

Commission Meeting Minutes
May 6, 2025
5:30 pm

Mayor Redding called the meeting to order at 5:31 pm and Commissioner Roberts opened the meeting with prayer and the Pledge of Allegiance.

Members in attendance included Mayor Andy Redding, Commissioner Bob Milner, Commissioner Janice D. Mortimer, Commissioner Danny Nugent and Commissioner Scott Roberts. Also in attendance were Attorney Danielle Adams, Executive Assistant Cathy Bradley, Fire Chief Jason Clemons, Chief Administrative Officer Jimmy Crosby, Executive Assistant Lisa Heeder, Finance Director James Hughes, Administrative Assistant Becky Moore, Lieutenant Robbie Mosley and General Manager Drew Mullins.

Mayor Redding called for any agenda changes, additions or deletions. Mr. Crosby asked to move 4.F. to 8.D. Mayor Redding entertained a motion to approve the agenda with the change. Commissioner Roberts made a motion. It was seconded by Commissioner Milner. The motion passed 5-0.

Mayor Redding entertained a motion to approve the agenda. The consent* agenda consisted of the Minutes of the April 15, 2025 Commission Meeting, Resolution Number 2025-26 approving the agreement with the Bradford County Supervisor of Elections, Resolution Number 2025-27 approving the amendment to the Traffic Signal and Maintenance Agreement with the Florida Department of Transportation, Resolution Number 2025-28 approving the State Highway Lighting, Maintenance and Compensation Agreement with the Florida Department of Transportation, Resolution Number 2025-29 approving the contract extension with Asplundh Tree Expert, LLC and the commissioner bill review. Mayor Redding entertained a motion. Commissioner Milner made a motion. It was seconded by Commissioner Nugent. The motion passed 5-0.

There was no old business.

There were no emergency items.

Mayor Redding called for citizen's participation. Carrie Crews, a Broker and Associate with CW Realty, came forward to invite everyone to the open house for Magnolia Park on Parker on Friday from 4:00 pm to 7:00 pm. Robert Pedron from 718 West Market Road came forward to talk about Market Road ditches not being mowed. Mr. Mullins will look into it. Alvin Hunter came forward to talk about the Fair Association and to ask Commissioner Milner to step down. Eulinda Russ from Pine Forest Apartments came forward to ask about ownership of the lift station and to leave documents. Mayor Redding said Ms. Bradley or Mr. Mullins will distribute the documents. Lathell Blaine came forward to talk about his sewer disruption at 101 Alexander Road. Mayor Redding asked if the damage caused was a result of our activities or the site developer. Mr. Mullins said it was the developer and we aren't responsible for anything on the private

property. Pam Whittle came forward to talk about May 26th Memorial Day and a car show at the Square. Commissioner Nugent made a motion to approve the request. It was seconded by Commissioner Mortimer. The motion passed 5-0. Aerial Photographer Greg Cromer came forward to show an aerial photo he took of the City of Starke that is available to purchase.

Mayor Redding called for public hearings. Attorney Adams read Ordinance Number 2025-03 by title. An ordinance of the city commission of the City of Starke updating investigation fees for false alarm calls from alarm systems within the City of Starke; providing for suspension of alarm systems; prohibiting automatic telephone dialing systems; providing for appeals; allocating revenues generated by investigative fees; providing for severance; and providing an effective date. Mayor Redding entertained a motion to pass the ordinance. Commissioner Mortimer made a motion to approve Ordinance Number 2025-03 on second reading as read by title only. It was seconded by Commissioner Milner. Mayor Redding asked if there was any further discussion. There was none. He asked if there is any input from the community. There was none. The motion passed 5-0. Attorney Adams read Ordinance Number 2025-08 an ordinance of the city commission of the City of Starke, Florida, repealing section 2-92 of the code of ordinances, relating to per diem and travel expenses; providing for conflicts; providing for severability; and providing for an effective date. This ordinance removes a section of the city code that is in conflict with state statute. Mayor Redding entertained a motion to approve 2025-08. Commissioner Roberts made a motion. It was seconded by Commissioner Mortimer. Mayor Redding asked if there was any further discussion. There was none. He asked for any comments from the room. There were none. The motion passed 5-0. Mayor Redding called for Ordinance Number 2025-09. Attorney Adams read the ordinance by title. An ordinance of the city commission of the City of Starke, Florida, revising chapter 2, article III, division 4, section 2-169 salary of the city clerk; amending the annual salary of the city clerk; allowing the future salary of the city clerk to be amended via resolution; providing direction for codification of this ordinance; repealing all ordinances in conflict; providing for severability; providing for severability and providing for an effective date. Mayor Redding entertained a motion to approve 2025-09. Commissioner Milner made a motion. It was seconded by Commissioner Mortimer. Mayor Redding asked for any further discussion. There was none. He asked for comments from the crowd. There were none. The motion passed 5-0. Mayor Redding called for Resolution Number 2025-30 for construction of the Starke Music Pavilion. Mayor Redding stated the city has a pavilion that faces downtown versus the other one that will face residences. Commissioner Nugent agreed. Commissioner Roberts said they were trying to do something that is a class act and he stood behind what they voted for already. Commissioner Milner said he would like to do their due diligence to see if the existing building can be retrofitted without spending this much money. Commissioner Mortimer asked if there was any other due diligence that needs to be done. Mr. Crosby said they would need to look at the grant to see what could be done with that money. Commissioner Mortimer said she agrees with moving forward with the plan they have. Mayor Redding asked if there was any public comment. Harold Hill asked if there were

