



City of Starke

"Forging Tomorrow's Small Town, Today"

Regular Meeting of City Commission Minutes

Tuesday, December 16, 2025 at 5:30 PM

Mayor Redding called the meeting to order at 5:30 PM.

Mayor Redding opened the meeting with a time of ²Voluntary Prayer and the ³Pledge of Allegiance.

Mayor Redding asked for ⁴Roll Call. Commissioner Dimple Overstreet was present, Commissioner Janice D. Mortimer was present, Commissioner Bob Milner was present, Commissioner Danny Nugent was present, Mayor Andy Redding was present. Additionally, City Clerk Chrissy Allen-Thompson was present, City Manager Drew Mullins was present, and City Attorney Allison Folds was present. Also in attendance were Executive Assistant Cathy Bradley, Building & Zoning Office Manager Lance Campbell, Fire Chief Jason Clemons, Executive Assistant Lisa Heeder, Assistant City Manager-Finance James Hughes, Code Enforcement Officer Nick Krahl, Grants Coordinator Becky May, and Assistant City Manager-Utilities David Sparks.

Mayor Redding asked for any agenda changes for the ⁵Approval of Agenda. He asked to put Dale Tenly and Norman Dowdy with an American Legion Award Presentation as Item 7.a. He entertained a motion to approve the agenda. Commissioner Milner made a motion as amended. Commissioner Mortimer seconded the motion. Motion passed 5-0.

Mayor Redding entertained a motion to approve the ⁶Consent Agenda. The Consent Agenda consisted of: ^{6.a}Minutes of the November 18, 2025 Commission Meeting, ^{6.b}Resolution Number 2026-14: Approving that Certain Amendment to the Traffic Signal and Maintenance Agreement with the Florida Department of Transportation for Maintenance of Certain Traffic Signals in the City of Starke, ^{6.c}New Year's Eve Road Closure Update, and ^{6.d}Commissioner Bill Review. Commissioner Mortimer reported she reviewed the bills and had a couple of minor questions that were answered by City Clerk Allen-Thompson. She made a motion to approve the Consent Agenda. Commissioner Nugent seconded the motion. Commissioner Milner reported that on page 4 of the November 18, 2025 Minutes, it stated that he and Commissioner Nugent would be in Tallahassee but said they will not be and asked that it be changed to simply advise they will not be at the Ethics Training on December 18, 2025. (*Staff reviewed the recording from the November 18, 2025 Meeting and determined this to be a sidebar conversation unrelated to the topic being discussed. The requested change was made.*) Motion passed 5-0 with the requested change to the November 18, 2025 Minutes.

Mayor Redding asked if there were any ⁷Emergency Items. City Manager Mullins said no. City Clerk Allen-Thompson said no. ^{7.a}Mayor Redding asked Mr. Tenly and Mr. Dowdy to come forward to present the plaque. Mr. Tenly asked City Clerk Allen-Thompson to come to the podium. Mr. Dowdy read the plaque from the American Legion. "On behalf of the President of the United States and the Governor of State of Florida, we would like to present you this plaque from the

American Legion Post Number 56. This is to honor you for your dedication and selflessness to always assist and help others without any hesitation whatsoever.” Thank you for all you do.

The only ⁸.Citizens Request was for the presentation of the plaque from the American Legion.

