

REGULAR CITY COUNCIL MEETING

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A Regular City Council Meeting was held on July 13, 2026 at 6:00 PM in the Council Chambers of City Hall and Via GoToMeeting (646) 749-3122 - Access Code: 855-960-693. Council President Steven F. Spina, Ph.D., called the meeting to order at 6:00 PM

Roll call was taken. Present were members Steven Spina, Jodi Wilkeson, Lance Smith, Kenneth Burgess and Charles Proctor. City Manager William Poe and City Attorney Matthew Maggard were also present. Mayor Melonie Bahr Monson was absent.

Staff present: Chief of Police Derek Brewer, Public Works Director Shane LeBlanc, Building Official Calvin Switzer, Airport Manager Nathan Coleman, Library Director Peggy Panak, IT Specialist Tony Burns, CRA Director Gail Hamilton, Human Resources & Risk Management Director Sandra Amerson, Planning Director Rodney Corriveau, Historic Preservation Specialist Will McCaw, GIS/Community Planner, Finance Director Ted Beason, Public Information Officer Kevin Weiss (virtual), Public Information Officer Intern Tembria Thompson, Officer Seth Healy, Assistant City Clerk Eileen Mercado and City Clerk Ricardo Quiñones.

The Invocation was led by Planning Director Rodney V. Corriveau

The Pledge of Allegiance followed.

CITIZEN COMMENTS - NONE

MAYOR

1 Proclamation - Bauducco

City Clerk Ricardo Quiñones presented a proclamation recognizing Bauducco Foods on the grand opening of its Zephyrhills manufacturing facility and its significant investment in the community. Representatives of Bauducco accepted the proclamation.

2 Presentation - Mouratoglou Academy

Pascal Collard, CEO of Mouratoglou Academy, provided an update on the Academy's continued growth and thanked the City for its partnership during the 2026 Summer Recreation Program.

Mr. Collard announced that the Academy will host the first International Tennis Federation (ITF) Junior Tournament in Zephyrhills during October 2026. The event will feature approximately 64 junior players from around the world and is expected to generate tourism and economic activity for the community. He requested City sponsorship to assist with tournament expenses.

Council discussed the tournament's anticipated economic impact, visitor attendance, and available funding sources.

Lance Smith motioned to approve an \$8,500 sponsorship for the ITF Junior Tournament utilizing available Public Relations funds. Seconded by Jodi Wilkeson. Motion passed unanimously.

Mr. Collard also presented conceptual plans for a future rehabilitation center and competition swimming pool at the Academy. The proposed facility would include athletic rehabilitation services, hydrotherapy, recovery amenities, and a six-lane competition pool intended to serve both Academy athletes and the community. Council expressed support for the proposed expansion and recognized its potential recreational, therapeutic, and economic benefits for the community.

3 City Manager Evaluation

Council President Spina advised that Mayor Monson had distributed City Manager evaluation forms to Council members and requested that completed evaluations be returned by July 20, 2026, for compilation.

1. CONSENT ITEMS

- 1.1 City Council Meeting Minutes - June 22, 2026
- 1.2 Easement Agreement 16-2026-03 Environment Monitoring Site
- 1.3 Utility Service Agreement 45-2026-06 for T4 HOLDINGS II-A LLC (38714 C Ave)
- 1.4 Work Order No. 26-179 with Kimley-Horn for Hot Spot Intersection Right-of-Way Acquisition Services [37-21-04]
- 1.5 Approval of Amendment No. I to Work Order No. 24-159 with Kimley-Horn for Supplemental Sidewalk Design and Feasibility Services [37-21-04]

Charles Proctor motioned to approve the Consent Items as presented. Seconded by Lance Smith. Motion passed unanimously.

