

AGENDA ITEM # 3
April 1, 2014

3. APPROVAL OF MINUTES:

Regular meeting held February 25, 2014.

**BOARD OF COUNTY COMMISSIONERS MEETING
TUESDAY, FEBRUARY 25, 2014 – 2:02 P.M.
ASSEMBLY ROOM, FIFTH FLOOR
315 COURT STREET, CLEARWATER, FLORIDA**

Members Present: Karen Williams Seel, Chairman; Susan Latvala, Vice-Chairman; Norm Roche; Charlie Justice; Janet C. Long; John Morroni; and Kenneth T. Welch.

Others Present: James L. Bennett, County Attorney; Robert S. LaSala, County Administrator; Claretha N. Harris, Chief Deputy Clerk; and Michael P. Schmidt and Trudy L. Futch, Board Reporters, Deputy Clerks.

INVOCATION: Reverend Louis Murphy, Mt. Zion Progressive Missionary Baptist Church, St. Petersburg.

PLEDGE OF ALLEGIANCE: Commissioner Welch.

PRESENTATIONS AND AWARDS:

University of South Florida St. Petersburg Update by Regional Chancellor Sophia Wisniewska.

Dr. Wisniewska conducted a PowerPoint presentation titled *Focused and Moving Forward* and discussed new programs and activities taking place at the St. Petersburg campus. Responding to queries and comments by Commissioner Welch, she discussed the location of the future business college and campus dormitory space.

CITIZENS TO BE HEARD

David Ballard Geddis, Jr., Palm Harbor, re water/constitutional politics.

Lenore Faulkner, Madeira Beach, re education excellence, middle schools.

Dusty Showers, Oldsmar, re pro RBI.

Tina Koufas-Eisbacher, Largo, re rebuttal to inquiry/investigation of Pinellas County Animal Services (PCAS).*

Paul Solan, Seminole, re rebuttal to inquiry/investigation of PCAS.

Suzanne House, Tampa, re rebuttal to inquiry/investigation of PCAS.

Andrea Wells, Clearwater, re pro RBI.

Andrea Barlow, Seminole, re pro RBI.

Greg Pound, Largo, re truth.

* *Spoke on behalf of others.*

In response to queries by Ms. Wells, Administrator LaSala indicated that no work session date has been set regarding Trap/Neuter/Release (TNR) or the Responsible Breeding Initiative (RBI).

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CONSENT AGENDA ITEMS NOS. 1 THROUGH 8 – APPROVED, WITH THE EXCEPTION OF ITEM NO. 6, WHICH WAS CONSIDERED UNDER ITEM NO. 9.

Motion	-	Commissioner Welch
Second	-	Commissioner Morroni
Vote	-	7 – 0

1 Minutes of regular meeting of January 14, 2014 approved.

2 Reports received for filing:

Dock Fee Report for the month of January 2014.

3 Vouchers and Bills Paid

Period January 19 through January 25, 2014

Payroll – None.

Accounts Payable

Checks – \$5,839,502.65

ACH Transfers – \$3,000,680.54

Wire Transfers – \$327,080.35

Period January 26, 2014 through February 1, 2014

Payroll

ACH – \$2,964,438.17

Checks – \$37,447.31

Third Party ACH – \$12,417.59

Third Party Checks – \$2,290.28

Accounts Payable

Checks – \$14,948,623.84

ACH Transfers – \$31,923,596.66

Wire Transfers – \$621,861.43

4 Miscellaneous items received for filing – None.

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5 DELEGATED ITEMS APPROVED BY THE COUNTY ADMINISTRATOR –
RECEIVED FOR FILING (COUNTY ADMINISTRATOR)

<u>Department</u>	<u>Item</u>	<u>Dollar Value</u>	<u>Date Approved</u>
Airport	Airline Operating Permit with Vision Airlines, Inc. for use of Airport facilities	\$180,000.00 Annual Revenue	1.17.14
Airport	Operating Permit with Sette McCarthy Hotel, LLC d/b/a Quality Inn & Suites for commercial ground transportation permit	\$600.00 Annual Revenue	1.13.14
Convention and Visitors Bureau	Elite Event Tourism Promotion Agreement with Tampa Bay Charities, Inc. for the 2014 Clearwater Super Boat Championship	\$100,000.00	2.6.14
Convention and Visitors Bureau	Event Contract and Indemnification Provisions with Bright Business Media, LLC for a Smart Meeting Event	\$5,900.00	1.14.14
Environment and Infrastructure	Release of Cash Maintenance Surety for right-of-way work with the Family Dollar on Oakhurst	N/A	1.31.14
Environment and Infrastructure	Agreement with the University of South Florida for Mapping Surveys to Evaluate Storm Effects on Pinellas County Beaches	\$55,000.00	1.23.14
Environment and Infrastructure	Release of Cash Completion Surety for right-of-way work with: (a) Sharon Center (b) Donaldson Homes/Long Branch Creek	(a-b) N/A	1.10.14
Environment and Infrastructure	Transportation Regional Incentive Program Agreement with the Florida Department of Transportation (FDOT) for the design of Advanced Traffic Management System/ Intelligent Transportation System (ATMS/ITS) Projects at: (a) Gulf Boulevard (b) South Belcher Road	 (a) \$185,000.00 FDOT Funding. Equal County Match (b) \$137,500.00 FDOT Funding. Equal County Match	1.9.14

