



**BOARD OF COMMISSIONERS
TOWN OF REDINGTON SHORES
WORKSHOP MEETING
WEDNESDAY, SEPTEMBER 24, 2025**
immediately following the special meeting

AGENDA

A. CALL TO ORDER

B. PLEDGE OF ALLEGIANCE

C. ROLL CALL

D. APPEARANCES AND PRESENTATIONS

E. OLD BUSINESS

1. Sewer Project Update

F. NEW BUSINESS

1. Florida Open Carry Law
2. Enforcement of "No-Wake" Zones on Flooded Streets
3. Permit Fees and Refund Request Process
4. State Property Tax Discussion Update
5. Town Manager Job Performance Evaluation

G. MISCELLANEOUS

Regular Meeting- Wednesday, October 8, 2025 – 6:00 P.M.

Workshop – Wednesday, October 29, 2025 – 6:00 P.M

H. ADJOURNMENT

Pursuant to Florida Statutes § 286.0105, if any person or entity decides to appeal any decision made on any matter considered at any meeting or hearing of any Redington Shores Board or Commission, he, she or it will need a record of the proceedings and, for such purpose, he, she or it may need to ensure that a verbatim record of the proceedings is made, which record includes the legal arguments, testimony, and evidence upon which the appeal is to be based.

ITEM E.1.



Town of
Redington Shores
Nature's Beach

Date: September 24, 2025
To: Board of Commissioners
From: Margaret Carey, Town Manager
Re: Sewer Project Update

The FY2025 Sewer CIP project kicked off August 22nd.

- APS began with stormwater assessment and CIPP (cured in place pipe) lining of the sanitary mains. Next, they transitioned to storm rehabilitation.
- GUSC assisted with digging and repairs.
- BLD completed lateral repairs.

Together, the three contractors have accomplished a great deal in a short period of time.

I invited the contractors to our meeting to summarize the project progress, discoveries made along the way, and to discuss next steps.

ITEM F.1.



Town of
Redington Shores
Nature's Beach

Date: September 24, 2025
To: Board of Commissioners
From: Margaret Carey, Town Manager
Re: Open Carry of Firearms in the State of Florida

Chief Holroyd shared the following information from Pinellas County Law Enforcement and she will be speaking on the topic at our workshop.

Statement From Pinellas County Law Enforcement Leaders On the Open Carry Of Guns:

A Florida court has declared the state law prohibiting the open carry of guns to be unconstitutional. Florida Attorney General James Uthmeier issued guidance that the decision will be the law of the State effective September 26, 2025.

While there is no longer a ban on the open carry of guns in Florida, guns may not be openly carried everywhere; there are restrictions. It is important that everyone follow the law, and it is in that spirit we provide this information on where the open carry of guns is still unlawful.

The open (and concealed) carry of firearms remains prohibited in sensitive areas such as:

- Board of County Commission Meetings
- City Commission/Council Meetings
- Courthouses
- Police Stations and Sheriff's Offices
- Bars (or bar areas of restaurants)
- Schools

The open and concealed carry of any firearm is prohibited at a school-sponsored event or on the property of any school, school bus, or school bus stop, including institutions of higher education (colleges).

Private property owners (grocery stores, retail stores, restaurants, etc.) have a right to prohibit people from the open or concealed carry of firearms on their property. Prior written notice is not required, and the businesses may verbally ask a person carrying a gun to leave. If a person refuses to leave after having been asked to do so by the business, the person commits the felony crime of armed trespass.

We respect everyone's Second Amendment rights and ask that everyone please follow the law regarding the possession and carrying of guns in Pinellas County.

ITEM F.2.



Town of
Redington Shores
Nature's Beach

Date: September 24, 2025
To: Board of Commissioners
From: Margaret Carey, Town Manager
Re: Enforcement of "No-Wake" Zones on Flooded Streets

Commissioner Harr requested the Commission visit the topic of enforcing "no-wake" zones on flooded streets. I researched with Attorney Eschenfelder, and our law enforcement partners at ISPD.

Here is a summary of Attorney Eschenfelder's response:

Section 8 of Chapter Law 2025-149 (signed by the Governor on June 19th 2025 and effective July 1st 2025) provided:

Section 316.88, Florida Statutes, is created to read:

316.88 Creation of a wake on streets or highways.—A person may not operate a motor vehicle, vessel, or any other conveyance at a speed that creates an excessive wake on a flooded or inundated street or highway.

There is no penalty stated for violation of the section, nor is there any provision for a municipality or county to "do" anything. It is simply a legislative pronouncement that someone cannot create an "excessive wake" when driving down a flooded road.

