



Polk County Board of County Commissioners

Meeting Minutes - Draft

February 18, 2025 Regular BoCC meeting

In accordance with the American with Disabilities Act, persons with disabilities needing special accommodations to participate in this proceeding should contact the Communications Office not later than 48 hours prior to the proceeding. Their office is located in the County Administration Building, 330 West Church Street in Bartow. Telephone (863) 534-6090 or TTY (863) 534-7777. If hearing impaired dial 7-1-1 for Florida Relay services or call (800) 955-8771 (TTY); dial (800) 955-1339 if you are using a computer.

Any invocation that may be offered before the official start of the Commission meeting shall be the voluntary offering of a private citizen, to and for the benefit of the Commission. The views or beliefs expressed by the invocation speaker have not been previously reviewed or approved by the Commission, and the Commission is not allowed by law to endorse the religious beliefs or views of this, or any other speaker.

If a person decides to appeal any decision made by the board with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she 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 to be based.

CALL TO ORDER - 9:00 a.m. (RICK WILSON, CHAIR)

INVOCATION

Murphy Hanley, Polk County Fire Rescue Chaplain

A. PRESENTATIONS and RECOGNITIONS

A.1. Employee Recognition

Minutes: The Board recognized Kyle Douglas with Fire Rescue, Walter Godwin with Utilities, Joseph Jones with Fire Rescue, Mary Beth Moore with Community Health Care, and Arthur Bell with Roads and Drainage for their years of service to the county.

C. REQUEST FROM THE GENERAL PUBLIC/AUDIENCE AND OPPORTUNITY TO BE HEARD

C.1. Comments.

Minutes: Cassandra Richards thanked the Board and said she believes they will be able to get speed humps and traffic calming signals. She said they are still not finished because they are working on getting a light at Lewis Griffin Road and SR 60. She said they continue to build houses and said they need to free up road space. She discussed the wrecks that happen in this area and traffic flow.

Leroy Smith, Sr., said he is a retired teacher. He said he is here to speak on the issue of the county's Human Resource Director. He read a letter in support. He said there have been untrue statements concerning Ms. Baker-Buford. He said she has a strategic plan and a SOP that County Manager Bill Beasley and Deputy County

Manager Ryan Taylor have seen but have not shared it with the Board. He discussed his concerns with Commissioners being involved in personnel decisions and addressing reclassifications. He said they do not want guidance from a well educated and experienced black woman. He said he strongly encourages the Board to cease the unwarranted targeting of the HR Director or risk another successful lawsuit against Polk County. He said he has a hard time understanding why white women are classified as a minority and given special treatment; he said he knows that most of the businesses owned by the white women are actually owned by their white husbands. He said he has emailed the county attorney concerning the Sunshine Law.

Abdul Al-Khatib said most of his comments will be addressed to Commissioner Braswell since he has led the charge against two African American Directors in Polk County. He asked how many other departments have had efficiency studies completed. He discussed the firing of the former Fire Chief. He said it is in the Charter that Commissioners should not get involved in the day to day operations of county government. He said he is requesting a meeting with the county manager and county attorney to discuss charges of malfeasance. He discussed communications between the Board members. He commended Commissioner Scott for not getting involved in this witch hunt. He said Commissioner Scott and Mr. Beasley are people with integrity. He said his intent is for the betterment of the county.

Janice Sewell addressed the Board concerning the article that was in the paper concerning the HR Department. She said she is a former employee and discussed the inconsistencies in the article. She said there is strategic plan that has been done. She said there are many things the HR Department has done and they have won many awards. She said she left in January 2025 due to the disrespect meted out to some of these individuals. She said the County Manager has done a phenomenal job. She said they are cherry picking the inefficiencies. She said the HR Director needs help and she discussed her different roles. She discussed reclassifications and the significant impact on legal issues. She said SOPs can be part of public records requests.

