



MINUTES

REGULAR CITY COMMISSION MEETING
MONDAY, NOVEMBER 13, 2023, AT 6:00 P.M.

CITY OF ST. AUGUSTINE BEACH, 2200 A1A South, St. Augustine Beach, FL 32080

I. CALL TO ORDER

Mayor Samora called the meeting to order at 6:05 p.m.

II. PLEDGE OF ALLEGIANCE

The Commission recited the Pledge of Allegiance.

III. ROLL CALL

Present: Mayor Donald Samora, and Commissioners Undine C. George, Beth Sweeny, and Virginia Morgan.

Vice Mayor Dylan Rumrell attended virtually via Zoom.

Also present were City Manager Max Royle, City Attorney Jeremiah Blocker, Police Chief Daniel Carswell, City Clerk Dariana Fitzgerald, Public Works Director Ken Gatchell, and Engineering Director Jason Sparks.

IV. APPROVAL OF MINUTES OF THE COMMISSION BUDGET MEETING ON SEPTEMBER 25, 2023, AND THE REGULAR COMMISSION MEETING ON OCTOBER 2, 2023

Motion: To approve the minutes of the Commissioner budget meeting on September 25, 2023, and the regular Commission meeting on October 2, 2023. **Moved by** Commissioner Sweeny, **Seconded by** Commissioner George. Motion passed unanimously.

V. ADDITIONS OR DELETIONS OF THE AGENDA

City Manager Royle noted the addition of Budget Resolution 23-18 under Consent Agenda as Item XI.2.C.

VI. CHANGES TO THE ORDER OF TOPICS ON THE AGENDA

Mayor Samora suggested moving Commissioner Comments to the end of the meeting.

Commissioner George asked to pull Item 3 from Consent to discuss under Old Business and discuss New Business Item 4 before Old Business.

VII. PRESENTATIONS

- A. Anastasia Island Environmental Stewardship Awards (Presenter: Ms. Sandra Krempasky, Chair, Sustainability and Environmental Planning Advisory Committee)

1) Individual Business Award: Mr. Thomas Davis

- 2) Group Business Award: Panache Salon and Spa
- 3) Individual Non-Profit Award: Ms. Nana Royer
- 4) Group Non-Profit Award: Anastasia Island Branch Library
- 5) Environmental Landscaping Recognition Awards: D Street Residents Damion LaPier and Stephanie Hagopian; Whispering Oaks Circle Residents Jennifer John and Jack Wilson

Sandra Krempasky, SEPAC Chair, advised that this is the fifth year that the City has recognized members of the community who are excellent stewards of the environment. She introduced the winners, read a brief description of why each of them won, and handed out the plaques. Photos were taken with the winners.

Mayor Samora thanked SEPAC for putting this together and he congratulated the winners and thanked them for making the City more beautiful.

- B. Joining St. Augustine's Glass Recycling Program (Presenter: Mr. Todd Grant, St. Augustine Public Works Director)

City Manager Royle reported that the City now has a glass recycling dumpster located at the south end of the City Hall parking lot, which has only been in place for about a week.

Mayor Samora moved on to Item VIII and opened Public Comment. He welcomed anyone that would like to address the Commission on non-agenda items to come to the podium, that they would have three minutes to speak, and to please state their name and address for the record.

VIII. PUBLIC COMMENTS

George O'Brien, 6 10th Street, St. Augustine Beach, FL, said that the Police Department is absolutely wonderful and that Public Works is crushing it; moved to the City three years ago and has been pretty opinionated about the community because he is passionate about it; concerned about the lack of rainwater collection; had no flooding issues during the last two hurricanes but there is development going on now at 11th Street and near the hotel on 10th Street and the rainwater is not going anywhere; during the last little rain storm, the street flooded up to his neighbor's door, which never used to happen, and we need to get out in front of these types of things; when we are approving plans, we need to look at how we are going to collect the rainwater; tourists are walking through his yard because they cannot safely go from the public parking lot to the beach; SEPAC's minutes reflect how he went through some of the new developments on 6th and 7th Streets and there was very few new construction that had gutters and downspouts; has a friend buying a house on 6th Street and he cannot use his backyard because of the pooling water and all the beautiful character homes are being torn down to raise their elevation; he spent a lot of money renovating his house to keep its character and he would like to be able to keep it for his children and grandchildren but we cannot do that if everyone keeps building up and dumping their water wherever they want; would like to have 11th Street repaved.

