



AGENDA
FERNANDINA BEACH CITY COMMISSION
VISION/GOAL SETTING WORKSHOP
FEBRUARY 12, 2026
9:00AM – 2:00PM
MUNICIPAL GOLF CLUB
2800 BILL MELTON ROAD
FERNANDINA BEACH, FL 32034

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PLEDGE OF ALLEGIANCE**
- 4. WELCOME: 9:00AM - 9:10AM**
 - 4.1 *City Manager Sarah Campbell will welcome attendees and present an overview.*
- 5. COMMUNICATION AND COLLABORATION EXERCISE: 9:10AM - 9:40AM**
 - 5.1 *City Manager Sarah Campbell will facilitate a communication and collaboration styles exercise.*
- 6. 2025 REVIEW / 2026 PREVIEW: 9:40AM - 10:40AM**
 - 6.1 *City staff will present a 2025 review.*
 - 6.2 *City staff will present a 2026 preview.*
- 7. BREAK: 10:40AM - 10:50AM**
- 8. CITY COMMISSION PRESENTATIONS: 10:50AM - 12:05PM**
 - 8.1 *City Commissioners will present / discuss their 2026 goals and objectives.*
- 9. LUNCH: 12:05PM - 12:50PM**
- 10. PUBLIC COMMENT: 12:50PM - 1:20PM**
- 11. GOALS PRIORITIZATION: 1:20PM - 1:50PM**
 - 11.1 *City Manager Sarah Campbell will review the goals and objectives prioritization process.*
- 12. NEXT STEPS: 1:50PM - 2:10PM**
 - 12.1 *City Commission 2026 meetings timeline for adoption of goals and objectives.*
 - 12.2 *Fiscal Year 2025/2026 budget meetings calendar review.*
- 13. ADJOURNMENT**

ANY PERSON WISHING TO APPEAL ANY DECISION MADE BY THE COMMISSION WITH RESPECT TO ANY MATTER CONSIDERED AT SUCH MEETING OR HEARING WILL NEED A RECORD OF THE PROCEEDINGS, AND, FOR SUCH PURPOSES, MAY NEED TO ENSURE THAT A VERBATIM RECORD OF THE PROCEEDINGS IS MADE, WHICH RECORD INCLUDES THE TESTIMONY AND EVIDENCE UPON WHICH THE APPEAL IS MADE. AT THE DISCRETION OF THE MAYOR, A RECESS MAY BE SCHEDULED EVERY NINETY MINUTES.

Persons with disabilities requiring accommodations in order to participate should contact the City Clerk at (904) 310-3115 or TTY/TDD 711 (for the hearing or speech impaired).

CITY COMMISSION AGENDA ITEM
City of Fernandina Beach



SUBJECT: Presentation
Welcome/Overview

ITEM TYPE: Presentation

REQUESTED ACTION: Presentation

SYNOPSIS: City Manager Sarah Campbell will welcome attendees and present an overview.

FISCAL IMPACT: N/A

CITY ATTORNEY COMMENTS: N/A

CITY MANAGER RECOMMENDATION(S): No additional comments.

Jeremiah Glisson, Deputy City Manager 02/05/2026

Sarah Campbell, City Manager 02/05/2026

Caroline Best

Date: January 05, 2026

Submitted By: Caroline Best, City Clerk

COMMISSION ACTION:

CITY COMMISSION AGENDA ITEM
City of Fernandina Beach



SUBJECT: Presentation
Communication and Collaboration

ITEM TYPE: Presentation

REQUESTED ACTION: Presentation

SYNOPSIS: City Manager Sarah Campbell will facilitate a communication and collaboration styles exercise.

FISCAL IMPACT: N/A

CITY ATTORNEY COMMENTS: N/A

CITY MANAGER RECOMMENDATION(S): No additional comments.

Jeremiah Glisson, Deputy City Manager 02/05/2026

Sarah Campbell, City Manager 02/05/2026

Caroline Best

Date: January 06, 2026

Submitted By: Caroline Best, City Clerk

COMMISSION ACTION:

CITY COMMISSION AGENDA ITEM
City of Fernandina Beach



SUBJECT: Presentation
2025 Review

ITEM TYPE: Presentation

REQUESTED ACTION: Presentation

SYNOPSIS: City staff will present a 2025 year in review:

- a. Strategic Priorities
- b. Budget
- c. Capital Improvement Plan
- d. Staff Recommendations

FISCAL IMPACT: N/A

CITY ATTORNEY COMMENTS: N/A

CITY MANAGER RECOMMENDATION(S): No additional comments.

Glenn Akramoff, Deputy City Manager	01/06/2026
Jeremiah Glisson, Deputy City Manager	02/05/2026
Sarah Campbell, City Manager	02/05/2026

Caroline Best

Date: January 05, 2026

Submitted By: Caroline Best, City Clerk

COMMISSION ACTION:

CITY COMMISSION AGENDA ITEM
City of Fernandina Beach



SUBJECT: Presentation
2026 Preview

ITEM TYPE: Presentation

REQUESTED ACTION: Presentation

SYNOPSIS: City staff will review policy discussion regarding growth and development to garner long-range vision and goal-setting by examining how future growth can be managed in a manner that preserves the City's historic character, environmental resources, and quality of life, while supporting economic vitality and infrastructure sustainability.

FISCAL IMPACT: Fiscal impact will be based upon City Commission direction.

CITY ATTORNEY COMMENTS: N/A

CITY MANAGER RECOMMENDATION(S): At the pleasure of the City Commission.

Glenn Akramoff, Deputy City Manager	01/06/2026
Jeremiah Glisson, Deputy City Manager	02/05/2026
Sarah Campbell, City Manager	02/05/2026

A handwritten signature in blue ink that reads "Caroline Best".

