



CITY OF TITUSVILLE

CITY COUNCIL

AGENDA

Special Recognitions and Presentations Meeting

July 28, 2026 - 5:30 PM

Council Chamber at City Hall

555 South Washington Avenue, Titusville, FL 32796

Any person who decides to appeal any decision of the City Council with respect to any matter considered at this meeting will need a record of the proceedings, and for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

The City desires to accommodate persons with disabilities. Accordingly, any physically handicapped person, pursuant to Chapter 286.26 Florida Statutes, should, at least 48 hours prior to the meeting, submit a written request to the chairperson that the physically handicapped person desires to attend the meeting.

1. CALL TO ORDER

2. INVOCATION

A. A moment of silence will be held.

3. PLEDGE OF ALLEGIANCE

4. SPECIAL RECOGNITIONS & PRESENTATIONS

A. Employee of the Month - June 2026 and July 2026

Recognize the Employee of the Month for June 2026 and July 2026. No action is requested.

B. Property Assessed Clean Energy (PACE) Loan Program

A representative of the PACE program will provide a short presentation on the loan program benefits for low-middle income homeowners. No action is requested.

C. Lobbyist Fiscal Year 2027 Legislative Session Appropriations Report

The City of Titusville's Appropriations Lobbyist will provide Council a presentation on his Fiscal Year 2027 lobbying efforts and plans for the Fiscal Year 2028 legislative session. No action is requested.

D. Rate Presentation - Public Works Rate Review

A presentation will be provided showing preliminary rates for the stormwater, solid waste, and water/sewer enterprise funds. No action is requested.

E. Lean Six Sigma Green Belt - Fire Department

Final Presentation of Green Belt project prepared by Lucas Senger, Fire Department. No action is requested.

F. Strategic Planning Comparative Analysis

A presentation will be provided on the Strategic Planning Comparative Analysis. No action is requested.

5. PETITIONS AND REQUESTS FROM THE PUBLIC PRESENT

City of Titusville
"Gateway to Nature and Space"

REPORT

To: Members of the City Council
From: Thomas Abbate, City Manager
Subject: **Employee of the Month - June 2026 and July 2026**
Department/Office: Human Resources

Recommended Action:

Recognize the Employee of the Month for June 2026 and July 2026. No action is requested.

Summary Explanation & Background:

Recognize the Employee of the Month for June 2026 and July 2026.

Alternatives:

Item Budgeted:

Source/Use of Funds/Budget Book Page:

Strategic Plan:

Strategic Plan Impact:

ATTACHMENTS:

1. Jason Vanzile 1
2. Sandy Reller July 2026



CITY OF TITUSVILLE
EMPLOYEE OF THE MONTH
NOMINATION FORM

I nominate Officer Jason VanZile Dept#: 801 for Employee of the Month

(Please Type or Print Clearly)

Reason for Nomination: Please be specific and list examples of why he/she deserves this award:

Example: How do they go "above and beyond" to get the job done?

Officer Jason VanZile is being nominated as City Employee of the Month for demonstrating extraordinary courage, initiative, and selfless dedication to the preservation of human life during a critical water rescue incident in the Indian River. On May 10, 2026 The Titusville Police Department received multiple calls for service regarding several individuals in distress. The three individuals, a mother and two juveniles, had fallen out of a raft and witnesses observed an empty life vest floating down the river. Officer VanZile responded immediately to the scene. Upon arrival, he observed that the victims were struggling against the strong current and were unable to maintain their grip on nearby pylons. The individuals were visibly exhausted and in imminent danger of being swept away or drowning. Recognizing the urgency of the situation and the rapidly deteriorating conditions, Officer VanZile attempted to commandeer a nearby boat in an effort to reach the victims safely. When those efforts proved unsuccessful, he quickly adapted and formulated an alternative rescue plan without hesitation. Displaying disregard for personal safety, Officer VanZile retrieved a long rope, removed his police equipment, secured the rope around his waist, and with the assistance of Detective Baker and concerned bystanders positioned on shore he entered the water to conduct the rescue effort. Battling the current and hazardous conditions, Officer VanZile repeatedly swam out into the river and successfully retrieved each victim individually. Detective Baker and bystanders on shore pulled Officer VanZile back to shore rescuing one of the individuals utilizing the rope system. After the first rescue the rope got entangled and it had to be cut. Officer VanZile continued and rescued the remaining two individuals. Due to Officer VanZile's decisive actions, courage, and unwavering commitment to the safety of others, three individuals were removed from a potentially deadly situation.. His actions embody the core values of service and dedication to the community.

