

**Statement of Revenues, Expenditures, and
Changes in Fund Balance-General Fund
Year Ended September 30, 2016
General Fund**

Revenues

Taxes, net of discounts	\$ 268,845
Interest	954
Other income	7,235
TOTAL REVENUE	<u>277,034</u>

Expenditures

Current operating:	
• Aquatic Weed Control	141,894
• Ditch Maintenance	101,713
• General Administrative	362,178
Capital outlay	
Total Expenditures	605,785
Net Decrease in Fund Balance	(328,751)
Fund Balance beginning of year	<u>1,201,592</u>
Fund Balance end of year	\$ 872,841

Annual Report of the Supervisors:

The Board deferred its' report to that information included in the Engineers Report filed above.

The Landowners meeting adjourned at 10:14 a.m. and proceeded into the Supervisors Meeting.

Annual Supervisors Meeting May 11, 2017

A public meeting of the Fellsmere Water Control District was held at the office of the District 109 N. Willow Street, Fellsmere, Florida at 10:00 a.m. Thursday May 11, 2017, pursuant to public notice published in the Vero Beach Press Journal.

Present were Supervisors: Richard Carnell, Mike Monroe and Jeff Bolling.

Also present were Michael O'Haire, Marvin Carter, George Simons, Rodney Tillman and Joyce Hertel.

Motion was made by Marvin Carter and seconded by Mike Monroe that the Minutes of March 9, 2017 were approved as mailed.

The Election of Officers is as follows:

President Richard Carnell 2 year

Vice President Mike Monroe 1 year

Supervisor Jeff Bolling 3 year
Secretary Joyce Hertel
Treasurer/Superintendent Rodney Tillman
Deputy Secretary Dawn Cosner
Deputy Treasurer Judy Warga

The Appointment for the ensuing year was:

District Engineer will be George Simons Principle and his Engineer firm will be Carter Associates.

District Attorney will be Michael O'Haire, and his firm being Law Offices O'Haire, Quinn, Candler and Casalino Chartered.

• **Employment Agreement with Attorney**

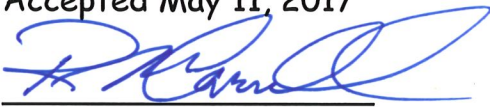
(Chapter 298.18 F.S.)

Mr. Michael O'Haire agrees to undertake representation of the Fellsmere Water Control District on an Annual Basis for a monthly retainer of \$450.00 and other services billed at the rate of \$500.00 per hour, must be pre approved. This retainer will cover attendance at meetings and will assure that no-conflicting employment is undertaken by Michael O'Haire, all services performed by his firm.

This agreement will be in affect from May 2017 - May 2018.

Accepted May 11, 2017

Accepted May 11, 2017



-5-

Richard Carnell, President

Michael O'Haire

Corporate Seal

Attest:  District Secretary

Joyce Hertel

• **Employment Agreement with Engineer Rate Schedule**

(Chapter 298.20 F.S.)

George Simons of Carter Associates agrees to undertake representation of the Fellsmere Water Control District on an annual basis for a monthly retainer of \$400.00 other work at a rate of:

Engineer * Principal	\$ 145.00 per hour
Engineer (consultant)	140.00
Engineer I registered	135.00 per hour
Engineer II	125.00 per hour

Engineer III	100.00 per hour
Engineer Tech	90.00 per hour
Surveyor I Principal	145.00 per hour
Surveyor (Consultant)	140.00 per hour
Surveyor I registered	135.00 per hour
Surveyor II registered	125.00 per hour
Survey Crew (4men)	150.00 per hour
Survey Crew (3men)	140.00 per hour
Survey Crew (2men)	130.00 per hour
CADD technician	85.00 per hour
Secretary/Word Processor	45.00 per hour
Inspector	62.50 per hour
Recording and permit fees	cost plus 10%
Materials	cost
Travel	Current standard IRS rate
Sub consultant	cost plus 10%
Postage long distance calls.	
Federal express	cost
Blue prints	.025 sf.
Mylar	1.75 sf.
Photocopy 8.5x11	.15 ea
Photocopy 8.5x14	.25 ea
Photo copy 11x17	.35 ea

Note: Hourly rates are (2X) double the above rates for legal proceedings, ie Depositions, trials, hearings. Preparation time will be at standard rate.

All work authorizations not to exceed \$6,000 per year without approval of the Board of Supervisor's.