Cynthia Downing said she is here because of her concerns with the HR Director and the direction that the county seems to be headed. She said they are targeting her with unfair, undocumented, and incorrect information from this report. She said it should have been noted by Mr. Taylor that there are SOPs and there was a strategic plan in place. She said they represent the quiet city and said she is the NAACP president. She said she does not want to go down this road and have another lawsuit, because it is not necessary. She said they need to be fair and equitable to all directors.

Deryl Jones said he is a pastor of a church in Bartow. He said he is here due to the article in the paper concerning the HR Director. He said he has served with the CRAC and worked with Ms. Baker-Buford for years and has seen her hard work and dedication. He said anytime you put a target on anything you can get a study to support everything. He said they need to be fair and equitable to all directors. He said when there is a target it shows motivation and he said Polk County needs to be very careful based on its past history. He asked that the Board be cautious in its efforts and give all directors the fair chance that they deserve.

Ashley Woosypiti applauded Ms. Baker-Buford's friends for speaking up today; she

said it shows loyalty. She said she is Latina and a women of color; she said she is a former BoCC employee. She said she was terminated in August for gossiping, falsifying county records, and interfering in an investigation. She said the reason that the Commissioners are getting involved is because her and many other BoCC employees have taken their complaints of harassment, hostile work environment, and other racial complaints to the county manager's office. She said unfortunately nothing has been done. She discussed the complaints she raised to the county manager's office concerning a hostile work environment when Ms. Baker-Buford questioned her Veteran status. She said there are other employees who are in HR that are terrified that they are going to lose their jobs because she is up here speaking today on their behalf. She said they are terrified of losing their retirements, that false accusations and write-ups will be made against them, and they will lose their jobs just like she lost her job. She said the reasons she was terminated have been proven false. She said now that Ms. Baker-Buford is in the spotlight certain reclassifications are finally getting done 6-12 months later. She said if you are speaking about legalities and equity across the board then why is it taking 9 months for reclassifications to get done. She discussed the Budget meetings she was present in. She said it is taking so long for reclassifications because there is power involved. She said there is a hostile work environment and it is not safe to be a Human Resource employee right now. She said there are no bait and switches happening and she is fearful for her safety. She said what is fair and equitable is not being done.

D. APPROVE CONSENT AGENDA

D.1. Approve Consent Agenda.

RESULT:	APPROVED
MOVER:	Martha Santiago
SECONDER:	Bill Braswell
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

E. COUNTY COMPTROLLER (STACY M. BUTTERFIELD, CPA)

E.1. Disbursements.

RESULT:	APPROVED
MOVER:	Becky Troutman
SECONDER:	Bill Braswell
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

E.2. Minutes of Regular Board meeting held on February 4, 2025.

RESULT:	APPROVED
MOVER:	Martha Santiago
SECONDER:	Bill Braswell
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

G. COUNTY ATTORNEY (RANDY MINK)

G.1. Deny the Request for Road Closure of W. Lake Marion Road for 60 days dated January 31, 2025.

Minutes: County Attorney Randy Mink discussed the denial of the request for road closure of W. Lake Marion Road for 60 days dated January 31, 2025. He said the denial is recommended for approval.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Michael Scott
AYE:	Wilson, Braswell, Santiago, and Scott
NAY:	Troutman

H. COUNTY MANAGER (BILL BEASLEY)

H.1. Approve the Construction Manager at Risk (CMAR), Guaranteed Maximum Price (GMP) Addendum No. 2 to Agreement 2023-074 with Wharton-Smith, Inc. for the Northeast Regional Wastewater Treatment Facility (NERWWTF). (\$30,421,036.00 onetime expense)

Minutes: County Manager Bill Beasley discussed the Construction Manager at Risk (CMAR) Guaranteed Maximum Price (GMP) Addendum No. 2 to Agreement 2023-074 with Wharton-Smith, Inc., for the Northeast Regional Wastewater Treatment Facility (NERWWTF) expansion project. He recommended approval.