(You may attach additional pages if necessary-Nomination will be read at Council Meeting)

Nominator: Major J. Little

Date: 05/19/2026

Nominator's Signature: [Signature]

Dept. # 801

Relationship to Nominee:



Supervisor



Co-Worker



Other

Return to Human Resources
Call Sheena Alexander at 567-3728
for Assistance



CITY OF TITUSVILLE
EMPLOYEE OF THE MONTH
NOMINATION FORM

I nominate Sandy Reller, PW Director Dept#: _____ for Employee of the Month

(Please Type or Print Clearly)

Reason for Nomination: Please be specific and list examples of why he/she deserves this award:
Example: How do they go "above and beyond" to get the job done?

Sandy Reller is nominated for City Employee of the Month for July 2026. Senior officials such as Department Heads are normally excluded from EOM consideration, however her tireless work ethic, willingness to go above and beyond on any task, no matter how mundane or time consuming merits special mention. Since taking over as PW Director, she has developed a strong rapport and credibility within the community and among her staff, in the face of challenges such a scarce resources, staffing turnover, and aging infrastructure. These issues require almost daily reactive attention to keep citizens informed amidst the constant misinformation that permeates social media.

Sandy is the first to respond to citizen concerns on issues that involve public infrastructure and delivery of municipal services. Under her leadership, she has brought a fresh and positive outlook of how we deliver our budget message and deliver services. She has taken steps to make leadership changes, streamlined organizational relationships and outsourced functions to save funds.

Most noteworthy is her response to the demand for services to citizens, such as stormwater maintenance, solid waste delivery and water utilities. In an era of increasing service demands and demands for immediate response, Sandy does an outstanding job in community outreach and informing citizens of actions to be taken.

For these reasons, she is most deserving of City Employee of the Month

(You may attach additional pages if necessary-Nomination will be read at Council Meeting)

Nominator: Tom Abbate/City Manager

Date: 14 Jul 26

Nominator's Signature: Tom Abbate

Dept. # _____

Relationship to Nominee:



Supervisor



Co-Worker



Other

Return to Human Resources
Call Sheena Alexander at 567-3728
for Assistance

City of Titusville
"Gateway to Nature and Space"

REPORT

To: Members of the City Council
From: Thomas Abbate, City Manager
Subject: **Property Assessed Clean Energy (PACE) Loan Program**
Department/Office: City Manager

Recommended Action:

A representative of the PACE program will provide a short presentation on the loan program benefits for low-middle income homeowners. No action is requested.

Summary Explanation & Background:

A representative of the PACE program will provide a short presentation on the loan program benefits for low-middle income homeowners. No action is requested.

Alternatives:

Item Budgeted:

Source/Use of Funds/Budget Book Page:

Strategic Plan:

Strategic Plan Impact:

ATTACHMENTS:

None

City of Titusville
"Gateway to Nature and Space"

REPORT

To: Members of the City Council
From: Thomas Abbate, City Manager
Subject: **Lobbyist Fiscal Year 2027 Legislative Session
Appropriations Report**
Department/Office: City Manager

Recommended Action:

The City of Titusville's Appropriations Lobbyist will provide Council a presentation on his Fiscal Year 2027 lobbying efforts and plans for the Fiscal Year 2028 legislative session. No action is requested.

Summary Explanation & Background:

The City of Titusville's Appropriations Lobbyist will provide Council a presentation on his Fiscal Year 2027 lobbying efforts and plans for the Fiscal Year 2028 legislative session.