There were five items to discuss for ⁹.New Business: ^{9.a}.Mayor, ^{9.b}.Vice Mayor, ^{9.c}.New Year’s Holiday, ^{9.d}.Site Plan, and ^{9.e}.City Manager Performance Evaluation. Mayor Redding called for ^{9.a}.Mayor. Commissioner Mortimer nominated the current Mayor Andy Redding. Commissioner Overstreet seconded the nomination. Commissioner Nugent stated that he thought the City was going back to the rotation system so all have a chance and not just one person. Mayor Redding stated that it was his understanding that the position of Mayor is based on the pleasure of the Commission and how they decide. He also stated that he was willing to serve in any form that the Commission sees fit. Commissioner Mortimer stated that she stands by her nomination and there is nothing in policy that states they have to rotate the Mayor, although it has been the tradition. She furthered by stating that as Commissioner Nugent pointed out in an earlier meeting it is already December, so changing now would probably present hardships for staff to change signatures on banking accounts. Mayor Redding said he supports whatever the majority of the Commission wants. He also said that the Charter Review Committee started meeting and these topics (terms, start/end, elections, cycles, etc.) will be looked at. Commissioner Overstreet stated her opinion was that Mayor Redding has been running it for this term so far and recommends not changing it up. Commissioner Milner had no comment. Motion passed 4-1 with Commissioner Nugent dissenting. Mayor Redding called for ^{9.b}.Vice Mayor. Commissioner Mortimer nominated the current Vice Mayor, Commissioner Mortimer. Commissioner Overstreet seconded the motion. There was no further discussion. The motion passed 4-1 with Commissioner Nugent dissenting. Mayor Redding called for ^{9.c}.New Year’s Holiday. He explained what was being discussed was which days the City employees will be off. According to Mayor Redding, the Governor chose to give an extra day off, and the Commission typically follows what the State does. He asked what day that would add. City Manager Mullins said it would add January 2, 2026, which would be that Friday. Commissioner Mortimer asked if the employees get New Year's Eve off. City Clerk Allen-Thompson said they work on New Year's Eve. Mayor Redding asked for further discussion. Commissioner Milner said with all due respect, he doesn’t care what the State or the Governor does, but his reason for going along with it is he believes the employees deserve it and hopes the employees get the message that the City Commission not only gave them from Tuesday, December 22, 2025 at noon off for the rest of the week, and now the Commission is giving them another day, allowing for five days for the holidays. He thinks they need to make it a point that this Commission has been extremely generous to the well-deserving employees. Mayor Redding said this is an act of benevolence and appreciation. The city has employees with skill sets that could go to private industry and make a lot more money. This shows that they are willing to sacrifice and provide service to their community. He entertained a motion. Commissioner Milner made a motion to allow the employees to have January 1, 2026 and January 2, 2026 off for the holidays. Commissioner Nugent seconded the motion. Motion passed 5-0. City Manager Mullins said the employees are very grateful and appreciative for the Thanksgiving, Christmas, and now New Year’s holidays. Mayor Redding called for ^{9.d}.Site Plan. Mr. Campbell came forward and said the Commission has the construction plans for the City Walk town homes. The Commission has approved the Planned Unit Development. The Commission has approved the preliminary Site Plan. The process is for the builders to come back with the final Site Plan. Staff will do a full review before any commencing of construction or submitting of a permit. Staff has done a review and

