



Minutes
Town of Lake Park, Florida
Regular Commission Meeting
October 17, 2007 8:04 p.m.

Town Commission Chambers, 535 Park Avenue

The Town Commission met for the purpose of a Regular Commission Meeting on Wednesday, October 17, 2007 at 8:04 p.m. Present were Mayor Castro, Vice-Mayor Daly, Commissioners Balius, Carey, and Osterman, Town Manager Maria Davis, Attorney Thomas Baird, and Town Clerk Vivian Mendez.

Vivian Mendez led the Invocation.
Caleb Castro led the Pledge of Allegiance.
Town Clerk Vivian Mendez performed the Roll Call.

ADDITIONS/DELETIONS/APPROVAL OF AGENDA

Items 12 and 13 were moved to before Commissioner Comments.

Motion: A motion was made by Vice-Mayor Daly to approve the Agenda as modified; Commissioner Balius made the second.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Balius	X		
Commissioner Carey	X		
Commissioner Osterman	X		
Vice-Mayor Daly	X		
Mayor Castro	X		

Motion passed 5-0.

PRESENTATION

Proclamation to Rogers Williams, Jr.

Motion: A motion was made by Commissioner Carey to approve the Proclamation to Rogers Williams, Jr.; Vice-Mayor Daly made the second.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Balius	X		

Commissioner Carey	X		
Commissioner Osterman	X		
Vice-Mayor Daly	X		
Mayor Castro	X		

Motion passed 5-0.

Mayor Castro read the proclamation to Rogers Williams, Jr.

Mr. Williams thanked the Commission.

PUBLIC and OTHER COMMENT

Michael T. Phelan, 205 Pennock Trail, Jupiter, FL - stated that he was providing letters (see Exhibit "B") to the Commission from himself and two former employees. The letters addressed issues at the Marina that the Commission should be aware of.

DISCUSSION AND POSSIBLE ACTION

Lease Agreement with Palm Beach County Marine Unit for Activity Room and Three Slips at the Marina

Joseph Burkerey of Palm Beach County Sheriff's Office explained the lease agreement for the Activity Room at the Marina. He stated that he would like to house half of the Sheriff's office personnel at the Marina.

Commissioner Carey asked for clarification on how the Activity Room would be utilized.

Town Manager Maria Davis explained that the Activity Room would be used as office space. The Palm Beach County Marine Unit would lease three slips and the Activity Room at the Marina. They would be paying for all set up costs. There would be no cost to the Town.

Motion: A motion was made by Vice-Mayor Daley to approve the Lease Agreement between the Palm Beach County Sheriff's Office Marine Unit and the Town to rent the Activity Room and three boat slips at the Marina; Commissioner Balius made the second.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Balius	X		
Commissioner Carey	X		
Commissioner Osterman	X		
Vice-Mayor			

Daly	X		
Mayor Castro	X		

Motion passed 5-0.

Park Avenue Design by Calvin, Giordano & Associates

John Downs of Calvin, Giordano & Associates gave a presentation on the results of the Public Information Meeting on the Park Ave Re-Design from 7th St. to U.S. Hwy One. The meeting took place on Wednesday, September 29, 2007. There were 23 residents in attendance and their comments were taken. He introduced Patrick Figurella to explain the comments that were received (see Exhibit "A").

Mr. Figurella stated that as a result of the meeting on September 29th there were five changes made to five locations on the design plans. He explained the changes made to the design plans. He asked the Commission for direction on completion of the design.

Mayor Castro asked if there were any comments.

There were no comments from the Commission. Mayor Castro stated that there was no action to be taken.

Mr. Figurella stated that he would continue with the completion of the design plan and permits for Park Avenue.

Mayor Castro agreed and thanked Mr. Figurella for his presentation.

COMMENTS BY COMMISSION, TOWN MANAGER, TOWN ATTORNEY

Commissioner Carey stated that the dedication of Lake Shore Park was excellent and there was a dramatic change in the appearance of the park.

Commissioner Balius stated that the Commission met with Palm Beach County Commissioner Karen Marcus on October 2, 2007. He stated that he enjoyed the meeting and that Commissioner Marcus went out of her way to accommodate the Commissioners of Lake Park.

He stated that it took approximately five to six years to commence renovations on Lake Shore Park. He stated that once Town Manager Maria Davis began employment with the Town, it took her approximately nine months to commence and complete the renovations to Lake Shore Park.

Mayor Castro stated that the dedication of Lake Shore Park was a great event. He explained the changes made to the park.

He stated that he appreciated what staff was doing relative to the projects that they were currently working on for the Town. He stated that he was happy with Town Manager Maria Davis' decision to appoint Greg Dowling to the position of Recreation Director.

Vice-Mayor Daly stated that the Lake Shore Park and Marina looked fantastic. He commended Town Manager Maria Davis for her work and contributions to the appearance of both the Lake Shore Park and Marina.