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<u>Department</u>	<u>Item</u>	<u>Dollar Value</u>	<u>Date Approved</u>
	(c) Bryan Dairy Road	(c) \$100,000.00 FDOT Funding, Equal County Match	
	(d) SR 694 (Park Boulevard) from SR 687 (4th Street) to SR 699 (Gulf Boulevard)	(d) \$150,000.00 FDOT Funding, Equal County Match	
Environment and Infrastructure	Time only extension to the Interlocal Agreement with FDOT for the operation and maintenance of the Lake Seminole Alum Stormwater Treatment Facilities	N/A	1.7.14
Environment and Infrastructure	Time Only Extension to the Cooperative Funding Agreements with the Southwest Florida Water Management District for:		12.30.13
	(a) Amendment No. 1 for the Lealman Area Drainage Improvements/Joe's Creek Watershed at 58th Avenue	(a) N/A	
	(b) Amendment No. 2 for the Bee Branch Channel Improvements	(b) N/A	
Environment and Infrastructure	(a) Notice of Liens (12)	(a) N/A	12.17.13
	(b) Release of Liens (19)	(b) Liens have been paid in full	
Environment and Infrastructure	Notice of Liens (15)	N/A	12.16.13
Environment and Infrastructure	Notice of Liens (12)	N/A	12.9.13
Environment and Infrastructure	Release of Liens (20)	Liens have been paid in full	12.6.13
Environment and Infrastructure	Notice of Liens (3)	N/A	12.4.13
Environment and Infrastructure	Release of Liens (14)	Liens have been paid in full	12.2.13
Environment and Infrastructure	Notice of Liens	N/A	11.22.13

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<u>Department</u>	<u>Item</u>	<u>Dollar Value</u>	<u>Date Approved</u>
Environment and Infrastructure	Change Order No. 1 to the Grant Agreement with the Florida Department of Environmental Protection (FDEP) Bureau of Beaches and Coastal Systems for the Treasure Island Beach Nourishment Project	N/A	11.20.13
Environment and Infrastructure	Notice of Liens (3)	N/A	11.19.13
Economic Development	Agreement to provide business outreach services between WorkNet Pinellas, Inc. and Pinellas County Economic Development	\$60,000.00 Annual Revenue	11.7.13
Health and Community Services	Satisfaction of Mortgage (1)	Liens have been paid in full	1.27.14
Health and Community Services	Release of Liens (2)	Liens have been paid in full	1.22.14
Health and Community Services	Pinellas County Health Program Specialty Provider Agreement, Second and final option of renewal with Consultants in Infectious Diseases, L.L.C.	Resolution 10-209 waived purchasing ordinance allowing HHS authority to negotiate specialty health care services. \$3,715,000.00 FY 2014 Master Agreement Pool	1.14.14
Health and Community Services	Satisfaction of Mortgages (2)	Liens have been paid in full	1.13.14
Health and Community Services	Satisfaction of Mortgage (1)	Liens have been paid in full	12.4.13
Justice and Consumer Services	Florida Department of Law Enforcement State Funding Agreement on Behalf of the Pinellas County Forensic Laboratory for FY 2014 State Crime Lab Funding	\$240,000.00 Revenue	2.6.14

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<u>Department</u>	<u>Item</u>	<u>Dollar Value</u>	<u>Date Approved</u>
Justice and Consumer Services	Public Defender Criminal Justice, Mental Health and Substance Abuse Reinvestment Grant Program Revised Budget and Narrative for the Florida Department of Children and Families	\$396.05 Additional Revenue	1.21.14
Justice and Consumer Services	Grant Application to the U.S. Department of Justice, Office on Violence Against Women, Justice for Families Program grant solicitation to prevent domestic violence project	\$400,000.00 Potential Grant Revenue	1.14.14
Justice and Consumer Services	Service Funding Agreement with Pinellas Ex-Offender Re-Entry Coalition, Inc. for adult post-adjudicatory drug court expansion	\$20,000.00	1.13.14
Justice and Consumer Services	Amendment No. 1 to the Service Funding Agreement with Pinellas Ex-Offender Re-Entry Coalition, Inc. for continuation of services	N/A	1.10.14
Parks and Conservation Resources	Declaration of Restrictive Covenants with the Florida Communities Trust for the Eldridge-Wilde property for release of grant funds	\$2,291,926.18 Grant approved by BCC on 1.10.12	12.12.13
Real Estate Management	Amendment No. 25 to lease agreement with Raytheon's Center of Excellence for decrease of space at the STAR Center	\$12,046.34 Annual Rental Decrease	1.28.14
# 6	See Item No. 9.		
# 7	Resolution No. 14-17 adopted supplementing the Fiscal Year 2014 General Fund Budget to appropriate unanticipated receipts from WorkNet Pinellas for a particular purpose (unanticipated receipts to Pinellas County Economic Development Department in the amount of \$8,730.00) (Management and Budget).		
# 8	Notice of new lawsuit and defense of the same by the County Attorney in the case of Sotirios Markonios and Dionisia Markonios, et al. versus Board of County Commissioners – Circuit Civil Case No. 14-000730-CI-7 – Allegations of Negligence Resulting in Personal Injury.		
# 9	Items pulled for discussion from Consent Agenda (County Administrator and Clerk of Circuit Court and Comptroller).		

6 Plats, Guaranties, Sureties, and Agreements:

Foxwood Estates – plat accepted and approved for recording; private street sign installation guarantee and sidewalk guarantee from BVK-Foxwood Estates, LLC, and Deeb Family Homes, LTD, accepted for recording.

In response to queries by Commissioner Roche, Administrator LaSala indicated that Agenda Items Nos. 6 and 19c are independent of each other and not related.