find it to be satisfactory to be approved. Commissioner Mortimer asked Mr. Campbell if he had any concerns and inquired if the plan was in line with the way it should be. Mr. Campbell said his only concern was getting finished with Suwannee River Water Management District, but they gave their final review and all Standards for Construction have been met as well as all of the City's L and Development Code requirements have been met. Commissioner Mortimer made a motion that the Site Plan be approved as presented. Commissioner Milner seconded the motion. Mayor Redding asked for any further discussion. Commissioner Milner asked if this Site Plan has anything to do with Veteran's Park. Mr. Campbell said the Site Plan only shows the City Walk property. Veteran's Park is something that the Commission will decide. Commissioner Nugent asked about parking and if there was to be a parking garage under the town homes. Mr. Campbell said each unit will have its own parking and they are required to have infrastructure on their own roads, so there will be some offsite parking as well. Commissioner Mortimer inquired if the Site Plan would normally show the City's property. Mr. Campbell said the developers cannot do anything with the City's property. Commissioner Overstreet said she has a problem with the developer taking the property from the Memorial Park. She expressed concern over traffic and how it will affect people who like to walk in the area. She said Redgrave Street is already a problem. City Manager Mullins said that he had the same concern when the Sandcastle Development was built off of Westmoreland Street, and there is nothing the City can do about the traffic aspect of it. Commissioner Overstreet asked City Manager Mullins if he was going to widen Redgrave Street. Mr. Campbell said there is a comprehensive study that has been done that grades the road. The project would not have been approved for the condition of the road if the capacity of parking and vehicles would overwhelm the area. If there is maintenance that needs to be done, that will be handled through a Developer's Agreement. Commissioner Overstreet said the extra traffic will create a problem, especially on Redgrave Street. Mayor Redding said Commissioner Overstreet makes some wonderful points and it's unfortunate that Commissioner Overstreet is coming in after the project has gotten underway and progressed beyond that point. Commissioner Nugent asked if there was a retention pond at the end near the other development. Mr. Campbell said there will be a dry retention pond strictly for overflow and a linear park for the community. Mayor Redding said that was part of the requirements of the Suwannee River Water Management District because the property backs up to Alligator Creek. Mayor Redding called for a vote. Motion passed 4-1. Commissioner Overstreet opposed. Mayor Redding called for ^{9.e}City Manager Performance Evaluation. City Manager Mullins said there were two evaluations with meets expectations and three evaluations with exceeds expectations. There were two evaluations recommending a 10% pay increase and two recommending a 15% pay increase. City Manager Mullins said the Commissioners could be provided a copy of all the evaluations if they want to see the other Commissioners' comments. Mayor Redding opened the floor for discussion about a pay increase. Commissioner Nugent reminded the Commission that they had told City Manager Mullins that he would get a 10% pay increase if he met all expectations. He furthered by stating that he feels City Manager Mullins should get back pay for the months since then. Commissioner Mortimer asked what the salary is for city managers in other cities that are comparable to the City of Starke. City Manager Mullins said around \$125,000 to \$130,000. Commissioner Mortimer confirmed with City Manager Mullins that the City of Starke wasn't there currently. Commissioner Milner said in his year and a half on the Commission and with City Manager Mullins and for a year or two as a citizen, he's seen him grow in his capabilities of administrative oversight and responsibility. Commissioner Milner stated he thinks the biggest thing is how he has been able to react and overcome the challenges the City had with the Elected City Clerk that resigned and then subsequently became Chief Administrative Officer; and City Manager Mullins has acquired all

the work the Chief Administrative Officer did except for the Charter requirements that City Clerk Allen-Thompson is now doing. He thinks there is a good deal of respect from the employees for City Manager Mullins. He has allowed Mr. Hughes and Mr. Sparks to supervise their areas and not micromanage them. He has an excellent working relationship with City Clerk Allen-Thompson. Commissioner Milner stated he thinks for cities our size based on population, the number of employees they supervise and infrastructure like the City has, the salary is anywhere from \$125,000 to \$150,000. He feels that \$120,000 from the current salary is more appropriate, and City Manager Mullins deserves that. Commissioner Nugent agreed with Commissioner Milner stating he only brought up the 10% because he wanted to make sure the Commission remembered they had promised an increase, but he would go with the \$120,000 mentioned by Commissioner Milner. Mayor Redding entertained a motion for a salary of \$125,000 for City Manager Mullins based on him exceeding expectations on his performance evaluations. Commissioner Milner made a motion. Commissioner Nugent seconded the motion. Commissioner Mortimer asked what would the increase be in percentage. City Manager Mullins said a little above 15%. Motion passed 5-0. Mayor Redding said congratulations to City Manager Mullins. He said this sets the bar high, and City Manager Mullins has continued to raise that bar on his performance. City Manager Mullins stated that he really appreciates it.

There were two items for ¹⁰.Old Business: ^{10.a}.Charter Review and ^{10.b}.Impact Fees. Mayor Redding called for the ^{10.a}.Charter Review. City Clerk Allen-Thompson said the City's Charter Review Committee met and all 10 members were present. The Committee will have monthly meetings on the third Tuesday prior to the Commission Meeting. The Committee has an outline, the guidelines, and a good bit of work ahead of them. She is very hopeful and has given them a hard deadline of May 1, 2026 to have some ordinances and everything in place for the Commission for first and second reading to get on the November ballot. The members are a very engaging group of people. Mayor Redding called for ^{10.b}.Impact Fees. City Manager Mullins said for those who attended the Florida League City's Legislative Conference, there were conversations on Senate Bill 180 and was essentially for when hurricanes or natural disasters strike to cut through the red tape of Government and allow for faster rebuilding, but it is presenting issues with Impact Fees. City Manager Mullins has engaged with Folds & Walker's recommendation, a firm out of Tallahassee, that specializes in Impact Fees and the implementation of them. He doesn't want to open the City up to liability in the future. This firm will write the ordinance and properly repeal, replace, and enact it. Mayor Redding asked for the timeline. City Manager Mullins said the second meeting in January or first meeting in February. Commissioner Mortimer asked for an estimate on cost for this specialized firm. City Manager Mullins said it is not to exceed \$15,000. Commissioner Milner said Senate Bill 180 is a horrible bill that may have been well-intended but drafted by people who apparently had no understanding of the problem. Mayor Redding said for City Manager Mullins to keep the Commission posted as they look forward to seeing how it progresses.