2. BUSINESS ITEMS

2.1 41-2026-13 Monin, Inc. Economic Incentive

City Manager Poe presented the proposed Economic Development Incentive Agreement with Monin, Inc., outlining plans for construction of a new manufacturing and distribution facility in Zephyrhills. The proposed project includes:

- Approximately \$111 million in capital investment over five years;
- Construction of a minimum 250,000-square-foot manufacturing facility;
- Creation of at least 100 new jobs during the initial phase;
- Incentives including transportation impact fee assistance, permit fee reimbursements, and performance-based job creation grants.

Bill Lombardo, CEO & Greg Grabau, CFO of MONIN Americas described the company's operations and expansion plans, noting that the Zephyrhills facility would become its third North American manufacturing location with significant opportunity for future expansion.

Council discussed the project's long-term economic impact, workforce opportunities, industrial growth within the Airport Industrial Park, and the factors that led Monin to select Zephyrhills. Representatives cited the City's strategic location, available workforce, business-friendly environment, and positive feedback received from Bauducco Foods regarding their experience locating in Zephyrhills.

Lance Smith motioned to approve Agreement No. 41-2026-13 with Monin, Inc. Seconded by Kenneth Burgess. Motion passed unanimously.

2.2 Gehring Group Classification and Compensation Study

Nancy Dugan of the Gehring Group presented the completed Classification and Compensation Study. The presentation reviewed:

- Study methodology;
- Market comparisons with peer agencies;
- Updated salary structure;
- Employee compression analysis;
- Recommended pay ranges;
- Estimated implementation costs under both 3% and 5% cost-of-living adjustment scenarios.

Council discussed employee retention, competitiveness within the regional labor market, inflation, future budget considerations, and the potential impact of proposed constitutional changes affecting municipal property tax revenues. Council agreed that employee compensation should continue to be evaluated during the upcoming budget process.

Lance Smith motioned to accept the Gehring Group Classification and Compensation Study. Seconded by Charles Proctor. Motion passed unanimously.

2.3 Building Fee Schedule Amendment

Resolution No. 870-26 " A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ZEPHYRHILLS, FLORIDA, ADOPTING A COST-BASED BUILDING PERMIT FEE METHODOLOGY AND FEE SCHEDULE FRAMEWORK; PROVIDING FOR A COST-BASED FEE STRUCTURE; PROVIDING FOR PRIVATE-PROVIDER FEE REDUCTIONS; REPEALING CONFLICTING RESOLUTIONS; AND PROVIDING AN EFFECTIVE DATE. "

City Attorney Matthew Maggard read Resolution No. 870-26 by title.

Staff explained that recent state legislation now requires local governments to adopt a cost-based building permit fee methodology, replacing the City's previous valuation-based fee schedule.

Building Official Calvin Switzer reviewed the methodology used to calculate permit fees based upon inspection activity, staffing, and departmental operating costs. Staff advised that the new schedule is intended to ensure compliance with state law while allowing the Building Division to recover only the costs associated with providing permitting services.

Council discussed the need for periodic review of the fee schedule, anticipated impacts on residential and commercial projects, and the importance of remaining competitive with private inspection providers.

Charles Proctor motioned to approve Resolution No. 870-26. Seconded by Jodi Wilkeson. Motion passed unanimously.

2.4 Stormwater Assessment Rates

Resolution No. 871-26 " A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ZEPHYRHILLS, FLORIDA, REGARDING THE ESTABLISHMENT OF STORMWATER UTILITY ASSESSMENT RATES."

City Attorney Maggard read Resolution No. 871-26 by title.

City Manager Poe presented a revised stormwater assessment schedule reflecting Council's direction from the previous meeting to reduce the initial annual assessment while maintaining a phased implementation to fund long-term stormwater infrastructure improvements.

Staff explained that revenues generated by the assessment will support flood mitigation projects, land acquisition, drainage improvements, and implementation of recommendations contained within the City's Stormwater Master Plan.

Council discussed available assessment credits for developments meeting current stormwater standards, exemptions required by law, comparisons with surrounding jurisdictions, and the need to establish a sustainable funding source for future capital improvements.