Motion	-	Commissioner Roche
Second	-	Commissioner Long
Vote	-	7 – 0

- #10 First amendment to the lease agreement between Pinellas County and National Aviation Academy of Mississippi, Inc. (NAA) for additional land area at the Airport approved. In addition to the current annual gross revenue of \$52,312.24, the amendment will provide an additional \$32,086.89 of gross revenue, totaling \$84,399.13 annual gross revenue for the Airport; Chairman authorized to execute and the Clerk to attest and record (St. Petersburg-Clearwater International Airport/Department of Environment and Infrastructure).

Motion	-	Commissioner Welch
Second	-	Commissioner Long
Vote	-	7 – 0

- #11a Negotiated agreement with Caladesi Construction Company for Professional Design/Build Services for the Belleair Causeway Bait House (Phase One – Pre-Construction) (Contract No. 123-0328-NC) approved in an amount not to exceed \$86,960.00 (total estimated project cost, including Phase One and Phase Two, is \$675,000.00, including \$75,000.00 for Owners controlled contingency); funding provided through the Infrastructure Sales Tax; Chairman authorized to sign the agreement and the Clerk to attest (Real Estate Management/Purchasing).

Motion	-	Commissioner Latvala
Second	-	Commissioner Welch

In response to queries by Commissioner Roche, Administrator LaSala briefly discussed the total estimated project cost, indicating that the \$675,000.00 figure is staff's estimate and used for planning and budget purposes.

Vote	-	7 – 0
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- #11b Negotiated agreement with Creative Contractors, Inc. for Professional Design/Build Services for the Pinellas County Health Facility (Phase One – Pre-Construction) (Contract No. 123-0276-NC) approved in an amount not to exceed \$265,942.00 (Estimated Permit/Application Fees, \$112,783.00; Phase One Estimated Total Cost, \$378,725.00; Total Estimated Project Cost, including Phase One, \$4,500,000.00); funding provided through a U.S. Department of Health and Human Services Capital Grant in the amount of \$5,000,000.00; Chairman authorized to sign the agreement and the Clerk to attest (Real Estate Management/Purchasing).

Motion - Commissioner Latvala
Second - Commissioner Welch

During discussion and in response to queries by Commissioner Welch and Chairman Seel, Real Estate Management Director Paul S. Sacco referred to a financial document titled *Pinellas County Capital Improvement Project (CIP) Project Financial Overview*, and indicated that while the total estimated fiscal impact for personal services and operating expenses for Fiscal Year 2015 is \$176,500.00, approximately \$150,000.00 of those funds will be used to maintain the building and pay for utility, security, and janitorial costs; and clarified that those dollars will not fund Health Facility staffing.

In response to queries by Commissioner Welch regarding the costs of staffing and providing services at the Facility, Health and Community Services (HCS) Executive Director Gwendolyn Warren discussed the collaborative agreements entered into, the financial assistance offered, and the services provided by local agencies that partner with Pinellas County, including transitional housing assistance, medical services, and respite care. Ms. Warren indicated that her department has been working to identify funds to create a Behavioral Health Assessment Center to assess Safe Harbor residents in order to treat underlying mental health problems; whereupon, she discussed a new policy bid in which agencies that receive financial support from Pinellas County are required to provide services to County clients, including the Sheriff.

In response to further queries by Commissioner Welch, Ms. Warren indicated that her goal is to fund unfunded services within her current budget; that her department receives approximately \$500,000.00 a year in grants through the federal government for the Federally Qualified Health Center (FQHC); that her priority is health care for homeless families; and that the Health Facility will be able to bill Medicaid for the actual cost of services rendered to homeless clients.

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In response to queries by Commissioner Seel, Ms. Warren indicated that besides operating the FQHC, the County also operates a mobile medical van that serves the homeless at 12 locations throughout Pinellas County, and discussed Section 330(h) of the Public Health Service Act. Ms. Warren indicated that her department receives \$483,000.00, as part of her budget, to operate the Mobile Medical Program; that her aim is to realize cost savings through decreased use of the van and use those dollars to provide funding for stationary clinics; and that while the purchase of equipment such as dental chairs and X-ray machines could impact her budget, she is carefully managing her resources.

In response to queries by Commissioner Long, Ms. Warren indicated that her goal is to continue the Indigent Health Care Program; that medical staff will be provided by the Health Department; that Medicaid reimbursements and General Fund dollars will provide the majority of funding for medical personnel at the expanded FQHC; and that the reimbursements received for two Medicaid clients will help to pay for one uninsured client.

Ms. Warren indicated that a consultant report will be completed by June 1, which will provide cash flow projections regarding the project, an assessment to determine whether another FQHC in the community is viable, and two options with respect to expanding the program. She indicated that while the first option is to merely expand the program to cover additional clinics and take advantage of periodic grants, the second option relates to Section 330(e), Community Health Center, of the Public Health Service Act, in which the County would compete for federal dollars for the new FQHC under the Affordable Care Act; and that those dollars will help to reduce County health care costs in order to provide additional health care to the community.

During discussion and in response to further queries by Commissioner Long, Ms. Warren indicated that while the County has signed contracts with several hospital partners, Bayfront has yet to sign; and that communications are taking place with Hospital Corporation of America regarding the provision of specialty care services through its National Intern Program; whereupon, she related that while the system can operate without its hospital partners, it would not be an optimal situation; that hospitals are required to provide services to residents regardless of how they are referred; that there is a great benefit to working with the local medical community, especially for in-patient surgeries and long-term diagnoses; that based on the financial information provided by BayCare, approximately \$12 million of services are being provided for approximately

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\$1.5 million; and that her department does not have outstanding invoices from its hospital partners.