Commissioner Osterman commended Town Manager Maria Davis for her acknowledgement of Public Works Staff.

She thanked Attorney Thomas Baird for sponsoring a pizza party for the Town employees.

She stated that it was unfair that the Mayor had been singled out in a threatening letter. She stated that the Commission stands with the Mayor in all decisions made for the Town.

Mayor Castro stated that he was receiving phone calls from Palm Beach County Commissioner Karen Marcus' office asking if he could attend the Bioscience Meetings. He directed Town Manager Maria Davis to contact Commissioner Marcus' office to let them know that he cannot attend the meetings. He stated that he was greatly concerned about how the Bioscience Committee was going to enforce Comprehensive Plan amendments relative to the requirements for holding land for redevelopment or development.

Vice-Mayor Daly stated that he intended to discuss the matter at the next Bioscience Meeting.

Commissioner Osterman stated that the Town was in need of additional members to serve on the 501(c)(3) Board which would pursue grants for green space and parks. She stated that anyone who was interested should contact the Town's Grant Writer Gini Martin for additional information.

Attorney Thomas Baird stated that the deadline to request a re-hearing on the Firefighters' Pension Case was the following day. He stated that there was no basis for requesting a re-hearing.

Mayor Castro stated that the Firefighters' Pension case was a disappointment. He stated that the Town intended to move forward and compensate its Fire Rescue workers but not in a lump sum payment which they had requested.

Town Manager Maria Davis informed the Commission that the second Commission Meeting in November was scheduled the night before Thanksgiving. She asked the Commission for direction.

Mayor Castro asked what items were forthcoming for the November Commission Meeting Agendas.

Community Development Director Patrick Sullivan stated that there were a lot of developments coming forward such as the Congress Ave. McCraney lot, two sign waivers for the Park Avenue Downtown District, Kohls Department Store, and Earl Stewart's proposed site changes.

Mayor Castro directed Town Manager Maria Davis to schedule the 2nd Commission Meeting in November 28, 2007 which was the Wednesday after Thanksgiving.

Town Manager Maria Davis stated that the Town received a letter from the League of Cities asking if the Town would be willing to host the 2008 General Membership Meeting. She stated that the Town did not budget for the meeting. The Meeting cost the Town \$2,700 the last time they hosted it.

Commissioner Osterman stated that she would rather have the money spent on the Town's volunteer board members.

Mayor Castro agreed and directed Maria Davis to create a budget amendment for the honoring of the Town's volunteers.

Town Manager Maria Davis stated that at the beginning of last year's football season, the Lake Park Sharks had their shoulder pads and other equipment stolen. She stated that Grants Writer Gini Martin spoke to the Rooney family. The family donated \$1000 to the Lake Park Sharks to help replace the stolen football shoulder pads and equipment.

Mayor Castro directed Town Manager Maria Davis to send the Rooney family a letter of thanks.

Town Manager Maria Davis stated that a letter of thanks had already been sent.

She informed the Commission that she was at the Lake Shore Park that evening around 7 p.m. and both parking lots were filled to capacity.

BOARD MEMBERSHIP APPOINTMENTS

Mary Adams, Lake Park – introduced herself to the Commission and stated that she wished to become more active as a member of her community and that she would be an asset to the Community as a volunteer board member.

Candace Moss, Lake Park – stated that she was an attorney who recently moved to Lake Park and wanted to become involved in the Community.

CONSENT AGENDA:

1. Regular Commission Meeting Minutes of September 12, 2007
2. Comprehensive Plan Meeting Minutes of September 19, 2007
3. Regular Commission Meeting Minutes of September 26, 2007
4. Purchase of Two Chevrolet Silverado Pickup Trucks utilizing the Florida Sheriff's Association Contract #07-15-827
5. Purchase of Caterpillar 420 Backhoe Loader utilizing the Florida Sheriff's Association Contract #06-14-0821
6. Purchase of Toro Grounds Master Mower utilizing the Florida State Contract #515-630-06-1
7. Resolution No. 81-10-07 Re-classification of Administrative Assistant Position in the Finance Department to Accountant

Public Comment Open.

None

Public Comment Closed.

Motion: A motion was made by Commissioner Balius to approve the Consent Agenda; Commissioner Carey made the second.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Balius	X		
Commissioner Carey	X		
Commissioner Osterman	X		
Vice-Mayor Daly	X		
Mayor Castro	X		

Motion passed 5-0.