This retainer will cover attendance at meetings.

This agreement will be in affect from May 2016 to May 2017.

Accepted May 11, 2017

Accepted May 11, 2017

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Richard Carnell /President



George Simons/Principle, Carter Associates

Corporate seal



Joyce Hertel
Secretary

The Repositories for the Funds of the District are Bank of America, P.N.C Oculina Bank.

RESOLUTION:

At a regular meeting of the Board of Supervisors of the Fellsmere Water Control District held on May 11, 2017, the following resolution was unanimously adopted by the board:

WHEREAS, Fellsmere Water Control District holds an money market account with PNC Bank and would like to open a checking to write checks for general expenses incurred by the District;

WHEREAS, several District Members are listed on the account and have authority to write checks;

WHEREAS, the District is required to change some of the signatories on said account;

WHEREAS, THE District needs signatories on account, the following individuals are to be named new signatories to account:

Michael Monroe, Jerry R. Tillman, Richard Carnell, Judy Warga.

RESOLVED, that Michael Monroe, Richard Carnell, Jerry R. Tillman and Judy Warga shall be signatories on the checking account.

Attorneys report:

- Michael updated the Board on the Lawsuit with FDOT. FDOT built the bridge over Main Canal without a permit from FWCD. At this time Michael has other trials scheduled and will schedule the FDOT as soon as possible.
- The County and FWCD extended the Intergovernmental Agreement including additional roads to be graded. These additions will need to be re-negotiated in future years.
- Apportionment of Assessments in the District was discussed at a previous meeting the Superintendent, Engineer and Attorney were tasked to review the assessments. George and Rodney both have reports concerning the apportionment of assessments for the District and the separation line appears to be the Lateral U Canal.
- Michael advised that he had prepared a special resolution for the Property Appraiser and Tax Collector for the Non Ad Valorem Assessment Resolution.

Engineer's Report:

George spoke about the Engineers Report and stated there was no weather that affected the District this year.

- The city of Fellsmere continues to be aggressive concerning stormwater and has established a Stormwater Utility to aid in funding the projects. The City of Fellsmere completed the Fellsmere Master Stormwater Plan in late 2012. Two of the Master Plan

regional lake systems are currently being implemented. When completed these lakes will give additional storage for FWCD.

- CDBG Phase 6 project: The project was bid and came in over budget, and is currently in a value engineering process with the low bidder. This Project included the paving and drainage improvements along Wyoming and South Carolina Avenues and Hickory and Pine Streets. The CDBG Phase 6 project will have to be re-approved for grant funding with the value engineering changes. Assuming the approval is granted, construction is expected to start during the summer of 2017.
- George discussed his report concerning the apportionment study as defined in Florida Statute 298.225(8), Apportionment involves a minor insubstantial change to the Plan of Reclamation now the water control plan. There is no change in the flow of the water. No additional improvements such as pump stations, or canals being constructed. Just normal ordinary maintenance.
- Rodney agreed with George with his findings for the apportionment study.

ENGINEER'S REPORT FOR THE APPORTIONMENT OF ASSESSMENTS EXECUTIVE SUMMARY OF THE APPORTIONMENT OF ASSESSMENTS

The FWCD has evolved over many years into a Water Control District that has two distinct watershed areas. Lateral U divides the FWCD into the west watershed which is pumped to the SJRWMD Upper St John's Basin and the east watershed which gravity drains either partially or completely into the Indian River Lagoon via the Fellsmere Main Canal. SJRWMD has funded the purchase of land for reservoirs from the Fellsmere Joint Venture, (FJV) and the development costs of converting large tracts of agricultural land lying in the original FWCD to create large reservoirs adjacent to the west watershed area which reservoirs are part of the SJRWMD Upper Basin Project. SJRWMD funded the levees and pump infrastructure to divert all the water from the remaining FWCD lands lying in the west watershed into the Upper Basin Project. FJV is the entity that has funded and will continue to fund the operation and maintenance costs associated with pumped drainage in the west watershed.

Recently, Carter Associates, Inc., (CAI), the FWCD Engineer of Record has been asked by the FWCD Board of Supervisors to prepare an Engineer's Report per Chapter 298.225(8), to review the of existing Water Control Plan improvements to assist the Board in the appropriate assessment rates for the two watershed areas. Chapter 298.54 provides for the process of apportioning the costs on the basis of net assessment of benefits to each watershed.