Alternatives:

Item Budgeted:

Source/Use of Funds/Budget Book Page:

Strategic Plan:

Strategic Plan Impact:

ATTACHMENTS:

None

City of Titusville
"Gateway to Nature and Space"

REPORT

To: Members of the City Council
From: Thomas Abbate, City Manager
Subject: **Rate Presentation - Public Works Rate Review**
Department/Office: Public Works

Recommended Action:

A presentation will be provided showing preliminary rates for the stormwater, solid waste, and water/sewer enterprise funds. No action is requested.

Summary Explanation & Background:

A presentation will be provided showing preliminary rates for the stormwater, solid waste, and water/sewer enterprise funds.

Alternatives:

Item Budgeted:

NA

Source/Use of Funds/Budget Book Page:

NA

Strategic Plan:

Goal 3: Financial Stability

Strategic Plan Impact:

Review of rates for Enterprise Fund operation is necessary to ensure Fund sustainability.

ATTACHMENTS:

None

City of Titusville
"Gateway to Nature and Space"

REPORT

To: Members of the City Council
From: Thomas Abbate, City Manager
Subject: **Lean Six Sigma Green Belt - Fire Department**
Department/Office: Fire and Emergency Services

Recommended Action:

Final Presentation of Green Belt project prepared by Lucas Senger, Fire Department.
No action is requested.

Summary Explanation & Background:

Final Presentation of the the Green Belt project was prepared by Lucas Senger, Fire Department.

Green Belt Project - Firefighter lost work time due to a firefighter on the job injury

Alternatives:

NA

Item Budgeted:

NA

Source/Use of Funds/Budget Book Page:

NA

Strategic Plan:

NA

Strategic Plan Impact:

NA

ATTACHMENTS:

1. CouncilPresentation2026



Lean Six Sigma Green Belt

Project Reduction

Vision: To be a dynamic fire department at the forefront of innovation and public service.

DEFINE



Problem Statement

The Titusville Fire Department incurs on-the-job injuries that result in lost work time. Over the past 5 years, these injuries have led to an average of **454.4** hours lost time annually, creating the need for overtime coverage. Overtime incurred by these injuries average **681.72** hours annually, resulting in remaining firefighters working additional time to fill the staffing gaps.

This equates to approximately \$25,000 / year in salary

Problem Statement:

The Titusville Fire Department incurs on-the-job injuries that result in lost work time. Over the past 5 years, these injuries have led to 454.4 hours of lost time annually, creating the need for overtime coverage. Overtime incurred by these injuries are approximately 681.72 hours annually, requiring remaining firefighters to work additional hours to fill staffing gaps.

Goal Statement:

Reduce total hours lost due to workplace injuries by 20%

Metric:

Lost time worked in hours due to on the job injury

Project Scope:

Injuries incurred by activities involving Fire Ground, EMS, VMR, Physical Fitness, and Routine day-to-day operations. To exclude COVID related, medical treatment, non-duty-related injuries/illness, and personal performance evals.

Meeting Days/Time: TBD

Location: FD HQ

Champion:

Tom Abbate

Sponsor:

John Hustoles

Team Lead(s):

Lucas Senger

Team Members:

Greg Sutton

Matt Johnson

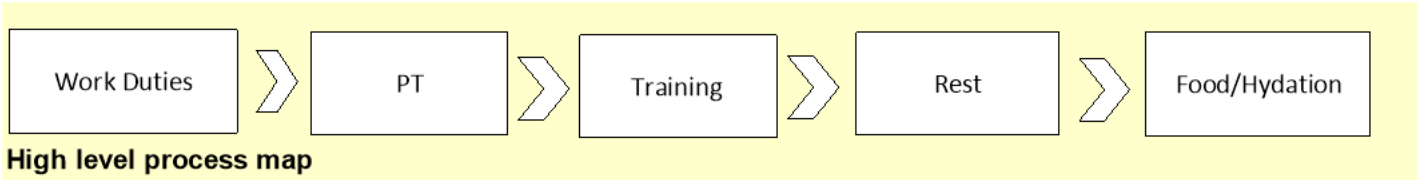
Mark Langdorf

Tammy Mosher

Ann Williams

SMEs:

