

**LAKE COUNTY WATER AUTHORITY
REGULAR MEETING ANNOUNCEMENT AND AGENDA**

October 19, 2011 - 3:30 p.m.

Lake County Administration Building

2nd Floor - County Commission Chambers

315 West Main Street, Tavares, FL 32778

- 1. Call to Order / Pledge of Allegiance**
- 2. Approval of Minutes** - September 28, 2011 - Final Budget Meeting
- September 28, 2011 - Regular Meeting
- 3. Executive Director Report**
- 4. Discussion Items**

- a. Hydrilla Management Issues in the Harris Chain of Lakes

Michael Perry

Hydrilla Management Issues in the Harris Chain of Lakes

The issue of aquatic plant management in the Harris Chain has been discussed many times and in many venues. At the November 2006 Water Authority meeting there was discussion about using herbicides to control aquatic vegetation, particularly hydrilla. During the public comment period a resident came forward to describe his concern about eel grass that is dying in Little Lake Harris. He expressed concerns that when hydrilla is controlled all plants, including desirable native plants in the area, die creating algae blooms resulting in a continual cycle of renewal and degradation of the Harris Chain. In his opinion the entity managing hydrilla should either live with minimal hydrilla and have good water quality or manage the Chain in a way that leads to algae dominated lakes. Several Water Authority Board members also expressed similar concerns about herbicide applications.

At the December 2006 meeting Trustee Griffin referenced the previous month's discussion and mentioned that she would like the January 2007 meeting devoted to this issue and that she wanted to create a taskforce and include all agencies, local governments, fishing interests and others. Chairman Everly directed that this item be included on the January 2007 agenda, however he would like to review all of the data and hear a balanced approach, and if the Board elects to discuss this further they will probably want all of the representatives in attendance.

Staff has attached excerpts of the minutes from the January 2007 meeting. There was considerable discussion about the herbicide application process from FDEP representatives, University of Florida personnel and many members of the public. While no action was taken specific to a position on hydrilla management, the Water Authority Board did ask the Harris Chain Restoration Council (HCRC) to study the effects of the current management program on aquatic weeds in Lake County.

The Harris Chain Restoration Council included this topic in its March and April 2007 meetings. The minutes from both meetings are also attached. At the March meeting Daryl Smith, Director of Lake County Environmental Services Department, Nathalie Visscher, FDEP Bureau of Invasive Plant Management – North-Central Regional Biologist, Eric Cotsenmoyer, Lake County Mosquito and Aquatic Plant Management Department, John Benton, FFWCC, Dr. Dan Canfield, University of Florida (UF) – Florida LAKEWATCH, made presentations regarding their respective agency positions on the

topic and responded to Council members questions. When asked what it is that the Council is trying to accomplish, Chairman Goerner said that the Council has been asked to review aquatic plant management efforts, gather information from scientific experts, and then try to develop a workplan that may be more beneficial than the current efforts. The Council asked to review the County's aquatic plant control workplan.

At the April 2007 Harris Chain Restoration Council meeting, Gary Nichols – Invasive Aquatic Plant Program Manager for the SJRWMD, Dr. Bill Haller – Director of the University of Florida Center for Aquatic and Invasive Plants made presentations regarding their respective agency positions on the topic and responded to Council members questions. According to the minutes, several Council members stated that the information they reviewed does not indicate the misuse of herbicides on the lakes and secondly there was not enough information provided that would allow the recommendation to make any changes to the current program. One Council member stated that he believes the issue of managing hydrilla or other invasive species like water hyacinth should also be reevaluated for use on Lake Apopka. The Council passed two motions: 1) The Council agrees the current aquatic plant management and herbicide program is being conducted according to accepted guidelines, and 2) the Council encourages further research by the FDEP to improve plant management techniques.

Dr. Canfield discussed the issue of aquatic plants for fisheries habitat and the ongoing debate of utilizing hydrilla as beneficial habitat. He suggested that maintaining the lake bottom coverage of 10% may prove beneficial to water quality within the lake. He cautioned that in order to maintain this level of hydrilla, funds and personnel required to chemically control further spread of the hydrilla would need to be available. He went on to suggest that the Council follow the suggestion of Dr. Haller to continue to manage hydrilla as they do today and wait until new technology becomes available, before changing the strategy of hydrilla management. The issue of changing the way hydrilla is managed and utilized as a potential fisheries habitat for Lake Apopka has come up in several discussions within the Harris Chain Restoration Council meetings since April 2007.

