and the Commercial Fishing curriculum. Students in these academies can earn industry certifications in these fields that help prepare them for careers directly out of high school. Future academies being researched are Culinary, Hospitality and Tourism, Aviation, and Diesel Engine Repair to name a few. We gear these academies for the Destin area and economy in hopes that our students will be productive citizens locally after high school.
- We were honored to be selected as Grand Marshall of the Destin Parade.
- We have the beginnings of an amazing music and theater program.
- We have formed many amazing partnerships with individuals, groups, and organizations in the Destin area.
- Our goal is for the community to be part of the school and our students and school to be part of the community. We are growing our student opportunities to volunteer and make a difference in the Destin community moving forward.

The City of Destin has been very supportive of the school. We would like the city council to consider and approve a task force committee to work with the school to see what cooperative projects together we could come up with. That is how the Destin High School started. With a council member serving on the task force, we would have a member of the council in the know about all the amazing things going on and the needs of the school.

With a thriving 22 sport athletic program and no athletic facilities currently on its campus the Destin High School must look to partner with the Destin Community to continue to grow and have successful programs. Student interest has created 11 Boys and 11 Girls Sports for the 2021-22 school year and there is growing interest in 4 more sports, 2 Boys and 2 Girls Sports for the 2022-23 school year. To provide education-based values and competitive sport programs, compliant facilities that are safe and meet FHSAA Standards are required. Currently this challenge is being pursued through partnerships with the City of Destin, DUMC, Coast Aquatics, Destin Tennis Club, Indian Bayou Golf Club, and the Destin Middle School. While we have welcomed the opportunity to build relationships with these Destin Community Facilities the continued challenge to schedule, maintain, and improve these facilities to meet the growing needs of our Athletic Program have increased. For example, the City of Destin currently does not have a High School Level Baseball Field that meets required NFHS Standards.

We are asking the City Council to consider the possibilities of partnering, planning, building, and maintaining Municipal Facilities that could be scheduled and used by both the Destin High School and the residents of the City of Destin. For example, building a NFHS compliant baseball park at Morgan's Park, building a state-of-the-art Municipal Stadium capable

of hosting football, soccer, lacrosse, and track competitions, and the possibility of building a new gymnasium that could host basketball, volleyball, wrestling, and cheer competitions. These shared facilities could provide much needed programming for the City of Destin Parks and Recreation, provide an opportunity to host High School Tournaments bringing teams and people to the hotels and restaurants of Destin, and provide community centered events such as concerts. Through pooling resources, the Destin High School and the City of Destin could bring better opportunities to the residents of Destin than either could on their own. We are limited in Destin on available land, so it makes sense to look at ways to enhance the use of the land we have. We would appreciate your consideration of these thoughts to work together to provide quality experiences for our residents of Destin.

Councilmember Hebert stated that she would be willing to be the council representative to serve in the task force committee that would work with the high school on cooperative projects

2. PUBLIC COMMENTS

3. CONSENT AGENDA

- A. Choctawhatchee Basin Alliance (CBA) FY22 Contract Renewal
- B. Milling/Resurfacing/Restriping of a Section of Scenic 98 (Western Loop to Cobia Street)
- C. Renewal & Replacement FY22 - Vehicle, Public Works/Emergency Management Department
- D. Approval of minutes of February 7, 2022, Regular City Council Meeting
- E. Draft Minutes of Board and Committee Meetings
- F. FDOT Lighting Agreement, 22 additional crosswalk lights on US98

Councilmember Hebert moved for approval of Consent Agenda items 3A thru 3F, as printed above, seconded by Councilmember King. Motion passed 7-0 (Council members Schmidt, King, Hebert, Bagby, Destin, Wagner, and Braden voted "yes").

4. CITY MANAGER REPORTS

- A. Choctawhatchee Bay Alliance (CBA) FY21 Water Quality Presentation

Ms. Jenna Kilpatrick of Choctawhatchee Bay Alliance (CBA) provided the following report on CBA activities conducted for FY 2021.

Mission: Choctawhatchee Basin Alliance (CBA) is a non-profit organization responsible for promoting swimmable, fishable waterways in the community through monitoring, education, restoration, and research. We serve all around our watershed, across the Choctawhatchee Bay, the Destin Harbor, up the Choctawhatchee River to Geneva, Alabama, coastal dune lakes of Walton County. We are expanding efforts northeast to encompass the freshwater areas of the Choctawhatchee Basin.

Destin NPDES and CBA:

- The perfect partnership
- In 2003, the City of Destin was mandated to comply with state regulations regarding water quality. The NPDES permit was designed in two phases:
 - ❖ The City of Destin must regulate stormwater runoff using best management practices
 - ❖ The municipal separate storm sewer systems program comprises six elements that, when implemented in concert, are expected to result in significant reductions of pollutants discharged into receiving water bodies
 - ❖ CBA partners with the City of Destin to fulfill these NPDES requirements

Public Education and Outreach:

- CBA presentations to school-age children
 - ❖ 3rd and 5th grade students grow salt marsh grasses at school
 - CBA Education staff and AmeriCorps teach stormwater and environmental education with hands-on lessons in schools
 - End-of-year field trip
 - ❖ Middle school students grow sea oats in school
 - CBA Education staff and AmeriCorps teach stormwater and environmental education with hands-on lessons in schools
 - End-of-year field trip
 - ❖ 161 Destin students taught in 2021 at Destin Middle School; hybrid option due to COVID with 2 field trip days
 - ❖ Annual average: 1,400 students taught in Okaloosa County (90-plus% academic gains)
 - Personal testimony: *“The Choctawhatchee Basin Alliance came to my elementary school and I got to participate in ‘Grasses in Classes.’ I still remember and loved that experience.”* Emma, Marine Biology undergraduate student, UWF
- Homeschool field trips
- Volunteer events
- Partner Team Building
- Alternate Spring Breaks
- Summer Destin Library Program: From Shelves to the Shores
- Two annual regional cleanups: Earth Day and International Coastal Cleanup

CBA Presentations for Public:

- CBA presents current research and focused information in monitoring, restoration, and research for community groups and events:
 - ❖ Destin Forward
 - ❖ Rotary Clubs
 - ❖ Garden Clubs
 - ❖ Fishing Clubs
 - ❖ Henderson Beach Bash
 - ❖ Harbor events