This report is part of a minor, insubstantial change to the Water Control Plan, to address the apportioning of the FWCD operation and maintenance costs. There are no proposed changes to the flow of water at this time. No additional improvements such as pump stations, canals, etc. are proposed. Assuming an addition of Fellsmere Estates LLC to the FWCD, this report simply outlines the cost and benefits to the east and west watershed areas within the FWCD. The cost of the maintenance of the FWCD works and the benefits to each watershed are presented in the spreadsheet below.

Superintendent Report: Apportionment of District land Assessments

Rodney gave a brief report to the Board regarding the historical facts of the District.

In 1911, Fellsmere Farms Land Sales Company attempted to drain 118,000 acres of land, or 184 square miles in the upper basin out one canal to tide through the north fork of the St. Sebastian River. This failed and the Company defaulted in 1918. Fellsmere Water Control District was formed to take over the drainage plan. The Districts Plan of Reclamation reduced the size of the land from 118,000 acres to 50,000 acres or 80 square miles.

Sales of Lands of District and right of ways

year	acres	Acres left	R.O.W.sold \$\$\$\$
	50000	acres	
1985	6500	43500	\$788,750
1999	2200	41300	\$157,483
1999	1754	39546	\$409,360
2002	10000	29546	\$690,357
Total	29546		*****\$2,045,950

***** fund now at \$566,857.14

1. In November 1985, 6,500 acres was sold by FJV and the FWCD to St. Johns Water Management District (SJRWMD). Today this land is known as the Stick Marsh/Farm 13. It resulted in \$788,750 from right of way sales and was invested.
2. In November 1999, 2200 acres inside of District was sold by the Carson Platt Estate to SJRWMD. It resulted in \$157,482.79 from r.o.w.s sales and was invested.

- 3 In March 1999, 1754 acres inside of District was sold by Jack M. Berry, Corp. to SJRMWD. It resulted in \$409,359.94 from r.o.w.s sales that the District invested.
4. In June 2002, 10,000 acres inside of District was sold by FJV to SJRWMD. It resulted in \$609,357.00 from r.o.w.s. sales that the District invested.

TOTAL invested \$2,045,950. In 1985 the interest rate was 5% it has declined to .02% today. Various Boards of Supervisors throughout the years felt that the Landowners rate should be supplemented by the investment fund to pass the benefit of land sales to the Landowners.

Due to low interest rates and the loss of nearly 50% (land sold) of the Districts assessment the fund has been depleted by supplementation which resulted in a benefit to landowners by keeping assessments lower. Therefore, in the future, to balance the budget the assessment must be raised without supplementing from the fund. Staff recommends working toward balancing the budget by apportionment assessments and looking at possibility of apportioning assessments based on District activity and expense.

In meetings, during the past 18 months or so, the Board has directed Staff, Engineer and Attorney to analyze the proportional costs and assessments both east and west of Lateral U and changes to the water control plan, if any. Staff determined the water control plan does not need to be significantly amended since there would be no changes and an apportionment approach is a minor, insubstantial amendment.

During the fact finding analysis, along with the completion of the Fellsmere Water Management Area (FWMA), it is now apparent, that the majority of water, if not all of the water, west of Lateral U Canal will be moved west to the FWMA by pumping. The study showed that the District's activities and expenses incurred east of Lateral U is greater than west of Lateral U. The cost west of Lateral U includes pumping all water west to the FWMA by FJV. The District is not involved with the pumping process. The cost of which is approximately \$138,672.00 annually.

The present FWCD assessment rate is based on a budget of \$656,608. Of that number only \$268,845 is generated by assessments based on a per acre or fraction thereof.

Currently and historically, the landowners are subsidized by using the funds from previous right of way land sales to offset the assessment rate and delay any increases in assessment rate. Landowners pay \$10.00 per acre or fraction thereof and the fund subsidizes \$387,763. Rodney went on to explain that there were three budgets and spreadsheets in the meeting packets provided as options. He explained the three different budgets and the amount.

At this time, he stated that during the signing of the Resolutions for the year the Board must make a decision regarding the apportioning of assessments so that the budget can be balanced per Florida Statute 189.016(3) as required by the Auditor General of the State of Florida. The fund has now been depleted to a point it can no longer subsidize the landowners as in the past. The assessment rate should be funded 100% by the landowners starting with the 2017-2018 Fiscal Year or if not 100%, much closer to 100%. The proportional rates would be determined by Resolution of the Board of Supervisors.