Desmond Russo



High level process map

Project Plan

Kickoff meeting:	10/9/2025
Define:	11/12/2025
Measure:	1/12/2026
Analyze:	3/16/2026
Improve:	6/15/2026
Control:	Jul-27

MEASURE



Summary Data FY21-25

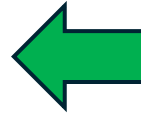
Type	Count
strain or injury by	16
fall, slip, or trip	5
struck or injured by	3
caught in, under, or between	3
burn or scald - heat or cold exposures	2
miscellaneous causes	2
Cut, puncture, scrape injured by	1
Total	32



Accident Description	Count
Stepping	8
Pulling	4
Lifting	3
Bending	1
Total	16



Stepping - Cause	Lost Hours
PT	3840
Routine	1152
Total	4992



Stepping - Cause	Count
PT	5
Routine	2
FG	1
Total	8

TFD Injury Matrix

Cause	body part	Sex	Age	Weight	Time of Day	Call before injury
PT	knee	M	36	205	1600	1022, 1316
PT	knee	M	44	250	830	NA
R	ankle	F	45	130	815	NA
PT	lower leg	M	52	215	2015	1649
PT	knee	M	33	195	1600	1202, 1233, 1400, 1537
PT	knee	M	42	185	1735	955, 1024, 1610
PT	lower leg	M	30	200	1500	1229

ANALYZE



Correlation Rating System 0 = No correlation 1 = Slight correlation 3= Moderate correlation 9 = High correlation	Priority (according to customer)			Total
	5	4	3	
	Injury	Injury Seriousness	Operational Readiness	
Cause/Factor	Injury	Injury Seriousness	Operational Readiness	Total
Fatigue				2098
Body Type				1946
Distraction				1944
Poor Foot Placement				1789
Insufficient Training Guide				1679
Rushing / Urgency				1674
No Surface Inspection				1582
Transition Movement				1550
Surface Type (material)				1360
Footware				1315
Inadequate Warmup				1269
Over-Stride				1083
Inadequate Supervsion				1008
Elevation Change				984

TFD Injuries Phase

- Discovered in Analyze

Fatigue

- Most Injuries occurred during peak hours (after 4pm)

Body Type

- Heavier body mass and mid-career age range are correlated with injuries

Distraction

- Operational interruptions before PT likely contributed to reduced awareness
- Mental fatigue + Rushing increases errors resulting in injury

IMPROVE



Improve Phase Strategy

- **Key Initiatives:**
 - 1) **Certified Fitness Training Team** (body type)
 - 2) **Protected Rest Pilot Program** (fatigue)
 - 3) **Controlled Workout Environment** (distraction)

An overall, robust wellness program

Health and Wellness Pilot Program

Implementation Plan

- Controlled pilot program
- Use stations/crew's fitness trainer is on
- Monitor participation and feedback using forms
- Allows us to test, adjust before expanding department-wide

Measurement Plan

- To evaluate success (data driven)
 - Injury Rates
 - Participation
 - Self-reported fatigue levels
 - Functional movement scores

Cost Benefit Analysis

1) Approximate lost time cost
per year (Hourly Rate)

\$25,000

2) Reduce lost work time by
20%

\$5,000 savings/year

3) Average estimate medical bill
cost per year

\$25,000

4) Potential medical bill 20%
savings

\$5,000 savings/year

5) Direct Costs

- \$300 Certification annually -- Trainers
- \$1000 Overtime annually – Trainers

Costs: \$1,300.00

Savings: \$10,000.00

ROI: \$8,700.00 per year

Project Summary

By implementing structured fitness oversight, protected rest, and controlled environment, this project is expected to significantly reduce injury rates and lost time, generating measurable cost savings and improving operational efficiency.