The Town in this case would have no role in implementing the statute. It is a law enforcement function.

Indian Shores PD command staff were copied on Attorney Eschenfelder's response and are aware of their role in enforcement. Although, as the attorney can elaborate, enforcement can be difficult.

ITEM F.3.



Town of
Redington Shores
Nature's Beach

Date: September 24, 2025
To: Board of Commissioners
From: Margaret Carey, Town Manager
Re: Permit Fees and Refund Request Process

Recently an applicant cancelled their permit application after it had gone through rounds of review, and they also requested a full refund of the application fees. The town code specifically states that application fees are nonrefundable. The town had already incurred costs from the building department services vendor during processing and review of this application.

The Town Code states:

Section 63-20 – Fees

- A. *Application fees.* An application fee, in an amount set by the Redington Shores Town Commission, shall be charged for all permit applications for all work with a total cost of \$25,000.00 or more for plan review. This application fee is **nonrefundable** and is due and payable at the time the application is submitted for processing.
- B. *Additional fees.* In addition to the application fee, the following fees will also be due and payable before a building permit is issued as appropriate to the work covered:
 - (1) Building permit fee.
 - (2) Plan examination fee.
 - (3) Radon gas and inspector's certification fund.
 - (4) Transportation impact fee.
 - (5) All other fees which may be imposed by the Redington Shores Town Commission, by resolution or ordinance, Pinellas County, or any other county, state or federal agency having the authority to establish such fees.
- C. *Ancillary or subordinate permits.* Permit fees for all ancillary or subordinate permits required for a project shall be due and payable prior to the issuance of such permits.
- D. The schedule for all fees pertaining to construction and building may be enacted and amended from time to time by resolution of the Town Commission of the Town of Redington Shores (as shown on Permit Fee Calculation Schedule, Ordinance #01-11 and Resolution 14-04).
- E. All construction trailers, materials, temporary fences, temporary signs, temporary electric, and dumpsters shall be removed before a certificate of occupancy is issued for any work pursuant to any building permit.

DISCUSSION

At the request of Commissioners, this item has been added to the agenda to discuss the current code, which does not include any language related to refunding fees in a case such as this (after staff hours have commenced, but before the processing is completed). Our code simply says “nonrefundable.”

ITEM F.4.



Town of
Redington Shores
Nature's Beach

Date: September 24, 2025
To: Board of Commissioners
From: Margaret Carey, Town Manager
Re: Property Tax Discussion Update

As you know, Governor DeSantis has expressed support for eliminating Florida property taxes. This obviously raises concerns with municipalities as Ad Valorem tax revenue makes up a substantial part of the general fund budget. In our case the tax equates to 47% of our general fund budget revenue.

Rep. Linda Chaney (Florida House of Representatives) reached out to the towns in her district to discuss the upcoming September 22, 2025 meeting of the Select Committee on Property Taxes. I met with her via Zoom on September 17, 2025. She asked that the town submit a short summary illustrating the portion of our revenue represented by Ad Valorem taxes—and the essential services funded by that revenue. She also asked for a list of town services that would be impacted by a fee increase to cover the loss of Ad Valorem revenue.

I worked with our Accountants to gather and prepare the requested information. We submitted everything via email to Rep. Chaney on Friday, September 19. A copy of the information has been provided to Commissioners.

ITEM F.5.



Town of
Redington Shores
Nature's Beach

Date: September 24, 2025
To: Board of Commissioners
From: Margaret Carey, Town Manager
Re: Town Manager Performance Evaluation

According to the Town Manager's employment agreement, the Commission may elect to perform appraisals of the Manager at the 3-month and 6-month point after date of hire. Thereafter, the Commission intends to review the Manager's performance annually, on or reasonably after the anniversary date (July 31).

The evaluation is based on the Manager's:

- Performance of duties
- Conduct
- Accomplishment of goals and performance metrics determined by the Commission

The Town has an existing Town Manager Performance Evaluation. I have attached it for your review.

Evaluation dates based on the employment agreement would occur:

- 3-month: 10-31-2025 (Oct. 29 or Nov. 26 workshop)
- 6-month: 3-2-2026 (March 25 workshop)
- 1-year: 7-31-2026 (July 29 or Aug. 26 workshop)

FOR DISCUSSION:

- Any changes needed to the evaluation form?
- Evaluation process (one-on-one and then collective report at a workshop).
- Confirm evaluation meeting dates and one-on-one meeting deadlines.