Mayor Redding called for ¹¹.Public Hearings. Attorney Folds read ^{11.a}.Ordinance Number 2026-02 by title. "An ordinance of the City of Starke, Florida, amending Chapter 78, "Personnel," Article IV "City Employee Retirement Systems," Division 4 "General Employees' Retirement System," Section 78-233, Membership in System; providing for codification; providing for conflict; providing for repealer; providing for severability; providing for an effective date." Commissioner Mortimer made a motion to pass Ordinance Number 2026-02 as read by title on second reading. Commissioner Milner seconded the motion. There being no further discussion, Mayor Redding asked for public input. There was none. Motion passed 5-0.

Mayor Redding called for ¹².Quasi-Judicial Hearings. There were two items for ¹².Quasi-Judicial Hearings: ^{12.a}.Ordinance Number 2026-04 and ^{12.b}.Ordinance Number 2026-05. Attorney Folds read Ordinance Number 2026-04 by title. “An ordinance of the City of Starke, Florida, amending the Future Land Use Plan Map of the City of Starke Comprehensive Plan, as amended, relating to an amendment of 50 or less acres of land, pursuant to an Application S250903A, by the property owner of said acreage, under the amendment procedures established in Section 163.3161 through 163.3248, Florida Statutes, as amended; providing for a change in the Land Use Classification from Commercial and Low Density, Residential (less than or equal to 2 units per acre) to Industrial on certain lands within the corporate limits of the City of Starke, Florida; providing severability; repealing all ordinances in conflict; and providing an effective date.” Attorney Folds asked if there have been any ex parte communications. Commissioner Overstreet said no. Commissioner Mortimer said no. Mayor Redding said no. Commissioner Milner said no. Commissioner Nugent said no. Mr. Campbell said this is a Land Use Change. The rezoning will come after this. There is a contractor who is trying to buy just over 12 acres on Edwards Road and Alton Road. It has been vacant for some time. Staff have done a review and recommends approval. The applicant is here if you have any questions. Attorney Folds swore-in Mr. Campbell and Leonard Nicks. Commissioner Nugent expressed concern about noise and smoke because of the residents in the area. Mr. Campbell said there will be storage for the contractor and most of it will be inside. They will be required to install a fence and follow the noise ordinances. Mr. Nicks said he is trying to purchase the property for an underground utility company. Mr. Nicks stated that the guys would meet onsite in the morning to get ready to go to the jobsite, but sometimes they won’t even have to come to this location in the mornings. Commissioner Nugent confirmed that they aren’t planning to do work there, just use the location as a base and storage. Mr. Campbell said it has been approved by the Planning & Zoning Board. Commissioner Milner made a motion to approve. Commissioner Nugent seconded the motion. Motion passed 5-0. Attorney Folds read the ^{12.b}.Ordinance Number 2026-05 by title. “An Ordinance of the City of Starke, Florida, amending the Zoning Map of the City of Starke Land Development Code as amended; relating to the rezoning of 10 or more contiguous acres of land; pursuant to Application Z 25-03, by the property owner of said acreage; providing for rezoning from Single Family, Very Low Density (R1-A) and Community Commercial District (B-2) to General Industrial District (I-2) of certain lands within the corporate limits of the City of Starke, Florida; repealing all ordinances in conflict; providing for severability; providing an effective date.” Attorney Folds asked if there have been any ex parte communications. Commissioner Overstreet said no. Commissioner Mortimer said no. Mayor Redding said no. Commissioner Milner said no. Commissioner Nugent said no. Attorney Folds swore in Mr. Campbell. Mayor Redding asked Mr. Campbell for his recommendation. Mr. Campbell recommended approving the rezoning to Industrial. Mayor Redding entertained a motion to approve. Commissioner Nugent made a motion. It was seconded by Commissioner Mortimer. There was no further discussion and no public comments. Motion passed 5-0.