- ❖ Scouts
- 2021 Fly Fishing Film Festival
- Half Shells on the Harbor

Public Involvement/Participation:

- Volunteer Water Quality Monitoring
 - ❖ Six water quality stations
 - ❖ Two volunteers
 - ❖ Monthly sampling and data collection
 - ❖ New harbor volunteer-Panhandle Flyfishers

CBA Destin Water Quality:

- Numeric Nutrient Criteria (Florida DEP standards)
 - ❖ Middle Bay
 - Phosphorus: 0.020 mg/L as AGM
 - Nitrogen: 0.36 mg/L as AGM
 - Chlorophyll: 3.1 mg/L as AGM
 - ❖ West Bay
 - Phosphorus: 0.049 mg/L as AGM
 - Nitrogen: 0.54 mg/L as AGM
 - Chlorophyll: 4.1 mg/L as AGM
 - ❖ Middle Bay Results
 - Stations Destin 2 and Destin 3 fail for Chlorophyll in 2020
 - Chlorophyll levels are decreasing over last 10 years
 - ❖ West Bay Results
 - All stations pass for 2020 for Total Phosphorus, Total Nitrogen, Chlorophyll

Pollution Prevention/Good Housekeeping:

- Monofilament Recycling
 - ❖ 3.3 cubic yards of monofilament fishing line recycled in Destin last period (April – September 2021)
 - 4 along the harbor, 1 Joe's Bayou Boat Ramp
 - 5 stations; 1 COD volunteer
 - ❖ Looking for community partners like charters, bait shops, etc.
- Oyster Shell Recycling
 - ❖ 4 Destin restaurants
 - Back Porch
 - Boathouse
 - Brotula's
 - Johnny O'Quigley's
 - ❖ Collected 62.5 tons of oyster shells for period
 - ❖ New educational placemats
 - ❖ New shell staging site is located in Fort Walton Beach. Helpful for Okaloosa County restoration projects

Opportunities:

- CBA and City of Destin
 - ❖ Interactive Water Quality Map
 - ❖ Leverage positive impact from existing programs
 - ❖ Increase participation in all programs

Councilmember Schmidt inquired as to the cause for high chlorophyll.

Ms. Kilpatrick explained that stormwater runoff is a main cause for high chlorophyll. It carries with it different materials such as yard clippings, excess debris, leaves, etc., which can cause chlorophyll to increase overtime.

B. FY 2021 Annual Audit and Financial Statements

Mr. Thomas Smith, Director of EFPR Group, LLP, presented a summary of the independent auditor's report for the fiscal year ending September 30, 2021.

- Financial Statements and Auditor's Reports were reviewed with management
- Unmodified (unqualified or "clean") opinions will be issued on the city's financial statements, the community redevelopment agency, and the Schedule of Receipts and Expenditures of Funds related to the Deepwater Horizon Oil spill
- No material weaknesses or significant deficiencies were noted in the city's internal controls over financial reporting or in the city's compliance with certain provisions of laws, regulations, contracts, and grant agreements
- Management provided all required documentation in a timely manner
- At the city-wide (full accrual) level, revenue exceeded expenses by \$10.9 million. Revenue increases \$3.6 million due to the revenue received from Okaloosa County for the land acquisition. Expenses increased \$0.2 million. Net position on September 30, 2021, is \$131.2 million, including \$98.3 million invested in capital assets. The city is in strong fiscal condition
- At the general fund level there was a decrease in general fund balance of \$5.2 million. Revenues increased \$4.0 million due to a \$4.1 million increase in intergovernmental revenue, mainly due to the city receiving \$4.1 million from Okaloosa County for a land acquisition. Expenditures increased by \$1.5 million, primarily due to an increase in debt principal payments related to a debt refunding in the current year
- The general fund restricted fund balance decreased from \$3.2 million to \$0, as those funds were transferred out to create the new funds

Councilmember Bagby moved to accept the 2021 Annual Audit and Financial Statements; seconded by Councilmember Hebert.

Councilmember Bagby noted the following statement under Capital Improvement Program on page xii of the draft financial report: *"Destin's Capital Improvement Program projects are planned for five years and evaluated based on project total of over \$25,000, a useful life of five years or more; and costs that do not reoccur annually, unless the project has multi-*

year elements.” He asked if this is in line with other municipalities, or whether it is smaller or less.

Mr. Smith stated that typically those projects are a little bit smaller, depending on what they feel is accurate for the city. Usually, a capital project would last for more than one year, and it would depend on the capitalization threshold of the city. A municipality the size of the City of Destin would typically be closer to \$10,000.

Councilmember Bagby asked if the city’s policies – investment, procurement, and other financial related policies were reviewed.

Mr. Smith noted they have reviewed the city’s investment policy to make sure it is aligned with the State of Florida’s laws and regulations. They also have to issue an examination report stating whether the city is in line with those policies. They also looked at the procurement policy, but not to issue a report in the same manner as the investment policy. They have to issue a report that there are no significant deficiencies or material weaknesses in accordance with internal controls of the city, and that internal controls are being followed.

Councilmember Bagby asked how they compare with other municipalities in terms of their levels of spending, as well as the other parts of the procurement policy.

Mr. Smith replied it is very much in line with municipalities the size of Destin that they have audited.

Councilmember Destin noted he did not find a management letter which is generally part of the report, and which generally contains recommendations for improvements from the auditors.

Mr. Smith pointed out that a draft management letter is on pages 97 and 98 of the report, which did not include any management comments for this year.

Finance Director Krystal Strickland explained that two years ago there was a management comments regarding the city’s fund balance. It was thought that the city did not have an established fund balance policy. She was able to clear this matter up with the auditors for the fiscal year 2020 statements. The auditors did not see any need for the city to improve upon any policies for fiscal years 2020 and 2021.

Motion passed 7-0 (Council members Schmidt, King, Hebert, Bagby, Destin, Wagner, and Braden voted “yes”).

C. Update on Capt. Royal Melvin Heritage Park

Mr. Scott Jenkins of Construction Engineering and Inspection Services provided a progress update on the Capt. Royal Melvin Heritage Park. He stated there had been a lot of activities over the past few weeks, and that lot of progress had been made. The following are some of the things that have been accomplished over the past few weeks.