Doug Conkey, St. Johns River Water Management District (SJRWMD), 7775 Baymeadows Way, Jacksonville, FL, said that SJRWMD presented at one of SEPAC's library events and talked about water supply and saw a wonderful video about the work that they are doing to try to improve the springs; commended the City for having a wonderful SEPAC organization and to see the community involved; it is always great to come to the City and work with concerned citizens and a wonderful Commission; SJRWMD's recent video is an example of a great partnership and they look forward to doing much more.

Mayor Samora closed Public Comment and moved on to Item IX.

IX. PUBLIC HEARINGS

1. Ordinance 23-09, Third Public Hearing and Final Reading, to Amend Sections 6.01.05 of the Land Development Regulations to Include Drainage Requirements for New Development (Presenter: Jennifer Thompson, City Planner)

Planner Thompson advised that at the last meeting she proposed a change to Section 6.01.04.B regarding exceeding the thirty-five-foot height for certain architectural features and that Commissioner George brought up that this is actually part of the City Charter. After looking into it, and consulting with the City Attorney, the Charter comes before the Land Development Regulations (LDR), so we cannot change that LDR without first changing the Charter. She advised that she altered the ordinance to only include the new proposed Section 6.01.05, addressing drainage requirements for new developments, which would give the Building Department the ability to require gutters as well as other drainage requirements for new developments, including roof gutters, retaining walls, underdrain swales, or any other methods deemed necessary.

Mayor Samora thanked Commissioner George for bringing it to the Commission's attention so it can be done right the first time. He asked if there were any comments on the revision.

Commissioner George advised for public knowledge that, although this gives discretionary authority to the Building Department, there is also a mechanism if someone wanted to appeal the decision of the Building Director. She said for the neighbors that Mr. O'Brien referred to, the purpose of this is to give notice to developers, owners, and architects that there might be a requirement based on the displacement of rainwater but there is still a remedy for disputing the decision. She said that this is a great improvement and addresses the problem.

Engineering Director Sparks pointed out that the City's proposed Vision Plan encourages commercial and residential properties to retain the first half inch of stormwater runoff using storage barrels or rain gardens. We have mechanisms that Planner Thompson is enhancing our current Code with downspouts, gutters, etc., but the more that can be retained on the lots would be better, which helps us downstream as a City.

Mayor Samora opened Public Comment.

Doug Conkey, St. Johns River Water Management District (SJRWMD), 7775 Baymeadows Way, Jacksonville, FL, the rain barrels are popular for catching rainwater but you may not think about water quality; mentioned that rainwater coming off the roof needed to be treated because it had fecal coliform in it since birds sit on roofs a lot; you also have to be cognizant about treating that kind of water; collecting, preserving, and doing great things with the water is very commendable.

Mayor Samora closed Public Comment and asked the City Attorney to read the preamble.

City Attorney Blocker read the preamble of Ordinance 23-09.

Motion: to approve Ordinance 23-09. **Moved by** Commissioner George, **Seconded by** Commissioner Morgan. Motion passed unanimously.

Planner Thompson said that since the City Charter is above the Land Development Regulation Section 6.01.04, she asked if the Commission wanted her to put it in the Charter Review Committee's court to see if they would like to alter it. Mayor Samora said it could be done without Commission endorsement because we would not want to tell the Committee what to do, but if she believed it was worthy, to go ahead and have the Committee entertain it.

Mayor Samora moved on to Item X.

X. CONSENT

(Note: Consent items can be approved by one motion and vote unless a Commissioner wants to remove an item for discussion and a separate vote)

2. Budget Resolutions:

- A. 23-16, to Amend the Fiscal Year 2024 General Fund Budget to Appropriate \$10,000 for Charter Review Committee Facilitator
- B. 23-17, to Amend the Fiscal Year 2024 American Rescue Plan Act Budget to Purchase a Pump and Trailer for Emergency Flooding
- C. 23-18, to Amend the Fiscal Year 2024 General Fund Budget to Carryover Remaining Expenditures for the 2nd Street Project

Motion: to approve Budget Resolutions 23-16, 23-17, and 23-18. **Moved by** Commissioner Morgan, **Seconded by** Commissioner Sweeny. Motion passed unanimously.

Mayor Samora moved to Item XII.4.