Upon question, Mr. Beasley said this will increase the gallons per day to 6-9 million gallons. He said this will be the full cost for Phase 2. He said they will go through 5 phases to get them to 9 million gallons within the next 2 1/2 years. He said the total cost is approximately \$120 - \$140 million.

Utilities Director Tamara Richardson confirmed the total cost.

Commissioner Braswell asked at what point do they start borrowing money to fund the project.

Comptroller Director Dee Dee Beaver said Ms. Butterfield is not here because she is on a phone call with the county's underwriters to discuss opportunities that might be available in the market. She said currently there are over \$47 million in bond proceeds that have not been spent yet. She said when the time is right to borrow funds they will approach the Board at that time.

Commissioner Braswell said it is much cheaper to go ahead and get it done now due to increasing costs for materials and construction. He said the county is taking a big step to go down this path and they need to do what they can to get as far down the path as possible.

Mr. Beasley said the first phase was approved in December 2024, and there is \$70 million out of the \$120 million obligated towards that project.

Ms. Beaver told the Board to keep in mind that they want the money spent within 3 years of receiving it so they can use the interest earned towards the project.

Upon question, Ms. Richardson said they believe 9 million gallons per day will cover the build out.

Mr. Beasley discussed the growth projections for the future.

RESULT:	APPROVED
MOVER:	Martha Santiago
SECONDER:	Bill Braswell
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

H.2. Approval of Amendment to Agreement between the Polk Regional Water Cooperative (PRWC) and Polk County for the PRWC Heartland Protection and Sustainability Project, Polk County Alternative Water Supply Receiving Facilities (Project 6), for which the Florida Department of Environmental Protection (FDEP) awarded state funds via grant Agreement Number LPA0212 (\$416,098 reimbursable expenses).

Minutes: County Manger Bill Beasley discussed the amendment to agreement between the Polk Regional Water Cooperative (PRWC) and Polk County for the PRWC Heartland Protection and Sustainability Project, Polk County Alternative Water Supply Receiving Facilities (Project 6), for which the FDEP awarded state funds via grant Agreement Number PLA0212. He recommended approval.

RESULT:	APPROVED
MOVER:	Becky Troutman
SECONDER:	Bill Braswell
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

H.3. Requesting approval of 75 additional positions to address the overtime issues within field operations (estimated \$9,200,000 annual recurring cost).

Minutes: County Manager Bill Beasley said he believes this item will be a game changer for Polk County. He requested the approval of 75 additional Fire Rescue positions to address the overtime issues within all field operations. He said the annual expense for this initiative is estimated at \$9.2 million. He said the current staffing levels continue to require mandatory overtime in meeting the normal shift staffing levels. He said these additional positions will improve the work life balance of all first responders within the Polk County Fire Rescue Division. He discussed the initial hiring strategy and how these positions will be funded. He recommended approval.

Commissioner Santiago said 75 positions is a lot; she said she would like to see the plan to fill all of these positions and how long it will take them to get there.

Commissioner Braswell said they currently have been hiring more than 75 positions per year. He said it is not unusual.

Commissioner Scott said in regards to the responsibility of recruitment Polk County has done an exemplary job of getting talent on board. He discussed his recent visit to Fire Rescue. He said he is excited that we are able to offer the additional funds. He gave kudos to the men and women in Fire Rescue and said they are doing a fine job. He said he looks forward to supporting them.

Commissioner Troutman said Polk County is not a destination department yet but this is a big step to get us there. She applauded the Board and Mr. Beasley for making sure this happened sooner rather than later.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Becky Troutman
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

I. COMMISSIONER DISTRICT 1 (BECKY TROUTMAN)

I.1. Commissioner Troutman Comments.

Minutes: Commissioner Troutman had no comments at this time.

J. COMMISSIONER DISTRICT 3 (BILL BRASWELL)

J.1. Reappoint Steve Bissonnette as a Member of the Citizens HealthCare Oversight Committee, representing Senior Citizens, for the four-year term, March 2, 2025 through March 1, 2029.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Becky Troutman
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

J.2. Commissioner Braswell Comments.

