

The City Council of the City of Titusville, Florida met in regular session in the Council Chamber of City Hall, 555 South Washington Avenue, on Tuesday, July 22, 2025. Mayor Connors called the City Council meeting to order at 5:30 p.m. Present were Mayor Andrew Connors and City Council Members Jo Lynn Nelson, Megan Moscoso, and Dr. Sarah Stoeckel. Vice-Mayor Herman A. Cole, Jr., Col USAF Retired was absent.

Also present were City Manager Tom Abbate, Attorney James Stokes (contract attorney), and City Clerk Wanda Wells.

Mayor Connors requested a moment of silence. He then led those present in the *Pledge of Allegiance to the Flag*. City Clerk Wells read the procedures for public comment and participation.

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SPECIAL RECOGNITIONS & PRESENTATIONS

Employees of the Month - June 2025 and July 2025 - No action was requested.

Information Technology Director Justin Kenney recognized PC Network Specialist Justin Wells as the City's Employee of the Month for June 2025. He highlighted the nomination and together, he and Mayor Connors presented Mr. Wells with a plaque and gift.

Community Development Director Brad Parrish recognized Redevelopment Planner Sue Williams as the City's Employee of the Month for July 2025. He highlighted the nomination and together, he and Mayor Connors presented Ms. Williams with a plaque and gift.

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Introduction To Collective Bargaining and Pay Plan - No action was requested. Human Resources Director Joe Denaro gave a presentation and introduction to Collective Bargaining and the Pay Plan, which highlighted the following information:

- *Florida Statutes* Chapter 447, Part II – An overview
- *Public Employees Relations Act* (PERC) of 1974 and the PERC Commission
- The bargaining process, players, and their roles
- The City's Chief Executive Officer was the City Manager, description of duties, management team was made up of departments, the Human Resources Director was the Chief Negotiator, etc.
- Significance and role of the City's Legislative Body and City Council
- How the collective bargaining process worked
- City Council executive sessions - purpose, when permissible under Statutes and policy

- Impasse procedures and procedures for when an agreement was not reached with labor unions
- Obligations and limitations on legislative body (generally)
- Voting on disputed items
- The insulated period

Member Stoeckel recalled being part of impasse proceedings during her time as a Titusville City Council Member and the procedures that were used.

Human Resources Director Denaro continued and highlighted the following:

- Analysis of the Pay Plan
- Exhibit indicating numerical data on various collective bargaining unit pay grades, salary ranges, etc.
- Summary of annual Cost-of-Living Adjustments (COLA) increases since 2022
- Comparisons to other governments proposed pay increases for their employees in 2026

Member Moscoso commented on her concerns for the following:

- Aggregate salary costs for 17 top-most paid employees
- Aggregate salary costs for 200 bottom paid employees
- Acknowledgement that the 200 bottom paid employees was difficult to compare, due to varying designations, such as part-time versus full-time, varied job descriptions, etc.
- Her desire to look at a tiered COLA system
- Making sure employees receive competitive salaries
- The importance of retaining employees
- Addressing any pay inequities for tenured employees and newly hired employees (concern that a new hire could make more than a tenured employee)

Member Stoeckel and Human Resources Director Denaro discussed the following information:

- Addressing the compression and expansion of employee salaries
- Methodologies to address these concerns
- The purpose of periodic City-wide pay plan studies
- The purpose of the salary range (minimum to maximum)
- If a 2% COLA was applied between the minimum and maximum salary range to reach 60%, it would take approximately 30 years. Then, the midpoint Salary range would be reached at approximately 15 years, etc.
- The pay plan consultant subdivided minimum and maximum pay ranges in quartiles (e.g. 25%, 50%, 75%, 100%)
- Whether COLA increases were provided to employees paid at the top end of their salary ranges and procedures for these scenarios
- These matters affected employee pensions, benefits, etc.
- Contract employees were non-graded and not listed in an exhibit that was highlighted during the presentation, which depicted salary ranges, etc.

Member Stoeckel continued and further discussed the following with staff:

- Whether the City had a formal employee succession (promotion) plan or whether it was an informal cultural practice
- The Public Works Department was used as an example where employees could acquire certain knowledge, skills, and certifications, in order to move up in the department
- Paramilitary organizations (Police and Fire Departments) had their own succession plans and promotional structures (corporals, sergeants, lieutenants, etc.)
- Non-union employees might also be promoted and enjoy upward mobility based on having the motivation and skills
- The City's Employee Tuition Assistance Program (policy) that assisted employees with upward mobility

There was no additional discussion.

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Evaluation and Appraisal Report (EAR) - No action was requested. Principal Planner Eddy Galindo advised that the State required local jurisdictions to determine whether any updates to its Comprehensive Plan were required to reflect changes in State requirements since the last update. This evaluation was required at least once every seven years through the Evaluation and Appraisal (EAR) reporting process. The last EAR assessment was completed in 2018.

The presentation of the EAR (Report) was a community engagement opportunity associated with the current evaluation period, which was currently underway and scheduled to be completed in 2025.