Any Questions?

Mission: Proactively serving the needs of our community through education, prevention, training, and response.

City of Titusville
"Gateway to Nature and Space"

REPORT

To: Members of the City Council
From: Thomas Abbate, City Manager
Subject: **Strategic Planning Comparative Analysis**
Department/Office: Support Services

Recommended Action:

A presentation will be provided on the Strategic Planning Comparative Analysis. No action is requested.

Summary Explanation & Background:

City special projects intern, Chase Jenkins, will present a comparative analysis of several Florida cities with successful strategic planning models as well as recommendations for strategies to produce higher levels of citizen engagement and improved communications within the strategic planning process.

Alternatives:

Item Budgeted:

Source/Use of Funds/Budget Book Page:

Strategic Plan:

Strategic Plan Impact:

ATTACHMENTS:

1. Strategic Planning Analysis Presentation

Titusville, Florida Strategic Planning Analysis

By: Chase Jenkins



Agenda



INTRODUCE THE STUDY



**ADRESS TITUSVILLE'S
STRATEGIC PLANNING
PROCESS, STRENGTHS
AND WEAKNESSES.**



**INTRODUCE OTHER
CITIES AND THEIR
STRATEGIC PLANNING
PROCESS.**



**EXPLAIN SIMILARITIES
AND DIFFERENCES
BETWEEN TITUSVILLE
AND THE OTHER CITIES**



**PITCH IMPROVEMENT
PROCESS AND
IMPLEMENTATION
ROADMAP.**



QUESTIONS/DISCUSSION



Introduction

- This research is focused on identifying areas where Titusville could strengthen its approach, particularly in community engagement and innovative planning strategies. While these municipalities differ from Titusville in terms of population size and available financial resources, many of their successful practices and initiatives can be adapted and implemented on a smaller scale. The findings from this comparative analysis provide valuable insights and recommendations for enhancing Titusville's strategic planning process while remaining mindful of the City's unique needs and resources.

Titusville Strategic Planning Process Model

- The City of Titusville's strategic planning process includes an annual council driven workshop model. It involves six policy goals with objectives for each. The Model is very council centered and budget aligned.
- Strengths - Strong economic development, Attainable goals with objectives for each, adaptable and flexible, and is honest and transparent.
- Weaknesses - Creativity, Resident engagement, Elaboration and specificity on objectives and projects



St. Cloud (Population-71,000)

- St. Cloud has a multiphase integrated strategic planning model.
- Their community engagement practices include, surveys, interviews, focus groups, and community meetings.
- **Strategic planning retreat where city council along with other city leaders meet for two days and talk about each phase and hear from outside sources to document and finalize plan.**
- **Annual interactive visioning session where residents can voice how the city should look in 30 years While an artist live sketches the feedback and ideas.**
 - This event can provide council more insight on what residents want. Additionally it can bring more attendance to a city event due to the creativity and interest.





Winter Haven (Population-49,000)

- Winter Haven has a 5-year comprehensive framework that emphasizes decision-making, policies, and operations
- Winter haven has six pillars of interest for their strategic planning process
- **Each pillar is accompanied with a S.W.O.T. analysis which shows where there's opportunity for improvement. The data for the SWOT is taken from surveys.**
- Strategic planning retreat where city council along with other city leaders meet for two days and talk about each pillar and hear from outside sources to help process.



WINTER HAVEN
THE CHAIN OF LAKES CITY



Feeling happy, healthy, and fulfilled.
Quality of Life

PILLAR DEFINITION
Feeling happy, healthy, and fulfilled.

