APOPKA CITY COUNCIL AGENDA

October 15, 2025 6:00 PM
Apopka City Hall Council Chambers

APOPKA CITY COUNCIL MEETING WILL BE LIVE-STREAMED ON YOUTUBE. TO WATCH, PLEASE VISIT:
https://www.youtube.com/CityofApopkaFL

CALL TO ORDER

INVOCATION

PLEDGE

PRESENTATION

1. **Review August 8th, 2026 City Council Presentation**
   Presented by: Joseph Patton, Human Resources Director

DISCUSSION

ADJOURNMENT

Individuals with disabilities needing assistance to participate in any of these proceedings should contact the City Clerk at least two (2) working days in advance of the meeting date and time at (407) 703-1704. F.S. 286.0105 If a person decides to appeal any decision or recommendation made by Council with respect to any matter considered at this meeting, he will need record of the proceedings, and that for such purposes he may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

Any opening invocation that is offered before the official start of the Council meeting shall be the voluntary offering of a private person, to and for the benefit of the Council. The views or beliefs expressed by the invocation speaker have not been previously reviewed or approved by the City Council or the city staff, and the City is not allowed by law to endorse the religious or non-religious beliefs or views of such speaker. Persons in attendance at the City Council meeting are invited to stand during the opening ceremony. However, such invitation shall not be construed as a demand, order, or any other type of command. No person in attendance at the meeting shall be required to participate in any opening invocation that is offered or to participate in the Pledge of Allegiance. You may remain seated within the City Council Chambers or exit the City Council Chambers and return upon completion of the opening invocation and/or Pledge of Allegiance if you do not wish to participate in or witness the opening invocation and/or the recitation of the Pledge of Allegiance.

Commissioner Compensation Study

Initial Findings

Compensation History

Fiscal Year	Commissioner
FY25	$17,400
FY24	$17,400
FY23	$17,400
FY22	$16,200
FY21	$16,200
FY20	$15,900
FY19	$13,500

Vice Mayor receives an additional $300

- Unable to locate records, ordinance, or compensation methodology for Commissioner compensation.
- Located Ordinance No. 781 dated July 7, 1993 which made amendment to the City Charter and includes section 2.03 Compensation; expenses of council.

Commissioner Compensation Study

Applicable section of City Charter

Section 2.03. - Compensation; expenses of council

The mayor and all members of the city council shall receive a salary as now provided by law and ordinance or as hereafter provided by the city council by law or ordinance. No change in the compensation ordinance for a city commissioner shall become effective until the duties of commencement of the terms of commissioners elected at the next regular election, provided that such election follows the adoption of such law or ordinance by at least six months. The mayor and each city commissioner shall be reimbursed from the city treasury to cover the expenditures naturally and necessarily incurred in the performance of their duties of office and said reimbursement procedure shall be established by ordinance and/or resolution.

The mayor shall receive the salary established for the mayor in the annual budget.

Commissioner Compensation Study

Surrounding Cities

City	Population	# Commissioners	Districted	Commissioner Annual Salary	Commissioner Per Capita	Health Insurance
Sanford	67,282	4	Y	$ 25,032.72	$ 0.37	Y
Apopka	61,907	4	N	$ 17,400.00	$ 0.28	N
Winter Garden	51,000	4	Y	$ 7,200.00	$ 0.14	Y
Ocoee	50,421	4	N	$ 4,000.00	$ 0.08	
Altamonte Springs	45,538	4	Y	$ 6,000.00	$ 0.13	Y
Oviedo	41,934	4	N	$ 16,160.48	$ 0.39	Y
Winter Springs	39,645	4	N	$ 12,000.00	$ 0.30	
Leesburg	34,794	4	Y	$ 13,030.42	$ 0.37	
Casselberry	31,435	4	N	$ 8,605.48	$ 0.27	N
DeBary	23,809	4	N	$ 9,319.44	$ 0.39	N
Longwood	19,886	4	Y	$ 12,000.00	$ 0.60	Y
Maitland	19,215	4	N	$ 5,145.48	$ 0.27	N
Lake Mary	16,933	4	N	$ 8,700.00	$ 0.51	Y
	AVERAGE w/o Apopka			**$ 9,963.44**	**$ 0.31**	

Commissioner Compensation Study

Commissioner Compensation Study

Recommended Next Steps:

- Workshop or Business Item to discuss compensation and methodologies
- Draft ordinance that establishes compensation for Commissioners
- Ordinance shall specifically repeal any contradictory ordinances or resolutions that may exist but have not been located.

