



**AGENDA
DESTIN YOUTH COUNCIL MEETING
WEDNESDAY, NOVEMBER 5, 2025
4:45 PM
DESTIN CITY HALL BOARD ROOM**

- 1. CALL TO ORDER**
- 2. ROLL CALL/PLEDGE OF ALLEGIANCE**
- 3. APPROVAL OF MINUTES**
 - A) Approval of minutes of October 8, 2025, Destin Youth Council Meeting**
- 4. NEW BUSINESS**
 - A) Destin Youth Council Youth Labor Rights Project**
- 5. PUBLIC COMMENTS**
- 6. NEXT MEETING DATE - TO BE VOTED UPON BY THE YOUTH COUNCIL**
- 7. ADJOURNMENT**

Any person requiring a special accommodation at this hearing because of a disability or physical impairment should contact the City Clerk at (850) 837-4242 at least 48 hours prior to the hearing. If a person decides to appeal any decision made with respect to any matter considered at such meeting, such person will need a record of the proceeding and for such purpose may need to ensure that a verbatim record of the proceeding is made, which record includes the testimony and evidence upon which the appeal is to be based. (Sec. 286.0105, Florida Statutes)

**MINUTES
DESTIN YOUTH COUNCIL
WEDNESDAY, OCTOBER 8, 2025
CITY HALL BOARD ROOM
4:30 PM**

1. CALL TO ORDER

The meeting was called to order at 4:30 PM by the City Clerk.

2. ROLL CALL

Members Present:

Brian Demeter
Luci Frankfurt
Deacon Martin
Elleanorah Remm
Chloe Majors
Estella Scoma
Sophia Eason
Annalyn King
Adelyn Merrell
Zoe Aslin
Aspen Baker

Members Absent:

Benjamin Hustin
David Cowles
Alyssia Gentile

City Staff Present:

Rey Bailey, City Clerk

3. NEW BUSINESS

A. Introduction of Members

Each Youth Council member introduced themselves, sharing their name, school, and interest in serving on the Destin Youth Council.

B. Overview: How Local Government Operates

A presentation and discussion were held to provide the Youth Council with an overview of how the City of Destin's government functions.

1. **City Council / City Manager Form of Government**

Members learned about the structure of city government in Destin. The City Council, elected by residents, serves as the city's legislative body responsible for policymaking, budgeting, and long-term planning. The City Manager, appointed by the Council, implements policy decisions, oversees city operations, and manages staff.

The group discussed why this system works effectively combining elected leadership with professional administration.

2. **Function: Mayor / City Council / City Manager**

The distinct roles of the Mayor, City Council, and City Manager were reviewed.

- **Mayor:** Acts as the city's public representative, presides over meetings, and signs official documents.
- **City Council:** Establishes laws and policies, adopts the budget, and represents residents.
- **City Manager:** Oversees daily operations, supervises city departments, and ensures council directives are implemented.

3. **City Departments / Basic Functions**

Members reviewed summaries of the city's departments, including:

- **Public Information** – Communicates city programs and news.
- **Finance** – Manages budgeting, accounting, and financial reporting.
- **Human Relations (Human Resources)** – Handles employee management and workplace policies.
- **City Clerk's Office** – Maintains official records, minutes, and election oversight.
- **Code Compliance** – Enforces ordinances and property standards.
- **Infrastructure Technology (IT)** – Oversees citywide technology systems.
- **Community Development** – Handles planning, zoning, and permitting.
- **Parks & Recreation** – Manages parks and recreational programs.
- **Public Works** – Maintains streets, stormwater, sanitation, and facilities.
- **Library** – Provides educational and cultural resources for residents.
- **Government in the Sunshine**

The City Clerk reviewed the Florida Sunshine Law, emphasizing the importance of transparency, public access to meetings, notice requirements, and recordkeeping. Members were reminded that all discussions of official Youth Council business must take place in noticed public meetings.

4. Destin Youth Council Mission Statement

The Youth Council reviewed and reaffirmed its mission to engage local youth in civic involvement, leadership development, and community service.

5. Code of Ethics

Members discussed the importance of ethical behavior, honesty, and responsibility in representing the City of Destin.

6. Parliamentary Procedures

A brief tutorial was provided on parliamentary process using Robert's Rules of Order. Members learned how motions are made, seconded, discussed, and voted upon, and the importance of orderly discussion and majority rule.

7. Destin Youth Council By-Laws

The by-laws were reviewed, including provisions for attendance, officer elections, quorum requirements, and member responsibilities.

8. Elections – Chair and Vice-Chair

Nominations were opened for the offices of Chair and Vice-Chair.

- Motion was made and seconded to nominate Estella Scoma for Chair. Motion carried unanimously.
- Motion was made and seconded to nominate the following individuals for Vice-Chair:

Elleanorah Remm

Deacon Martin

Luci Frankfurt

Luci Frankfurt was elected Vice-Chair by a majority vote.

9. Workplans

Members discussed developing a workplan for the 2025–2026 term, including potential community projects, volunteer activities, and youth engagement initiatives.

10. Past Projects / Initiatives

The City Clerk provided an overview of past Youth Council projects, such as community cleanups, volunteer drives, and leadership events, as examples for the current year's planning.

C. Next Meeting Date:

The Youth Council discussed and voted on a preferred date and time for the next meeting.

Motion: To hold the next meeting on Wednesday, October 22nd, at 4:45 PM, at City Hall

Vote: Motion carried by a unanimous vote.

D. Comments from the Audience

No members of the public addressed the Youth Council.

ADJOURNMENT

There being no further discussion, the meeting was adjourned at 5:25 PM.