PUBLIC HEARING(S)

ORDINANCES ON 2nd READING

ORDINANCE NO. 27-2007 – Recovery of legal fees in the processing of development orders

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, AMENDING CHAPTER 51, OF THE CODE OF ORDINANCES OF THE TOWN OF LAKE PARK ENTITLED “LAND DEVELOPMENT REGULATIONS” TO PROVIDE FOR THE RECOVERY OF LEGAL COSTS AND FEES INCURRED BY THE TOWN FOR THE REVIEW AND PROCESSING OF DEVELOPMENT PLAN APPLICATIONS INCLUDING THE PREPARATION OF DEVELOPMENT ORDERS AND LEGAL INSTRUMENTS ASSOCIATED THEREWITH; PROVIDING FOR THE REPEAL OF LAWS IN CONFLICT; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

Public Comment Open.

None

Public Comment Closed.

Motion: A motion was made by Commissioner Carey to approve Ordinance No. 27-2007 upon 2nd reading; Commissioner Balius made the second.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Balius	X		
Commissioner Carey	X		
Commissioner			

Osterman	X		
Vice-Mayor Daly	X		
Mayor Castro	X		

Motion passed 5-0.

Attorney Thomas Baird read Ordinance No. 27-2007 by caption only.

BOARD APPOINTEES

The following persons were appointed to the Library Board:

Mary Adams – Alternate Member

Candace Moss – Regular Member

Mayor Castro congratulated and thanked the new appointees to the Library Board.

ORDINANCE NO. 28-2007 – Lot Size Requirements for C-4 and CLIC Zoning Districts

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, AMENDING THE TOWN OF LAKE PARK’S CODE OF ORDINANCES BY AMENDING CHAPTER 78, ARTICLE III, SECTION 78-74 ENTITLED “C-4 BUSINESS DISTRICT” AND SECTION 78-75 ENTITLED “CLIC-1 CAMPUS LIGHT INDUSTRIAL/COMMERCIAL DISTRICT”; PROVIDING FOR SEVERABILITY; PROVIDING FOR THE REPEAL OF LAWS IN CONFLICT; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

Public Comment Open.

None

Public Comment Closed.

Motion: A motion was made by Commissioner Osterman to approve Ordinance No. 28-2007 upon 2nd reading; Vice-Mayor Daly made the second.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Balias	X		
Commissioner Carey	X		
Commissioner Osterman	X		
Vice-Mayor Daly	X		
Mayor Castro	X		

Motion passed 5-0.

Attorney Thomas Baird read Ordinance No. 28-2007 by caption only.

ORDINANCE NO.: 29-2007 – Swale Maintenance

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, AMENDING CHAPTER 34 “VEGETATION”, ARTICLE I, TO CREATE NEW CODE SECTION 34-11 TO BE ENTITLED “MAINTENANCE OF TOWN SWALE AREAS”; PROVIDING FOR SEVERABILITY; PROVIDING FOR THE REPEAL OF LAWS IN CONFLICT; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

Public Comment Open.

None

Public Comment Closed.

Commissioner Carey asked if the Swale Ordinance referred to swales at One Park Place.

Mayor Castro stated that the ordinance related to swales in residential areas between the sidewalk and street.

Motion: A motion was made by Commissioner Balius to approve Ordinance 29-2007 upon 2nd reading; Commissioner Carey made the second.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Balius	X		
Commissioner Carey	X		
Commissioner Osterman	X		
Vice-Mayor Daly	X		
Mayor Castro	X		

Motion passed 5-0.

Attorney Thomas Baird read Ordinance No. 29-2007 by caption only.

General Approval of Item

Award of CWA Contract for Phase II Landscape Improvements and Irrigation of Lake Shore Park

Town Manager Maria Davis explained the Landscape Architect Jeff Blakely provided design plans (see Exhibit “C”) in the Commission’s Agenda Packets. She stated that the Morning Glory plant would be added to the landscaping. She requested authorization to landscape and install

irrigation in the raised planters along the eastern boundary of the sea wall at Lake Shore Park utilizing the monies recovered from Bev Smith Ford.

Motion: A motion was made by Vice-Mayor Daly to approve the landscaping and irrigation of the raised planters along the eastern boundary of the sea wall at Lake Shore Park utilizing monies recovered from Bev Smith Ford; Commissioner Balius made the second.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Balius	X		
Commissioner Carey	X		
Commissioner Osterman	X		
Vice-Mayor Daly	X		
Mayor Castro	X		

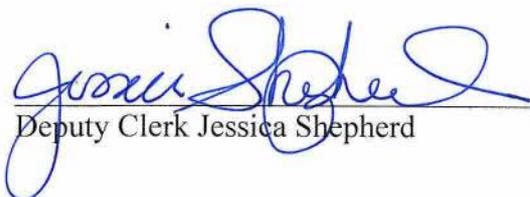
Motion passed 5-0.

ADJOURNMENT

There being no further business to come before the Commission and after a motion to adjourn by Commissioner Carey and seconded by Commissioner Balius, and by unanimous vote, the meeting adjourned at 8:45 p.m.