In response to comments and queries by the members regarding the replacement of the Community Health and Electronic Data Application System (CHEDAS), Ms. Warren discussed why CHEDAS is outdated. She indicated that to significantly reduce costs, better technology is needed; that CHEDAS is not powerful enough to handle Medicaid billing, accommodate FQHC codes, or integrate Community Development, Code Enforcement, and Health and Community Services; that it was originally designed as a case management system; and that there are web-based systems that can handle massive amounts of data in a less expensive and more efficient manner; whereupon, she indicated that because CHEDAS was designed for a different service model, Business Technology Services Chief Information Officer Martin Rose has offered an interim solution of using Oracle to replace the current platform and redesign reporting modules used by HCS.

During further discussion Ms. Warren indicated that stabilizing the current system will assist HCS in achieving its goal of obtaining cost efficiencies during the reorganization; that while some software programs will need to be purchased, they will be much smaller than CHEDAS; that she feels 40 services can be integrated; that she is unsure if Mr. Rose's plan includes utilizing Oracle Business Intelligence (BI); and that she is looking forward to the consultant's recommendation regarding appropriate accounting and billing systems and associated costs; whereupon, she indicated the CHEDAS is eight-year-old technology and was never designed for the current needs of HCS; and confirmed that while it would cost approximately \$250,000.00 to enact the interim changes proposed by Mr. Rose, creating a completely new platform with full integration would cost approximately \$3 million.

Chairman Seel remarked that from the inception of the project, concerns have been expressed by current and former Commissioners regarding the cost of running the facility; and that those concerns have yet to be addressed; whereupon, Ms. Warren discussed the cost saving measures her department has taken, including reducing the number of medical homes from twelve to six, and using the same medical providers for a cost savings of approximately \$1 million.

During discussion and in response to queries by Chairman Seel, Ms. Warren related that the project timeline has been delayed by a year; that the \$5 million U.S. Department of Health and Human Services Capital Grant expires in the spring of 2015; that her department is moving forward in an expeditious manner because those grant dollars are

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in jeopardy; that she has notified federal officials of the delay; that Health and Human Services will require proof of today's contract approval; that the contractor is working on a new schedule due to the delay; and that a minimum of one extension will likely be required; whereupon, with input by Administrator LaSala, Ms. Warren clarified that the 330(h) pertains to the homeless clinic; that the report being completed by the consultant is for the entire County; and that while a specific budget was provided approximately a year ago, an updated budget, including definitive deliverables, will be provided to the members.

Chairman Seel acknowledged that even though a budget may be in place, she remains concerned regarding where the financial resources are coming from and the lack of signed contracts with the various partners; whereupon, Ms. Warren discussed what is currently taking place with regard to the partnership agreements, and related that her intent is to utilize current resources and/or realign resources to avoid the need to request additional County funding; and Chairman Seel and Commissioner Latvala indicated that realigning resources could prove to be problematic.

In response to further queries by Chairman Seel, Ms. Warren presented additional information regarding the new policy where partnering agencies that receive County financial support will be required to provide services to County clients. She related that while no concerns have been expressed, the devil could be in the details; and that because her department no longer provides a state match on Substance Abuse and Mental Health Services Administration (SAMHSA) grants, those monies are being held in reserve to cover any agency that cannot provide the stipulated services.

Commissioner Roche indicated that he shares the concerns expressed by Commissioner Seel; that he also feels uncertain regarding the project budget and funding; and that the concept has morphed from the members' original intent. He requested that what is being voted upon today be reread into the record to ensure that the public understands that today's vote is only in regard to the agenda item and not the overall concept; whereupon, Chairman Seel, with input by Administrator LaSala, related that Phase One of the design/build contract is being approved for an estimated total cost of \$378,725.00.

During further discussion Chairman Seel expressed concern regarding the consultant report, the possibility of inadequate funding to continue the project, and the federal government wanting its grant dollars returned should the project come to a halt. Administrator LaSala suggested that a work session be scheduled and presented in a holistic manner to recap discussions and actions which have occurred over the past two

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years; and Chairman Seel related that such a work session would be valuable; and that discussion should include how the realignment of resources could affect the County's partners; whereupon, the Administrator opined that the County will have the capability to operate all of the services to be provided through the Facility; and recommended that the members approve the contract before them.

Commissioner Long discussed a memorandum she had written in June requesting a work session, and noted that she still wants the work session to take place; that many things are slated to change regarding how health care will be delivered to the indigent population in Pinellas County; that the issue is large and complex; that the Board has an obligation to "get it right"; and that a significant number of dollars are involved. Commissioner Long indicated that there are more partners than just BayCare; that all of the partners need to be considered; that she has been receiving conflicting information regarding who is partnering with the County; and that the members seem to get the information a few pieces at a time; whereupon, Administrator LaSala reiterated that he would hold a full day work session so that the members can better understand and provide input regarding the matter.

Commissioner Latvala requested that a matrix or similar tool be provided so the members can monitor ongoing progress, and discussed factors relating to how the facility is going to operate, who the partners will be, and how those partners will be paid; whereupon, Administrator LaSala requested that in anticipation of the work session, the members review all information in their files regarding the matter, indicating that he will supply any information they do not have; and that staff will be available to answer questions and provide a chronology.

Thereupon, Administrator LaSala addressed a rumor regarding a \$3 million transfer of homeless services money, indicating that the rumor is false, and that staff could not take such an action without Board approval; and Chairman Seel related that a budget amendment in 2013 moved \$2.3 million from homeless grant programs to the medical program; whereupon, Ms. Warren clarified that homeless dollars were not moved out of homeless programs; and that funding healthcare and obtaining capital to acquire housing for homeless individuals, especially homeless families with children, is a central focus of her department.