- The lift station has been installed on site

- They have started work on compacting the base materials for the pavers along the harborside
- Hollow core panels have been placed on the roof of the building so it could be enclosed waterproofed
- Internal block work has been completed

Mr. Jenkins also stated that activities scheduled within the next few weeks will be waterproofing of the roof panels, placing the top slab on the roof, concrete pouring of the stairs, stucco placement on the buildings, and final landscaping for the city.

Mr. Jenkins also noted there is a change order request for a time extension on the project going all the way back to January 2021 when there have been delays on the notice to proceed with the project. Construction Engineering did not get involved with the construction aspects of the project until September 2021. He continued that they have been trying to catch up on paperwork associated with it, and that the change order should catch everything up to date. He added that the decision with regards to handrail construction is still pending, but they expect to get an answer soon.

Councilmember Bagby moved to direct the City Manager to execute Change Order 11 to the GLC Contracting Construction Contract. Councilmember Hebert provided a second to the motion.

Councilmember Bagby recommends they focus solely on completing this project and not dwell on what happened in the past.

Councilmember Hebert inquired as to the estimated completion date for this project.

Mr. Jenkins stated that provided there are no weather delays, they could reasonably expect a completion date of April 11, 2022. The only question is the handrails and how long it could take to manufacture them and get them installed. However, there may be some temporary adjustments they could do to get the park open in the meantime.

Councilmember Schmidt inquired about the issue with the handrails.

Mr. Jenkins explained that a decision has been made with regards to the manufacturer. They just need to pick the handrail and determine the costs. He added there will be another change order with regards to the handrail.

Councilmember Schmidt asked about a beam issue which he has heard a while back, and what is being done to resolve it.

According to Mr. Jenkins, there had been no report and no information presented to them with regards to a beam issue. The construction engineer for the project has indicated there that there was no beam issue. They are doing some additional steps to add some extra thickness to prevent any kind of corrosion on the structural steel inside the beam.

Mr. Joe Garvey of GLC Contracting Inc., noted that the original date that they requested approval for the handrail was April 16, 2021, and that there is still no decision at this time. He continued they cannot obtain a Certificate of Completion for the project without the handrails, but they expect the project to be about 99.% complete by April 11th minus the handrails.

Motion passed 6-1 (Council members Schmidt, King, Hebert, Bagby, Destin, and Wagner voted “yes”; Councilmember Braden voted “no”).

D. Destin Cross Town Connector Retention Areas and Traffic Safety

Mr. James Park of Atkins Engineering discussed the architectural renderings, proposed Pond 2 modifications and traffic calming devices for the Destin Cross Town Connector project.

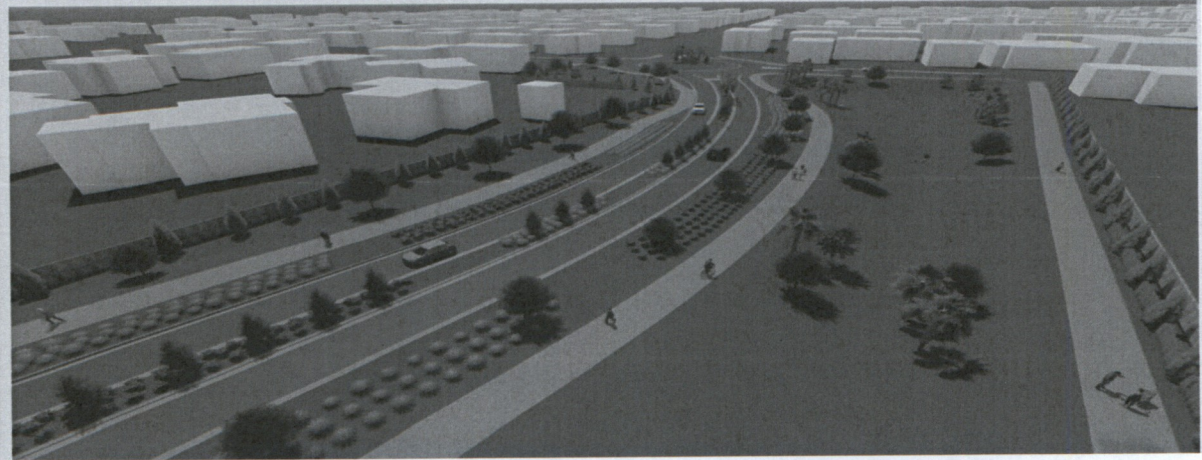
Architectural Renderings/Pond 2 Greenspace

- 3D model of current design (60%)
- Pond 2 renderings
- Additional greenspace opportunities
 - ❖ Northwest of Cross-Town Connector roadway
 - ❖ Northwest quadrant of roundabout (Beach and Legion)
 - ❖ Southeast quadrant of roundabout (Beach and Legion)