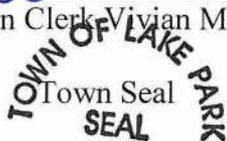
Mayor Castro



Deputy Clerk Jessica Shepherd



Town Clerk Vivian Mendez



FLORIDA

Approved on this 7 of December 2007.



Park Avenue Improvements Report of Public Involvement

A Public Workshop held on Wednesday, August 29, 2007 – 7:00 PM at the Lake Park Town Hall for the Park Avenue – 7th Street to US-1 Streetscape Improvement. The attached Exhibit A – Sign-in Sheets contains the Sign-in Sheets from the attendees. The workshop consisted of a presentation by Patrick A. Figurella, P.E. of Calvin, Giordano & Associates (CGA) and then a question and answer session with the presenter at the podium, followed by a question and answer session where the public were able to write comments directly onto the scroll plot of the proposed design.

The following comments were transcribed during the question and answer portion of the public meeting:

1. Park Avenue Elementary Alum (Name not given): concerned over reduction in on-street parking (for events at the park, parties, garage sales, etc.). Wondered if a parking garage could be built with trolley service to the parks. May not have parking adjacent to residences as needed.
2. Bill Otterson (629 6th Street): Concerned with the amount of time the project would take. *Response: Could be 1 year or 6-9 months per block if done individually.*
3. Bill Otterson (629 6th Street): Concerned with the cost of the project.
4. Bill Otterson (629 6th Street): Read from written statement, lived in Lake Park for 50 years. Wants to know why the street is going to be torn up, and says there are better uses for the money. Park Avenue is a historically significant main street. Project is twice the distance of prior project (10th to 7th) and would cost twice as much. Possible flooding problems. Would vote against project. *A copy of the speech was requested for public record.*
5. Rafael Echemendia (615 3rd Street): concerned with how water would get out of the parking spaces. Concerned with how far back the exfiltration trenches would go on side streets. *Response: spaces drain to valley gutter at roadway edge. Plan doesn't show an exfiltration trench but the extents of the widening. Roadway slopes towards US 1 but has a high spot near 4th Street. Stormwater would be collected on a block by block basis and exfiltrated to side streets (mostly) and Park Avenue (minimally) based on need and engineering study.*
6. (Name not given): Four lanes allows for free flow of traffic, while beautiful, would it impede emergency vehicles. As main town access, suggests taking 4' from the swales, shift the lanes and create 8' center median. *Response: Engineer has met with Palm Beach County Fire Rescue and the proposed roadway is wide enough for emergency vehicles. 15' roadway plus 1-1/2' of gutter is wide enough for a fire truck to pass a car on the side of the road.*
7. Bill Otterson (629 6th Street): previous design (\$30,000) to close side streets (except 5th and 6th Street) and add round-a-bouts. Road is wide enough to allow the passage of emergency vehicles. *Response: Plan is not a final engineering plan. It is a conceptual engineering plan to find out what the town wants.*

8. Jerry Krape (700 US 1): upset at installation of the clock tower west of 7th Street. He says he and friends don't drive the street because of the changes on the western end. The proposed changes would reduce traffic and could have an impact on the current businesses because of the reduction of lanes and narrowing of the roadway.
9. Park Avenue Elementary Alum (Name not given): most long-time residents have left and she wants road to stay the same and doesn't understand why there needs to be improvements. Wonders why make the design and what they will accomplish; wants to discourage traffic out of the developed commercial western area from coming through the town and wants to direct it around the town center. *Response: Purpose of improvements is not to calm traffic but to encourage slower, more responsible driving, to discourage cutting through the area and to provide a signature street for the Town.*
10. Dimitri (Last name not given): when the traffic is slowed, what is to be done about traffic not choosing to drive Park Avenue? *Response: Traffic will use the road at a slower more responsible manner or go around.*
11. Resident (Name not given): How much will the improvements cost? *Response: \$2.8 Million (nearly \$3 Million)*
12. 423 Park Avenue (Address given only): concerned with parking; no street parking for guests. Will more parking be provided? To facilitate parking, driveways could be pushed east or west. *Response from Patrick Sullivan: Currently, on-street parking is not permissible. Used to be street parking but the Commission eliminated it completely. Now they propose to add some parking in a safe, more pleasing manner.*
13. 345 Park Avenue (Address given only): Will the project eliminate driveways? *Response: those questions will be answered on the plan sheet, for individual clarification after the general question and answer session.*
14. (345 Park Avenue) (Address given only): Roadway was paved two years ago. Why was that done then when they (the town) knew this project would happen? *Response from Patrick Sullivan: The project is not currently funded, possible funding for the project will be sought from Grants, not from taxes. Phasing of project – money available shortly, for 1 or two phases, and will proceed as grant funds become available.*
15. Olivia Krape (700 US 1): US 1 has a drainage problem at Park Avenue. Does the project consider US 1 Drainage Capacity? *Response: Design will be to not add to US 1, but deal with stormwater on Park Avenue itself.*
16. Olivia Krape (700 US 1): Large sized vehicles, specifically her Ford Excursion, may cause drivers to drive over medians from side-street turns. Is it possible to move back separator at US 1 for an S-bound to W-bound turn? *Response: Engineer will look at that issue.*
17. Janet Perry (355 Park Avenue): Improvements to Olive and Dixie positive improvements. Can her driveway be saved or relocated? *Response: It can be possibly widened or changed.*