Minutes: Commissioner Braswell had no comments at this time.

K. COMMISSIONER DISTRICT 4 (MARTHA SANTIAGO)

K.1. Commissioner Santiago Comments.

Minutes: Commissioner Santiago had no comments at this time.

L. COMMISSIONER DISTRICT 5 (MICHAEL SCOTT)

L.1. Reappoint Cauney Bamberg as a Member of the Citizens HealthCare Oversight Committee, representing Business Community, for the four-year term, March 3, 2025, through March 2, 2029.

RESULT:	APPROVED
----------------	-----------------

MOVER:	Michael Scott
SECONDER:	Bill Braswell
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

L.2. Commissioner Scott Comments.

Minutes: Commissioner Scott had no comments at this time.

M. COMMISSIONER DISTRICT 2 (RICK WILSON, CHAIR)

M.1. Chair Wilson Comments.

Minutes: Chair Wilson had no comments at this time.

N. LAY BOARD APPOINTMENTS

N.1. Appoint Chad McLeod (City of Lakeland elected official) as a member of the Tourist Development Council effective February 27, 2025.

Minutes: Commissioner Santiago said she would like to take this opportunity to thank Commissioner Stephanie Madden for her years of commitment to the Tourist Development Council. She said she has done a great job and she hates to see her leave.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Becky Troutman
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

O. EXPEDITED HEARINGS PURSUANT TO RESOLUTION NO. 2022-089

Minutes: County Attorney Randy Mink reminded the audience of the procedures for public hearings and expedited hearings. He swore in those that plan to speak.

O.1. Public Hearing (LDCPAL-2024-12 North Prong IND CPA) (Adoption Hearing) to consider the adoption of a Large-Scale Comprehensive Plan Amendment to change the Future Land Use designation on 420 acres from Phosphate Mining (PM) and Agricultural/Residential-Rural (A/RR) to Industrial (IND) and to change the text of Section 2.135 of the Comprehensive Plan to limit the intensity of the IND activity on certain areas of the site. This case is related to LDCT-2024-19. (No Fiscal Impact).

Minutes: Land Development Director Ben Ziskal showed slides and reviewed the proposed future land use change. He discussed the site location and gave background information. He said the request is to reuse the property for industrial purposes. He said staff and the Planning Commission recommend approval and the Florida Department of Commerce had no objections.

Chair Wilson opened a public hearing; no one spoke.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Martha Santiago
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

O.2. Public Hearing (LDCT-2024-19 North Prong LDC Text Amendment) (Adoption Hearing) to consider a change to the text of the Land Development Code Appendix E, Section E105, to limit the intensity of the IND on certain areas of the property. This request is related to LDCPAL-2024-12. (No Fiscal Impact).

Minutes: Land Development Director Ben Ziskal showed slides and reviewed the proposed Land Development Code text amendments. He said this is a companion item to the previous item. He discussed the site location and special landscaping requirements. He said staff and the Planning Commission recommend approval.

Chair Wilson opened a public hearing; no one spoke.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Martha Santiago
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

O.3. Public Hearing (LDCPAL-2024-11 Mosaic Nichols PM CPA Amendment) (Adoption Hearing) to consider the adoption of a Large-Scale Comprehensive Plan Amendment to change the Future Land Use designation on 420 acres from Agricultural/Residential-Rural (A/RR) to Phosphate Mining (PM). (No Fiscal Impact).

Minutes: Land Development Director Ben Ziskal showed slides and discussed the proposed future land use amendment. He discussed the previous mapping error. He said staff and the Planning Commission recommend approval and there were no comments from the Florida Department of Commerce.