Mayor Redding called for the ^{13.a}.City Manager Report. There were two items on the City Manager Report: ^{13.a.i}.NEFEDC-Amber Sheppard and ^{13.a.ii}.Building & Zoning/Code Enforcement. City Manager Mullins said the State opened up funding for the entire state. The City of Starke applied for storm water, drinking water, and waste-water funding. They did not get the storm water or the sewer, but did get a drinking water grant. This is a 100% grant with no loan component. There will be a larger presentation at the next meeting. The amount was \$23,000,000 including water plant upgrades, a new water tower, the looping of the system in areas, the upgrading of lines and

extensions. It is going to be a lot of work and a multi-year process. This is the largest grant the City has ever received. Mayor Redding applauded staff on the hard work. City Manager Mullins asked for the ^{13.a.i.}NEFEDC-Amber Sheppard presentation. Mrs. Sheppard thanked the Commission and City Manager for the opportunity to present. She stated her name and title as Amber Sheppard, the Strategic Alliances Partner with the Northeast Florida Economic Development Corporation. She stated that she wanted to share a little bit about what they do and are working to accomplish. She stated that she wants to position Starke as a competitive investment-ready City in a rapidly growing region, and to make sure the opportunities coming through Northeast Florida flow right here into Bradford County. The NEFEDC is a regional partnership centered on Bradford County. That is where they are proving their concept, and the majority of the work that they do is completed here in Bradford County. The City of Starke being the County Seat and the home of their headquarters, obviously points them to do the majority of the work that they do locally. They also provide some support to Clay County through the City of Keystone Heights and also the Keystone Heights Airport. They are also working to bring Union County into their regional partnership and providing some support to them as well. Which means private equity, venture capital funds, growing jobs, and strengthening communities. They are focused on growing Starke's long-term economic prosperity. Their biggest focus is expanding quality jobs, creating new employment opportunities, and targeting certain sectors to be able to bring quality jobs to the community. One of Starke's competitive advantages is being located between Jacksonville, Gainesville, and Ocala. There is an existing facility here in the community that is not technically in the City as of yet, but they would be looking at extending water and sewer from the City to this facility, and that would include annexing them into the City. They are looking to develop 100 acres on their existing property, which would be about a \$35 million CapEx Investment and would create 100 jobs. In terms of workforce development, they work to partner with the schools in the community, especially the School District K through 12. They want to see Workforce Training Programs being developed. Santa Fe has been brought into a number of conversations, and then, of course, the North Florida Technical College as well. They are working to increase the community and investor engagement. She sent out an email to all of the Commissioners about their newly launched North Florida Development Diaries Podcast. She would love an opportunity to sit with the Commissioners and interview them about their hopes, visions, and projects that they would like to see coming to the community. The NEFEDC has worked to strengthen their investor relationships with marketing and promoting investor members through their social media and hosting tours even for organizations from outside of the United States. They also have the Florida Opportunity Fund and Bond Guarantee Program that is available to businesses. In preparation for these businesses, she asked the Commissioners to consider Business Incentives. She asked if anyone had any questions. Commissioner Mortimer thanked Mrs. Sheppard for all her work. Commissioner Nugent thanked Mrs. Sheppard and said he enjoyed the function she had in Keystone Heights. Commissioner Milner said Mrs. Sheppard has done a marvelous job in outreach. Mayor Redding thanked Mrs. Sheppard and said he would be happy to be on the podcast. Mayor Redding called for ^{13.a.ii.}Building & Zoning/Code Enforcement. Mayor Redding confirmed that the Commission has the monthly report. Mr. Campbell said this is the monthly report for the Building & Zoning and Code Enforcement Departments. Over the month of November, they issued 16 residential permits and one commercial permit. There were zero zoning applications and four contractor registrations. They performed 24 inspections, and the revenue from the month of November is \$7,077.38. For Code Enforcement, there were eight opened cases, five closed cases, 177 signs were taken out of the public right-of-way, one demo at 1320 North Temple Avenue, and 14 public contacts. Mayor Redding said those signs, just for the record, cannot be put just wherever