The Board asked questions concerning Georges report. He explained his spreadsheet in detail as to his apportionment analysis. Jeff asked how much, if any, the District would have to expend from the fund to balance the budget. George pointed out the line item that showed that amount.

Mike asked whether the 1770 + or - acres of Fellsmere Estates LLC Property was included in George's spreadsheet. George replied yes and explained the line item in spreadsheet. Rodney explained that the spreadsheet used was not the spreadsheet completed by the District Engineer. In the Spreadsheet used, the 1770 +- used in the Fellsmere Estates LLC Property was not used in the calculation for the non-ad valorem assessment.

- Rodney discussed his report concerning the apportionment study as defined in Florida Statute 298.225(8) and the tax in Florida Statute 298.54. He found that no changes to the Plan of Reclamation, now the Water Control Plan, with the flow of the water would be required. He found that no additional improvements such as pump stations, or canals being constructed. Just normal ordinary maintenance. Therefore, the apportionment of assessments based on the District's activities and incurred expenses would only be a minor, insubstantial amendment.

At this time, the Resolutions were presented for signatures by the Board of Supervisors. The final Resolution to be signed was the Non-ad Valorem Assessment. This was discussed in great length with the Supervisors having many questions for the Attorney, Engineer, and Superintendent. The Board took into consideration the increase of the apportionment assessments to the landowners, but because of the audit and the need to balance the budget the following Non Ad Valorem Assessment was adopted by the Board of Supervisors.

NON AD VALOREM RESOLUTION

WHEREAS, BE IT RESOLVED THAT

THE BOARD OF SUPERVISORS OF FELLSMERE WATER CONTROL DISTRICT;

Resolution

There is hereby levied for the year of 2017-2018, a Non-Ad Valorem Assessment of the rate of \$12.50 per acre against all land in the Fellsmere Water Control District located westerly of Lateral U and County Road 512 and a Non Ad Valorem Assessment of the rate of \$ 29.00 per acre on all lands located easterly of Lateral U in order to maintain and preserve the ditches, drains and drainage works of this District and to repair and restore the same whenever needed, as well as, for the purpose of defraying the current expenses of this District. The said Non-Ad Valorem shall be equal and uniform in amount upon each acre of land assessed separately westerly of Lateral U/ County Road 512 and separately east of Lateral U/ County Road 512 and the minimum Non-Ad Valorem Assessment shall be not less than a one acre rate established above the minimum Maintenance tax shall apply to any one parcel separately assessed.

BE IT FURTHER RESOLVED, that when said Assessment is so levied or extended and assessment by the Property Appraiser of Indian River County, he shall certify the same to the Tax Collector of Indian River County Florida who is directed to demand and collect the Non-Ad Valorem Assessment as levied and to make return of such tax to the District, as provided by law, and,

BE IT FURTHER RESOLVED THAT, a certified copy of this Resolution shall be furnished to the Property Appraiser of Indian River County, Florida, and to the Tax Collector of Indian River County, Florida.

Resolution adopted at the Fellsmere Water Control District Board of Supervisors meeting May 11, 2017.


Richard Carnell

 -5-
Mike Monroe

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Jeff Bolling

Treasurer Report May 11, 2017

As of March 31, 2017, the Checking account balance is \$418,928.57 with interest amount in checking account is .20 %.

Money Market Balance is \$451,891.69.

(unavailable Appropriation- contingency\$125,000 GASB: \$146,000 =\$271,000)

Available money market balance is \$147,928.57 0.05%

March 31, 2017available funds \$ 566,857.14

NOTE: CONSIDERATION SHOULD BE TAKEN FOR FUNDING ANOTHER ATTEMPT AT CONVERSION. THE LAST ATTEMPT COST \$110,000.

Rodney reported that the affairs of the District are the same as reported in the Landowners meeting. Rodney recommends that Kmetz, Nuttall, Etwell, Graham (K.N.E.G.) CPA be appointed

the auditors for the next years audit. Upon motion duly made and seconded KNEG, CPA are the auditors for the next years audit.

Rodney presented to the Board of Supervisors a Budget reflecting a \$12.50 west apportionment assessment rate and \$29.00 east apportionment assessment rate for FY 2017-2018.