Jodi Wilkeson motioned to approve Resolution No. 871-26. Seconded by Charles Proctor. Motion passed 4 1, opposed by Lance Smith.

2.5 Joining Tampa Bay Regional Planning Council

Resolution No. 873-26 " A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ZEPHYRHILLS, FLORIDA, RECOGNIZING THE IMPORTANCE OF INTERGOVERNMENTAL COOPERATION AND RESOLVING TO JOIN AND PARTICIPATE IN THE TAMPA BAY REGIONAL PLANNING COUNCIL. "

City Attorney Maggard read Resolution No. 873-26 by title.

Staff recommended that the City rejoin the Tampa Bay Regional Planning Council to strengthen regional coordination and expand opportunities for planning assistance, technical services, and intergovernmental cooperation.

Council discussed the importance of active participation and ensuring the City's appointed representative remains engaged with regional initiatives.

Jodi Wilkeson motioned to approve Resolution No. 873-26. Seconded by Lance Smith. Motion passed unanimously.

3. PLANNING DIRECTOR'S REPORT

3.1 Tree Planting Program Update

Historic Preservation Specialist Will McCaw reported that staff continues working with Chen Moore and Associates to finalize the scope of work for the City's Tree Planting Program.

The pilot project will focus on planting trees along Greenslope Drive, South Avenue, and selected stormwater retention ponds using available tree mitigation funds collected through development.

Council discussed the benefits of expanding the City's tree canopy and confirmed that the project is funded through dedicated tree mitigation revenues.

4. CITY MANAGER'S REPORT

4.1 Zephyr Park Update

CRA Director Gail Hamilton provided an update on the Zephyr Park redevelopment project. Ms. Hamilton acknowledged that current construction estimates exceed the established budget and advised that staff is actively conducting value engineering to reduce costs while preserving the project's primary amenities. Staff continue to work through permitting with the Southwest Florida Water Management District and expects earthwork to begin later in the year.

Council discussed proposed park amenities, specialty construction materials, opportunities for cost reductions, and future plans for Alice Hall. Staff advised that rehabilitation of the existing facility is being evaluated as a potential interim solution while continuing to pursue long-term improvements.

MAYOR ANNOUNCEMENTS - NONE

CITY MANAGER ANNOUNCEMENTS

City Manager Poe announced:

- Discussions with Duke Energy regarding a new franchise agreement are progressing and a revised agreement is expected to return to Council for consideration.
- Staff met with Skydive City representatives and reached agreement on a corrective action plan that will be submitted to the Federal Aviation Administration in an effort to restore grant funding eligibility.
- The Silver Oaks Golf Course property owner received a 30-day continuance through the Code Enforcement process to address outstanding violations. Staff reported progress toward resolving maintenance issues and advised that discussions continue regarding reopening the golf course under a lease agreement.
- The next Budget Workshop is scheduled for August 10, 2026.

CITY ATTORNEY ANNOUNCEMENTS - NONE

CITY COUNCIL COMMENTS

Jodi Wilkeson thanked City staff for their work in preparing the proposed budget and asked that Mayor Monson and her family remain in everyone's thoughts during this difficult time.

Charles Proctor thanked staff for their efforts throughout the budget process and reaffirmed Council's commitment to supporting City employees while remaining fiscally responsible.

Kenneth Burgess thanked staff for their work, expressed appreciation for the economic development successes represented by Monin's investment, and discussed the importance of carefully managing future City finances in light of potential reductions in property tax revenues.

Lance Smith thanked staff for their continued efforts, requested an update on the Kossik Road project, and discussed ongoing coordination with Duke Energy regarding utility relocations and future transportation projects.

Steven Spina echoed Council's appreciation for staff's work, extended condolences to Mayor Monson and her family, and confirmed upcoming budget meeting dates.

The meeting was adjourned at 7:40 PM.

Submitted by Ricardo Quiñones