

1. Agenda

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City of Lake Alfred
120 E. Pomelo Street
Lake Alfred, FL. 33850



Phone: (863) 291-5270
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**AGENDA
CITY COMMISSION
MONDAY, MARCH 16, 2026
7:00 PM
CITY HALL**

Call to Order: Mayor Mac Fuller

Invocation and Pledge of Allegiance

Roll Call: Linda Bourgeois, City Clerk

City Manager & City Attorney Announcements

Recognition of Citizens: Items that are not on the Agenda

Consent Agenda:

- 1.) City Commission Meeting Minutes for March 2, 2026
- 2.) City Commission Announcements
- 3.) Public Safety Gate Project Amendment

Agenda:

- 1.) Public Hearing: Ordinance 1569-25: EAR Comprehensive Plan Amendments
- 2.) Discussion: City Manager Evaluation
- 3.) Resolution 04-26: Employment Agreement
- 4.) Department Updates

Recognition of Citizens: Please Limit Your Comments to 5 Minutes.

Commissioner Questions and Comments:

Vice Mayor Daley
Commissioner Robinson, Jr.
Commissioner Eden
Commissioner Dearmin
Mayor Fuller

Adjourn

LAKE ALFRED CITY COMMISSION
MARCH 16, 2026

Consent Agenda:

All matters listed under this item are considered to be routine, and action will be taken by one motion without discussion. If a discussion is requested by a commissioner, that item(s) will be removed from the Consent Agenda and considered separately.

1.) City Commission Meeting Minutes for March 2, 2026

Attachments:

- Draft Minutes

Analysis: Please review the minutes at your earliest convenience, and if there are any questions, comments, or concerns, please contact City Clerk Linda Bourgeois at (863) 291-5270.

2.) City Commission Announcements

Analysis: Each of the meetings/events scheduled below may constitute a public meeting at which two or more City Commissioners or Board Members may attend and discuss issues that may come before the City Commissioners.

DATE	MEETING/ EVENT	LOCATION	TIME
3/17	General Employees Retirement Board	Public Works Training Facility	3:00 PM
3/17	Police and Fire Retirement Board	Public Works Training Facility	4:30 PM
3/19	School Zone Speed Enforcement	City Hall	1:30 PM
3/19	Code Enforcement Special Magistrate Meeting	City Hall	3:00 PM
3/26	Planning and Zoning Board	City Hall	6:00 PM
3/28	Paws in the Park	Twin Lakes	9:00 AM – 12:00 PM
4/6	City Commission Meeting	City Hall	7:00 PM

**LAKE ALFRED CITY COMMISSION
MARCH 16, 2026**

3.) Public Safety Gate Project Amendment

Attachments:

- Change Order Summary

Analysis: Pending

Staff Recommendation: Approve the Consent Agenda

**LAKE ALFRED CITY COMMISSION
MARCH 16, 2026**

1.) Public Hearing: Ordinance 1574-26: EAR Comprehensive Plan Amendments

Issue: The City Commission will consider approval of the Evaluation and Appraisal Report Comprehensive Plan Amendments.

Attachments:

- Ordinance 1569-25 with exhibit "A"
- Staff Report
- PZB Draft Minutes Excerpt
- Florida Department of Commerce Recommendation

Analysis: Section 163.3191 Florida Statutes requires that every seven years an evaluation of local government comprehensive plans be conducted to determine whether updates are needed to remain aligned and in compliance with statutory requirements and changing conditions. The Evaluation and Appraisal Report (EAR) identifies those needs, and the EAR-based amendments implement formal changes to the Comprehensive Plan.

The EAR process includes two phases: 1) the Evaluation and Appraisal Report, and 2) the EAR-Based Amendments.

The first phase is to complete an Evaluation and Appraisal Report, and the second is to update the Comprehensive Plan based on a review of changes since the last amendment. This process, which is referred to as the "EAR-Based Amendment Process", is currently underway. The last Evaluation and Appraisal was conducted in 2018.

On March 3, 2025, the City of Lake Alfred City Commission approved a Planning Advisory Services Agreement with the Central Florida Regional Planning Council to evaluate and propose changes to the City's 2030 Comprehensive Plan. One public workshop was held on June 30, 2025, at the First Baptist Church of Lake Alfred to gather public input. The proposed amendments are for statutory compliance only and do not include substantive recommendations, due to Senate Bill 180.

- Planning horizon 2050
- Statutory compliance only due to SB180
- The Right to Farm Act was addressed
- Measurable targets removed
- Updated maps
- The Basin Action Management Plan was addressed
- Added definitions

On December 1, 2025, the City Commission approved the ordinance on the first reading. There were no objections, recommendations, or comments from the Florida Department of Commerce on the first reading transmittal. Upon final approval, the Evaluation and Appraisal Amendments will be transmitted to the Florida Department of Commerce to complete the process.

Staff Recommendation: Approve Ordinance 1569-25 on second and final reading.

LAKE ALFRED CITY COMMISSION
MARCH 16, 2026

2.) Discussion: City Manager Evaluation
3.) Resolution 04-26: Employment Agreement

Issue: The City Commission will discuss the City Manager's evaluation and consider an updated amendment to the City Manager's Employment Agreement.

Attachments:

- Score Summary & Evaluations
- Activity Summary
- Evaluation & Agreement Letter
- Resolution 04-26: City Manager Agreement

Analysis: The City Manager is to receive a performance evaluation biennially in advance of the adoption of the annual operating budget. The evaluation format was consistent with previous evaluations and was comprised of eight (8) categories, allowing for a numerical ranking, with space for additional comments under each category and at the end of the evaluation.

Analysis: Under the Charter, the City of Lake Alfred has three contracted employees that report directly to the City Commission, which are the City Auditor, the City Attorney, and the City Manager, who operate under various service or employment agreements.

The City Manager's agreement was originally adopted in 2012, with the last substantive updates in 2016 and 2024. The agreement allows changes to be made following the performance evaluation and before the adoption of the annual operating budget.

The proposed agreement is a simplification, rebalancing and consolidation of the existing agreement. It removes compensation provisions that were tied to longevity and reorients it towards performance. The one benefit addition is a post-employment insurance benefit.

Staff Recommendation: Request approval of Resolution 04-26.

**LAKE ALFRED CITY COMMISSION
MARCH 16, 2026**

4.) Department Updates

Issue: The City Commission will hear presentations and updates from the City's departments. These include the Parks and Recreation and Finance Departments.