The following comments were transcribed from written public comments on the large scale scroll plot exhibited at the meeting. The underlined text was directly transcribed from the plans, the non-underlined text was added for clarity and the street addresses shown in parentheses. Stationing is approximate.

1. Sta. 12+80 to 13+20 (L) – 1. More parking. 2. Turning southbound US 1 to WB Park Ave. to give more turning room.
2. Sta. 19+40 to 20+20 (R) – (534) Suggest rezoning from 7th to 5th street transitional.
3. Sta. 24+80 to 25+10 (L) – (453) Resident would like D/W shifted to keep D/W.
4. Sta. 24+60 to 25+25 (R) – (454) Suggest “T” turn around.

5. Sta. 28+00 to 28+50 (L) – (423) Widen drive to match existing.
6. Sta. 31+40 to 31+90 (L) – (355) Ms. Perry concerned about losing driveway. May be desirous of moving driveway
7. Sta. 33+30 to 33+70 (R) – Iris Irrigation System?
8. Sta. 39+40 (R) – (220) Wants wires buried Thinks there should more lights
9. Sta. 40+00 (L) – (217) 220 Q Will Palmtran still run? Response: yes.
10. Sta. 44+30 to 44+80 (R) – (145) Beautify @ intersection and keep 4 lanes. Widen into swales and keep 4 lanes.
11. Sta. 44+60 to 44+80 (L) – (144) Can we Relocate driveway?
12. Sta. 45+70 (L) – (137) Existing 'Gumbo Limbo' tree to remain
13. Sta. 47+40 to 48+40 (L) – (700 US 1) Is there a possibility to add parking?
14. Sta. 48+20 to 48+45 (R) – (624 US 1) Could driveway access be difficult for patients?
15. Sta. 48+20 to 48+45 (L) – (700 US 1) Driveway const. per DOT?
16. Sta. 48+75 – (700 US 1) Is light too close to road?
17. Sta. 48+40 to 49+30 (L) – (700 US 1) Can SUV turns be made onto driveway? Turn southbound on US 1 to westbound on Park Avenue?

The majority of the input from the public was either in favor of the project or in favor of the project if modifications were made.

As a result of this input, the following changes will be made to the plans:

- A “Hammerhead” turn around will be added to the plans to replace the westernmost driveway of the circular drive at 454 Park Avenue which must be removed.
- The westernmost driveway of the circular drive at 453 Park Avenue will be shifted to the east so that the circular drive can remain.
- A “Hammerhead” turn around will be added to the plans to replace the easternmost driveway of the circular drive at 405 Park Avenue which must be removed.
- The westernmost driveway of the circular drive at 355 Park Avenue will be shifted to the east so that the circular drive can remain.
- A “Hammerhead” turn around will be added to the plans to replace the westernmost driveway of the circular drive at 144 Park Avenue which must be removed.

EXHIBIT "A"
SIGN-IN SHEET

TOWN OF LAKE PARK
PARK AVENUE – 7TH STREET TO US-1
STREETSCAPE IMPROVEMENTS

Wednesday, August 29, 2007 – 7:00 PM
Lake Park Town Hall



Town of Lake Park Park Avenue – 7th Street to US-1 Streetscape Improvements



WEDNESDAY, August 29, 2007 – 7:00 PM
Lake Park Town Hall

NAME	MAILING ADDRESS	PHONE NUMBER	EMAIL
Bill Ormeon	629 6TH ST	842-3378	
Beeth Drew	527 Palmetto Rd	845-2199	bretad@bellsouth.net
Chuck Baluis	148 Date Palm	844-803	
Deanna Bacios	"	"	
Martin & Natalie Schneider	632 Park Ave.	848-1338	natalie1899@earthlink.net
SIGNAID THFSETH	828 EVERGREEN DR.	842-1690	shopwithdrop@100%com
Menlee Turzik	623 7 th ST	373-1492	

PLEASE PRINT LEGIBLY



Town of Lake Park Park Avenue – 7th Street to US-1 Streetscape Improvements



WEDNESDAY, August 29, 2007 – 7:00 PM
Lake Park Town Hall

NAME	MAILING ADDRESS	PHONE NUMBER	EMAIL
Janet Perry	355 Park Ave.	848-1089	-
DAVE BROWN	205 Park Ave	848-3527	
CLAIRE BROWN	205 Park Ave	848 3527	
Albert + Jenemarie Elwood	453 Park Ave	842-0975	
RAFAEL ECHEMENDIZ	615 Third St.	844-6165	
LOSNIA J	345 PARK AVE	841-8909	
JEFF BLAKELY	105 PARK AVE	627 6145	JEFF@BLAKELY.COM