Includes elements such as:

- Living and General Well-Being
- Access to Clean Water
- Mobility
- Opportunities for Cultural & Recreational Activities
- Aesthetic Features
- Overall Sense of Community and Belonging
- Diversity, Equity, & Inclusivity



July - December 2023
Community Survey Window

STRENGTHS

- Community Unity
- Recreational Opportunities
- Social Venues

S

W

WEAKNESSES

- Healthcare Access
- Work-Life Balance

O

T

OPPORTUNITIES

- Community Spaces
- Health & Wellness Initiatives

THREATS

- Economic Challenges
- Infrastructure Strain

WINTER HAVEN
The Chain of Lakes City



Feeling happy, healthy, and fulfilled.

Quality of Life

PILLAR DEFINITION

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July - December 2023
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STRENGTHS

- Community Unity
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WEAKNESSES

- Healthcare Access
- Work-Life Balance

O

T

OPPORTUNITIES

- Community Spaces
- Health & Wellness Initiatives

THREATS

- Economic Challenges
- Infrastructure Strain

Boca Raton (Population 102,000)

- Like St. Cloud Boca Raton uses a multiphase integrated strategic planning model that highlights their mission, vision, and values
- Their plan includes focus areas with goals and objectives. Includes projects and initiatives that highlight these focus areas.
- Plan includes recommendation section that lists improvements and initiatives that will take place.

Recommendations

To maintain momentum and advance the long-term vision, the following actions are recommended for initiation in the current fiscal year. These actions are designed to evolve into ongoing best practices that strengthen operations and strategic planning across the city. The Strategic Planning recommendations aim to build on this year's progress while laying a strong foundation for the 2025–2026 planning cycle.

Strategic Planning Recommendations (2025–2026)

1. *Develop Key Performance Indicators (KPIs) for Each Strategic Focus Area*

- a. Establishing 2–4 high-level KPIs for each Strategic Focus Area will provide clear, measurable insights into our performance and progress. These KPIs should be outcome-driven and quality-focused, reflecting the core priorities that guide our city's strategic direction.



2. *Conduct Targeted Strategic Workshops*

Strategic workshops offer an opportunity for deeper collaboration, informed decision-making, and refined direction. Recommended sessions include:

- a. Government Campus Master Planning
Facilitate a workshop to explore future options for City Hall and other downtown municipal services. Staff should frame the discussion with data and recommendations focused on pedestrian mobility, alignment with the Transit-Oriented Community (TOC) plan, and integration of Vision Zero and Complete Streets principles. The workshop should also consider recreational amenities and their potential role in a cohesive, community-centric urban campus.
 - b. Recreation Master Plan
Following the release of the Conceptual Design Recreation Master Plan in July 2025, host a Council workshop to review concept plans, explore partnership opportunities with the Greater Boca Raton Beach and Park District, and define the long-term strategy for the Golf and Racquet Club. Discussion should include potential for repurposing and expanding the club's recreational offerings.
- ##### 3. *Deepen Stakeholder Engagement*
- a. To complement insights gained from the May 2025 Business Survey, conduct targeted focus groups within the business community. These sessions will provide valuable qualitative context to survey results, informing future economic development strategies and refining strategic goals as needed.

Boca Raton Continued

- Boca Raton has six steps in forming strategic decisions and these include:
 - **Community Focus Groups**
 - **Staff Workshops**
 - **Cross-functional strategic Focus teams**
 - **City Manager executive Team Monthly Meetings**
 - **City Council Interviews**
 - **City Council Workshop**
- Boca Raton uses similar processes to Titusville through workshops, focus groups, and meetings. Also, Boca Raton's model seems that it is very council driven like ours.
- Boca Raton's model Highlights specifics such as projects, accomplishments, and challenges.



Port St. Lucie (Population 204,000)

- Incorporates a human centered design in their strategic planning model. It includes 7 goals and strategic initiatives.
- System is a continuous enterprise strategic governance system which prioritizes alignment, oversight, and monitoring.
- **Hosts annual citizen summit where community Participates in interactive activities and entertainment. The city gains feedback on practices and initiatives through this big event.**





Port St. Lucie Continued

- Port St Lucie has a very detailed project model that highlights structure and transparency.
- Each initiative on their strategic plan is followed up with a priority project that will satisfy it.
- They have a city charter that defines roles and qualifications for different positions, projects, and duties.