Prior to July 1, 2008 the invasive plant management program was under the direction of the Department of Environmental Protection (DEP) and the statutory mandate was to manage nonindigenous aquatic plants in a coordinated manner on a continuous basis in order to maintain the target plant population at the lowest feasible level as determined by DEP. The Legislature moved the invasive plant management program from DEP to the Fish and Wildlife Conservation Commission (FWC) in July of 2008.

In April 2011, the Florida Fish and Wildlife Conservation Commission (FWC) released a position statement regarding its approach to hydrilla management:

“It is the position of the Florida Fish and Wildlife Conservation Commission (FWC) that native aquatic plant communities provide ecological functions that support diverse native fish and wildlife communities in Florida waterbodies. FWC considers hydrilla to be an invasive, non-native aquatic plant that can, at high densities, adversely impact native plant abundance, sportfish growth, recreational use, flood control, and dissolved oxygen. Once established, hydrilla has proven difficult if not impossible to eradicate with current technology and is expensive to manage. Therefore, FWC opposes the deliberate introduction of hydrilla into waterbodies where it is not currently present. FWC prefers to manage for native aquatic plants, but recognizes that in waterbodies where native submersed aquatic plants are absent or limited, hydrilla at low to moderate densities can be beneficial to fish and

wildlife. FWC will manage hydrilla on a waterbody by waterbody basis using a risk-based approach to determine the level of management.

In waterbodies where hydrilla is well established, it will be managed at levels that are commensurate with the primary uses and functions of the waterbody and fish and wildlife. FWC will determine the level of hydrilla management on each public waterbody using a risk-based analysis that considers human safety issues, economic concerns, budgetary constraints, fish and wildlife values, and recreational use, with input from resource management partners and local stakeholders. Factors such as available control technology (e.g. herbicides), current waterbody condition, and activities occurring within the watershed will also influence the timing and level of hydrilla management.”

Water Authority staff has attached the FWC’s Position Statement and Background Information for the FWC’s Position on Hydrilla Management. As part of the position statement, the FWC has established a procedure to determine how to manage hydrilla in a specific waterbody such as Lake Apopka. At this time, the FWC has not made a decision to change the approach to managing hydrilla in Lake Apopka; however they do intend to begin the process as outline in the Position Statement for Lake Apopka. All other lakes in the Harris Chain are not being considered for changes to the existing hydrilla management approach. Only when all of the steps of the process are completed would they then refine the planned hydrilla management activities as necessary.

There have been several groups such as the Friends of Lake Apopka and the Alliance to Protect Water Resources who have expressed a concern about making any changes to the existing management approach for hydrilla in Lake Apopka. Representatives from the Florida Fish and Wildlife Conservation Commission will be prepared to discuss the Position Statement and the process to review and refine if necessary the hydrilla management approach for Lake Apopka.

Executive Director Recommendation:

For discussion purposes only. No action required.

b. Clermont Chain of Lakes Hydrology and Water Levels

Ron Hart

Clermont Chain of Lakes Hydrology and Water Levels

As the Clermont Chain of Lakes enters the dry season without much gain in water levels from the wet season, there is a growing concern from residents in South Lake. In most of the increasing number of calls, the residents are simply asking for answers. Some have heard rumors that Polk County is taking the water. Others have heard that a pipeline was constructed to move water to Pinellas County. Many even equate the low levels to Niagara’s withdrawal permit. A few even think the Lake County Water Authority is part of a governmental conspiracy that is hiding where the water is going.

In an attempt to inform the public, staff provided a presentation on October 6th at the Jenkins Auditorium in Clermont. Factual information regarding the latest drought was provided along with a recommendation to conserve water.

Staff will be presenting the attached information to assist the Board in responding to residents.

Executive Director’s Recommendation:

For information purposes only. No action required.