ABG846

ORDINANCE NO. 781

AN ORDINANCE OF THE CITY OF APOPKA, FLORIDA, PROPOSING AN AMENDMENT TO THE CHARTER OF THE CITY OF APOPKA, TO AMEND IN ITS ENTIRETY ALL OF ITS CHARTER EXCEPT THAT PART DESCRIBING THE BOUNDARIES OF THE CITY OF APOPKA; SAID AMENDMENTS REVISING THE ARTICLES OF THE CHARTER PERTAINING TO THE CORPORATE NAME, CORPORATE EXISTENCE, FORM OF GOVERNMENT, AND CHARTER; GENERAL POWERS OF CITY; CONSTRUCTION; COMPOSITION OF CITY COUNCIL; ELECTION TERMS; COMPENSATION EXPENSES OF COUNCIL; MAYOR; GENERAL POWERS OF CITY COUNCIL; COUNCIL-EMPLOYEE RELATIONSHIP; VACANCIES, FILLING OF VACANCIES; CITY COUNCIL MEETINGS; DESIGNATION; APPOINTMENT; CITY CLERK; CITY ATTORNEY; ELECTORS; NONPARTISAN ELECTIONS; QUALIFYING; SCHEDULE AND NOTICE OF ELECTIONS; RECALL; CHARTER AMENDMENTS; OATH OF OFFICERS; BUDGET ADOPTION; ANNUAL AUDIT; INITIATIVE-GENERALLY; REPEAL OF FORMER CHARTER PROVISIONS; ORDINANCE PRESERVED; CITY OFFICIAL CONTINUATION IN OFFICE; PENDING MATTERS; PROVISION FOR REFERENDUM - FORM OF BALLOTS; EFFECTIVE DATE; SEVERABILITY; PROVIDING FOR A REFERENDUM ELECTION BY CITY ELECTORS FOR APPROVAL OR REJECTION OF THE PROPOSED AMENDMENT BY THE ELECTORS OF THE CITY OF APOPKA; PROVIDING THE BALLOT TITLE AND THE WORDING OF THE SUBSTANCE OF THE PROPOSED AMENDMENT; PROVIDING FOR AN EFFECTIVE DATE OF THE PROPOSED CHARTER AMENDMENT COMMONLY REFERRED TO AS THE "REVISED AND UPDATED CHARTER"; PROVIDING FOR SEVERABILITY AND CONFLICTS; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City Council has, in public meetings, studied and reviewed the Charter regarding the proposed amendment to the Charter; and

WHEREAS, the City Council recommended that the Charter be modernized and updated by amending in its entirety all of the Charter maintaining the boundaries of the City of Apopka; and

WHEREAS, the City Council recommends that the proposed amendment to the Charter be submitted to the electors of the City for consideration at a mail ballot election to be held on September 14, 1993; and

WHEREAS, Section 166.031, Florida Statutes, provides that the governing body of a municipality may, by ordinance, submit to the electors of said municipality a proposed amendment to its charter, which amendment may be to any part or to all of its charter except that part describing the boundaries of such municipality; and

WHEREAS, the City Council finds that it is in the best interest of the City to submit the proposed amendment to the Charter to the electors of the City at the municipal election to be held on September 14, 1993, all in accordance with Section 166.031, Florida Statutes.