XI. OLD BUSINESS

3. Approval of Contract with City Manager

Mayor Samora informed that per the Commission's instructions, the City Attorney revised the proposed contract with the City Manager, his attorney also reviewed it, and they are in agreement with it.

Commissioner George advised that she had questions for the City Attorney. She said that under Section 10, Vacation and Sick Leave, she recalled that vacation and sick leave caps off at some point under normal procedure and she suggested to clarify the language at the end of the last sentence by adding "... in accordance with the City's Personnel Policies and Procedures Manual and State law". City Attorney Blocker said that it could be clarified to say that the employee shall accrue sick leave in accordance with the City's Personnel Policies and Procedures Manual. Commissioner George said that she was worried that the first sentence would be more prospective, and the second sentence could be interpreted as more retrospective and that she did not think that it would hurt to add the clarifying language if everyone agreed. Mayor Samora said that he did not understand the concerns. Commissioner George said that she was concerned whether there could be construed ambiguities in the future and because we have used that clarifying language in other locations when we referred to being consistent with the policies and manuals and it was not reiterated in the last sentence. She said that she was not familiar enough with the word "accrued" and whether it meant, in employment law context, only those that had entitlements or whether we were creating a new entitlement inconsistent with State law or the Policies and Procures Manual. City Attorney Blocker said to be clear, the City has a policy, which is the controlling guidance here and City Manager Royle would not be able to accrue any additional leave and we would not be able to give him additional leave through this contract because there is a provision already in place that caps that. He said, for example, if he earned one hundred hours and he does not use one hundred hours, it would stop right there, and we would want to make sure that the City's Human Resources (HR) Officer understands that. Commissioner George said okay.

Commissioner George moved on to Section 22 of the proposed contract and she asked if the Charter required employee consent in the event of a reduction of pay because it struck her as odd that the employee must consent to a reduction. If an employer was to propose a reduction, the employee could say no. City Attorney Blocker said that he would have to pull that Charter Section 1-8, but that his recollection was that the reduction in salary had to be consistent across the board. Sometimes you will see cities or local governments start with their top paid employees and

work their way down and it would have to be consistent with those cost saving measures. Commissioner George said that that was what she would expect, but she was curious why it stated, “*and Employee consents to reduction...*”. She said that she was not overly concerned about it over the next thirty months, but as a template for a contract going forward, she would not want to add that language if it otherwise was not in there because there could be an across-the-board reduction for all employees, but then if one employee can say that they do not consent, it seemed inconsistent. City Attorney Blocker said to keep in mind that City Manager Royle’s position is a contract employee, which is different from a standard hire, and there would have to be some consent on his part because we are agreeing to a certain salary. He said that that language is designed to address that aspect of it.

Commissioner George moved on to Section 25, paragraph A, which she said had a few typographical errors. The first sentence references, “The City Council” and should be corrected to, “The City Commission” and corrected anywhere else it may appear throughout the contract. She also pointed out that the paragraph above the signature block references, “Interim City Clerk”, and “Interim” should be removed. She asked if the base salary was what was in the budget today. City Manager Royle and the City Attorney said yes.

Commissioner Morgan said that she did not want to add anything that would delay this any further, but for future contracts, Section 10, only states that the employee would accrue sick leave and that vacation leave was missing and should be added. City Attorney Blocker advised that it could be added.

Vice Mayor Rumrell said that Commissioner George answered most of the questions he had regarding the leave, but as long as this is not a precedence for future contracts, he was okay with it. He said that City Manager Royle has dedicated a long time to the City and that everyone would be unique.

Mayor Samora opened Public Comment. Being none, he closed Public Comment.

Motion: to approve the contract as drafted with noted typo corrections to Section 10 by adding “vacation”, Section 25 fixing “City Council” reference, and removing the reference to “Interim City Clerk”. **Moved by** Commissioner George, **Seconded by** Vice Mayor Rumrell. Motion passed unanimously.

Mayor Samora thanked everyone for working on this and that it would be a nice template moving forward.

Mayor Samora moved to Section XIII, Commissioner Comments.

XII. NEW BUSINESS

4. Sustainability and Environmental Planning Advisory Committee: Request to Reduce Number of Regular Members from Seven to Five (Presenter: Ms. Sandra Krempasky, Committee Chair)

Sandra Krempasky, SEPAC Chair, advised that she sent a memo to the City Manager requesting that SEPAC’s membership be reduced from seven to five members and that they need to have two alternates. She said that SEPAC knows that this has to be done with a resolution, but she wanted to get the Commission’s feedback to see if they would consider this request before working on a resolution.