Architectural Renderings



Architectural Renderings



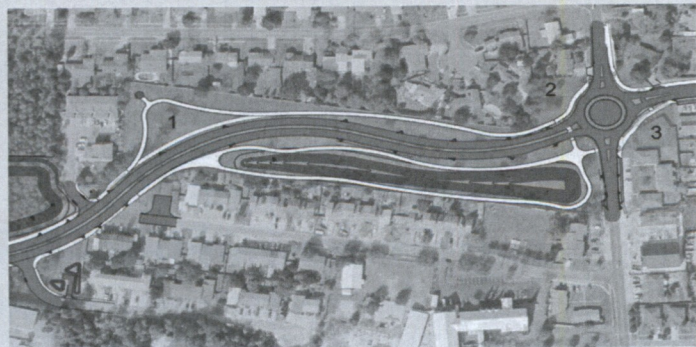
Architectural Renderings



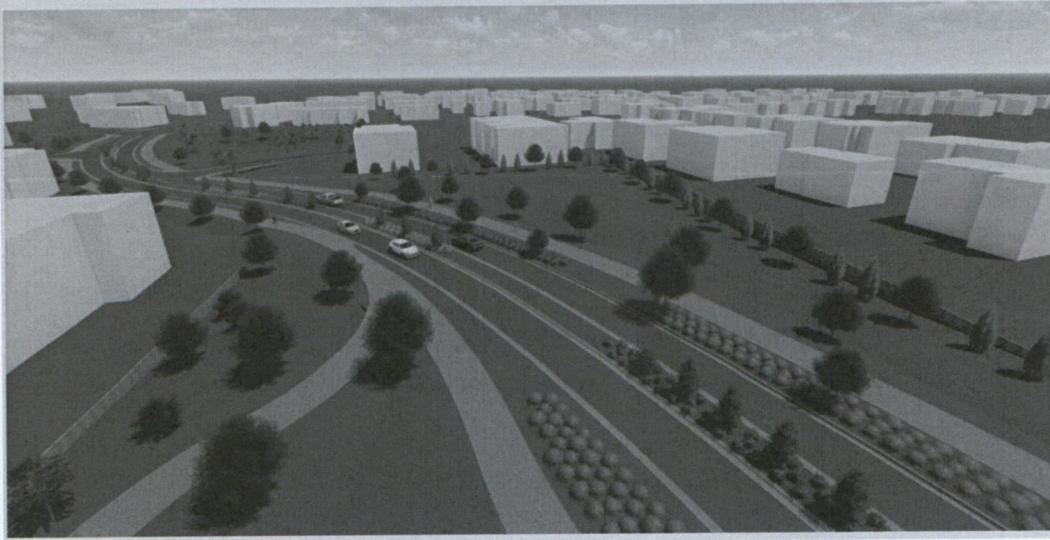
Architectural Renderings Pond 2 Greenspace

› Additional Greenspace opportunities

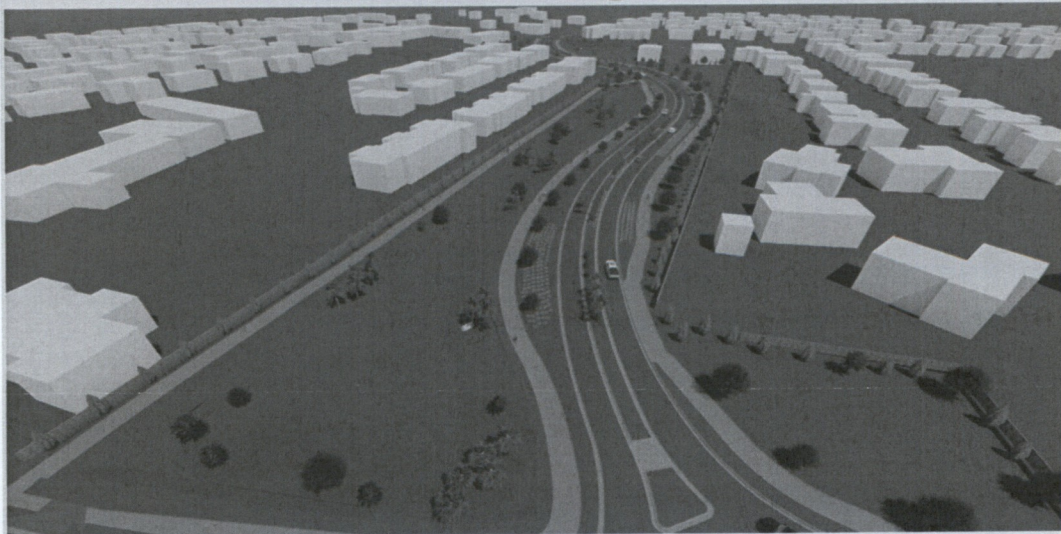
- 1) NW of DCTC (0.93 AC)
- 2) NW Quadrant of roundabout (Beach and Legion) (0.26 AC)
- 3) SE Quadrant of Roundabout (Beach and Legion) (0.20 AC)



Architectural Renderings – Additional Greenspace



Architectural Renderings – Additional Greenspace



Greenspace Usage Opportunities:

- Art Walk
- Exercise Equipment
- Open Space Usage

Councilmember Braden left the meeting at 7:50 PM

Pond 2 Modifications

Minimum Design Criteria - 25-Year, 96-Hour Storm

- › East side of pond raised 1-2' (current depth ~7')
 - No impact to schedule or budget
- › Stepped Retaining Walls
 - High aesthetic value, added greenspace
 - Schedule & budget impacts
 - Increased construction cost
- › West side depth result of roadway profile & natural topography (current depth ~12')
 - Retaining wall required to create continuous depth, flat bottom throughout pond
 - Schedule and budget impacts
 - Increased construction costs, low aesthetics



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Traffic Calming

Florida Design Manual (FDM) Chapter 202.3 Speed Management Strategies	
☒ Roundabouts	Vertical Deflection
☒ Lane Narrowing	Speed Feedback Signs
☒ Horizontal Deflection	☒ Islands/Medians
☒ Street Trees	☒ Terminated Vista
☒ Centerline Curvature	

- › Suitable Strategies
- › Already included in current design

Traffic Calming:

- Vertical Deflection
 - ❖ Raised crosswalks
 - ❖ Reduce entry speed into roundabout
- Speed Feedback Signs
 - ❖ Increased awareness
 - ❖ Visual feedback only

❖ No physical deterrent

Councilmember Destin recommends they consider reducing the footprints of the pond and adding exfiltration piping, thus increasing the recreational area.

The mayor asked how much more time and money is involved in exploring this idea and redesigning the project.

According to Mr. Park, the project would have to go through a 60 percent redesign submittal, which could take 6 to 8 weeks of design, which could cost \$40,000 to \$50,000. He also stated that any changes at this stage would have a massive trickle-down effect on the project.

The mayor stated that the crosstown connector was not supposed to be a park. It was supposed to provide a badly needed roadway connectivity to help ease the traffic problem for the community. It has already been discussed for over a dozen years by three different council. The 60 percent plan, as it stands, offers recreational opportunities for the crosstown connector. He urges the council to keep things on track and continue the design of the crosstown connector to the 90 percent phase.

Councilmember King opined that these types of changes are what caused previous delays on this project. He supports moving forward with the design of the project.

Councilmember Destin noted they are still two years away from roadway construction if they are successful in acquiring the necessary properties. The process could take a lot longer if they must condemn any of those properties. Any project redesign will not realistically delay construction. They should take advantage of every opportunity to provide more recreational area to the public.