NOW THEREFORE, BE IT ENACTED BY THE PEOPLE OF THE CITY OF APOPKA, FLORIDA, THAT:

ABG846

SECTION 1. Proposed Amendment to Charter. The City Council of the City of Apopka, pursuant to Section 166.031, Florida Statutes, hereby proposes and approves an amendment to the Charter of the City of Apopka, amending in its entirety all of the Charter except that part describing the boundaries of the City of Apopka, which proposed amendment and complete text of the Charter, as amended, is set forth in Exhibit "A" attached hereto and by this reference made a part hereof.

SECTION 2. Submission to Electorate. The proposed amendment to the Charter of the City of Apopka, as contained in this Ordinance, shall be placed to a vote of the electors of the City of Apopka at the next special municipal election to be held on September 14, 1993. Such election shall be held in conformity with the laws of the State of Florida and the ordinances of the City of Apopka now in force relating to elections in the City of Apopka.

SECTION 3. Ballot Title and Text. The proposed amendments, the ballot title and the wording of the substance of the proposed amendment to the Charter, as contained in this Ordinance, shall appear on the ballot in the form of a single question as set forth in Exhibit "B" attached hereto and by this reference made a part hereof. Such referendum election shall be held in conformance with the laws of the State of Florida.

SECTION 4. Effective Date of Amendment to Charter. If the proposed amendment to the Charter, as contained in this Ordinance, is approved and adopted by a majority of the electors of the City of Apopka voting upon such amendment in the election called for in Section 2 of this Ordinance, then said amendment to the Charter shall become effective on October 1, 1993.

SECTION 5. Severability. If any section, subsection, sentence, clause, phrase or portion of this Ordinance is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a

separate, distinct and independent provision and such holding shall not affect the validity of the remaining portion hereto.

SECTION 6. Conflicting Ordinances. All ordinances and Charter provisions, or parts of ordinances and Charter provisions in conflict herewith are hereby repealed.

SECTION 7. Effective Date of this Ordinance. This Ordinance shall take effect immediately upon its final passage and adoption.

PASSED AND ADOPTED this 7th day of July, 1993.

FIRST READING: 6-16-93

SECOND READING
AND ADOPTION: 7-7-93

John H. Land, Mayor

ATTEST:

Connie V. Major, City Clerk

APPROVED AS TO FORM:

Frank C. Kruppenbacher, City Attorney

02900d

ABG846

EXHIBIT "A"

ARTICLE I. CORPORATE EXISTENCE, FORM OF GOVERNMENT, BOUNDARY, AND POWER

Section 1.01. Corporate Name, Corporate Existence, Form of Government, and Charter.

The municipality hereby established shall be known as the City of Apopka, Florida (the "City"). The City of Apopka in Orange County, Florida, which was created by General Law, shall continue as a municipal corporation with a Mayor-Council form of government and with this document as the Charter for the City (the "Charter").

ABG846

Section 1.02. Corporate Boundary.

The corporate limits of the City shall consist of the boundaries of the City as established by preceding Charter and Chapter 73-402, Laws of Florida, or as enlarged or contracted pursuant to law, including but not limited to, procedures to be followed in the annexation or contraction of property as set forth in Chapter 171, Florida Statutes, as it now exists or as it may be renumbered or amended.

All ordinances of annexation of the City heretofore adopted and as may be adopted prior to the effective date of this Charter are hereby incorporated herein and the lands described in such ordinances, together with the boundaries of the City as described in Chapter 73-402, Laws of Florida, are hereby declared to be the corporate limits of the City.

ABG846

Section 1.03. General Powers of City.

The City shall have all governmental, corporate, and proprietary powers possible for a city to have under the Constitution and laws of the State of Florida as though they were specifically enumerated in this Charter to enable it to conduct municipal government, perform municipal functions and render municipal services, and the City may exercise any power for municipal purposes except as expressly prohibited by law or this Charter.

Section 1.04. Construction.

The powers of the City shall be construed liberally in favor of the City, limited only by the Constitution and general and special law of the State of Florida and specific limitations in this Charter.

ARTICLE II. CITY COUNCIL

Section 2.01. Composition of City Council.