Town of Redington Shores Town Manager Performance Evaluation

Town Manager: _____

Commissioner: _____

Evaluation Period: From _____ To _____

Date Evaluation Completed: _____

Purpose

In order to establish and maintain effective Town Commission and Town Manager relations, it is essential that the Commission establish an ongoing evaluation process that offers an opportunity for each party to review the performance of the Town Manager. This evaluation should focus on how effectively the Town Manager is accomplishing the goals established by the Commission and how he/she is carrying out his/her responsibilities in key performance areas.

Specifically, the evaluation should serve the following needs:

- (1) Allow discussion of the Town Manager's strengths and weaknesses as demonstrated by performance during the evaluation period, with the objective of increasing the Town Manager's effectiveness; that is, give the Commission the opportunity to provide positive feedback in areas that have been handled well and to clarify areas where the Town Manager could become more effective through improved performance.
- (2) Allow the Town Manager and Commission to test, identify, and refine their respective roles, relationships, and expectations of responsibilities to each other.

Rating Scale

A space has been provided for each performance area to include your comments. Each Commissioner preparing the form is encouraged to select specific examples of why a particular rating has been chosen. The comments included should give the Town Manager enough information to correct problem areas and allow him/her to place specific items on his/her work plan for the following year.

Ratings fall into four categories:

- 1 Unacceptable Performance
- 2 Below Expectations (performance has been below reasonable expectations)
- 3 Meets Expectations (performance has attained a level of reasonable expectation)
- 4 Exceeds Expectations (performance has been above reasonable expectations)
- 5 Exceptional Performance (performance has been exemplary with no deficiencies)

Each criterion should be rated, and any specific comments or observations should be noted in the spaces provided for comments. The Special Projects section should contain the specific objectives selected for the particular performance period (usually annual).

Performance Categories:

1. Professional Skills and Expertise

(place numerical score **in** front of each subcategory)

___a. Is knowledgeable of current developments affecting the management field and affecting local governments.

___b. Regularly provides accurate, comprehensive reports concerning matters of importance to the organization.

___c . Anticipates problems and develops effective approaches for solving them.

___d . Offers workable alternatives when changes in the law render the administration of an ordinance or policy impractical.

___e . Sets a professional example by handling the affairs of the organization **in a** fair and impartial manner.

Average rating for this category: _____

Comments (may be handwritten or typed comments may be attached):

2. Commission Relations

(place numerical score in front of each subcategory)

___ a. Carries out directives of the Commission as a whole rather than those of any one Commission member.

___ b. In responding to requests for information, provides complete, accurate, and timely information equally to all Commission members.

___ c. Assists the Commission by resolving problems at the administrative level to avoid unnecessary Commission action.

___ d. Assists the Commission in establishing policy while acknowledging the ultimate authority of the Commission.

___ e. Is willing to try new ideas proposed by Commission

members. Average rating for this category: _____

Comments (may be handwritten or typed comments may be attached):

3. Citizen and Public Relations

(place numerical score in front of each subcategory)

___ a. Effectively conveys to the public that the organization delivers services in a cost-effective manner without sacrificing quality and customer focus.

___ b. Is willing to meet with members of the community and is responsive to their concerns.

___ c. Demonstrates a dedication to service to the community and its citizens.

___ d. Expresses information orally in a clear and concise manner when making public presentations.

___ e. Is skillful with the news media, proactively providing information that is important to the public.

Average rating for this category: _____

Comments (may be handwritten or typed comments may be attached):

4. Policy Execution

(place numerical score in front of each subcategory)

___ a. Understands, supports, and enforces the organization's ordinances, policies, and procedures.

___ b. Clearly identifies and communicates expectations to the organization regarding the implementation of policies enacted by the Board.

___ c. Implements Commission actions in accordance with the intent of the Commission.

___ d. Supports the actions of the Commission after a decision has been reached, both inside and outside the organization.

___ e. Helps internal and external stakeholders to achieve common objectives within the parameters of established Commission policies.

Average rating for this category: _____

Comments (may be handwritten or typed comments may be attached):

5. Intergovernmental Relations

(place numerical score in front of each subcategory)

___ a. Promotes a positive working relationship with other governmental entities.

___ b. Engages with other local, regional, State, and Federal agencies to accomplish local initiatives.

___ c. Positively and effectively represents the organization and its interests when working with other governmental agencies.