Chair Wilson opened a public hearing; no one spoke.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Becky Troutman
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

O.4. Public Hearing (LDCPAS-2024-27 LaRoche Road CPA) (Adoption Hearing) to consider the adoption of an applicant-initiated Small-Scale Comprehensive Plan Map Amendment to change the Future Land Use (FLU) designation from Employment Center (ECX) to Residential Medium (RMX) on 18.35 +/- acres of a 23.78 +/- acre parcel. This case is related to LDCT-2024-22. (No Fiscal Impact)

Minutes: Land Development Director Ben Ziskal showed slides and discussed the proposed future land use map change. He discussed the subject site. He said staff and the Planning Commission recommend approval and there were no comments from the Florida Department of Commerce.

Commissioner Troutman said she thinks this is forward thinking by Mr. Ziskal's department.

Chair Wilson opened a public hearing.

Keith Ball said his land connects into where they want to build; he discussed his property. He said there is a lot of wildlife in the area. He said he does not share rights with anyone on Ball Road. He said he is not sure how this will affect his land. He said the land they are developing has wetlands and it will abut his driveway.

Mr. Ziskal said this project will not affect Ball Road.

Mr. Ball said the piece of land the county surveyed adjoins his property. He said his land is private and he is concerned with what the county has going on.

Chair Wilson closed the public hearing.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Martha Santiago
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

O.5. Public Hearing (LDCT-2024-22, Section 2.135, Parcel Specific Future Land Use Amendments) (Adoption Hearing), to consider the adoption of LDCT-2024-22, an applicant-initiated request to impose conditions for development on site that include additional buffering and development requirements. This case is related to LDGPAS-2024-27.

Minutes: Land Development Director Ben Ziskal showed slides and discussed the proposed Land Development Code text amendments. He said this is a companion item with the previous item. He said staff and the Planning Commission recommend approval.

Chair Wilson opened a public hearing.

Upon question, Mr. Ziskal said during this development LaRoche Road will be relocated to the northern part. He said this item requires that both the north and south side have additional landscaping to provide buffering. He said there will be homes built in this area.

Keith Ball discussed the wetlands and the wildlife in the area.

Chair Wilson said this is a expedited hearings and these concerns should have been brought forward earlier.

Mr. Ball said he will have to get someone on the county's level.

Chair Wilson closed the public hearing.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Becky Troutman
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

P. PUBLIC HEARINGS

P.1. Public Hearing (LDCPAS-2024-25 Boy Scout Road RCC CPA) (Adoption Hearing) to consider the adoption of a Small-Scale Comprehensive Plan Amendment (CPA) to change the Future Land Use designation on 6.5 acres from Agricultural/Residential-Rural (A/RR) to Rural Cluster Center (RCC) in the Rural Development Area and to change the text of Section 2.135 of the Comprehensive Plan to allow for the adoption of the State Road 60 & Boy Scout Road RCC Activity Center Plan (ACP). This case is related to LDCT-2024-27. (No Fiscal Impact)

Minutes: Mark Bennett, Land Development, showed slides and discussed the proposed small scale Comprehensive Plan Amendment. He discussed the site location. He said this is in compliance with the Rural Cluster Center (RCC) Policy. He reviewed the potential impacts and justification for approval.

Upon question, Mr. Bennett confirmed that FDOT regulates the separation distance for entrances to businesses on SR 60. He said the county would review driveway placement as part of their Level 2 site plan and add comments.

Commissioner Scott clarified that the RCC would not be the one to aid in spacing out driveways it is FDOT who would do that on SR 60. He said this area has been ARR for as long as the county has it on record. He discussed the surrounding areas and the need for a fueling station in this area. He said he does not think that this is compatible to this area and the RCC does not apply to a location on a state road.

Upon question, Mr. Bennett confirmed the Dollar General is RCC and he reviewed the other parcels that are designated RCC in this area. He discussed the possible road alignment of Rose Ave.

Commissioner Scott discussed the fatalities at this intersection. He said adding traffic to this intersection and the "what if's" that could happen does not make a lot of sense to him.

Upon question, Mr. Bennett said the FDOT project will be led on February 2026 with a 120 day timeline.

Commissioner Scott said in his opinion this is a project that should come back before the Board once they see some improvements. He said there are several "what if's" for this to be successful.