A Mayor and four (4) City Commissioners shall constitute the City Council of the City (the "City Council").

Section 2.02. Election and Terms.

(a) The regular election of the Mayor and City Commissioners shall be held in the manner now provided by laws and ordinances for holding municipal elections or as may be hereafter provided for by

law or ordinance for a term of four (4) years. All elections shall be for a four-year term of office, except as provided in Section 2.02 (c) of this Charter.

(b) The City Council seats are hereby designated as Seats one, two, three and four. The present members of the City Council elected to serve on the City Council shall serve as the first City Council until expiration of their current terms.

ABG846

(c) A Mayor and two (2) City Council members shall be elected to serve for four (4) years from the date of the expiration of the term of office of the present Mayor and two (2) City Council members holding seats designated as One (1) & Two (2), and said election every four (4) years thereafter shall be held as is now or may be hereafter provided by law or ordinance; thus maintaining a five-member City Council; two (2) City Council members being elected at one time and a Mayor and two (2) City Council members at another time.

Council members holding seats designated herein as Seats Three (3) and Four (4), whose terms expire on December 31, 1993, will face election in 1993 for one (1) three (3) year term. Thereafter, the Mayor and City Commissioners will face election for four (4) year terms.

When there is only one candidate qualified for an available seat, the name of the candidate shall not be printed on the election ballot, and such candidate shall be declared elected to the seat.

ABG846

Section 2.03. Compensation Expenses of Council.

The Mayor and all members of the City Council shall receive a salary as now provided by law and ordinance or as hereafter provided by the City Council by law or ordinance. No change in the compensation ordinance for a City Commissioner shall become effective until the duties of commencement of the terms of commissioners elected at the next regular election, provided that such election follows the adoption of such law or ordinance by at least six (6) months. The Mayor and each City Commissioner shall be reimbursed from the City treasury to cover the expenditures naturally and necessarily incurred in the performance of their duties of office and said reimbursement procedure shall be established by ordinance and/or resolution.

The Mayor shall receive the salary established for the Mayor in the annual budget.

Section 2.04. Mayor.

The Mayor shall be the Chief Executive Officer of the City and shall be responsible to the electorate for the administration of all City affairs placed in his/her charge by or under this Charter.

The Mayor shall:

(a) Appoint and, when the Mayor deems it necessary for the good of the City, suspend or terminate all City employees and appointive administrative officers provided for by or under this

Charter. Department Heads shall be appointed by the Mayor and ratified by the City Council. The Mayor may authorize any administrative officer who is subject to the Mayor's direction and supervision to exercise these powers with respect to subordinates in that officer's department, office, or agency;

(b) Direct and supervise the administration of all departments, offices, and agencies of the City, except as otherwise provided by this Charter or by law;

(c) Chair and be a voting member of the City Council.

(d) See that all laws, provisions of this Charter and acts of the City Council, subject to enforcement by the Mayor or by officers subject to the direction and supervision of the Mayor, are faithfully executed.

(e) Prepare, or have prepared, and submit the annual budget, budget message and capital program to the City Council as provided by law or ordinance.

(f) The Vice-Mayor will be the Senior Commissioner and shall serve as Chair of City Council meetings in the absences of the Mayor. In the event the Senior Commissioner declines the Vice-Mayor position, the City Council will elect the Vice-Mayor from among the remaining members of the City Council.

Section 2.05. General Powers of City Council.

All powers of the City shall be vested in the City Council except those powers specifically reserved by this Charter to the electors of the City.

ABG846

Section 2.06. Council-Employee Relationship.

No City Commissioner shall in any manner dictate the appointment or removal of any City employee, nor shall a City Commissioner give orders to any employee other than orders by action of the City Council to the City Clerk and/or City Attorney. Nothing herein shall be construed to deny a City Commissioner access to records or information maintained by City employees.

ABG846

Section 2.07. Vacancies, Filling of Vacancies.

(a) Vacancies. The offices of Mayor and City Commissioner shall become vacant in accordance with general law or by absence from four (4) consecutive regular City Council meetings without being excused by the City Council prior to the fourth consecutive absence.