as they impede the view on the right-of-way and cause issues for maintenance of rights-of-way. Mr. Campbell advised that if anyone would like their sign back, they could stop by the office in the next few days before being discarded. Commissioner Milner said he appreciates Mr. Campbell and Mr. Krah. He said they temporarily leave the weekend signs from the churches and the yard sales up, but the aggravating thing is that there are businesses that have put signs up on the City's utility poles with nails in them that need to come down. Commissioner Milner said that Mr. Campbell and Mr. Krah have done a great job of cleaning up the City from snipe signs. Commissioner Mortimer said the Code Enforcement issues in her District have been addressed. She thanked Mr. Campbell and Mr. Krah for doing a fantastic job.

Mayor Redding called for ^{13.b.}City Clerk Report. City Clerk Allen-Thompson reported that Holidays for Heroes was earlier this day, and it went really well. Around three hundred students will be affected. The event will be on Thursday as well at 8:15 AM should any other Commissioners be able to attend. Saturday, RJE is having their toy giveaway. She encouraged toy donations and invited the Commissioners to join them. The City Employee Christmas Luncheon will be Tuesday, December 23, 2025 at 11:00 AM in the Fellowship Hall at Foundation Church. The Commissioners, City Manager Mullins, and herself raised enough money for every employee to receive a gift card. There will also be prizes given from some vendors and games played. There is an event New Year's Eve, free concert with a local artist. The City and County are working well together once again and getting lots accomplished. There will be fireworks at 11:00 PM.

City Manager Mullins said the EPA lead service line letters will be going out soon. He wanted to make them aware in case they receive calls regarding them. Commissioner Mortimer asked for a copy of the letter to be provided to the Commissioners. City Manager Mullins agreed to provide them.

Mayor Redding said for ^{13.c.}Public Safety, Captain Mueller provided the Law Enforcement Report for November. If there are any questions or concerns, please contact Captain Mueller or his Command Staff. For the record, Mayor Redding has reported to them that there have been traffic complaints at Church Street and South Street about commercial traffic still coming through.

Mayor Redding called for the ^{13.d.}Attorney Report. Attorney Folds said he met with the Charter Review Committee and City Clerk Allen-Thompson did an excellent presentation as orientation. Folds and Walker looks forward to working with them. He reminded the Commissioners about the Ethics Training on December 18, 2025 at 4:00 PM. Parking is at their office, the adjacent Matheson Center parking lot, or the School Board parking lot across the street.

^{14.a.}Commissioner Overstreet thanked everyone for the kindness they have shown her and for the mentoring.

^{14.b.}Commissioner Milner asked if the ASCAP License is renewed every year for the music down at the Square. City Clerk Allen-Thompson said she does not know, but will check into it. She also advised that if it is a live performance, they would individually be responsible for it. The upcoming group does have theirs and it is up-to-date. He commended staff for the excellent job putting the binders together.

^{14.c.}Commissioner Nugent advised the Northeast Florida League of Cities Christmas Dinner is December 18, 2025 in Lake City at 5:30 PM. He advised he would not be at the Ethics Training, but would do his training at a later date. He thanked everyone who helped with the Christmas Parade and events.

^{14.d.}Vice Mayor Mortimer said Merry Christmas. She advised she would not make it to the lunch as she has an appointment.

^{14.e.}Mayor Redding said Holidays for Heroes was able to provide \$150 per child due to some large donations. He encouraged others to come to help with Thursday's event. He stated that they appreciate the employees, thanked them for the efforts they put in, and congratulated them on another day off. He thanked the Commissioners for allowing him to serve as Mayor again.

Mayor Redding entertained a motion to adjourn. Commissioner Mortimer made a motion. Mayor Redding adjourned the meeting at 6:52 PM.