going to be any sound barriers as the dishes rattle in the cabinets. Mayor Redding said he understood. Markleyann Cash asked if the city wanted to draw more people into the city, then why would the city not face it towards the city. Mayor Redding said he understood. He entertained a motion. Commissioner Nugent made a motion to table and put the money into the old pavilion. The motion failed for lack of a second. Mayor Redding entertained another motion. Commissioner Roberts made a motion to approve what was pulled off the consent agenda to move forward with the contract. It was seconded by Commissioner Mortimer. The motion passed 3-2. Mayor Redding and Commissioner Nugent opposed the motion. Commissioner Mortimer asked to explore some type of sound barrier. Mayor Redding said staff can look into that.

Mayor Redding called for quasi-judicial hearings. There were none.

Mayor Redding called for the general manager report. Mr. Mullins said that at the FMPA conference a video is made each year focusing on one of the member cities; this year is going to be the City of Starke. Laura Street and Redgrave Street have been paved and risers for the manholes have been ordered. When the city tore down the Badcock building a large amount of sand was found. Both contractors recommended three inches of lime rock go on the entire surface. They have identified fire hydrants that need to be repaired or replaced. Mr. Mullins will share the list with the commissioners.

Mayor Redding called for the chief administrative officer report. Mr. Crosby said he talked to the school superintendent about swapping three acres at the city yard for about eleven acres at Southside School that has been closed down and matches the site plan for the new high school. If the commission wants to do this, then the city will need to enter into a joint resolution with the school board. We would not do it physically until they know they are going to build a new high school. Superintendent Hartley was present for questions or concerns. Mayor Redding entertained a motion to move forward with a joint resolution with the school board for the property swap at Southside and our current city yard. Commissioner Roberts made a motion. It was seconded by Commissioner Mortimer. The motion passed 5-0. Mr. Crosby said the city has received a grant for a City Visioning Plan. They are going to outline a citywide vision plan on Tuesday, May 20th and Wednesday, May 21st. They will speak to individual staff persons, economic development representatives, planning and zoning representatives, park representatives, the county manager, community development, the sheriff's department and county commissioners. The city needs the Visioning Plan in order to get enough points to receive grants per grant funders.

Mayor Redding called for the attorney's report. Attorney Adams said the commission had authorized a settlement in the eminent domain proceeding for purposes of obtaining the lift station property and the final judgement has been entered.

Mayor Redding called for the law enforcement report. Lieutenant Mosley said the prayer walk and the National Day of Prayer were successful and had good turnouts. He passed out and reviewed the law enforcement report. Commissioner Mortimer thanked law

enforcement for their help with both of the events and complimented the staff.

Mayor Redding called for the commissioner reports. Commissioner Nugent said the Northeast Florida League of Cities dinner is in St. Augustine. He will not be here from the eighth to the fifteenth of this month. Commissioner Milner said he had three things. Number one: He has been contacted by several city employees over the last few months regarding their perception of Mr. Crosby's management style. The employees are having difficulty performing their job duties because of what they consider to be harassing, intimidating, and in some cases threatening behavior by Mr. Crosby. The final straw for him was when an employee called to say that two employees were told by Mr. Crosby not to enforce actions they would otherwise be required to enforce in certain commissioners' districts until after the candidate qualifying time or until after the elections in August depending on whether an incumbent draws a challenge or dependent on who qualifies for the upcoming city clerk election. Number two: Mr. Crosby had advised him that he had put together a recreational advisory committee involving county staff, representatives of the Tourist Development Council and city staff to consider proposals for a partnership to better utilize our ball fields. Commissioner Milner stated he thinks the list of members is a good representation of the community and they will serve well on that committee. He asked if Mr. Crosby consulted with the mayor or this commission prior to determining the members of the committee. He stated that he would think at any time the city establishes a citizen's advisory committee, the commission should be consulted regarding potential membership and the mayor should appoint the appropriate commissioner if one is to serve. Item three: The commissioners all know that the Florida Department of Law Enforcement conducted a search warrant on city hall in February of 2024, and the next day Mr. Crosby submitted his resignation as city clerk. Commissioner Milner stated he made a public records request from the FDLE for both the affidavit supporting the search warrant and the results of the investigation now that it is closed. He read the search warrant and the results of the investigation. He said Mr. Crosby was hired back two weeks later. He appreciates the many good things Mr. Crosby has either initiated or been a major part of while representing the city the last couple of years; however, he believes his management style has created a hostile work environment. In the absence of voluntary resignation, Commissioner Milner made a motion to terminate the employment contract with Mr. Crosby as Chief Administrative Officer effective immediately upon the adjournment of the commission meeting. It was seconded by Commissioner Nugent. Mayor Redding asked for any further discussion. Commissioner Roberts said he thinks they need to look deeper into it before they start putting accusations out there. Commissioner Mortimer said it's quite disheartening when you have someone that you consider a friend and then be presented with this type of information for what reason she has no idea. She continued to say that we profess to be Christians and the Bible tells us if you have ought with your brother that you're to go to your brother, she just wonders if Commissioner Milner had an opportunity to go to Mr. Crosby, who he has said is his friend to present this information. When Mr. Crosby was the clerk, he didn't work for this board. He worked for the people that elected him. So, she didn't feel the need to request anything from FDLE based on that. She doesn't think