___ d. Maintains awareness of laws and other issues affecting other governmental agencies which may affect the organization

___ e. Is willing to share resources or information with other governmental agencies as

appropriate. Average rating for this category:

Comments (may be handwritten or typed comments may be attached):

6. Staffing and Management

(place numerical score in front of each subcategory)

- ___ a. Recruits and retains competent personnel for Town positions.
- ___ b. Is aware of staff weaknesses and works to improve their performance.
- ___ c. Promotes training and development opportunities for employees at all levels of the organization.
- ___ d. Stays accurately informed and concerned about employee relations.
- ___ e. Identifies the need for, develops, communicates, revises and holds staff accountable to comply with administrative procedures to ensure the Town's operations are efficient and consistent.
- ___ f. Is able to discern when it is necessary to assume charge of situations that would normally be handled by a subordinate and when it is necessary to only provide guidance and support.

Average rating for this category: _____

Comments (may be handwritten or typed comments may be attached):

7. Fiscal Management

(place numerical score in front of each subcategory)

- ___ a. Prepares a balanced budget to provide services at a level directed by the Commission.
- ___ b. Ensures that the budget meets the operational needs of the organization and makes the best possible use of available funds.
- ___ c. Prepares the budget in an intelligent readable format.
- ___ d. Submits the proposed budget in a timely manner that allows for an appropriate review period.
- ___ e. Appropriately monitors and manages the fiscal activities of the organization throughout the fiscal year.

Average rating for this category: _____

Comments (may be handwritten or typed comments may be attached):

8. Planning/Organizational Development

(place numerical score in front of each subcategory)

___a. Works with the Commission, community leaders, and other stakeholders to develop a clear vision, mission, values, and objectives for the organization.

___b. Effectively prioritizes goals and objectives in order to ensure that the organization is doing "first things first" in support of its strategic plan.

___c. Maintains a healthy and productive organizational culture focused on customer services and responsible stewardship of the organization's resources.

___d. Has a capacity for and encourages innovation.

___e. Reviews ordinances, policies, and procedures periodically to suggest

improvements. Average rating for this category: _____

Comments (may be handwritten or typed comments may be attached):

9. Leadership and Decision-Making

(place numerical score in front of each subcategory)

_____ a. Leads the organization by example in adhering to its established policies, rules and procedures, and ensures that subordinates do the same.

_____ b. Acknowledges the efforts of others and gives appropriate credit for their accomplishments.

_____ c. Is effective at building consensus among stakeholders on new or unpopular policies or initiatives.

_____ d. Makes logical decisions based on a thorough review of available information and soliciting input from appropriate sources.

_____ e. Is able to effectively make decisions rapidly in situations where information is limited, and the outcome might be uncertain.

Average rating for this category: ____

Comments (may be handwritten or typed comments may be attached):

10. Delivering Citizen Services

(place numerical score in front of each subcategory)

- ___ a. Maximizes opportunities to create public-private partnerships.
- ___ b. Actions reflect responsible stewardship of the public's resources.
- ___ c. Ensures effective and efficient delivery of Town services.
- ___ d. Strives to exceed customer service expectations both externally and internally.
- ___ e. Collaborates with other governmental agencies and community partners to maximize programming and Town resources.

Average rating for this category: _____

Comments (may be handwritten or typed comments may be attached):

11. Individual Characteristics

(place numerical score in front of each subcategory)

___ a. Consistently acts with professionalism and courtesy, including prompt attendance at meetings, returning phone calls/messages, and adhering to scheduled appointments.

___ b. Ensures that all business conducted by the organization is free of conflicts of interest, or practices that might be construed as illegal, unethical, or unprofessional.

___ c. Is energetic, cooperative, and willing to spend whatever time is necessary to do a good job.

___ d. Has the capacity to listen to others and to recognize their interests.

___ e. Avoids political positions, partisanship, and unnecessary

controversy. Average rating for this category: ____

Comments (may be handwritten or typed comments may be attached):

Summary:

Performance Dimension Overall rating for each category

- | | |
|--|-------|
| 1. Professional Skills and Expertise | _____ |
| 2. Commission Relations | _____ |
| 3. Citizen and Public Relations | _____ |
| 4. Policy Execution | _____ |
| 5. Intergovernmental Relations | _____ |
| 6. Staffing and Management | _____ |
| 7. Fiscal Management | _____ |
| 8. Planning and Organizational Development | _____ |
| 9. Leadership and Decision Making | _____ |
| 10. Delivering Citizen Services | _____ |
| 11. Individual Characteristics | _____ |

Overall Rating: (sum of individual ratings divided by 11) _____

Overall Comments (may be handwritten or typed comments may be attached):

Commissioner signature: _____ Date: _____