Councilmember Bagby agrees with trying to obtain more greenspace for the community, and something of which they would be proud. It would not be a factor in further delaying this project as they do not own all the required properties and it is not yet ready for construction.

Councilmember Destin moved to direct the project engineer to explore the idea of reducing the footprints of the pond and adding exfiltration piping and bring back recommendations within 4 weeks; seconded by Councilmember Wagner.

Councilmember Schmidt states he does not feel spending \$50,000 for plan redesign is a good use for that money. He feels there is enough greenspace in that area and would prefer moving forward with the current design.

Motion failed 3-4 (Council members Bagby, Destin, and Wagner voted "yes"; Council members Schmidt, King, and Hebert voted "no"; Mayor Jarvis casts the tiebreaking vote of "no"; Councilmember Braden was absent during the voting)

Councilmember Schmidt moved to direct the City Manager to authorize the continued design of the Destin Cross Town Connector to the 90% phase; seconded by Councilmember King. Motion passed 5-1 (Council members Schmidt, King, Hebert,

Bagby, and Destin voted “yes”; Councilmember Wagner voted “no”; Councilmember Braden was absent during the voting).

E. Strategic Plan FY 2023 - Strategic Goals & Council Objectives

The City Manager provided the following presentation:

Priority Levels Defined:

- Critical Priority – An objective that must be successfully accomplished within a specified amount of time
- Important Priority – A priority that can have a significant impact on performance. Resources are fixed and the variable is either time or the objective.
- Desirable Priority – A priority where both resources and time are variables. The organization desires an outcome but cannot absolutely commit specific resources over any specifiable time period

Note: Resources are fixed for all Critical and Important priorities; therefore, it may become necessary to transfer resources from Desirable priorities to Critical priorities.

Current Council Objectives – FY 2022

➤ Critical Priorities

- 1.1 – Offer livable wages & benefits to attract and maintain high caliber, qualified Staff

➤ Important Priorities

- 1.2 – Complete two-lane Crosstown Connector
- 1.3 – Public beachfront acquisition initiative
- 1.4 – Underground Utilities
- 1.5 – Zerbe St/Calhoun Avenue Phase II – Design pedestrian pathway under Marler Bridge

➤ Desirable Priorities

- 1.6 – Research viability of Multi-Use Convention/Sports/community Center (Phase 1 feasibility study)
- 1.7 – Annexation of unincorporated enclaves
- 1.8 – Transit/Trolley System
- 1.9 – City Marina (Phase 1 Feasibility Study)
- 1.10 – Improve parking, explore options (i.e., garage, surface, etc.)
- 1.11 – Beach renourishment, planning and scheduling

Strategic Plan – FY 2023

➤ Strategic Goals

1. Financially sound city providing service excellence
2. Enhanced quality of life and safety for families
3. Economic development and revitalization
4. Effective, efficient, and aesthetically pleasing infrastructure
5. Improve mobility and connectivity
6. A green and sustainable environment

Council Objectives

➤ Critical Priorities

- 1.1 – Offer livable wages & benefits to attract and maintain high Calber, qualified Staff
- 1.2 – Research viability of Multi-use Convention/Sports/Community Center (Phase 1 Feasibility Study)

➤ Important Priorities

- 1.3 – Complete two-lane Crosstown Connector
- 1.4 – Public beachfront acquisition
- 1.5 – Underground Utilities
- 1.6 – ~~Zerbe St./Calhoun Avenue Phase II design pedestrian pathway under the Marler Bridge~~ (Redirect resources to Stahlman/US Hwy 98 intersection or table the item due to FDOT concerns?)

➤ Desirable Priorities:

- 1.6 – Annexation of unincorporated enclaves
- 1.7 – Transit/Trolley System
- 1.8 – City Marina (Phase 1 Feasibility Study)
- 1.9 – Improve parking, explore options (surface/garage)
- 1.10 – Beach renourishment, planning and scheduling (partnership w/ county and state)

Following the presentation **Councilmember Bagby moved to set aside the order of the day and move up agenda item 6(H)2 - *Update on a Destin City Center* and allow the mayor to discuss this item at this time; seconded by Councilmember Hebert. Motion passed 6-0 (Council members Schmidt, King, Hebert, Bagby, Destin, and Wagner voted “yes”; Councilmember Braden was absent during the voting).**

The mayor discussed the idea of a city center. He stated that the current community center is 32 years old and does not fully serve the community; and that they have a Town Center CRA that has been in debt since 2005. The whole purpose of a CRA is for redevelopment to increase the tax base and make the city better. He pointed out that the idea of a city center

started with a multi-use events center for cultural events, concerts, and sporting events. However, it has grown to be an all-encompassing project: a new community center big enough to serve the need of the community; a new city hall with a hardened emergency center that would allow emergency personnel to stay on scene. This idea is even more appealing now that they have their own high school that needs facilities for their sporting events. They can move city hall and city hall annex in the middle of town and use the existing lands to build more sporting facilities.

The mayor also noted that Publix bought the land the city has been targeting, and that they have hired a development team from Atlanta and have already presented a preliminary plan to the city. They are under the assumption that Publix would only need about 6 to 9 acres out of those 21 acres of land for their retail. The remaining area as well as the outlying areas may be available for a city center. However, before they plan to have a face-to-face meeting with Publix representatives to share their ideas, they feel it would be beneficial for members of this council to take a trip to the City of Alpharetta in Atlanta and visit their city center, take a tour of their facilities, and learn how they redeveloped their small community; and then possibly form their own vision of what a city center would entail and start formulating a plan. Mr. Shane Moody of the Destin Chambers plans to send an official invitation to members of the council to travel to Atlanta. He added that they have coordinated this matter through the City Attorney to avoid any Sunshine Law violation.

Several members of council expressed support of a city center.

Councilmember Destin urged everyone to seriously consider the costs to make this vision come to fruition.

Councilmember Bagby stated that they need somebody to champion this initiative. Someone who is willing to make the investment because the city cannot do it on its own.