Mayor Samora advised that SEPAC is only effective if it can meet and act. He said that SEPAC has had a few problems recently having a quorum and he believed that SEPAC could be effective and have good input with only five members just like the Commission does. Commissioner Morgan said that she was in favor of it if that is what it takes for SEPAC to continue doing their good work. Commissioner George agreed.

Chair Krempasky advised that she would come back with a resolution.

Mayor Samora moved back to Item XI.3.

XIII. COMMISSIONER COMMENTS

Mr. Todd Grant, St. Augustine Public Works Director, arrived at 6:45 p.m. and the Commission allowed him to speak belatedly on Item VII.B.

Mr. Grant said that he really appreciated the partnership the City of St. Augustine and the City of St. Augustine Beach have, and our solidarity has been helpful in times of need, such as the borrowing of trash trucks, the street sweeping, etc. He said that the glass dumpster is in place and hopefully we can get a lot of participation. He advised that he was recently granted a sustainability position, and when the new person comes on board, they would definitely reach out to the City to share ideas. He said that the new dumpster is for glass only but that dumpsters are an open invitation for trash. He said that he believed that they had diverted twenty-two tons of glass and that they would be putting another dumpster location west of US 1. He said that he appreciated the City's cooperation, and if the dumpster becomes too popular, they would add a second dumpster. Mayor Samora said that this fills a hole in our recycling program that a lot of City residents have asked for and he appreciated them partnering with the City. Mr. Grant said that Ms. Conlon did a press release with the glass recycling "dos and don'ts" and that he would have their communications director send Ms. Conlon their Instagram reel from their campaign. He said that the dumpster on Red Cox Road is the highest producing location, and he is challenging the City residents to knock them off the top rung. Mayor Samora said that the City residents like a good competition and that he believed they would be good stewards of putting the right stuff in the recycling dumpster.

Vice Mayor Rumrell thanked the Commission for allowing him to attend via Zoom. He noted that a resident, John Grapsas, 7 16th Street, had passed away. He stated that Mr. Grapsas had been a very giving person and had donated a bench on 12th Street near Mayday Ice Cream. He also congratulated Joy Andrews, the new St. Johns County Administrator, on her appointment and asked City Manager Royle to connect with her to see if there was any collaboration that we could do together. He said that the City's National Night Out was a great event.

Commissioner George said that she had a wonderful ride-a-long with Sergeant Natalie Gillespie, it was great to see the Police Department in action. She said that it was great to see the tools in use that the Commission makes sure to fund in their budget and to also see the tools that they do not have. She encouraged her colleagues to do a ride-a-long and said that she feels very safe in our community and that we have a great Police Department. She was glad to see the decisions that the Commission makes allow them to do their jobs.

Commissioner Sweeny said that she saw that Officer Ed Martinez received an award. Chief Carswell advised that it was on one of the local news-radio stations, and that he was nominated by a fellow employee for being an outstanding community leader. Commissioner Sweeny asked Chief Carswell to congratulate him and said that Officer Martinez is in her neighborhood often and that all the kids love him. She also thanked Engineer Sparks for all his work filling out a lot of tedious forms to get the City's appropriations requests to the legislature. Mayor Samora asked how we were doing with the appropriations. Commissioner Sweeny advised that the deadline is tomorrow, and we are getting all of it done. She said that the session starts in January and hopefully we will see some movement.

Commissioner Morgan said that since the last Commission meeting, she also went on a ride-a-long, which was during the afternoon, and she would like to do it again at night during a busy time of year to see more action. She said that she feels very safe and very good about the budget