PLEASE PRINT LEGIBLY



Town of Lake Park Park Avenue – 7th Street to US-1 Streetscape Improvements



WEDNESDAY, August 29, 2007 – 7:00 PM
Lake Park Town Hall

NAME	MAILING ADDRESS	PHONE NUMBER	EMAIL
William Feliciano	220 Park Ave	863.4442.	willfeliciano@hbtmail.com
JERRY KRAPE	200 US 1	842-4858	JK@Concast.NE
Christy Krage	700 US1	842.4858	
Rosemary Calico	148 Astor Salem Av		
Elson Mander	435 Park Av	8428928	elmander
Mr. Petrov	435 Park Av	396 7100	
Bethie Bestrom	1451 Flagler Blvd	842-2524	

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Michael W. Blume

120 Bonefish Circle
Jupiter, FL 33477

October 17, 2007

**The Honorable Paul W. Castro
535 Park Ave.
Lake Park, FL 33403**

HAND DELIVERED

Your Honor Mayor Paul W. Castro:

Please allow me to share with you my recent experiences as a town employee. I would like to make it extremely clear that this letter is not vindictive in any way but simply meant to bring operational shortcomings to light to you and the other commissioners. I have an extensive management background and if needed I am sure Ms. Turner-McKibbon will share that with you if you so desire. My initial plan was to compose a fairly lengthy letter to share these experiences with you given the fact the former Dockmaster, Regina Stenberg, was adamant that she simply wanted to just cut her ties with Lake Park and move on. Ms. Stenberg has since changed her mind and has written a letter which I have attached. I would like to share with you certain incidents that I have experienced or have first hand knowledge of. Additionally I think it is important to note that I retired at a very early age and the only reason I choose to work is that I am a sailor at heart, need to be around the water, am looking for another boat, and most importantly my wife indicated if I did not get out of the house I would be living in the garage.

- I was hired as a dock attendant at the Marina and prior to starting I came to learn that the Marina Manager that I interviewed with was no longer employed. Given my extensive management and my first hand knowledge of the boating industry I inquired if it was possible to apply for that position. I was advised by HR that I would be allowed to if the position was posted.**
- Upon arrival on my first day I met with Regina Stenberg and during our initial conversation she advised me that she was acting as both Dockmaster and Marina Manager and that she did not care to continue in both capacities for an extended period of time. She asked if I had any interest in a management position and I confirmed that I would most definitely be interested. I indicated to**

her that I thought the best plan would be for me to get my feet wet for a week or so and then she could start to show me the inner workings of the operation. We agreed upon that plan.

- With that in mind I thought it might be prudent to attend your next council meeting in an effort to get a feel for how things operated at your level and additionally to show a high level of interest to those people that were my supervisors. I have always been in the private sector and was most interested in how the public side worked.
- I arrived at the Council Meeting and since I knew what the Town Manager looked like (from your website), even though we had not met, I recognized her in the parking lot and introduced myself. We chatted very briefly and I inquired from her if it would be appropriate for me to attend the meeting. She gave a positive response and as I was walking away she called out and claimed "bye the way I have heard very good things about you". Please keep in mind I only attended the meeting to show an interest above and beyond the average worker.
- The next day I had a conversation with Regina and she conveyed to me that the Town Manager was most irritated that I had attended the meeting. She questioned the purpose of my attendance, wanted to know where I lived, and used an expletive regarding my attendance. It was at that point Regina was directed to "fire one of the Mike's". It was made clear to Regina that it did not matter which one was fired but just to get rid of one of them. In order to keep this document as brief as possible I will leave this incident at that and should you wish to further discuss it I believe Mike Phelan, Regina and I would be most happy to do so.

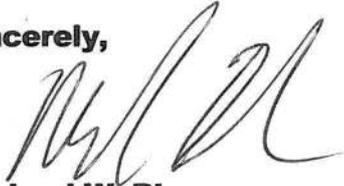
I only have three other issues to bring up before closing. The first is that I have spent many years on the water and run across many sailors, some refined and some rough around the edges. Rest assured that during my 25 years of management and many years of sailing I am absolutely appalled at the language that is used by your Town Manager with her employees.

Secondly I was informed that my position was being terminated via a voice mail four hours after that same individual had left a previous voice mail advising me my health insurance was now in effect. Additionally unless the law has changed when an individual is terminated the employer is required to give them their final check in a very short period of time. To date I have yet to receive that final check.