- c. Temporary Changes in Management of Harris Chain of Lakes Levels Michael Perry

Temporary Changes in Management of Harris Chain of Lakes Levels

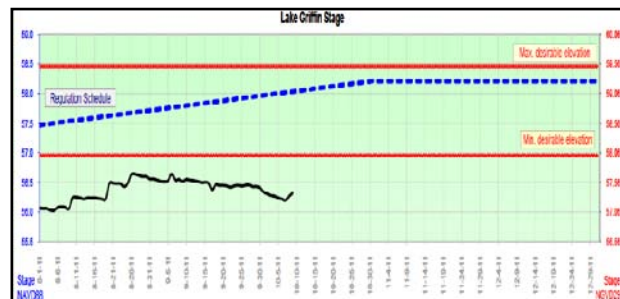
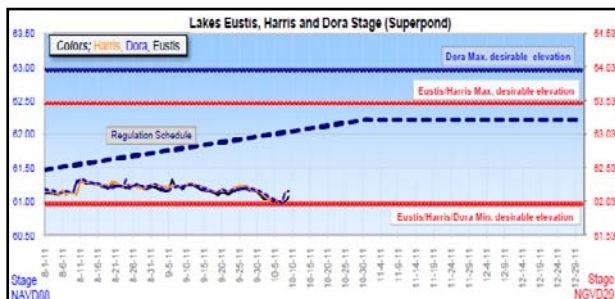
In November 2010, Dave Walker, Basin Program Manager for the Apopka and Ocklawaha Restoration Programs with the St. Johns River Water Management District (SJRWMD) spoke to the Board about past, current and future weather patterns and their effect on the lake levels. He stated that it was predicted that were on the cusp of a strong La Niña winter which tends to bring drier and warmer weather conditions.

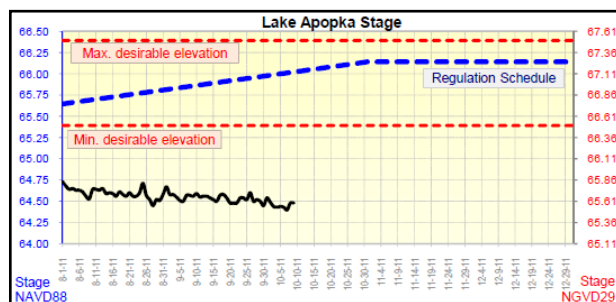
He further explained that the SJRWMD has been doing modeling in terms of preparing for and developing minimum flows and levels and new regulation schedules for the entire Chain of Lakes. He further stated that in the past, the District have always tried to maintain minimum discharge through the Chain of Lakes but that water quality conditions have improved substantially and in the winter months the water temperature is cooler which will alleviate concerns regarding dissolved oxygen conditions. He stated that the District was proposing to set Apopka and Burrell Lock and Dam at zero discharge so that the water is held back in Lake Apopka and the whole Super Pond, which would include Lake Harris, Lake Dora, Lake Eustis and Lake Beauclair. He stated that this would be a temporary test to see what will actually occur to water levels given the predicted weather conditions.

Mr. Walker has contacted the Water Authority staff expressing the District’s concern that the same weather conditions are setting up for this coming winter and the District is again proposing to reduce the discharge from the Apopka and Burrell Lock and Dam to zero and the discharge from the Moss Bluff Lock and Dam to 10 cfs following approval of the SJRWMD Governing Board at its November meeting.

Water Authority staff is concerned about current low Dissolved Oxygen levels in the Apopka Beauclair Canal, ensuring sufficient flow through the NuRF to accommodate the ongoing dredging activity and spoil disposal in cells F & G, and with no discharge from the Apopka or Burrell structures and 10 cfs through the Moss Bluff, Lake Griffin could experience a slight decline in water levels.

The lake levels as of October 9, 2011 are currently 0.20 ft. above the minimum desirable in the Super Pond, 0.60 ft. below minimum desirable in Lake Griffin and nearly 1.0 ft. below minimum desirable in Lake Apopka.





Water Authority staff would recommend that the Board express the following concerns regarding the District’s proposal to temporarily modify flow through the Harris Chain of Lakes:

- The Apopka-Beauclair Canal should be adequately monitored for DO to determine if the low DO is a seasonal issue or the result of low flow or stagnant water for nearly a year;
- Ensure sufficient flow through the NuRF to accommodate the ongoing dredging activity and spoil disposal in cells F & G; and
- Ensure that all lakes in the chain are managed with equal concern about lake level and water quality.