they need to make a decision as to Mr. Crosby's employment because the job Mr. Crosby has done since he's been hired by this board speaks for itself. She has had disgruntled employees come to her and would listen, but stated she would always encourage them to follow the procedure if they have a complaint. Mayor Redding said, it's regretful that they were in this situation, and it was alarming nonetheless to hear all of that. He states he too has heard those same accusations about employees not being allowed to speak to commissioners without consequence. Mayor Redding also stated Commissioner Mortimer was right and Mr. Crosby has done great things, but the commission serves the City of Starke first and that in the ordinance regardless of Mr. Crosby's contract, which it supersedes, it only requires a three-two vote of the full commission. Attorney Adams said she had some concerns about what he had said in regard to the ordinance superseding the contract. She doesn't know that it does and please give her the chance to look at it and advise the commission. Mayor Redding said then they were in a position for Mr. Crosby to be put on leave until they get a rectification of what is allowed. There was still a motion and a second. Attorney Adams said they could rescind their motions and present a new motion. Commissioner Milner withdrew his motion and made a motion that Mr. Crosby be placed on administrative leave upon adjournment of the meeting and not represent the city at anything until the next commission meeting when they make a decision. It was seconded by Commissioner Nugent. Mayor Redding asked for public comment. Mr. Hunter asked to be heard. He expressed appreciation for Mr. Crosby and the things he has done for the city. Mayor Redding said they had a motion and a second. The motion passed 3-2. Commissioner Mortimer and Commissioner Roberts opposed the motion. Mayor Redding said to Mr. Crosby he was on administrative leave. There will be no communication and no representation of the city by Mr. Crosby and all of his city property will be relinquished. Mayor Redding stated that he will not receive a salary. Commissioner Mortimer said that should have been in the motion. Attorney Adams said on administrative leave they should be paid. Mayor Redding asked about city property. Attorney Adams asked what city property Mr. Crosby has. Mayor Redding said he has a city vehicle and may have computers. Attorney Adams asked if Mr. Crosby has computers. Mr. Crosby said he has an iPad he can turn in, but the vehicle was part of his contract. Commissioner Mortimer asked if he only used it for city business. Mr. Crosby said not according to his contract and asked to put something on the record. Mayor Redding agreed. Mr. Crosby said that "no commissioner or person has discussed any of that with me prior to this meeting. So, I want it on record that my good friends would not even have the courtesy to come by and say I've got a problem. Here it is. I find that hard to define a good friend. I've never done that with anybody in my life. So, I do want it on record that I was available. Anybody could have come and talked to me and what has happened is a complete blind side without any prior conversation. I would like for it to be on record that the commissioners do, and have, come and talked to me about many things. That's the only part that I find I've got questions about. Things that were said that are not true that can be easily shown and that's a different issue. Right now, I just want that on record that that is the type of individual that we are dealing with." Mayor Redding asked if there was anything else. Commissioner Roberts said not at this time. Commissioner Mortimer said

it was a sad day in the city that someone can be accused of something and not be given an opportunity to address it. It is pretty sad, pretty low and this board is a representative of all the citizens in the City of Starke. Commissioner Mortimer continued to state that if the Commission is going to make decisions of this magnitude because people have come and complained about something or someone and not give that person the opportunity to address, it's a pretty sad day. Mayor Redding said he hated to end the meeting this way, but reminded everybody that the Commission serves at the will of the people.

Mayor Redding entertained a motion to adjourn. Commissioner Nugent made a motion. It was seconded by Commissioner Milner. The meeting was adjourned at 7:21 pm.