Lastly and this is the one thing you should give the most attention to. Regina has indicated to at least two other employees that the Town Manager has made her feel uncomfortable and she was offended by her language. She advised several of the Marina employees that the Town Manager had touched her and that she was "very uncomfortable" by that touching. She also stated that the Town Manager had "held her hands" while she was speaking to her. Over the past thirty years having several thousand employees under my direct supervision I truly believe you should count your lucky stars that Regina has not contacted an attorney because as you well know that when legal counsel hears the words "very uncomfortable" with regards to sexual harassment the dollar signs start to spin in their head.

Should you wish to discuss this letter please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael W. Blume', written in a cursive style.

Michael W. Blume

**cc: Councilwoman Patricia Plasket-Osterman
Councilman G. Chuck Balus
Councilman Jeff Carey
The Honorable Vice Mayor Ed Daley
Bambi McKibbon- Turner-HR Director
Maria V. Davis-Town Manager**

Regina Stenberg
9307 Firenze Drive
Palm Beach Gardens, Fl 33418
October 11, 2007

To Whom It May Concern:

After careful consideration, I've decided to come forth, regarding the reasoning behind my resignation as Dock Master at Lake Park Harbor Marina. This may or may not make a difference, but I feel obligated to speak up. Perhaps, it will give others the strength to come forward, as well.

To get right to the point, there is a constant fear of being fired at any given moment, without just cause. This fear is real and has been stated to me regarding the employment of others at the marina as well as myself. I have been given directives on several occasions by the Town Manager, Maria Davis, to fire my employees. It was stated to me, several times that I can fire anyone without reason during their probation period. I was given a direct order to fire one employee but not the other, even though they were both guilty of riding on the golf cart together, picking up trash. Needless to say, that didn't sit well with me.

I was also told by the Town Manager, to fire "one of the Mike's." This directive came the morning after Michael Blume, had attended the Town Council meeting. At that point, I was told by the Town Manager, "Don't make me fire your ass. If you don't fire one of the Mike's, I'm going to think you are not the right person for this job and I'll fire you." Naturally, I wasn't comfortable in following through with this order and did not obey it.

On a daily basis, I'm told that we have to market this marina and bring in more business. I'm told to market our fuel as well. So, I get in touch with a dive boat, Jim Abernathies Scuba Adventure's. Mr. Abernathie was looking to sign a lease immediately. He told me he has a 65' and a 45' dive boat which use approximately \$8,000 - \$10,000 in fuel each month! He was also interested in office space. I contact Maria Davis regarding this, and she immediately dismissed the idea, stating that we do not have the parking or storage space available for dive boats.

I could go on and on, and maybe all of this is how The Town of Lake Park conducts business. All I can say is, you'll never hang onto decent, qualified employee's, if they live in constant fear of losing their jobs. I have nothing to gain by writing this letter. I've already moved onto a new career. Perhaps I should have spoken up earlier, but again, the fear of not being listened to and then being fired, was always in the back of my mind. This letter may end up in the garbage, and that's fine. I'm sure my character will

be questioned, and the fingers will start pointing at me. That too is fine. However, if you dig deep enough, you'll start seeing a pattern and realize the problem starts at the top and trickles down. I did my best I could while I was employed there and learned a few valuable lessons as well. I wish everyone the best of luck and I hope things change for the better.

Sincerely,

Regina Stenberg

From: Michael T. Phelan

13 October, 2007

To: Mayor and Town Council of Lake Park

Topic: My resignation from Town Marina

Before I state my reasons I feel compelled to give you some of my background qualifications;

- Retired Chief Master Sergeant after 35 Years
- Manager and supervisor from 1983 until November 2006
- Made all promotions in minimum time
- 18 years time in grade as an E-9 Chief Master Sergeant

In charge of over 26 major deployments in charge of over 100 maintenance personnel ending in Iraqi Freedom with 500 sorties of KC-135 Tanker Aircraft and 100 Percent mission accomplishment.

Reasons for Leaving:

- Town Managers threat of being fired at least two to three times a week (never face to face, always through a third party, usually the Dock master Regina. Nothing ever documented or conversed.
- Hostile work environment created by same.
- Abusive language about personnel behind their back.
- Promises of advancement that never materialized. Case in point; Regina was asked to be acting Harbormaster and myself to acting Dock master. Was told thanks very much for helping out and stepping up. One hour later Maria Davis talked to Regina and cursed about me and what an A_____ I was. The next day the job offer was withdrawn, and Regina turned down her temporary upgrade because of Town Managers attitude and threats.
- Quote to Regina; "If you don't fire one of the Mikes, and I don't care which one, maybe I'll fire you instead.
- On marina live aboards: I'm the Town manager/Marina manager and I'll determine who can and can't live on board.
- After pushing for marina business, turned down \$200,000 plus potential business, not enough parking.