Councilmember Schmidt moved to adopt the FY 2023 Council Strategic Objectives with the following modifications:

- **Move “*Research viability of Multi-use Convention/Sports/Community Center (Phase I Feasibility Study)*” from the Desirable Priorities category to Critical Priorities category (1.2) and change the title to “*Work with stakeholders to pursue the Destin City Center.*”**
- **Table “1.6 – Zerbe St/Calhoun Avenue Phase II Design pedestrian pathway under the Marler Bridge” until further notice,**

and instruct staff to begin their research and planning for future budget workshop with the city council. Councilmember Hebert provided a second to the motion.

There were some discussions relative to the feasibility study for the city center. It was the consensus of the City Council not to move forward with the feasibility study for the city center until directed to do so by council.

Motion passed 6-0 (Council members Schmidt, King, Hebert, Bagby, Destin, and Wagner voted “yes”; Councilmember Braden was not present during the voting).

Motion by Councilmember Bagby, seconded by Councilmember Destin, to direct staff to bring back a budget amendment to move the \$75,000 budgeted for FY 2022 for the feasibility study and put it in Council Contingency account for the remainder of FY 2022 passed 6-0 (Council members Schmidt, King, Hebert, Bagby, Destin, and Wagner voted “yes”; Councilmember Braden was not present during the voting).

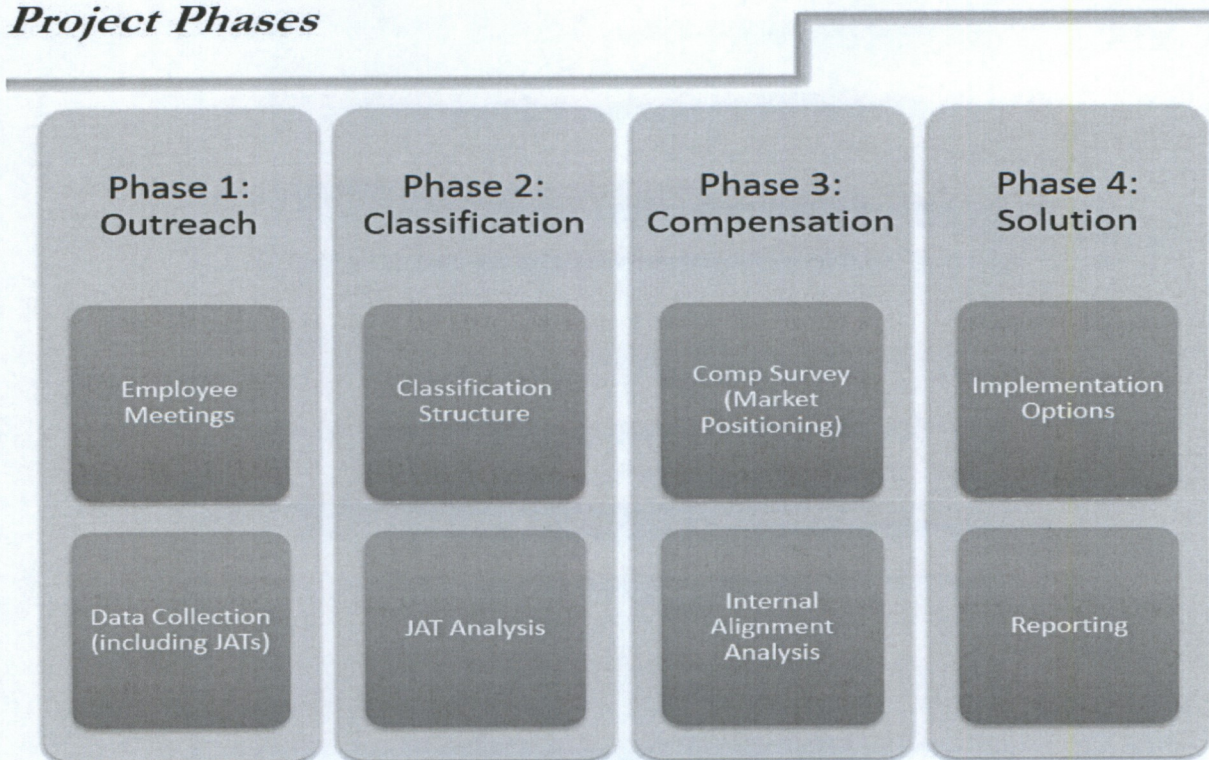
F. Compensation Study

Dr. Jeff Ling of Evergreen Solutions provided a brief update (virtually) on the methodology and results of the compensation study for the City of Destin.

Study Goals:

- Review current classification and compensation system to ensure internal equity
- Survey peer organizations to ensure external equity
- Produce recommendations to provide the organization with a classification and compensation system that is equitable, both internally and externally

Project Phases



Employee Meetings Comments - Positive:

- Benefits – employees expressed that the benefits package, specifically the healthcare coverage and retirement, played a positive role in affecting morale
- Culture – Several employees described the quality of people they work with as the number one reason they have stayed with the organization. Many also cited

having a wonderful relationship with their direct supervisor as a key reason for staying

- Location – Most employees expressed that the biggest draw to working for the City of Destin was the location of the city, emphasizing how Destin is a very desirable place to live
- Schedule – Many employees expressed their appreciation for the flexibility of hours, especially by having weekends off as well as designated paid time off

Employee Meetings Comments - Concerns:

- External Equity – Feedback on the competitiveness of pay in the city was unanimous for the most part, with most employees sharing that their starting pay is lower than in other municipalities, and that there is not much opportunity to move up
- Internal Equity – Many departments had some concerns that subordinates were more highly paid and had a higher earning potential compared to their supervisor. There was a belief among employees that new hires are being hired in at rates above those of tenured employees, and that drove morale down among the employees who expressed this concern
- Professional Development – Many employees indicated that there is not much of a “career ladder” within positions. They expressed concerns of having no opportunities for advancement within their positions, emphasizing the need for a “tier structure” within positions with different levels of pay based on experience

Current System Review:

- Strength:
 - ❖ The city has moved employees through their pay ranges and does not have a significant portion of employees at the minimum of the pay range
 - ❖ The city has a clean and easy to understand pay plan with consistent range spreads and midpoint progressions
- Weakness:
 - ❖ The city has approximately three-quarters of its employees in the top half of their current pay ranges. This can be a sign of ranges that are significantly below the market
 - ❖ There appear to be some compression in some pay ranges between employees and supervisors