Motion duly made by Jeff Bolling and seconded by Mike Monroe that the non ad-valorem apportionment assessment rate will be \$12.50 per acre for the west and \$29.00 for the East apportionment assessment rate for the land located in Fellsmere Water Control District.

Annual Budget

October 1, 2017—September 30, 2018

Revenue

3100	revenue		\$600,462.38
3101	less tax discount		
3200	interest income		
3601	Appropriation /contingency	\$125,000.00	\$56,145.62
3600	supplement		

total revenue **\$656,608.00**

Expense

4002	aerial spraying		\$40,000.00
4003	mech.contract maintenance		\$37,322.00
4005	water testing		\$1,210.00

Total Contract Services **\$78,532.00**

4031	equipment R & M		\$2,070.00
4032	supplies services		\$880.00
4033	gas & oil		\$2,000.00
4036	insurance		\$2,000.00

TOTAL Spray truck Control **\$6,950.00**

4063	Rodeo/roundup		\$50,000.00
4067	invert blend		\$4,400.00

4068	chemical misc	\$9,776.00	
<u>TOTAL Chemicals</u>			\$64,176.00

4111	labor Equipment operator	\$43,460.00	
4121	payroll taxes	\$3,350.00	
4122	state retirement	\$3,723.00	
4123	workers compensation	\$1,900.00	
4124	group medical insurance	\$9,907.00	
4131	equipment R & M	\$50,000.00	
4132	supplies & services	\$4,500.00	
4133	diesel, oil	\$12,000.00	
4136	insurance	\$7,200.00	
4137	transportation	\$4,000.00	
<u>TOTAL</u>			\$140,040.00

	cont		
4502	appropriation	\$125,000.00	

<u>TOTAL</u>			
	salaries		
5001	administration	\$132,000.00	
5006	payroll taxes	\$11,000.00	
5007	state retirement	\$20,000.00	
5008	workers compensation	\$6,100.00	
5009	group medical insurance	\$50,000.00	
5013	legal & professional	\$55,000.00	
5014	insurance	\$20,000.00	
5037	transportation	\$21,000.00	
5053	property appraiser fees	\$3,000.00	
5074	property taxes	\$1,500.00	
5075	sundry	\$500.00	
5076	license, permits	\$1,500.00	
5077	memberships	\$6,500.00	
5078	advertising	\$500.00	
5082	maintenance building	\$19,500.00	
5083	utilities	\$2,500.00	
5086	telephone	\$7,350.00	

5090	office supplies		\$8,960.00	\$366,910.00
	TOTAL	expenses		\$656,608.00
			budget	\$656,608.00
			revenue	\$656,608.00
				\$0.00

Mr. Tillman presented and read the following resolutions and asked the Board for their approval:

FIXED COMPENSATION RESOLUTION

Whereas, the Board of Supervisors of Fellsmere Water Control District are required by Chapter 298.20 F.S. to Fix Compensation for work and employees, therefore the supervisors adopt the following compensation schedule for work and employees to be in effect from the Supervisors meeting in May 2017 until the following Supervisors Meeting in May 2018, at which time it can be reviewed and updated:

NOW THEREFORE BE IT RESOLVED THAT:

- a. Supervisors are not compensated
- b. Treasurer is not compensated:

Be it further resolved that the bond amount of \$5,000 is set for the Treasurer and the Travelers Casualty and surety company of United States is hereby approved.

- c. Engineer Retainer \$400.00 per month, Senior Engineer 150.00 per hour, junior engineer 145.00 per hour, Secretary \$45.00 per hour, survey crew 143.00 per hour not to exceed 6,000 per year without approval from Board. A specific engineer rate schedule is in the file.

d. Attorney Retainer of \$450.00 per month, all other \$500.00 per hour. Legal Assistants range from \$85.00 to \$150.00 per hour: Reimbursement of the firm for all cost advanced and expenses incurred that are directly related to the performance of the legal services undertaken. There include the cost of investigations, filing, etc.

- e. Auditor

Not to exceed \$9,200 per year without Board of Supervisors Approval.

- f. Superintendent

Salary \$55,000 to 75,000 per year

- g. Secretary/Bookkeeper

\$14.00 to \$30.00 per hour 40 hour week

- h. Equipment Operator

1. \$15.55 to \$20.00 per hour 40 hour week

2. \$ 9.45 to \$13.00 per hour 40 hour week

- i. Aquatic Applicator
\$10.00 to \$15.00 per hour 40 hour week
- j. Labor Truck driver
\$10.00 to 15.00 per hour 40 hour week

BE IT FURTHER RESOLVED THAT ALL DISTRICT EMPLOYEE AND PAYROLL POLICIES ARE ADOPTED.