I could go on and on, but suffice to say, how much longer can the Town of Lake Park continually keep forcing out good, competent and caring people and expect to deliver a customer focused product.

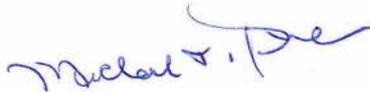
All one has to do is look at the amount of turnover, not only at the marina, but a lot of the higher town positions. I cannot believe that all of the people were incompetent.

I leave you with this. Look at the credentials and past accomplishments of the last three personnel that have left. I really enjoyed the job and providing a new customer focus at the marina launch ramp. Apparently caring doesn't count for very much!

I would be happy to answer any questions if you require them.

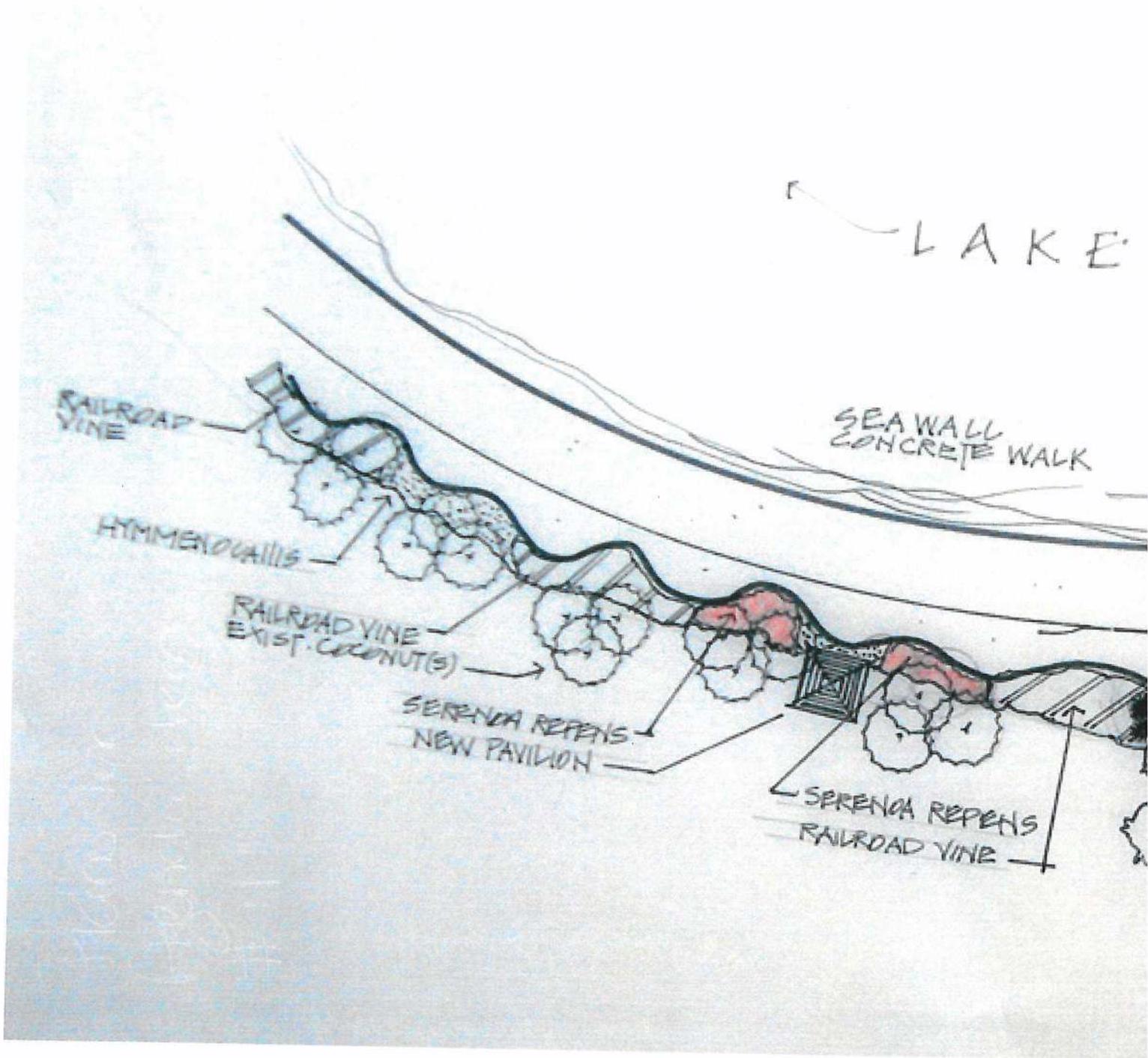
561-575-3611

Sincerely,

A handwritten signature in blue ink that reads "Michael T. Phelan". The signature is written in a cursive style with a large, stylized initial "M".

Michael T. Phelan

Exhibit "C"





Morning Glory-Vazqu



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