Executive Director Recommendation:

No action required. For information only.

d. Dora Canal Bridge Height Clearance Markers

Ron Hart

Dora Canal Bridge Height Clearance Markers

At the September Board Meeting, the Board requested information from staff regarding the elevation of other bridges within the Dora Canal. There are four bridge crossings over the Dora Canal (Hwy 441, Hwy 19, Wells Ave, Railroad Trestle). Of the four crossings, the Hwy 441 Bridge far exceeds the heights of the other crossings. Therefore, staff only gathered information relative to the 3 lowest crossings. The following table shows the relative information for each bridge:

Bridge	Ownership	Base Height Elevation (ft MSL)	Height Above Mean Annual High of 63.56ft. MSL (ft)
SR 19	F.D.O.T.	73.14	9.58
Wells Ave.	Lake County	72.35	8.79
Railroad Trestle	Central Fl. Railway	72.48 (old) 72.79 (new)	8.92 (old) 9.23 (new)

As the above table shows, the old railroad trestle has never been the lowest crossing on the Dora Canal (Figure 1). Wells Avenue is 1 9/16 inches lower. This would indicate that the Wells Avenue Bridge is more of a height clearance hazard than any other bridge on the Dora Canal.

In addition, there are other lower bridges on other waterways throughout the county. Some of the other low bridges include; Hwy 27 over Helena Run, Hwy 50 over the Palatlakaha, Hwy 561 over the Palatlakaha between Hiawatha and Minneola, Hwy 561 over the



Figure 1. Dora Canal Railroad



Figure 2. Montevista Canal Culvert between Crescent Lake and Lake Minnehaha.

Palatlakaha between Minneola and Wilson, Private bridge over the Palatlakaha at Wilson Island. There are also waterways with navigable culverts that interconnect the lakes such as; Montevista Canal (Figure 2), Winona Canal, Trout Lake to Eustis. These are the most notable ones, however, there are many more minor crossings including those over residential canals that could be considered for marking.

The Lake County Water Authority has not been marking clearance heights on bridges. The markers that are present are installed by the constructors of the bridges. Staff has provided an image of a standard clearance marker that is utilized by most agencies

(Figure 3). Should the Board desire for the agency to undertake this role, staff has recommendations as to which markers are of the most importance.

1. Wells Avenue on the Dora Canal - due to the volume of boating traffic
2. All other bridges on the Dora Canal that have under 10ft. of clearance at ordinary high
3. All other bridges on the Harris and Clermont Chain of Lakes that have under 10ft. of clearance at ordinary high
4. All navigable culverts on the 2 chains that have under 10ft. of clearance at ordinary high

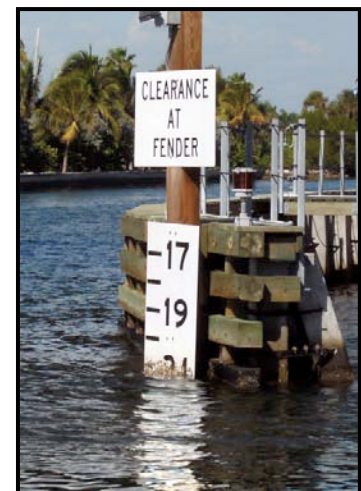


Figure 3. Standard Clearance Marker

5. All other navigable waterways with public access and bridges that have less than 10ft. of clearance at ordinary high.
6. All remaining bridges on the 2 chains with over 10 ft of clearance.
7. All other navigable waterways with public access and bridges that have over 10ft. of clearance
8. Navigable residential canals connected to waterways with public access

Since the Board commented on the need for a clearance marker at Wells Avenue, staff recommends that one be installed on the upstream and one on the downstream side of the bridge.