Date: December 16, 2025

Submitted By: Caroline Best, City Clerk

COMMISSION ACTION:

CITY COMMISSION AGENDA ITEM
City of Fernandina Beach



SUBJECT: Discussion
City Commissioners will present / discuss their 2026 goals and objectives

ITEM TYPE: Discussion

REQUESTED ACTION: Discussion

SYNOPSIS: City Commissioners will present / discuss their 2026 goals and objectives:

- a. Mayor James Antun
- b. Vice Mayor Darron Ayscue
- c. Commissioner Genece Minshew
- d. Commissioner Tim Poynter
- e. Commissioner Joyce Tuten

FISCAL IMPACT: N/A

CITY ATTORNEY COMMENTS: N/A

CITY MANAGER RECOMMENDATION(S): N/A

Jeremiah Glisson, Deputy City Manager 02/05/2026

Sarah Campbell, City Manager 02/05/2026

Caroline Best

Date: January 06, 2026

Submitted By: Caroline Best, City Clerk

COMMISSION ACTION:

CITY COMMISSION AGENDA ITEM
City of Fernandina Beach



SUBJECT: Presentation
Goals and Objectives Prioritization Process

ITEM TYPE: Presentation

REQUESTED ACTION: Presentation

SYNOPSIS: City Manager Sarah Campbell will review the goals and objectives prioritization process.

FISCAL IMPACT: N/A

CITY ATTORNEY COMMENTS: N/A

CITY MANAGER RECOMMENDATION(S): No additional comments.

Jeremiah Glisson, Deputy City Manager 02/05/2026

Sarah Campbell, City Manager 02/05/2026

Caroline Best

Date: January 06, 2026

Submitted By: Caroline Best, City Clerk

COMMISSION ACTION:

CITY COMMISSION AGENDA ITEM
City of Fernandina Beach



SUBJECT: Discussion
City Commission 2026 Meetings Timeline for Adoption of Goals and Objectives

ITEM TYPE: Discussion

REQUESTED ACTION: Discussion

SYNOPSIS: City Commissioners and City staff will discuss 2026 meetings timeline for adoption of goals and objectives.

FISCAL IMPACT: N/A

CITY ATTORNEY COMMENTS: N/A

CITY MANAGER RECOMMENDATION(S): At the pleasure of the City Commission.

Jeremiah Glisson, Deputy City Manager 02/05/2026

Sarah Campbell, City Manager 02/05/2026

Caroline Best

Date: January 06, 2026

Submitted By: Caroline Best, City Clerk

COMMISSION ACTION:

CITY COMMISSION AGENDA ITEM
City of Fernandina Beach



SUBJECT: Presentation
Fiscal Year 2025-2026 Budget Meetings Calendar Review

ITEM TYPE: Presentation

REQUESTED ACTION: Presentation

SYNOPSIS: City Commissioners and City staff will review the Fiscal Year 2025-2026 budget meetings calendar.

FISCAL IMPACT: N/A

CITY ATTORNEY COMMENTS: N/A

CITY MANAGER RECOMMENDATION(S): No additional comments.

Susan Carless, Comptroller	01/07/2026
----------------------------	------------

Jeremiah Glisson, Deputy City Manager	02/05/2026
---------------------------------------	------------

Sarah Campbell, City Manager	02/05/2026
------------------------------	------------

Date: January 06, 2026

Submitted By: Caroline Best, City Clerk

COMMISSION ACTION:

CITY OF FERNANDINA BEACH

FY 2026-2027 ANNUAL BUDGET CALENDAR

Date	Action
February 12, 2026	City Commission Visioning Session
February 27, 2026	Five Year Capital Improvement Plan Project Forms due to Finance
March 13, 2026	Budget Instructions in the Tyler/Munis System - Email with step-by-step instructions Department Mission Statements, Department Descriptions, Goals and Objectives, and Performance Measures will be discussed.
March 31, 2026	Five Year Capital Plan due to Finance
April 17, 2026	Initial Budget Requests, Revenue Projections, Department Mission Statements, Goals and Objectives due to Comptroller's Office.
April 21, 2026	Five Year Capital Plan is reviewed with Commission
April 27-May 7, 2026	Comptroller and City Manager review requests. Notify Directors at Staff meeting of potential cuts and or revisions.
May 8-15, 2026	City Manager and Comptroller meet with Directors to review and discuss departmental budgets.
May 25-29, 2026	City Manager meets with City Commissioners individually to discuss preliminary budget proposals.
June 1-12, 2026	Comptroller and City Manager review requests.
June 16, 2026	City Commission adopts Five Year Capital Improvement Plan
July 1, 2026	Property Appraiser certifies Taxable Value.
July 2-13, 2026	City Manager prepares Proposed Budget.
July 22, 2026	Submission of Proposed Budget to City Commission (no meeting)
July 28, 2026	City Commission adopts Proposed Millage Rate
SPECIAL MEETING	
August 4, 2026	Deadline for Proposed Millage Rate to Property Appraiser
August 5, 2026	BUDGET WORKSHOP
August 6, 2026	BUDGET WORKSHOP
August 10, 2026	BUDGET WORKSHOP (if needed)
August 11, 2026	BUDGET WORKSHOP (if needed)
SPECIAL MEETING	
September 3, 2026	Budget Hearing (date set by TRIM) Reading of Statement regarding Millage Rate
September 11, 2026	Advertise Budget Summary and Hearing Date
SPECIAL MEETING	
September 15, 2026	Commission Final Budget Hearing and Approval of Budget and Millage