decisions that the Commission makes. She said that she is very happy to have the new recycling dumpster in the City. She said that she talked with Chief Carswell about the County ordinance on e-bikes, which has one more reading, and that she believed there is a hole in the ordinance that needed to be filled as far as helmets. She said that we see e-bikes all around the City, they are becoming popular with tourists, and they are very popular with young people. They are a good way to get around, especially for people that do not have other means of transportation. However, without having an ordinance that requires helmets, at least for people under the age of eighteen, then we are in limbo waiting for something serious to happen. She said that she would like it to be on an agenda for further discussion regarding an ordinance for the beach to require helmets for minors. Mayor Samora asked when the County would be taking final vote for their ordinance. Chief Carswell advised that it would be on November 21st. Mayor Samora said that it should be finalized before our December meeting, and it will provide a nice basis for us if we want to strengthen it and fill in any holes, which could be on the December agenda. Commissioner Morgan said that some of the things that we discussed in the past did not seem to be the right fit for us, but it is still an area that we could improve because maybe other parts of the County do not have the same prevalence of e-bikes. She said that it is not as much about ticketing people but encouraging them to be safer. Mayor Samora said that he supported bringing the topic back to the Commission and that he felt like the City did the right thing when the scooters came out. He said that he was recently at a convention in Indianapolis, and someone hopped on a scooter the first night that they were there, and he hit a curb. He showed up the next morning with the whole side of his face scraped up and bruised and he was not wearing a helmet. Getting out in front of these types of things really works and we need to do what is right for our community to keep everyone safe.

Commissioner Sweeny asked if the City had an ordinance for scooters. Chief Carswell said that it would fall under electric vehicles, and we have a little bit of an ordinance in place but nothing detailed. Commissioner Sweeny asked what the helmet law was for bicycles. Chief Carswell advised that the Florida Statute is sixteen years of age under, and the e-bikes would fall under that right now, so sixteen years of age and under would be required to wear a helmet. He said that he agreed with Commissioner Morgan and that by having an ordinance, we would not be writing a citation to a twelve-year-old and that an ordinance warning would be much more efficient. Commissioner Sweeny said that she would probably be in favor of keeping it at sixteen years of age and under to keep it consistent with the Florida Statute.

Mayor Samora said that every year when the budget rolls around, it seemed like the same discussion every time and we are left with a month or two to cut the budget. He said that he talked with the Finance Director several times and that it seemed like there was always great concern about what the operating millage would be, which seemed to be going up every year. He said that if the Commission expressed its intentions to staff in June, then it is too late for them to alter where the budget is going and that he would like to get out in front of the budget process so that staff can work to make things more efficient. He suggested that, as a planning vehicle, the Commission could have a discussion in either December or January to let staff know what we expect come budget season. He said that it is important because our operating budgets are on a spiral and they are growing faster than the tax base is growing and he would not want to deal with that in July and he would rather have staff looking at it right now. Commissioner George asked whether the Finance Director would have the data available for potential projections that early. Mayor Samora advised that he did not want it to be a budget review and that this would be more general guidance so that they could start looking at operating efficiencies within each Department. Commissioner Morgan asked if he was thinking of this as a halfway point or if he had a certain date in mind. Mayor Samora said that the earlier we do it, the better so that we can collectively talk about general guidance so that staff can prepare because the operating side

seems to be getting worse. He said that it is unfair to go to staff in June or July and ask them to figure out how to operate next year with a ten percent reduction.

Commissioner George said that she was okay with trying something different and that she would presume that staff would be mindful that the Commission does not want it to keep going up every year. Mayor Samora said that he would presume the same, but it seemed like it was getting a lot larger every year. Commissioner George said that we could give them more guidance as to where the Commission wants staff to cut, such as capital improvements, technological expansion, and what we want to prioritize, which she could see it as a policy discussion but that specifics would be hard. Mayor Samora said that specifics are hard at this point, but he would like to get staff pointed in the right direction and if our tax base is going up, it is our expectation that they maintain their budgets in that realm. He said that our millage went up to almost the maximum that we could assess this year and he would like to either hold that or bring it back down. Commissioner George said that it would be a good opportunity to ask the Finance Director to bring the Commission data of the spending trends for past five years and where increases have occurred so that we can see if there are internal controls that we could tweak. She said that by the time we get to the budget season, the Finance Director is so busy dealing with the budget that she may not have the opportunity to do that categorical forecasting other than the year-to-year changes that we see so that we can hone in on those trends.

Mayor Samora asked the Department Heads if it would be helpful to get guidance from the Commission at this point for what budget expectations might be. Chief Carswell said that it would be very helpful for him to be ahead of the game come budget season. Public Works Director Gatchell agreed and said that January would be good. Engineering Director Sparks agreed and said that typically February is a good month to get your five-to-ten-year capital improvement projects together so that they can be prioritized, to see if anything new has come up, and to have a solid path by March of what the Commission would see in July.