Executive Director’s Recommendation:

Direct staff to install clearance markers on the upstream and downstream side of the Wells Avenue Bridge.

e. Hook Street Stormwater Project Status Update

Ron Hart

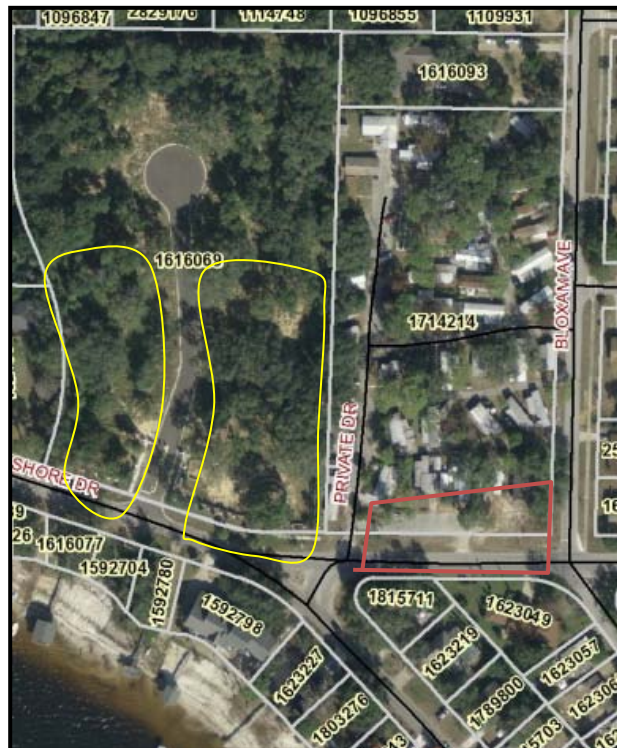
Hooks Street Stormwater Project Update

At last month’s meeting, the Board directed on negotiating the purchase of a 0.6 acre portion of the mobile home park at the corner of Hooks Street and Bloxam Avenue (shown in red). The Board also authorized staff to hire the engineering firm of BESH to determine the suitability of utilizing the adjacent vacant subdivision property as a backup plan (shown in yellow). Staff has contacted BESH and directed them to draft a proposal that will evaluate the feasibility of the site and determine the size and location of the needed land.

Staff will report any additional activities at the meeting.

Executive Director’s Recommendation:

For information purposes only. No action required.



f. Approval to Award Mini-Grants

Patricia Burgos

Approval to Award Education and Community Mini-grants

In an effort to continue supporting freshwater resource education and awareness within the community and schools, a mini-grant program was established over nine years ago. The Board gave its approval to advertise the 2010-11 education and community mini-grants. Staff received 35 grant applications by the deadline for consideration.

A committee was formed to review the grants and make recommendations to the LCWA Board. The committee members will meet on October 12th to discuss the community and education grants. The members of this committee include:

Linda Bystrak	LCWA Board Member
Kelly Pitcher	LCWA Board Member
Patricia Burgos	Environmental Programs Manager, LCWA
Claudia Rowe	Secondary Science Prog. Specialist, Lake County Schools
Marc Crail	Naturalist, LCWA

Education Mini-grants: The \$2,000 maximum award mini-grants are to assist Lake County educators in the public and private sector. Through purchase orders and prior approval, the grant money is distributed to public school teachers that are awarded the grants. Private school teachers that have been awarded a grant will purchase the items and then submit the receipts for reimbursement. This method is better for tracking and auditing purposes. Grant funds that are not used by March 2012 are returned to the Water Authority. The Board included \$20,000 in its FY 2011-12 budget for the education mini-grants.

Community Mini-grants: These \$2,000 maximum award mini-grants are for the benefit of community groups within Lake County and their efforts to promote freshwater resource education and boating safety education. These grants are also administered on a reimbursement basis once staff receives and verifies the purchase receipts. The Board included \$15,000 in its FY 2011-12 budget for the community mini-grants.

A spreadsheet listing the different schools and community groups that applied for 2011-12 grants will be distributed prior to the Board meeting in a supplemental mailing. The table will provide a brief description of the grant request, grade level, the amount requested, the amount awarded and any comments. The information in the comment section details why a grant request was reduced or denied. Grants that were denied will be shaded in yellow.

Executive Director's Recommendation

Approve the grant recipients and disbursement of the funds to the winners of the FY 2011-12 Education and Community "Drop-by-Drop: You Make A Difference!" mini-grant program.

g. Authorization to Release Stormwater Grants

Ron Hart

Stormwater Project Review and Approval to Release 2012 Grant

Project Review

The Water Authority began the Stormwater Treatment Grant Program in 1996. The grants are intended to fund the removal of pollutants that are currently discharging to our lakes. To date, 36 projects at an LCWA cost of \$5,995,841 have been completed and are removing over 1066 pounds of total phosphorus per year. Attachment 3 shows the projects along with their pollutant removal.