APPROVED THIS 22ND DAY OF OCTOBER 2025

Estella Scoma, Chair

Rey Bailey, City Clerk

Destin City Youth Council

-“Youth Labor Rights Project”-

Proposed by: Estella Scoma

Organization: Destin City Youth Council

Date: 11/5 Regular Meeting, 4:45pm

This version had been amended to fit modifications requested by members at the regular Youth Council meeting on 10/22/2025

1. Purpose & Overview

As a member of the Destin City Youth Council, I am proposing the Youth Labor Rights Project, an initiative created to educate, empower, and protect young workers in our community. Many teens in Destin enter the workforce for the first time with little to no knowledge of their rights as employees. This lack of awareness leaves them vulnerable to unfair treatment, unsafe work conditions, and labor law violations.

The Youth Labor Rights Project will combine education, outreach, and partnership to make sure that every young person in our community has access to fair, safe, and lawful employment. This project will raise awareness about youth employment rights, connect students with reliable job resources, and encourage local businesses to commit to fair labor practices for minors. This project aligns with the city’s strategic goals: “Enhanced quality of life and safety for families.”

2. Problem Statement

Across our city, state, and nation, countless teenagers face challenges at their first jobs, from being scheduled during school hours to being denied proper breaks to working in unsafe conditions. Most of these issues come to play not just from bad intentions, but from a lack of knowledge on both sides.

In Destin, where many teens find work in retail, hospitality, and restaurants, young workers often start without understanding Florida's child labor laws. There is currently no local program dedicated to closing this information gap. The Youth Labor Rights Project seeks to fill that void through proactive education and city to youth collaboration.

3. Goals & Objectives

The Youth Labor Rights Project aims to:

1. **Educate** local teens about their rights and responsibilities in the workplace.
2. **Promote** fair and lawful youth employment practices within the Destin business community.
3. **Establish** partnerships between the City of Destin, schools, and local employers to create safe, youth-friendly job opportunities.
4. **Empower** students to advocate for themselves and seek guidance when workplace concerns happen.
5. **Create** lasting resources that can be used by future youth employees and employers.

4. Project Plan & Implementation

1. Youth Workers' Outreach Event (Main Event)

- **Overview:** Host an educational assembly at local high schools to teach students about the importance of teen employment education, youth labor rights, and workplace readiness. The program will also provide resources and outreach to help students pursue safe and meaningful employment opportunities.
- **Location:** Local high schools, including Destin High School, Niceville High School, and Fort Walton Beach High School. City Youth Council members decided on the regular meeting on 10/22/25 that hosting the event outside of school would likely reduce attendance, so bringing the program directly to students is essential.
- **Activities:**

- Guest speakers from the Florida Department of Labor and local workforce boards.
- Presentations by youth-friendly employers highlighting job opportunities and workplace expectations.
- Participation by City Youth Council members, who will speak about their personal work experiences, the value of youth employment, and answer student questions.
- Q&A time for students to address questions about teen employment.
- Educational outreach booths at local school job fairs to inform students about their rights and assist with applications for Youth-Safe jobs offered at the fairs.
- **Target Schools for Collaboration:**
Destin High School, Fort Walton Beach High School, Niceville High School.

2. Youth-Safe Employer Partnership Program

- **Goal:** Create a recognition system for businesses that demonstrate fair labor practices and provide safe, positive environments for teen workers.
- **Implementation:**
 - Youth Council develops criteria (adhering to labor laws, offering mentorship, promoting safety)
 - Businesses can apply or be nominated
 - Recognized employers receive a “**Youth-Safe Employer**” window decal and are featured on the city’s website and social media. We will promote these businesses so young people can more easily find safe first jobs.

3. Resource Guide & Awareness Campaign

- **Purpose:** Develop both print and digital materials to help teens understand their workplace rights and find supportive employers.
- **Features:**
 - Simplified breakdown of Florida child labor laws
 - Steps for reporting unsafe or unfair work conditions
 - Contact information for support services
 - A list of participating Youth-Safe Employers
- **Distribution:** Schools, libraries, city websites, social media, and local businesses.

4. Ongoing Education & Collaboration

- Partner with school programs and city economic development staff to offer mini-presentations or classroom visits throughout the year.
- Encourage Youth Council members to serve as ambassadors, sharing resources and feedback from their peers.

5. Community Impact

The Youth Labor Rights Project will benefit the Destin community by:

- Reducing cases of labor law violations involving minors.
- Strengthening communication between youth, employers, and city leaders.
- Promoting safer and more equitable workplaces.
- Encouraging young residents to stay civically engaged and informed about their rights.
- Building long-term trust and collaboration between the City of Destin and its youth workforce.

6. Partners & Resources

Potential collaborators include:

- **Florida Department of Labor and Employment Security**
- **Okaloosa County School District Career Services**
- **Destin Chamber of Commerce**
- **Local small business associations**
- **City of Destin Economic Development Office**

Resources needed may include venue space, printing funds for resource materials, social media promotion (through City of Destin and involved schools' pages), and volunteer support for event coordination.

Timeline

Phase	Timeframe	Description
Planning & Partnerships	November–December	Meet with city staff, identify partners, and outline fair details.
Resource Creation	January	Design educational materials and employer program guidelines.
Promotion & Outreach	February	Announce event and partnerships through schools and city media.
Program Expansion	April–May	Finalize the Youth-Safe Employer Program and publish digital resources.
Main Event Launch	March	Host the Youth Workers’ Rights Fair and events.
Review & Evaluation	Summer	Gather feedback from participants, employers, and schools.

7. Evaluation & Success Indicators

Success will be measured by:

- Attendance numbers at events and workshops
- Number of businesses recognized as Youth-Safe Employers
- Distribution and online engagement with resource materials
- Feedback surveys from teens, employers, and community members

The ultimate measure of success will be an increased awareness among young workers of their rights combined with a stronger culture of fair youth employment across Destin.