High-Performing Government Organization

Provide excellent value while reducing the millage for taxpayers, enhance customer service and improve service and performance.

In FY 25/26, the City will support a high-performing government organization through the following strategic initiatives and priority projects:

STRATEGIC INITIATIVE

Provide Excellent Value while Reducing Millage for Taxpayers

PRIORITY PROJECTS:

- Millage Rate Reduction
- Smart City & AI

STRATEGIC INITIATIVE

Enhance Customer Service

PRIORITY PROJECTS:

- Expand 1PSL
- Innovate PSL: Improve Performance & Design through Innovation

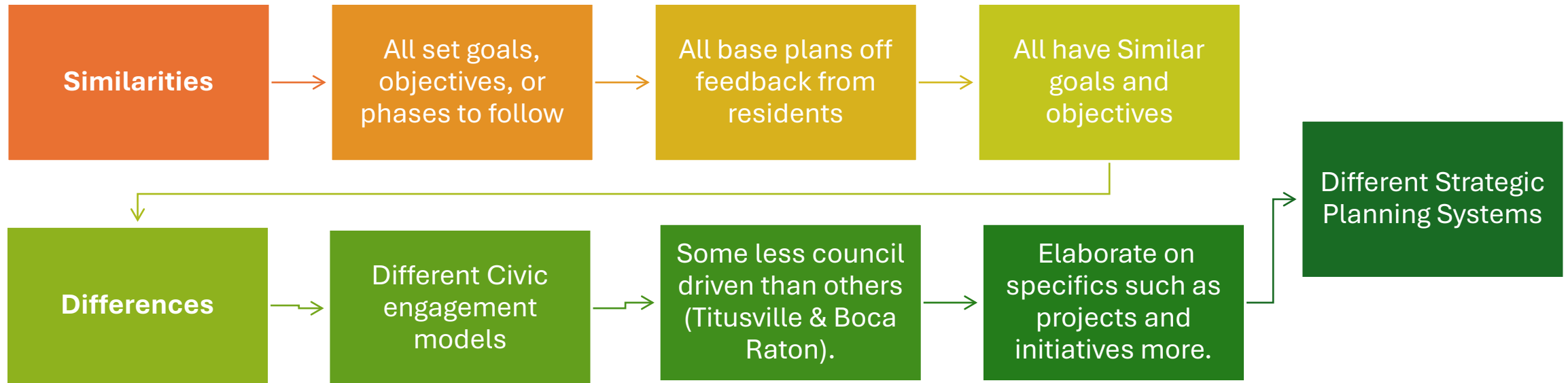
STRATEGIC INITIATIVE

Improving Service & Performance

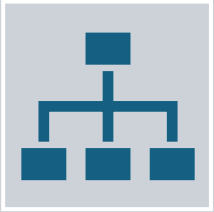
PRIORITY PROJECTS:

- Development of East/West City Hall Annexes
- Organizational Development
- Intergovernmental Priorities Advancement
- City Hall Campus Development

Similarities/Differences



Areas of Improvement



Although it is structured and goal oriented, we can improve in explaining direct actions as well as specifics regarding projects, initiatives, challenges etc.



Improve Creativity and variation when it comes to initiatives to gain feedback from Stakeholders. (Surveys are not that effective).



Need a consistent annual civic engagement model. A thought as to why we don't have consistent stakeholder feedback is because we haven't adopted a consistent engagement model.