Mr. Bennett confirmed that items P. 1 and P.2 will be heard separately.

Tom Woodrich, applicant, said they are here to answer any questions. He said they have heard the testimony today and understand Commissioner Scott's comments and they will take them into consideration. He said this RCC allows for a wide variety of uses. He asked to reserve rebuttal comments.

Chair Wilson opened a public hearing.

Sandra Schindler said she represents over 100 homes in the area. She said they have received new information concerning the property that adjoins the proposed property. She discussed the wildlife in the area. She said the county tried to develop this property for a fire station but changed it once the wildlife was found. She said they agree with Commissioner Scott that the property in this area is all rural. She said the RCC is not appropriate. She said this is urban sprawl and will create more problems. She asked that this be denied.

Chair Wilson closed the public hearing.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Becky Troutman
AYE:	Troutman, Wilson, Braswell, and Santiago
NAY:	Scott

P.2. Public Hearing (LDCT-2024-27 SR 60 & Boy Scout Road RCC ACP Text Amendment) (Second Reading) to consider the adoption of a joint County and applicant-initiated ordinance amending the Land Development Code. This case is related to LDCPAL-2024-25. No Fiscal Impact.

Minutes: Mark Bennett, Land Development, said this is a companion item with P. 1. He showed slides and said the intent is to establish an Activity Center to guide the future growth and development in this area.

Upon question, Mr. Bennett confirmed this is a second reading and they will be taking action today.

Chair Wilson opened a public hearing; no one spoke.

Commissioner Troutman addressed Ms. Schindler and discussed the environmental protections that will clarify the information concerning wildlife.

RESULT:	APPROVED
MOVER:	Bill Braswell
SECONDER:	Becky Troutman
AYE:	Troutman, Wilson, Braswell, and Santiago
NAY:	Scott

P.3. Public Hearing (LDCPAL-2024-9 Deen Still COREX CPA) (Transmittal Hearing) for a Future Land Use designation change from Conservation COREX in the Rural Development Area (RDA) and the Rural Special Protection Area (SPA) to

Business Park Center-X (BPCX) in the Transit Supportive Development Area (TSDA), Ridge SPA and Ronald Regan Selected Area Plan on 7.036± acres. This case was continued from February 4, 2024. (No Fiscal Impact) (Withdrawn by Applicant)

Minutes: Land Development Direct Ben Ziskal said this item has been withdrawn by the applicant and there will be no action taken today.

P.4. Public Hearing to consider adoption of a Resolution to vacate a portion of deeded and maintained right-of-way for Mosely Road as well as portions of reservation areas shown on the plat of Camp Monson, Lake Alfred, Florida. (No fiscal impact)

Minutes: Scott Lowery, Real Estate Services, showed slides and discussed the proposed vacation on Mosely Road as well as portions of reservation areas shown on the plat of Camp Monson, Lake Alfred. He said there were no objections and staff recommends approval.

Chair Wilson opened a public hearing; no one spoke.

RESULT:	APPROVED
MOVER:	Becky Troutman
SECONDER:	Michael Scott
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

P.5. Public Hearing to consider adoption of a Resolution to vacate a portion of platted, unopened and unmaintained right-of-way shown as Marina Drive on the Plat of Poinciana Neighborhood 3 North, Village 7, Poinciana, Florida. (No fiscal impact)

Minutes: Scott Lowery, Real Estate Services, showed slides and discussed the proposed vacation of a portion of platted, unopened and unmaintained right-of-way shown as Marina Drive on the plat of Poinciana Neighborhood 3 North, Village 7, Poinciana. He said staff recommends approval.

Chair Wilson opened a public hearing; no one spoke.

RESULT:	APPROVED
MOVER:	Becky Troutman
SECONDER:	Michael Scott
AYE:	Troutman, Wilson, Braswell, Santiago, and Scott

ANNOUNCEMENTS

Minutes: Regular Board meeting concluded at 10:20 a.m.