Comp Survey:

- Salary and benefits survey resulted in 12 responses
 - ❖ Cocoa Beach
 - ❖ Fernandina Beach
 - ❖ Fort Walton Beach
 - ❖ Marco Island
 - ❖ Naples
 - ❖ New Smyrna Beach
 - ❖ Okaloosa County

- ❖ Panama City
- ❖ Panama City Beach
- ❖ Pensacola
- ❖ Safety Harbor
- ❖ Vero Beach

- All responses are adjusted for cost-of-living differentials
- Salary ranges and average actuals were collected from the respondents
- A total of 62 jobs were benchmarked representing all participating parties

Market Results

Unadjusted Results (no cost-of-living adjustment)			Adjusted Results (cost-of-living adjusted)		
Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
-19.4%	-19.1%	-18.8%	-17.4%	-16.9%	-16.4%

- A negative differential indicates the City is behind at that market position on average.
- While cost-of-living adjustments make the City slightly more comparable than an evaluation without an adjustment, the City is significantly behind the market at the minimum, midpoint, and maximum of the range.
- When considering benefits, most peers are within +/- 1 percent.

Key Recommendations:

- Adopt an adjusted pay plan with fewer pay grades. The newly recommended pay plan has consistent range spreads and progression between the grades
- Reassign pay grades to positions based on internal equity and the market results. Some positions will see larger adjustments than others due to the market response
- Place employees within their newly recommended pay grades. Select an implementation methodology that aligns with the compensation philosophy and financial means of the city

Implementation Options:

- Compa Ratio – sets an employee's salary in the recommended ranges so that their compa ratio is unchanged. Compa ratio is a ratio between the employee's salary

and their range midpoint. Therefore, if an employee is at midpoint before the study, they would remain at the midpoint after the study. If they are 5% below the midpoint in their current pay grade, they would be placed 5% below the midpoint of their newly recommended pay range as well

- Compa Ratio to Midpoint – uses the compa ratio methodology but does not adjust employees who are above the midpoint. Therefore, an employee who is at the midpoint currently would remain at the midpoint in their new pay range, but an employee who is 5% above their midpoint currently may fall to the midpoint of the new grade

Proposed Market Position:

- Implementing the new pay plan and slotting employees will move the average minimum 1.5 percent, midpoint 4.6 percent and maximum 6.4 percent above the 2021 market values
- Predicted market change for 2022 is between 4.0 and 6.0 percent
- Some classifications will move more or less than the marketplace average; however, the proposed solution provides a strong basis to compete

Next Steps:

- Finalize implementation plan – March 2022
 - ❖ Select alternative
 - ❖ Communicate alternative
 - ❖ Address concerns
 - ❖ Submit written report
- Revised class descriptions – April 2022
 - ❖ Create new class descriptions
 - ❖ Revise current class descriptions

Councilmember Bagby detailed the following list of items/questions he plans to address during his one-on-one meeting with Mr. Ling and staff:

- The value of the benefits from the city as compared to what their peers are offering (health, 457 plan and thrift plan)
- Three-quarters of employees that are above the midpoint. Is it based on longevity?
- Where the city is relative to their peer groups where current city employees can potentially go or places where they can commute (i.e., Okaloosa County, City of Fort Walton Beach, Walton County, Panama City Beach, Niceville, etc.)
- Total cost of proposed compensation

Councilmember Hebert would like to know if Evergreen Inc. ever encourage employers to conduct some type of assessment to avoid mismatches and place the right employees on the right jobs, or for the employee to pursue the job better aligned with their capability.

According to Mr. Ling, there have been some municipalities in Florida with career/assessment centers that would test potential employees and encourage them not to pursue high skill/high wage jobs if they did not the competency or capability to perform that job, and to pursue jobs better aligned with their capability. He continued this is not as pronounced in Florida anymore as it is with some other states.

Councilmember Destin stated they would need to find reoccurring revenue sources to be able to afford proposed increase in employee compensation. They would also need to expend their efforts to fill all the vacancies as some of the complaints he has heard are there are certain employees with so much work to do.

G. Utility Undergrounding - Utility Consultants of Florida - Task Order 2

Mr. Mark Porter of Utility Consultants of Florida provided the following updates:

- Coordination meetings with CITY staff and other Key Stakeholders to discuss project advancement, funding initiatives, timeline, and next steps.
- Discussions & coordination with CITY staff, FPL, AT&T, CenturyLink, and Cox), and other Key Stakeholders on overall process for the City's Phase 1 UG Project.
- Establish estimated timelines and sequencing/phasing of Phase 1 of the Destin UG Project.
- Collection of survey data required by FPL for their design.
- Initiate design efforts and deposits when required for Phase 1. Work with the respective utility owners during their design and review preliminary design.
- Identify equipment locations of FPL's facilities within Phase 1.
- Coordinate with Utilities, FDOT, local governmental authorities, and other potential agencies to review any potential work plans within Phase 1.
- Coordinate and assist CITY with procurement plan for Phase 1 undergrounding. Establish potential qualified undergrounding contractors, meetings & discussions on advertisement, timeline, project delivery, support RFQ/RFP, and plans package.
- Discussions and field verification of existing facilities prior to engagement with communication utility owners to identify all aerial utility involvement needed within Phase 1.

Councilmember Bagby moved to direct the City Manager to execute Task Order 2 of the Destin Utility Undergrounding Project Management Agreement with Utility Consultants of Florida; seconded by Councilmember Hebert. Motion passed 6-0 (Council members Schmidt, King, Hebert, Bagby, Destin, and Wagner voted "yes"; Councilmember Braden was absent during the voting).

H. Adoption of Resolution 22-05 Investment Policy

Finance Director Krystal Strickland noted that Resolution 22-05 is a new investment policy intended to be one comprehensive policy that will replace Resolutions 12-12 – *Investment of Surplus Fund Dollars*, Resolution 13-04 – *Investment of City Fund Balance*, and Resolution 18-07 – *Investment of Funds for the City of Destin*. This revised policy is organized to more

clearly show compliance with Florida Statute 218.415 Local Government Investment Policy. Although this new policy does not require four separate investment accounts to address the city's fund balance policy, they will continue to maintain the spirit of the fund balance policy by keeping the minimum reserve balances outlined in that policy as committed fund balance in a very safe, highly liquid investment account.

