

1 **LELY COMMUNITY DEVELOPMENT DISTRICT**
2 **NAPLES, FLORIDA**
3 Workshop Meeting of the Board of Supervisors
4 January 21, 2026

5 The Workshop meeting of the Lely Community Development District Board of
6 Supervisors was held on Wednesday, January 21, 2026, at 1:00 p.m. at the LCDD
7 Maintenance Building, Naples, Florida.

8 **SUPERVISORS PRESENT**

9 Anne Marie Bularzik, Chair

10 William Lee, Vice Chair

11 Gerry Campkin, Treasurer

12 Kenneth Drum, Secretary

13 Andrew Fox, Supervisor

14 **ALSO PRESENT**

15 Neil Dorrill, Manager, Dorrill Management Group

16 Kevin Carter, Operations Manager

17 Tony Pires, District Counsel

18 Freddie Bowers, Director of Community Patrol

19 Christopher Dorrill, Field Manager

20 **LCDD Workshop – Discussion of Possible Sick Leave Bank**

21 A workshop discussion was held regarding the potential establishment of a sick leave
22 bank for District employees. The discussion carried greater urgency while Mr. Morales
23 was still employed by the District; however, Mr. Morales elected to retire, which allowed
24 him to become eligible for Medicaid benefits. As a result, the matter is no longer time-
25 sensitive and allows for additional discussion and exploration. The workshop had
26 originally been scheduled to include a legal consultant specializing in employment law;
27 however, due to the reduced urgency, it was decided to postpone legal consultation at
28 this time.

1 Dr. Bularzik presented an overview of the pros and cons of sick leave donation
2 programs. Identified benefits included fostering a supportive workplace culture, allowing
3 employees facing health crises to maintain income during a medical hardship,
4 encouraging employee retention through increased job satisfaction, and potentially
5 reducing absenteeism. Identified drawbacks included the potential for abuse, possible
6 resentment among employees if donations are not equitably received, increased
7 complexity for human resources and payroll administration, discouragement of
8 employees from taking necessary sick leave, and the risk of inequity if some employees
9 receive more donated time than others.

10 Dr. Bularzik explained that leave-sharing programs typically fall into two categories:
11 programs for medical emergencies and programs for major disasters. Three common
12 paid time off models are a leave bank model, a leave sharing model, and donations of
13 leave to charitable organizations. Dr. Bularzik noted that charitable donation is not
14 under consideration.

15 Mr. Drum shared his understanding that a sick leave bank is generally an extension of
16 an existing sick leave policy. He asked for clarification on the District's current sick leave
17 policy. Mr. Carter responded that employees receive 10 sick days per year, unused sick
18 days carry over, and vacation days do not. After 10 years of service, employees who
19 terminate employment may receive payment for 50% of unused sick leave. This policy
20 structure is intended to discourage abuse of sick leave.

21 Mr. Drum expressed a desire to avoid a "use it or lose it" mentality and noted that the
22 average employee does not remain with the District beyond 10 years. He also
23 referenced limitations in the available labor pool due to immigration status and stated
24 that the District's pension policy is an attractive retention tool. Mr. Drum emphasized
25 that employees should not be placed in a position of having to request donations from
26 coworkers and expressed concern about accruing a large unfunded liability. Mr. Dorrill
27 noted that the County's sick leave policy includes limits on contributions and eligibility.

28 Mr. Dorrill responded that the current balance sheet reflects an eligible sick leave
29 payout liability of approximately \$54,000, which he characterized as manageable. He
30 noted that only approximately five employees have more than 15 years of service. Mr.
31 Carter clarified that the average employee length of service is approximately 12 years
32 so it may be more than five, he would have to check.

33 Mr. Carter reviewed the written sick leave policy, stating that a regular full-time
34 employee receives 40 hours of sick leave after six months of continuous employment,

1 with regular part-time employees receiving a prorated amount. After the initial six-month
2 period, sick leave accrues at a rate of 6.67 hours per month for full-time employees,
3 with prorated accrual for part-time employees. He noted that most employees do not
4 report to work when ill and generally do not abuse sick leave.

5 It was noted that LCDD has been in existence for approximately 40 years and that this
6 is the first time the establishment of a sick leave bank has been contemplated or
7 considered necessary. Dr. Bularzik asked whether the discussion should be tabled at
8 this time, and Mr. Dorrill agreed that it should be deferred.

9 Mr. Dorrill noted that Mr. Morales was kept on the payroll through his final day as a
10 gesture of generosity by the District. Mr. Carter mentioned a prior example during the
11 COVID period in which an employee was seriously ill and absent for two months but
12 had accumulated sufficient sick leave to cover the absence, demonstrating appropriate
13 use of the existing policy. There was consensus among the board to not create a sick
14 bank at this time. A brief recess was taken.

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