Vote - 6 – 1 (Commissioner Roche dissenting)

#12 Other Administrative Matters:

WorkNet Pinellas d/b/a CareerSource Pinellas One-Stop Direct Services Provider Extension

Administrator LaSala announced that WorkNet Pinellas is requesting an extension to its designation as a One-Stop Direct Service Provider effective for the period July 1, 2014 through June 30, 2017; that even though the item falls under Delegated Authority to the County Administrator, he wants to apprise the commissioners of its content; that no County funds are involved in the extension; and that he will proceed if no objections are noted by the members.

Mark Douglass, Chief Operating Officer, CareerSource Pinellas, related that WorkNet Pinellas has changed its name and is now known as CareerSource Pinellas; and that the new name is part of a statewide branding initiative that aims to provide clarity and consistency among the local workforce entities across the state; whereupon, he provided general, statistical, and financial information regarding the various services and programs provided by CareerSource, including Workforce Investment Act, Startup Quest, Training for the Unemployed Worker, and On-the-Job Training.

Following the presentation, Mr. Douglass provided the members with an informational packet, a copy of which has been filed and made a part of the record. In response to queries by Commissioners Welch and Long, he presented additional information regarding the CareerSource brand, and related that while the state is investing significant dollars to inform the public of the name change, CareerSource Pinellas is engaging in a virtual grand opening and updating its customers through the website.

Following brief discussion regarding the need for a vote, Chairman Seel asked if there were any objections to approving the item, and none were noted.

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At this time, 3:55 P.M., Commissioner Latvala left the meeting.

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#13 County Attorney Miscellaneous – None.

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- #14 First amendment to the agreement with Standard Insurance Company for Group Long Term Disability (LTD) and Short Term Disability (STD) services (Contract No. 078-0393-P) approved, providing a time extension to the end of the calendar year (current fees to apply during extension) and adding services for the administration of the Family and Medical Leave Act (FMLA) Absence Management Leave Administration Program (total estimated costs, \$296,000.00 [\$94,000.00, addition of FMLA Absence Management Leave Administration Program; \$180,000.00, including time extension for LTD services; and \$22,000.00, including time extension for STD services]); funding is provided through the Employee Health Fund; Chairman authorized to sign and the Clerk to attest (Human Resources/Purchasing).

Motion	-	Commissioner Long
Second	-	Commissioner Welch
Vote	-	6 – 0

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At this time, 3:57 P.M., Commissioner Latvala returned to the meeting.

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- #15 County Administrator Reports

High Performance Organization

Human Resources Director Peggy Rowe and staff members Joan Read, Matt Stewart, and Gene Pressior conducted a PowerPoint presentation titled *Update on High Performance – Pinellas County Progress on High Performing Organization Initiatives – February 2014*, a copy of which has been filed and made a part of the record. Ms. Rowe provided background information regarding the high performance initiative, and related that in order to mitigate for the significant staff reductions that have taken place over the past few years, departments have been looking for ways to improve processes and gain efficiencies; and that training will work toward creating an atmosphere where employees are encouraged and empowered to share ideas, and where everyone strives to continually learn and improve at their job; whereupon, Ms. Rowe provided an overview of the topics to be discussed during the presentation.

Ms. Read defined high performance, relating that collaborative working relationships, leadership at all levels, adapting successfully to changes, improving work processes, discovering innovative approaches, and improving responses to citizen needs are important elements as Pinellas County Government works toward a high performance organization; whereupon, Mr. Stewart discussed the benefits of a high performance organization, indicating that it will provide for a more engaged workforce; that decision making will be stratified throughout the organization; that greater efficiencies and cost savings will be realized; that the ability to respond to changing external and internal factors will be improved; and that the mission and vision of the organization will be fulfilled.

Mr. Pressior discussed the recent activities that have taken place and the early results of work with high-performing teams, including:

- Achieve Global seminars to install new leadership philosophy.
- Training workshops to make the case for change and provide guidance.
- Vision to Performance workshops to implement the process.
- Cross-functional teams identifying gaps and developing strategies.
- Hiring based on behavioral competencies.
- Hiring of two full-time facilitators.

During discussion and in response to queries by Commissioner Welch, Mr. Pressior, with input by Administrator LaSala and Ms. Rowe, presented further information with respect to hiring based on behavioral competencies, and indicated that emotional awareness, psychological intelligence, and behavioral practices, in terms of leadership, management, situational awareness, and situational leadership skills, are being assessed; that there are well-established methods of conducting such evaluations; and that both clinical and behavioral instruments have been developed, are currently being used, and should help to make the process more objective and less subjective.

In response to comments and queries by Commissioner Seel regarding the Achieve Global Leadership Training, Mr. Pressior, with input by Administrator LaSala, provided background information regarding the training which consists of 16 half-day sessions conducted on a monthly basis over an approximate year-and-a-half timeframe, and discussed those employees who have participated or are currently participating in the program, relating that the sessions are to develop skills such as coaching for improved performance, engaging in effective problem solving, increasing team productivity, and improving service to citizens; whereupon, Administrator LaSala related that in order to

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provide for a cost-effective approach, the initial training was provided to various managers and Human Resources staff through a consultant; and that those employees are now certified to provide the training to others within the organization.

Mr. Pressior discussed the results and successes of Achieve Global, indicating that 66 percent of the participants agreed or strongly agreed that the training was a worthwhile investment; whereupon, he presented examples of how high performance teamwork has saved the County considerable sums of money as employees attempt to solve difficult problems, find creative solutions, and implement efficient and effective work practices.