Commissioner Sweeny said that she agreed with what Commissioner George mentioned and that she would like to see some historical data from the different departments. She agreed that the Commission wants to control spending and we have also had record inflation over the last few years along with external costs that were out of our control such as the property insurance crisis that is driving up costs, the rise in wages, etc., which all needs to be part of the discussion. She said that she would like to see where spending has increased and what is driving it.

Mayor Samora asked the City Manager if the Finance Director normally puts together a plan and when she would present it. City Manager Royle advised that it is usually presented in May. Mayor Samora said that she probably has the data to pull that forward for us to look at and possibly refine it to show where the spending increases have been.

Commissioner Morgan suggested waiting until January. Commissioner George suggested January or February and to ask Finance Director Douylliez for her input because of the holidays. Mayor Samora said that January would be fine. Vice Mayor Rumrell said that it was a great idea and he agreed that seeing the forecast trends are how businesses and even households operate to make them run efficiently. He recommended that the Finance Director or Department Heads should prioritize their needs vs. their wants because we may have some pretty significant projects coming down the line.

Mayor Samora asked that it be put on the agenda for January.

Mayor Samora moved on to Item XIV.

XIV. STAFF COMMENTS

City Manager Royle advised that the Charter Review Committee had its first meeting on November 8th, and we have a very good Committee of people with diverse backgrounds and experiences in local and state government. Their next meeting will be on December 13th at 6:00 p.m., which will be approximately three hours. The first meeting only lasted two hours because the Committee worked very fast, and he was given eight directives to prepare reports for their next meeting. He read a letter that Commander Harrell wrote on October 7th to Public Works Director Gatchell commending Bradley Tedder, the City's Buildings and Grounds Foreman, for coming through for the Police Department by providing road cones for the Pink Up the Pace Race, otherwise, they would have had to cancel the race [Exhibit A]. He said that he particularly wanted to note this in the minutes for the public and he said that this shows the quality of employees that the City has. Mayor Samora thanked the City Manager for sharing that and for the Commander recognizing him.

Engineering Director Sparks echoed what was said earlier in the Workshop Meeting about the Smart City and the Vision Plan. He said that the FY 24 projects are getting ramped up and underway and he thanked the Commission for their support, and he thanked Vice Mayor Rumrell and Commissioner Sweeny for their assistance getting the legislative forms filled out.

Chief Carswell said that a few months ago he talked about a mock accreditation that they had, and this past week they had their official re-accreditation assessment, which they have every three-years. He said that three men from the Florida Commission of Law Enforcement Accreditation came to the Police Department for three days and tore apart all their policies, their building, the officers, the vehicles, and Sergeant Gillespie's evidence room, and they were found to be one hundred percent in compliance as they have been for all three past accreditations. He commended Sergeant Gillespie for doing two full-time jobs, running the evidence room and having a patrol shift. He also thanked their accreditation officer, Meghan Warman, who made it super easy for them. Mayor Samora congratulated the Chief and said that it was a great accomplishment.

City Attorney Blocker reminded the Commission that it is the end of the year, so they have ethics training coming up and that most have already completed it, but there is still a little time left for anyone who still needed to complete it. Commissioner George advised that you also get Florida Bar credit for it.

Mayor Samora advised that the next thing coming up is the Thanksgiving Holiday and the City offices would be closed on Thursday and Friday, and he wished everyone a happy thanksgiving.

Mayor Samora moved on to XV.

XV. ADJOURNMENT

Mayor Samora asked for a motion to adjourn.

Motion: to adjourn. **Moved by** Commissioner George, **Seconded by** Commissioner Sweeny. Motion passed unanimously.

Mayor Samora adjourned the meeting at 7:15 p.m.



Donald Samora, Mayor

ATTEST:


Dariana Fitzgerald, City Clerk

Max Royle

From: Travis Harrell
Sent: Saturday, October 7, 2023 12:55 PM
To: Ken Gatchell
Cc: Bradley Tedder; Max Royle
Subject: Assistance

Good afternoon Ken.

I wanted to let you know that Bradley came through for us in a big way this morning. We were in a bind due to the SJSO failing to provide cones for the "pink up the pace" 5k for breast cancer. At the last minute I reached out to Bradley and asked for a favor. Had it not been for his graciousness I would have had to cancel the race and disappoint 2500 people. He really saved it!! What an outstanding testimony to team work and getting the job done for the greater good.

T.G. Harrell
Asst. Chief