Signed: by the Secretary of the District this 11th Day of May 2017.

Joyce Hertel District Secretary

Fixed Compensation Resolution

Whereas, the Board of Supervisors must Fix Compensation for work and employees (Chapter 298.20 F.S.) Relating to Employee Benefits and Payroll policies.

Now therefore, be it resolved that the employee Benefit and Payroll policies as provided at date of hiring and as located in District employee Personnel file will emended for physical year 2017-2018.

May 11, 2017

_____ Richard Carnell	_____ Michael Monroe	_____ Jeff Bolling
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Treasurer Bond Resolution

Whereas, the Treasurer is required by (Chapter 298.16 and Chapter 298.17F.S.) to give bond in an amount fixed by the Board of Supervisors and the Supervisors are to approve the surety of the Treasurers bond.

Now therefore, be it resolved that, the Bond of the Treasurer of the District be fixed at the amount of \$5,000. The surety of the bond number 70089834 is with the CNA Insurance Company, Bond Term 5-20-15- 5-20-18 and remains in force until cancelled by either the principal (Jerry R. Tillman) the oblige (Fellsmere Water Control District).

May 11, 2017

_____ Richard Carnell	_____ Michael Monroe	_____ Jeff Bolling
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Mileage Resolution

Whereas, the Board of Supervisors of Fellsmere Water Control District under the General Provisions of Chapter 112 F.S. may grant the use of privately owned vehicles for official use in lieu of publicly owned vehicles or common carriers, and

Whereas, the Board of Supervisors under the General provision hereby fixes the mileage rate for privately owned vehicles at the federal standard mileage rate that is provided in Chapter 112 at the current rate of \$.55 cents per mile and such District shall increase the per mile rate as the federal rate does for official travel by District employees. This will take effect October 1, 2007.

Richard Carnell

Michael Monroe

Jeff Bolling

District Benefits and Payroll policies

Group Insurance:

Will be covered by the Blue Cross Blue Shield of Florida or similar such company as Board selects. The plan is a comprehensive major medical plan with \$250.00 deductible for single coverage. Eligibility is six months of full employment.

Employee contribution:

- A. employee coverage is \$2.00 per week
- B. Family is \$5.00 per week.

Aflac Insurance Policy:

Aflac coverage is voluntary by each individual contributions will be deducted by employee request bi-weekly.

Life insurance:

Vision Insurance:

Prescription Drug benefits:

Covered generic drugs are \$15.00 deductible, all other covered drugs \$20.00 and \$35.00 deductible.

Dental Insurance:

\$50.00 deductible provided subject to cost review each year.

FI Retirement System Employee Contribution:

- 1. 3% of gross PR before taxes

Vacation:

After 1 year of employment	5 working days
After 2 years of employment	10 working days
After 7 years of employment	15 working days
After 12 years of employment	20 working days

Vacation time must be approved by management. After 12 years of employment, five (5) working days must be taken each quarter per year or is forfeited by employee unless extension is granted by the Board of Supervisors or Superintendent. For purposes of termination, retirement or resignation, vacation pay for unused days cannot exceed a total of 20 days in the year the employee leaves district employment.

Any vacation earned but not taken annual employment anniversary date is forfeited by the employee unless an extension is granted by the Board of Supervisors or Superintendent.

Holidays 12 days

Presidents Day

Good Friday

Memorial Day

Independence Day

Labor Day

Thanksgiving Day (2 days)

Christmas Eve and day

New Year's Day

Floating day at employees discretion six months after continuous employment) Employee must work the day prior to and the day subsequent to be paid for any holiday.

Approved vacation will count as a work day for the purpose of this policy.

Payroll period: fulltime

2 weeks Monday thru Sunday Payday every other Friday

Normal Hours 7:30 a.m. to 4 pm

Monday thru Friday

1 week part time

Overtime Policy

The District as a general policy will pay overtime. The following hours of labor shall be deemed to be overtime hours:

1) All hours over forty (40) per work week

2) All off schedule work

Overtime hours will be paid except as otherwise provided for herein at one and one half ($\frac{1}{2}$) times the regular straight time hourly rate.