Mr. Pressior related that a video presentation regarding the positive effects of Achieve Global would not be shown due to technical difficulties; whereupon, Ms. Rowe discussed the future challenges associated with implementing an HPO, indicating that:

- Perseverance will be required; the process is a marathon, not a sprint.
- Life-long behaviors will need to be reconsidered and revised.
- Process improvement and teamwork will need to be a high priority.
- Implementation of the process will need to be balanced with operational needs.
- Measures of success will need to be developed.
- A new work culture will need to be solidified.

Thereupon, Ms. Rowe discussed what is ahead for the workforce as the process moves forward, including:

- Multiple work teams concurrently implementing the process.
- Achieve Global Leadership Training for the rest of the workforce.
- More targeted measures of improvement.
- Increased strategic alignment.
- Streamlined work processes.

Following the presentation and in response to comments and queries by Commissioner Morroni, Ms. Rowe discussed the 34 percent of Achieve Global Leadership Training participants who did not believe the sessions to be a worthwhile use of their time, indicating that directors and managers of busy and short-staffed departments likely consider running their departments to be more important than attending training sessions; that because the concept is not new, those selected for training may have had similar training in the past and considered the sessions to be a non-productive use of their time; and that other individuals may just be waiting to see if the push for a high performance

organization falls by the wayside; whereupon, she discussed the importance of all employees feeling connected to the work they do and how that work affects the general public.

Responding to further queries by Commissioner Morroni, Ms. Rowe indicated that financial incentives and other inducements would help to spark workforce creativity with respect to cost-saving ideas; that the County is not doing enough to support such a goal; and that Human Resources is currently evaluating employee compensation and other types of benefits; whereupon, alluding that pay increases would also help to ignite creativity, Administrator LaSala remarked that Pinellas County Government employees have only received one pay increase in the last 5.5 years, and related that Pinellas County is working to protect and enhance the intellectual capital of the organization similar to how the Operations and Maintenance Department protects the County's physical capital investments; and that without staff expressing enthusiasm and embracing the precepts of a high performance organization, it would never have come to fruition.

- #16 Appointment of Ms. Marian Cacciatore to the WorkNet Pinellas d/b/a CareerSource Board of Directors for a current term through June 30, 2015 approved.

Motion	-	Commissioner Latvala
Second	-	Commissioner Morroni
Vote	-	7 – 0

- #17 County Commission Miscellaneous:

- a. Commissioner Morroni moved, seconded by Commissioner Welch and carried, that a letter be sent to the Florida Department of Transportation in support of a Memorial Highway designation for Congressman Bill Young on Park Boulevard.
- b. Commissioner Welch congratulated the Lakeland High School Spartans on winning the Class 5A regional championships in basketball.

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- c. Commissioner Latvala expressed concern with the allegations made by citizens to be heard re Animal Services. Following discussion, citing the speaker's First Amendment rights, Commissioner Seel indicated that she would discuss the three-minute time limit with the leader; and that she will announce that when Meow Now is brought back before the Board, the Commission will only consider Trap/Neuter/Release, not the Responsible Breeding Initiative.
- d. Commissioner Justice thanked the members for attending the Historic Preservation meeting, and related that the results will be shared at a future time.
- e. Commissioner Roche congratulated the East Lake High School Robotic Club re regional tournament at the University of Florida Arena in Orlando.
- f. Chairman Seel discussed the Flood Insurance Coalition meeting, indicating that an update was provided re what is occurring at the federal and state levels; and that the Coalition wants to meet on a quarterly basis and send a united message to the federal and state government.

indicated that Gulf-to-Bay magazine is now available through Visit St. Pete/Clearwater.

* * * *

At this time, 4:50 P.M., the meeting was recessed and reconvened at 6:02 P.M. with all members present.

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SCHEDULED PUBLIC HEARINGS

All public hearing items have been properly advertised. Affidavits of Publication have been received and are on file in the Board Records Department.

SCHEDULED PUBLIC HEARINGS – BOARD OF COUNTY COMMISSIONERS

- #18 Ordinance No. 14-12 adopted amending the Pinellas County Comprehensive Plan regarding updates to the Capital Improvements Element. The Local Planning Agency recommended approval of the proposed changes. No correspondence has been received.

In response to queries by Chairman Seel and Commissioner Roche, Planning Division Director Gordon R. Beardslee, with input by County Administrator LaSala, indicated that Item No. 18 is the annual update to the Capital Improvements Element; that some projects have been completed and removed from the list, including Keystone Road and improvements to the Solid Waste and Resource Recovery Facility; and that new projects have been added to the list, including sewer collection and treatment regarding potable, waste, and reusable water, and a state road project involving Gandy Boulevard. He related that grants are received as additional funding revenue from state, federal, and local sources, and the “Local Grant” on Table 15 of the Agenda packet dated February 25, 2014, a copy of which has been filed and made a part of the record, could include funds from the Southwest Florida Water Management District; whereupon, Mr. Beardslee agreed to provide descriptions and the names of the funding sources shown on the table as local grants.

No one appeared in response to the Chairman’s call for persons wishing to be heard; whereupon, she closed the public hearing.

Motion	-	Commissioner Latvala
Second	-	Commissioner Welch
Vote	-	7 – 0

- #19a Resolution No. 14-18 adopted approving the application of Menorah Manor Senior Living, LLC, through Katherine E. Cole, Representative, for a change of zoning from A-E, Agricultural Estate, Residential, to R-1, Single Family Residential (Z-1-1-14), re approximately 3.6 acres located on the west side of Belcher Road, 640 feet south of Nebraska Avenue, Palm Harbor. The Local Planning Agency recommended approval of the application based on the staff report. No correspondence has been received.