This past year, two additional stormwater projects were completed. The LCWA provided grants of \$2,466 and \$45,384 to the City of Mount Dora for 25 flexstorm inlet filters and a sediment box at 4th & Donnelly. Staff estimates that these two projects will remove a combined 7 pounds of total phosphorus per year.

Usually the Board only sees a grant request application as it is submitted by the partnering agency. Staff feels that it is also important for the Board to see construction and completed project photos. Therefore, staff will be prepared to present the photos for the completed inlet filters and the 4th & Donnelly sediment box projects at the board meeting.

2012 Stormwater Grant

The Board included \$500,000 in its FY 2011-2012 budget to fund the 2012 Stormwater Grant Program. Because the funding is already in place, water quality related stormwater projects approved by the Board have the ability to receive immediate funding.

Except for the increase in funding from last year's \$350,000, the grant application remains unchanged from last year. Further background information and a full explanation of the process can be found in the following grant funding application.

Executive Director's Recommendation:

Authorize staff to release the 2012 Stormwater Grant Application to the appropriate public agencies.

h. Review/Approval of 2010 Annual Report

Michael Perry

Review/Approval of 2010 Annual Report

Staff has prepared the draft version of the 2010 Annual Report. A copy of the Annual Report and Five Year Plan spreadsheet describing how the Five Year Plan projects and expenditures could be budgeted over the five year planning window was provided to the Board at the September meeting for review and comment. The Board was to provide revisions or comments to staff for inclusion into a revised document for Board approval. As of the date of this memo, no revisions or comments have been received by staff.

The Board determines its budget each year and while the five year plan does not obligate a future board to budget in accordance with the plan. It can be used as a planning tool to anticipate future expenditures and plan for larger multi-year construction projects. The report will be distributed to the Senate President, Speaker of the House, the legislative delegation and local elected officials.

Executive Director Recommendation:

Provide comments and/or revisions to the Executive Director or Authorize the Executive Director to transmit the Annual Report and Five year Plan to the Senate President, Speaker of the House, the legislative delegation and local elected officials in accordance with the guiding legislation.

i. Executive Director Performance Appraisal

Chairman Maimone

5. **Public Comment** (5:00 pm or as soon thereafter as possible)

6. **Legal Staff Report**

Carole Barice

7. **Action Items**

Board Meeting Calendar for 2012

The Department of Community Affairs requires the Authority to file their meeting schedule with the Clerk of the Board of County Commissioners quarterly, semiannually, or annually. Traditionally the Water Authority has submitted an annual schedule to both the Clerk's Office and the Board of County Commissioners. The schedule below follows a similar pattern as 2011. The regular meetings are on the fourth Wednesday except October through December. Staff will submit a BCC Chambers reservation request to the Board of County Commissioners for all of these dates except for the July 11, 2012 Budget Workshop.

November 16, 2011	July 11, 2012 (Budget Meeting)
December 14, 2011	July 25, 2012
January 25, 2012	August 22, 2012
February 22, 2012	September 12, 2012 (Tentative Budget)
March 28, 2012	September 26, 2012 (Final Budget & Regular)
April 25, 2012	October 17, 2012
May 23, 2012	November 14, 2012
June 27, 2012	December 12, 2012

Executive Director Recommendation:

Authorize staff to file the LCWA Board meeting schedule as presented.

Approval of Hickory Point Resident Lease

At last month's meeting staff presented the 2011-12 site resident leases for the Preserves and the structures. However, at the time there was no recommendation for the Hickory Point Facility home.

After evaluating the different opportunities for the home, staff is recommending that Mark Wiley, current LCWA Land Management Ranger be considered for the Hickory Point home. Staff makes this recommendation for the following reasons:

- Mr. Wiley has been a reliable, trustworthy employee since 2003;
- He has carpentry skills that will benefit the maintenance of the home;
- In-kind work done for the home and the facility can be more closely monitored and directed since he is an employee;
- With the merging of Land Resources and Hickory Point staff Mr. Wiley's experience on the Preserves can benefit the facility.