Work on second rest day;

A) Nothing in this policy shall be construed as requiring the District to work an employee on both of the employee's rest days.

B) When an employee is required to work on any two (2) consecutive rest days, all hours worked on second rest day thereafter shall be paid for at double the straight-time hourly

rate until, such time that the employee has either observed rest day off or works back into the employee's normal schedule

Call out prearranged overtime

When an employee is required to report for work at a time other than the employee's regular work schedule, it shall be considered:

A call out if the employee has less than twelve (12) hours notice, or

- 1) prearranged overtime if employee has twelve (12) hours or more notice
 - a. On call-out the employee shall be allowed actual time required for traveling from employees home to the job and the actual hours worked shall be allowed.
 - b. Any employee called out before the employee has had eight (8) consecutive hours office duty since the end of the employee's last scheduled work period will be paid at the overtime rate for all hours worked thereafter until the employee has had eight (8) consecutive hours off duty.

Work on Holidays

All hours worked on a holiday as observed by the District shall be paid for at double the straight time hourly rate.

Sick leave:

All employees, after one (1) year of continuous service shall be entitled to one and a quarter ($1\frac{1}{4}$) working days paid sick leave per month up to a maximum of fifteen (15) working days per year. All or any remaining portions of unused sick leave days shall be accumulated from year to year until a maximum of ninety (90) days has been reached. For the purpose of compensation at retirement, resignation or dismissal shall not be greater than ninety (90) days. The employee shall advise the District office in writing or by phone before the end of the first day of such absence; otherwise he/she forfeits his/her right to paid sick leave unless it can be shown that it was not possible for him/her to give such notice or cause such notice to be given. Time spent by an employee during a period when he/she is served from the active payroll, due to termination, layoff or unauthorized leave of absence shall not constitute service for the purpose of acquiring or obtaining sick leave benefits. Sick pay will not be paid on holidays, Saturdays, or Sundays even if the employee was scheduled to work. In the application of this sick leave rule, the employer will require evidence of sickness being bonafide in the form of a written statement from a physician if from a physician if the sickness is over 3 days or 24 hours per week (Monday thru Friday). If there is not a physicians written statement the maximum sick leave paid per week will be 3 days.

Bereavement Leave:

All employees with six months of continuous service shall be entitles to paid leave of absence to attend funerals. Three (3) days will be granted for immediate family members. For the purposes of this policy, immediate family members will be defined as the employee's spouse, children

mother, father, sister, brother, mother-in-law, and father-in-law. The day of the funeral will be the last paid day of leave.

One (1) day will be granted for other family members. For the purpose of this policy other family will be defined as the employee's sister in law brother in law aunt, uncle or grandparents. The day of the funeral will be paid day of leave.

Salary review Annual in May each year, to take effect in October.


Richard Carnell


Michael Monroe


Jeff Bolling

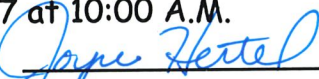
Supervisor's Comments: no comments

Public Comments: No Comments

A motion was made and seconded to adjourn this meeting. Meeting adjourned at 11:29 A.M.

The Next Board meeting will be July 13, 2017 at 10:00 A.M.

Richard Carnell
President


Joyce Hertel
District Secretary

A public meeting of the Fellsmere Water Control District was called to order at 10:04 a.m. on July 13, 2017 held at the office of the District 109 N. Willow Street, Fellsmere, Florida.

Richard Carnell called the meeting to order.

Supervisor's present were Mike Monroe and Jeff Bolling.
Others present were George Simons, Marvin Carter, Michael O'Haire, Rodney Tillman, and Joyce Hertel.

Approval of Minutes:

A motion duly made by Mike and seconded by Jeff the Minutes of May 11, 2017 were approved as emailed.

Attorney's Report: Michael gave an update on the FWCD vs. FDOT lawsuit. There is a new lawyer for the case. He discussed the pilings and the width of the access road and the pilings left in the water. Michael sent out an affidavit for Rodney to sign.

Motion for summary Judgment was filed 05-2013-CA-024281-xxxx-xx.

Engineer's Report: Marvin said that the water control plan was almost digitized and almost ready for the website.

George stated that the Fountains of Fellsmere FOF back up for another try. FOF is still having problems with the site plan as in the past with flood plain storage. FOF is possibility looking for