In response to the Chairman's call for persons wishing to be heard, E.D. Armstrong, Esquire, appeared and stated that he represents the applicant.

Responding to queries by Commissioner Roche, Mr. Armstrong related that, although it is not addressed in the rezoning, the subject property is heavily wooded and is bisected by a creek, and protection of the preservation areas will be addressed during the site planning process.

Motion	-	Commissioner Morroni
Second	-	Commissioner Justice
Vote	-	7 – 0

- #19b Resolution No. 14-19 adopted approving the application of Palm Harbor Montessori School through Christine Varkas, Representative, for a change of zoning from IL, Institutional Limited, to P-1, General Professional Office; Ordinance No. 14-13 adopted approving a change in land use designation from Institutional to Residential/Office General (Z/LU-2-1-14), re approximately 4.78 acres located on the north side of Nebraska Avenue, 575 feet west of U.S. Highway 19 North, Palm Harbor (street address: 2355 Nebraska Avenue). The Local Planning Agency recommended approval of the application based on the staff report. No correspondence has been received. No citizens appeared to be heard.

Motion	-	Commissioner Latvala
Second	-	Commissioner Welch
Vote	-	7 – 0

- #19c Resolution No. 14-20 adopted denying the application of BVK – Foxwood Estates, LLC, for a change of zoning from RPD-0.5-W, Residential Planned Development, 0.5 unit per acre-Wellhead Protection Overlay, to IL-W, Institutional Limited-Wellhead Protection Overlay; a change in land use designation from Residential Rural to Institutional; and a variance for parking to allow 45 spaces where a minimum of 68 spaces are required (Z/LU-3-1-14), re approximately 3.36 acres located on the east side of East Lake Road, 640 feet south of Crescent Oaks Boulevard, in the unincorporated area of Tarpon Springs (street address: 833 East Lake Road North). A petition with 102 signatures in opposition to the application has been received. Correspondence received in connection with a previous public hearing includes 16 e-mail messages in opposition to the proposed amendment.

Administrator LaSala related that staff recommends approval of the application subject to the following four conditions:

1. The assisted living facility is constructed substantially in conformance with the building elevations included in the application.
2. The assisted living facility does not exceed 68 beds.
3. Additional landscaping, that exceeds the minimum Code requirements and is consistent with the site's location along the scenic non-commercial corridor, will be required for the portion of the property fronting East Lake Road.
4. The use of the subject site shall be limited to an assisted living facility, and other permitted uses in the Institutional Limited zoning district shall not be permitted.

Referring to an aerial photograph and the zoning and land use map, Planning Department Zoning Manager John F. Cueva pointed out the location of the subject parcel, described surrounding land uses, and provided an overview of the application, noting that the property was before the Board a year ago (Z-6-2-13) and was rezoned from A-E-W, Agricultural Estate Residential-Wellhead Protection Overlay to RPD-0.5-W, Residential Planned Development, 0.5 unit per acre-Wellhead Protection Overlay, and a special exception was granted for a 5,000-square-foot medical office building.

Mr. Cueva indicated that the applicant has met with some of the neighbors, including residents of Cypress Run and Crescent Oaks; and that considerable concessions have been made to address their concerns. He related that the proposed Assisted Living Facility (ALF) has been reduced from a three-story, 47-foot-high building with 84 beds to a one-story, 35-foot-high building with 68 beds; and that a parking variance is requested to allow 47 spaces where 68 spaces are required by the Code; whereupon, he indicated that staff recommends approval of the request, as it provides a service to the community, is adjacent to an arterial roadway, is not in a hurricane evacuation zone, and the property use would be restricted to an ALF.

In response to queries by the members, Planning Division Manager Gordon R. Beardslee, with input by Mr. Cueva, indicated that the medical building approved last year was 5,000 square feet, and this facility would be approximately 38,000 square feet; that, although the building is larger than other buildings in the area, the proposed facility, with the height amendment, is compatible with the East Lake Tarpon Community Overlay,

which the Board adopted several years ago; and that the wellhead would be unaffected by the ALF, and discussion ensued regarding the characteristics of the property.

Responding to queries by the members, Mr. Beardslee, with input by Mr. Cueva, related that the present level of service on East Lake Road in front of the subject property is C; that, compared to the 5,000-square-foot medical building, the traffic impact would be reduced with the ALF; that staff is able to restrict the property use upon a request for a variance; and that the subject property has been restricted to an ALF, unless the property owner comes back before the Board, and Attorney Bennett provided input.

Noting that there has been discussion regarding a traffic light at East Lake Road and Crescent Oaks Boulevard, Administrator LaSala related that the traffic light is not germane to the Board's approval of the application; that the County will be conducting a study of the intersection of East Lake Road and Keystone Road later this spring; and that a study of Crescent Oaks Boulevard and East Lake Road will follow to determine the impact, if any, of the improvements to East Lake Road.

In response to the Chairman's call for the applicant, Peter Pensa, AICP, Avid Group, Palm Harbor, appeared and indicated that he is the professional planner and engineer for the project; and that he represented the applicant in the subdivision rezoning last year.

Providing an update, Mr. Pensa indicated that the road and utility infrastructure is installed, and home sales are underway; and that an ALF would be a better fit for the neighborhood than a medical office building. He discussed the parking variance and the building reduction and redesign pursuant to many meetings with staff, the Crescent Oaks Neighborhood Association, the Council of North County Neighborhoods, and the Local Planning Agency, and requested approval of the application.