(b) Filling of vacancies. If any vacancy occurs on the City Council, except for extraordinary vacancies, and the unexpired term is less than one year, the remaining members of the said City Council shall appoint a person to fill such vacancy on or before the second regular meeting of the City Council following the office becoming vacant. If the unexpired term exceeds one year, the remaining members shall call an election to be held within sixty (60) days, or as soon thereafter to comply with state election laws, to fill such vacancy. The person so elected shall hold office for the unexpired term.

(c) Extraordinary vacancies. In the event that a member of the City Council is removed temporarily from office, the remaining members of the City Council shall appoint an interim City Councilmember to serve until the Councilmember being replaced returns to office or until the next City general election, whichever first occurs.

ABG846

Section 2.08. City Council Meetings.

(a) Time and place. The City Council shall meet regularly at such times and places as the City Council may prescribe by rule. Special meetings may be held at the call of the Mayor, or, in the Mayor's absence at the call of the Vice-Mayor, or at the request of a majority of the City Council; and, whenever practicable, shall provide for not less than twelve (12) hours' notice to the public.

(b) Quorum. A majority of the City Council shall constitute a quorum. No action of the City Council shall be valid unless adopted by the affirmative vote of a majority of the City Council present and voting.

(c) Rules. The City Council shall determine its own rules and order of business.

ARTICLE III. CLERK AND CITY ATTORNEY

Section 3.01. Appointment.

The City Clerk and City Attorney shall be appointed by the Mayor and ratified by the City Council. The City Clerk and City

Attorney shall serve at the pleasure of the Mayor and the City Council.

ARTICLE IV. ELECTIONS

Section 4.01. Electors.

Any person who is a resident of the City, who has qualified as an elector of the State of Florida, and who registers in the City in the manner prescribed by law shall be an elector of the City.

ABG846

Section 4.02. Nonpartisan Elections.

All elections for the Offices of Mayor and City Commissioner shall be conducted on a nonpartisan basis without any designation of political party affiliation.

Section 4.03. Qualifying.

Candidates for the Offices of Mayor and City Commissioner shall qualify by filing a written notice of candidacy with the City Clerk at such time and in such manner as may be prescribed by ordinance. Each member of the City Council, which includes the Mayor, shall be a resident of the City of Apopka, Florida, for a period of one (1) year next preceding his or her election to office and shall be a registered voter pursuant to Florida law.

Section 4.04. Schedule and Notice of Elections.

Elections within the City shall be held on the first Tuesday in December in those years when required for the election of a City

official, or as amended by ordinance or law at least six (6) months prior to the City general election.

Section 4.05. Recall.

Any member of the City Council may be removed from office by the electors of the City following the procedures for recall established by general law and ordinances of the City.

ABG846

ARTICLE V. GENERAL PROVISIONS

Section 5.01. Charter Amendments.

This Charter may be amended pursuant to the home rule powers in the Municipal Home Rule Powers Act, Chapter 166, Florida Statutes, or its successor and/or pursuant to the home rule powers granted under the Constitution of the State of Florida.

Section 5.02. Oath of Officers.

After election or appointment and before taking office the Mayor and each Commissioner of the City shall swear or affirm:

> "I do solemnly swear (or affirm) that I will support, protect and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State and under the Charter of the City of Apopka; and I will well and faithfully perform the

duties of (title of office) on which I am now about to enter so help me God."

Section 5.03. Budget Adoption.

The City Council shall adopt an annual budget for the City by ordinance or resolution before October 1 of each year in accordance with Florida law. An ordinance or resolution adopting an annual budget shall constitute appropriations of the amounts specified as expenditures.

ABG846

Section 5.04. Annual Audit.

The City shall have an annual audit in accordance with Florida law.

Section 5.05. Initiative-Generally.

(a) Any proposed ordinance may be submitted to the City Council by a petition signed by twenty-five (25) percent of the total number of votes cast at the last preceding general election of the City. Procedure and format for petitions will be as established by general law or ordinances of the city.