Mr. Wiley will be expected to provide a \$500 refundable deposit, similar to other new site residents and will be expected to provide a minimum of 20 hours monthly of personal in-kind work to benefit the house and facility.

Executive Director's Recommendation:

Approve the Hickory Point Facility Resident Lease and authorize the Executive Director to execute the Lease.

c. Approval of Scrub Point Fruit Harvest Lease

Patricia Burgos

Approval of Scrub Point Fruit Harvest Lease

The Water Authority purchased the larger 93-acre property on Johns Lake in 1996 and then added an additional 5 acres in 2001. While the larger Akerman property was purchased for the purposes of protecting the Johns Lake shoreline and aquifer recharge areas, the 5 acre parcel was purchased from Uncle Matt's Organic, Inc. (f.k.a. Extreme Groves, Inc.) to provide for a trailhead and parking area for the public in accordance with the approved land management plan to open the preserve for passive recreation.

After evaluating the costs of a paved entrance road to the trailhead/parking area and associated stormwater issues, the board decided to put any further amenity development on hold. Currently the public accesses the preserve by boat and through pre-scheduled hikes with staff. Since there were no immediate plans, the citrus trees on the Water Authority's 6.19 acres would be allowed to go fallow and staff would do very basic maintenance (mow, herbicide any exotics, check for vandalism, etc.). The adjacent landowner Uncle Matt's Organic, however, continued to take care of the Murcott trees that existed, as well as harvest the fruit. While the Water Authority did not receive any income from agency-owned citrus trees during this time, the extra eyes and presence provided by the citrus company was a benefit to the Water Authority. This allowed staff to concentrate on other pressing Preserve issues (easement vacations, illegal structures, fencing, prescribed burns, and invasive control). As these issues and concerns have been resolved, staff is now turning its focus to the Scrub Point groves and defining the continued citrus management and harvest by Uncle Matt's Organic. The attached citrus lease has been negotiated between the staff, attorney and citrus company to formalize responsibilities, clarify liability and to request an annual lease amount from the company for continued use of the Water Authority's groves.

Highlights of the citrus lease include:

- Ten year lease term expiring September 2021;
- Annual sum of \$1,800 paid to the Water Authority;
- Continued caretaking of the grove area;
- Termination of planting invasive, exotic vegetation in the grove; and
- Coordination between the two entities of management activities in the grove.

Executive Director Recommendation:

Authorize Chairman Maimone to execute the citrus lease with Uncle Matt's Organic, Inc.

d. FDEP Restrictive Covenant Over Portion of NuRF Site

Ron Hart

FDEP Restrictive Covenant Over Portion of NuRF Site

At the Nutrient Reduction Facility within the spoil disposal area, there is an approximately 0.43 acre site that has groundwater contamination. The contamination consists of petroleum products from the early farming operations prior to the St Johns River Water Management District's purchase. The District has

been working with the Florida Department of Environmental Protection (FDEP) to remediate the contamination. After significant well monitoring and other activities, a determination has been made that the groundwater contamination is contained within the area. FDEP is requiring that the District place a Declaration of Restrictive Covenant over the 0.43 acre site. In addition, FDEP is requiring a Joinder and Consent to the Restrictive Covenant by the holders of any leases that encumber the site. As Lessee of the CC Ranch for the Nutrient Reduction Facility, the Lake County Water Authority is required to consent.



The Restrictive Covenant does not allow any groundwater withdrawal or stormwater storage within the contaminated area. Storage of sediment for drying as we are currently utilizing the area should not be affected. A copy of the Exhibit "A" from the NuRF Lease, showing the approximate location of the Groundwater Restriction Site is attached. Also included is the proposed Joinder and Consent followed by a Declaration of Restrictive Covenant. These documents are provided for your review and are required by FDEP.

Executive Director's Recommendation:

Authorize the Executive Director to execute the Restrictive Covenants on the Nutrient Reduction Facility site lease.

8. Board Member Comments

9. Board Member Items for Future Agenda

10. Information Items

- a. Staff Report
- b. Monthly Financial Reports – September 2011

11. Announcement of Upcoming Meetings and Events

- Board Meeting - Wednesday, **November 16, 2010** (3:30 p.m.) BCC
Chambers/Admin. Building

12. Adjournment