Noting that the floor area ratio has been substantially reduced to 60 percent of what is allowed in the Institutional category, Mr. Pensa related that the irregular shape of the building allows as much frontage as possible to serve as an open space and buffer and provides additional separation from the golf course and Crescent Oaks; and that the landscaping would be consistent with the scenic corridor and exceed the County Code.

Mr. Pensa discussed the applicant's changes to conform with County requests, including relocation of the parking area and the northern driveway, and indicated that the developer would own and operate the memory care ALF; that it is not a nursing home, and no medical care would be provided to the residents; that traffic would be minimal and split into three shifts, with visitors throughout the day; that parking exceeds the Institute of

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Traffic Engineers' requirements for a similar facility; and that the project is consistent and compatible with the overlay.

Responding to queries by Commissioners Welch and Roche, Mr. Pensa reiterated that the ALF would be a better fit for the neighborhood than a medical office building; that the applicant has an interested buyer for an ALF; that a large stormwater pond, servicing both the residential development and the ALF, is located to the east of the subject property; that the natural lake would remain intact; and that the agreement is solid regarding the shared entrance with the veterinary clinic property owner; whereupon, Commissioner Roche recalled a recent issue concerning a shared entrance.

In response to the Chairman's call for proponents to the request, the following individuals appeared and expressed their support:

Tom Sullivan, Orlando, Counsel for Watercrest Senior Living Group, LLC
Donald Ewing, Clearwater, Council of North County Neighborhoods
Robert Whitlock, Clearwater
Tracey Bates, Palm Harbor
Michele Thompson, New Port Richey
Rose Pietras, Port Richey
John Miolla, Tarpon Springs
Shannon Morelli, Trinity
Tim Lima, Palm Harbor

In response to the Chairman's call for opponents, the following individuals appeared and expressed their concerns regarding incompatibility of the project size, scope, and density with the surrounding area, incompatibility with the community overlay and residential flavor, visibility, traffic volume, and safety:

Michael Foley, Clearwater, Counsel for Cypress Run Homeowners Association
(spoke on behalf of a group of five persons in attendance; submitted document)
Tom Tripohl, Palm Harbor
Shannon Ivey, Tarpon Springs (undecided)

Responding to queries by the members, Ms. Ivey, with input by Mr. Cueva, related that both her and the applicant's property were purchased from the same owner; that she owns the veterinary clinic, lives on-site, and boards animals; that a recorded ingress/egress easement is in place allowing for single-family use; and that the parties are entering into an agreement and working out the details regarding the easement, and discussion ensued.

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Noting that a proposed northern access to the ALF was quashed and traffic has increased on the entry road, Ms. Ivey suggested that a right-turn lane be established; whereupon, in response to queries by Chairman Seel and Commissioner Welch, Mr. Cueva related that the Department of Environment and Infrastructure deemed that the distance between the northern access and the southern access created a safety issue on East Lake Road; and that the Board granted a zoning change last February to the existing owner.

During rebuttal and in response to comments and queries raised by the members and the citizens, Mr. Pensa indicated that an access agreement to the property is being amended to widen the road to meet the Department of Transportation standards and allow vehicle access by the County; and that the agreement includes construction and maintenance of the road, and would involve the veterinary clinic, the ALF, and the property owners and Homeowners Association. He stated that under the Countywide Rules, any request for three acres of institutional zoning must come before the Board for approval; that the abutting property owners in Crescent Oaks and the Council of North County Neighborhoods are in support of the application; that the applicant is requesting a 0.3 floor area ratio where a 0.5 floor area ratio is allowed; and that an ALF is a low intensity use and compatible with the area.

Chairman Seel closed the public hearing and invited discussion by the members; whereupon, responding to queries by Commissioner Latvala, Mr. Beardslee provided background information regarding the overlay, noting that the East Lake Tarpon community spent a great deal of time and effort creating the overlay; and that it does not prevent land use changes, only provides guidance to the Board.

Commissioner Morroni inquired whether the community assumed that the overlay would maintain the status quo and prevent development; whereupon, Commissioner Latvala recalled that she attended numerous meetings with staff and in the community regarding the overlay; and that many of the community members understood that the overlay did not prevent development, although not all citizens attended the meetings.

Responding to queries by the members, Mr. Cueva explained what would be allowed to be built on the property under the prior and current zoning, noting that a hospital would not be allowed to be built under either designation; and related that the existing variance is already 50 percent over the 2,500 square feet allowed by Code for a medical office building, and discussion ensued.

In response to query by Commissioner Welch, Mr. Cueva indicated that he is unaware of similar size buildings in the overlay area other than possibly the Cypress Run Country

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Club; whereupon, Commissioner Welch pointed out that the applicant requested the 50-percent variance less than a year ago; and stated that he would not support the application, and Commissioner Roche concurred.

Noting that the matter has fostered neighborhood feuds, Commissioner Latvala related that it becomes disconcerting for the Board to make a decision within the legal bounds, and Chairman Seel concurred.

Commissioner Justice related that the overlay is not legally binding, but subjective; that it does not outlaw future development, but preserves the space that defines the quality of life of the residents; and that assisted living facilities are some of the nicest developments in the county; whereupon, Commissioner Welch moved, seconded by Commissioner Roche, that the application be denied.

Motion	-	Commissioner Welch
Second	-	Commissioner Roche
Vote	-	5 – 2 (Commissioners Long and Latvala dissenting)

#20 Meeting adjourned at 7:58 P.M.

Chairman

ATTEST: KEN BURKE, CLERK

By _____
Deputy Clerk