(b) Prior to submission to City Council, any such proposed ordinance will be reviewed by the City Attorney as to form and compliance with state law and the Constitution.

(c) Within sixty (60) days of submission of the petition to City Council or as soon thereafter to comply with state law, the

City Council may adopt the ordinance or shall call a special election to be held within sixty (60) days or as soon thereafter to comply with state law, at which the adoption or rejection of such ordinance shall be submitted to the qualified voters of the City.

(d) If a majority of the qualified voters voting on the proposed ordinance shall vote in favor thereof, the ordinance shall thereupon become a valid ordinance in the City.

(e) Any number of proposed ordinances may be voted upon at the same election according to the provisions of this section.

ABG846

ARTICLE VI. TRANSITION SCHEDULE

Section 6.01. Repeal of Former Charter Provisions.

All Charter provisions in effect prior to the effective date of this Charter are repealed except those provisions which established the municipal corporation known as the City of Apopka (Chapter 67-1080 of Florida Law) and the City Boundary (Chapter 73-402 of Florida Law).

Section 6.02. Ordinance Preserved.

All ordinances in force on the effective date of this Charter, to the extent not inconsistent with it, shall remain in force until repealed or amended.

Section 6.03. City Official Continuation in Office.

All elected City Officials shall retain their respective positions until expiration of their current terms of office.

Section 6.04. Pending Matters.

No rights, claims, actions, contracts, taxes, or legal or administrative proceedings existing on the effective date of this Charter and involving the City shall be affected by the adoption of this Charter as allowed by law.

ABG846

Section 6.05. Provision for Referendum; form of ballots.

The City Council shall submit to a referendum election the question as to the adoption of this amended Charter. Such election shall be held at the next regularly scheduled election of the City or at a special election to be held within ninety (90) days of the passage of the ordinance amending this Charter by the City Council and shall be held in conformity with the laws and ordinances in force relating to elections in the City. The ballot to be used in the referendum election shall be substantially in the following form:

CITY CHARTER AMENDMENT:

PROPOSING A REVISED AND UPDATED

CITY CHARTER

Should the Apopka City Charter be amended, as proposed in Ordinance No. 781, amending the entire City Charter except for boundaries, providing for corporate existence, form of government, boundary, and power; providing for a Mayor-Council form of government; providing duties of Mayor as Chief

Executive Officer; updating and modernizing the Charter; providing four year terms for Mayor and Commissioners; providing for change in General Provisions; and providing for Transition Schedule, Effective Date and Severability?

Yes for Approval

No for Rejection

ABG846

Section 6.06. Effective date.

Provided a majority of the registered voters of the City voting in the referendum election vote "For Adoption" then this amended Charter shall immediately be filed with the Department of State pursuant to Florida Law, and the provisions hereof shall become operative and be in full force and effect on October 1, 1993.

Section 6.07. Severability.

If any provision of this Charter is held invalid, the other provisions of the Charter shall not be affected thereby. If the application of the Charter or any of its provisions to any person or circumstances is held invalid, the application of the Charter and its provisions to other persons or circumstances shall not be affected thereby.

F:\PEGGYL\WP\CHART.NEW

EXHIBIT "B"

OFFICIAL BALLOT
CITY OF APOPKA, FLORIDA
REFERENDUM ELECTION

ABG846

No. 1

CITY CHARTER AMENDMENT:
PROPOSING A REVISED AND UPDATED
CITY CHARTER

Should the Apopka City Charter be amended, as proposed in Ordinance No. 781, amending the entire City Charter except for boundaries, providing for corporate existence, form of government, boundary, and power; providing for a Mayor-Council form of government; providing duties of Mayor as Chief Executive Officer; updating and modernizing the Charter; providing four year terms for Mayor and Commissioners; providing for change in General Provisions; and providing for Transition Schedule, Effective Date and Severability?

Yes for Approval
No for Rejection

F:\PEGGYL\WP\ENGEXHBT.BBB