The Planning and Zoning Commission provided feedback at their meeting on June 26, 2025 and the Council transmittal public hearings were tentatively scheduled for August 2025.

Kimley-Horn (Engineering, Planning, and Design Consultants) Representative Eliza Harris Juliano and other firm representatives gave a joint presentation on the City's Evaluation and Appraisal Report (EAR) of the Comprehensive Plan, as followed:

- Presentation agenda
- The purpose of the Comprehensive Plan and requirements
- The Evaluation and Appraisal Report (EAR) requirements
- Recommended updates
- Anticipated growth
- Future and existing land uses
- Level of service to prepare for anticipated growth
- Comprehensive Plan amendments required by *Florida Statutes*, as well as recommended to better align with the goals of the City, etc.
- Recommendations made by the East Central Florida Regional Planning Council (2021)
- Recommendations ~~and~~ and Best Practices for Access Management

- *Titusville Tomorrow* (2017) plan and recommendations
- Natural Resources Public Engagement (2024)
- Recommendations to Conservation Element

Member Nelson desired having or exploring wildlife corridors in the Comprehensive Plan. This concept might be more appropriate as a separate amendment to the Comprehensive Plan, as it was not a present proposal or concept. Second, she desired giving wetlands of smaller sizes (under 5-acres) with functional value equal protection under policy. She recalled a prior public hearing where there were a couple of wetland areas adjacent or near one another that were less than 5-acres each and which were professionally deemed lower or poor quality in their functionality as wetlands. Staff advised there was guidance to amend wetland policy to further protect wetlands.

Member Stoeckel and staff discussed the next steps, which included completing public engagement and receiving feedback, scheduling transmittal public hearings on the City Council agenda, review by the State, addressing any comments from the State, etc.

Member Stoeckel advised that she was not a fan of the idea of waiving impact fees for affordable housing. Second, she supported protecting conservation and wetland areas.

Mayor Connors commented on water supply analysis, an estimate of how 81 gallons per person and per day was calculated, which per the Kimley-Horn consultants advised was based on the City's current adopted level of service. Mayor Connors felt the estimate was high. The estimate was reportedly not based on in-house use only, but included other methods such as irrigation, etc.

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Osprey WRF and Water Sampling Presentation - No action was requested. Public Works Director Kevin Cook gave a presentation and highlighted information on the Osprey Water Reclamation Facility and water quality sampling, as followed:

- Osprey Water Reclamation Facility (WRF)
- Responding to water quality concerns
- Osprey pond
- Osprey WRF (facility) over the years (visual pictures)
- Process
- Capacity
- Seasonal variations
- Re-permitting review – capacity: recommendations for expansion and expansion schedules
- Re-permitting review – discussing equipment condition, processes, components, etc.
- Upcoming improvement projects (10-year)
- Plant replacement financial estimates
- Responding to water quality concerns
- Investigating and creating the framework
- City strategy for identifying and remediating fecal bacteria impairments in waterbodies
- Osprey pond investigation

- First 4-week sampling results
- Second 4-week sampling results
- Concerns noted and opportunities for improvement identified

Member Moscoso commented on being contacted by citizens with concerns, being appreciative that staff was proactive and tested 4-additional weeks, appreciation to staff that kept water facilities going when there were storms, staff being open and helpful when she had questions, etc.

There was no additional discussion.

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PETITIONS AND REQUESTS FROM THE PUBLIC PRESENT

Stan Johnston expressed concern for sewage being sprayed from public park fountains, events occurring back from December 2020, his asking the City Manager and the Public Works Director about whether to turn the fountains on or off, Council not addressing his concerns, etc.

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Derek Hale commented on a previously deemed completed project for a BMX bike park, communicating with staff and City Council on what the City could do to encourage the project representatives to complete the project, the benefit of having such a project, etc.

Mayor Connors commented on his familiarity with the BMX bike park that Mr. Hale spoke about, to which he recommended Mr. Hale contacted Council individually. He believed the project had been or was once on track for completion, but the design that was developed may not have been to the level that would entice persons to use the park. Brevard County also maintained the public parks.

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James Erdman expressed concerns on rumors he heard on whether it was true that the City was planning the mass annexation of property.

Mayor Connors commented on procedures available for property owners to apply for voluntary annexation. City Manager Abbate advised there were presently no plans for the involuntary annexation of properties.

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Christina Michelle read from a prepared statement that discussed one thousand persons having signed a petition in response to Tri-Marea Charles, the need for more transparency, respecting life, public safety, cyber harassment, using City or public social media pages improperly, a community advocate's account of what happened to Mr. Charles, etc.

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Motion:

Member Nelson moved to adjourn the meeting at 7:08 p.m. Member Moscoso seconded the motion. There was no disagreement with the other Council and with no further business to discuss, the meeting adjourned at 7:08 p.m.

Andrew Connors, Mayor

ATTEST:

Wanda F. Wells, City Clerk