Councilmember Destin requests Section XI of proposed Resolution 22-05 be amended to read, *"If the Investment Officer in consultation with the City Council determine that an Investment Manager is desirable, then a minimum of three (3) qualified broker/dealers must be contacted and asked to provide bids/offers in writing to manage the City's investments"* stating that the council has the sole authority to approve bids.

Councilmember Bagby moved to adopt Resolution 22-05 Investment Policy with the following amendment:

- **Section XI – Competitive Selection of Investment Manager.** First sentence to read, *"If the Investment Officer in consultation with the City Council determine that an Investment Manager is desirable, then a minimum of three (3) qualified broker/dealers must be contacted and asked to provide bids/offers in writing to manage the City's investments."*

Motion seconded by Councilmember Schmidt. Motion passed 6-0 (Council members Schmidt, King, Hebert, Bagby, Destin, and Wagner voted "yes"; Councilmember Braden was absent during the voting).

I. TDC FY22 and FY23 Expenditure Plan

The City Manager explained that the TDC provides a 12.5% funding set aside for use by the municipalities in Okaloosa County. The TDC has asked municipalities to request their allocation of the 12.5% set aside through the submission of Expenditure Plans, which is due to the TDC by March 15, 2022. He asked for authorization to submit proposed Expenditure Plans and Operations Funding Request, as outlined in the staff report, to the TDC.

Councilmember Bagby moved to authorize the City Manager to sign and submit the proposed Expenditures Plans and Operations Funding Request to the TDC for consideration by the March 15th deadline; seconded by Councilmember Hebert.

Motion passed 6-0 (Council members Schmidt, King, Hebert, Bagby, Destin, and Wagner voted "yes"; Councilmember Braden was absent during the voting).

J. Announcements:

- Over 200 citizens have completed the Joe's Bayou Recreation Area Improvement Project survey to date.
- The links to the Joe's Bayou Recreation Area Improvement Project survey and the Community Development Citizen Engagement Survey can be found on the City of Destin website under the News Release section. They are also

posted on the City Government Facebook page, on Tweeter, Instagram, and Next Door

- City Manager will be out of the office from March 21-25. Mr. Webb Warren will be the Acting City Manager from March 21-23. Mr. Zunguze will be the Acting City Manager from March 24-25.
- The City of Destin will host the Destin Forward Class on Thursday, March 10th.

5. PUBLIC HEARINGS

- A. First reading of Ordinance 22-03-CN - Lease of certain real property owned by the City of Destin. Providing for City Council approval of a contract for the lease of the property of Dalton Threadgill Park.

The City Attorney read Ordinance 22-03-CN by title, and then presented it to the city council on first reading.

AN ORDINANCE OF THE CITY OF DESTIN OF OKALOOSA COUNTY, FLORIDA RELATING TO THE LEASE OF CERTAIN REAL PROPERTY OWNED BY THE CITY; PROVIDING FOR AUTHORITY; PROVIDING FOR FINDINGS OF FACT; PROVIDING FOR CITY COUNCIL APPROVAL OF A CONTRACT FOR LEASE OF THE PROPERTY OF DALTON THREADGILL PARK; AND PROVIDING FOR AN EFFECTIVE DATE

The mayor opened a public hearing to receive comments for or against the proposed ordinance. Having none, the mayor closed the public hearing portion of this item and turned the matter over to the city council for their discussion and consideration.

Motion by Councilmember Bagby, seconded by Councilmember Destin, to approve Ordinance 22-03-CN on first reading passed 6-0 (Council members Schmidt, King, Hebert, Bagby, Destin, and Wagner voted "yes"; Councilmember Braden was absent during the voting).

6. COMMENTS / PRESENTATIONS FROM MAYOR, COUNCIL, LAND USE ATTORNEY AND CITY ATTORNEY

- A. Councilmember Braden
- B. Councilmember Wagner
- C. Councilmember Destin
- D. Councilmember Bagby
- E. Councilmember Hebert
- F. Councilmember King
- G. Councilmember Schmidt

- 1. Outside Employment Personnel Policy

Item pulled from the agenda

- 2. "Drive Slowly" sign at Main Street and Kelly Street

Councilmember Schmidt requests the City's Public Works/Safety Committee to consider viable options for placement of the 4 "*Please Drive Slowly we love our Children*" signs around the city.

H. Mayor Gary Jarvis

Mayor Jarvis announced he will not be able to attend the April 4th council meeting as he will sit on a panel for the National Marine Fisheries for Shark Predation on that day.

1. Imposing tougher enforcement actions against troubled properties in the City Of Destin

This item to be rescheduled at a later date.

2. Update on a Destin City Center

Item discussed earlier in the meeting.

I. Land Use Attorney

J. City Attorney

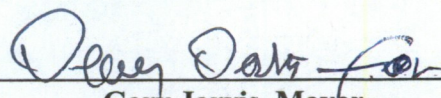
7. PUBLIC COMMENTS

The mayor offered his apology for not allowing Mr. Mike Buckingham to address issues relating to the Capt. Royal Melvin Heritage Park, when it was discussed earlier in the meeting, and by making some assumptions he now believes he should not have made.

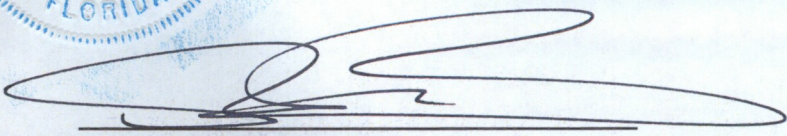
Mr. Mike Buckingham noted that as the person hired to oversee construction of Capt. Royal Melvin Heritage Park, he feels he has the right to protect his integrity and refute the allegations that have been made tonight. However, he was prevented from doing so. He continued that he had found multiple problems during construction of the park, and that he would do just as the mayor suggested to him during the break, which is to put his report in writing, present it to the mayor, and the mayor will relay that information to the council.

Having no further business at this time, the meeting was adjourned 10:10 PM.





Gary Jarvis, Mayor



Rey Bailey, City Clerk