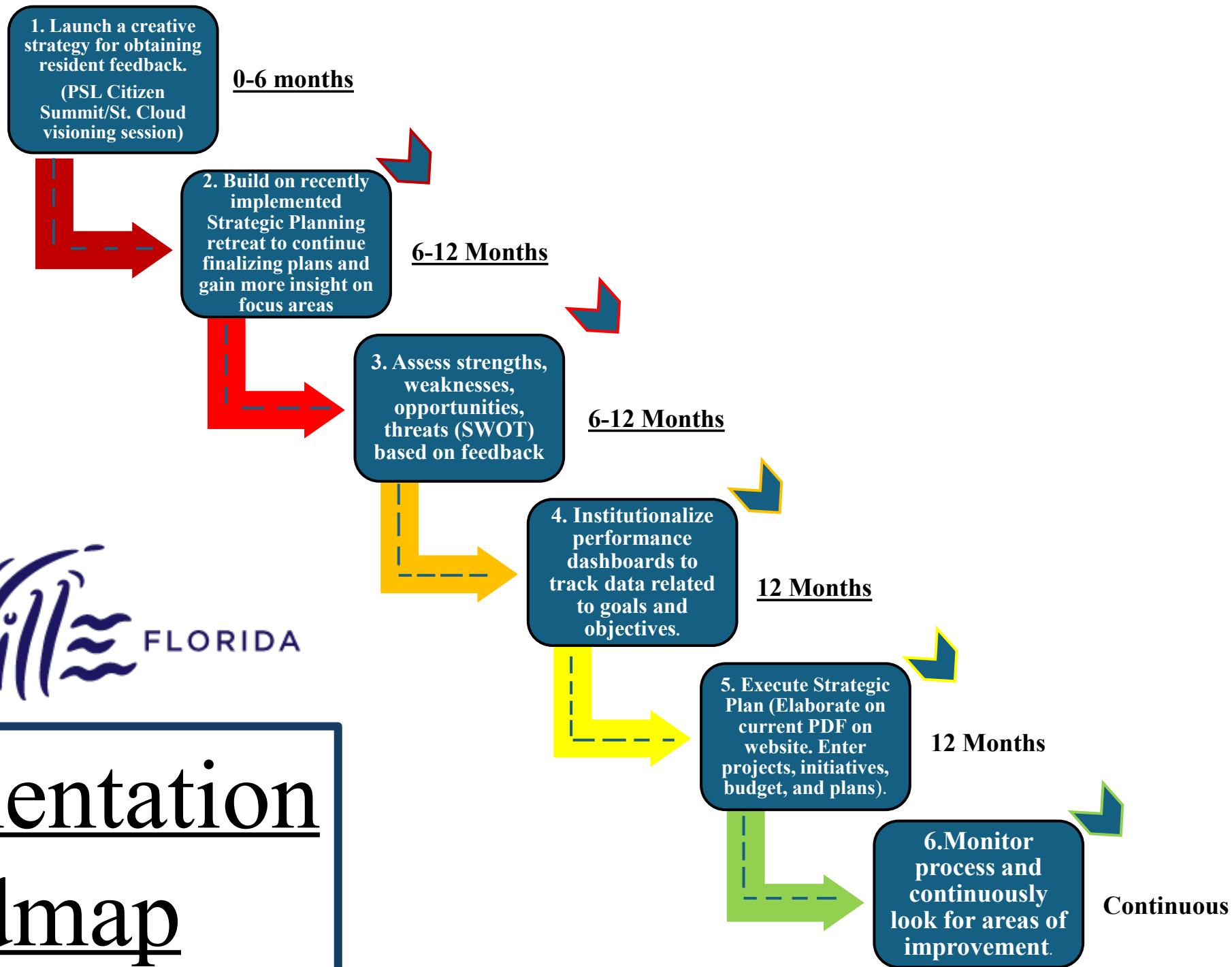
Improvement process suggestions

- A more robust annual citizen engagement event such as a citizen summit (PSL) or visioning session (St. Cloud)
- Data Driven analysis of each focus area of our strategic plan
- Increase our public facing communication of planning, goals, and outcomes.





Implementation roadmap



Conclusion

- The strategic planning process is vital in ensuring the future of our city is going in the right direction. A strategic plan is not only supposed to support current operations but build the framework for a sustainable future. Because it is so important to city success, constant evaluation and improvements must be made. Titusville is a great place to live and with the right execution, implementing the ideas explained into our strategic planning process will only make it a better place.





Questions?

