

**CITY OF RIVIERA BEACH  
PALM BEACH COUNTY, FLORIDA  
MINUTES OF THE BUDGET WORKSHOP HELD  
AUGUST 29, 2016 @ 6:00 P.M.  
MUNICIPAL COMPLEX CITY COUNCIL CHAMBERS**

(The following may contain unintelligible or misunderstood words due to the recording quality.)

**I. CHAIRPERSON DAVIS CALLS TO ORDER**

**CHAIRPERSON DAVIS:** At this time we're going to call this Budget Workshop meeting in order. Madam Clerk, roll call, please.

**II. ROLL CALL**

**DEPUTY CITY CLERK BURGESS:** Mayor Thomas Masters? Chairperson Terence Davis?

**CHAIRPERSON DAVIS:** Here.

**DEPUTY CITY CLERK BURGESS:** Chair Pro Tem KaShamba Miller-Anderson?

**CHAIR PRO TEM MILLER-ANDERSON:** Present.

**DEPUTY CITY CLERK BURGESS:** Councilperson Lynne Hubbard?

**COUNCILPERSON HUBBARD:** Present.

**DEPUTY CITY CLERK BURGESS:** Councilperson Tonya Davis Johnson?

**COUNCILPERSON DAVIS JOHNSON:** Here.

**DEPUTY CITY CLERK BURGESS:** Councilperson Dawn Pardo?

**COUNCILPERSON PARDO:** Present.

**DEPUTY CITY CLERK BURGESS:** City Manager Ruth Jones?

**CITY MANAGER JONES:** Present.

**DEPUTY CITY CLERK BURGESS:** Deputy City Clerk Jacqueline Burgess is present. City Attorney Andrew DeGraffenreidt?

**CITY ATTORNEY DeGRAFFENREIDT:** Here.

**DEPUTY CITY CLERK BURGESS:** You have a quorum.

**CHAIRPERSON DAVIS:** Thank you. Now we will stand for the Pledge -- for the

moment of silence with the Pledge led by Councilperson Pardo.

### **III. INVOCATION AND PLEDGE OF ALLEGIANCE**

(Everyone stood for a Moment of Silence with the Pledge of Allegiance being led by Councilperson Pardo).

**CHAIRPERSON DAVIS:** Thank you. Miss Jones, the floor is yours and your staff.

### **IV. DISCUSSION - RUTH JONES, CITY MANAGER**

**CITY MANAGER JONES:** Thank you, Mr. Chair and members of council. Tonight we will be going back and revisiting the proposed -- well, the tentative 2017 Operating Budget that you've received, as well as the 2017 through 2021 Capital to let you know what changes have been made, to give you an opportunity to ask any questions of department heads or anyone before we finalize this budget for the next year.

In order to get us started I would like for Randy Sherman, the Director of Finance and Administrative Services, to begin the presentation. We have also gone back after the retreat, looked at the strategic areas, and we'll talk to you about some of the things that we're planning in this budget as it relates to your strategic initiatives. So Mr. Sherman?

### **V. FISCALYEAR BUDGET DISCUSSION**

#### **A. CONTINUANCE OF FY17 OPERATING BUDGET DISCUSSIONS**

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Thank you, Madam Manager. Again, Randy Sherman, Director of Finance and Administrative Services. What I'd like to do first -- it's been four weeks since we made the budget presentation so just a little bit of a refresher on some of the numbers. Again, these are the general fund revenues by our major categories. We have a '16 column and then what we're proposing or presented for the '17 column. So we'll tend to focus on the bottom line here.

Last year or this current year that we're operating in we were at 65.1 million. Next year we're looking at being close to the 71.2 million. Now, again, we are continuing to monitor the revenues to see if there are any trends, and we'll do that right up to the point where we actually post the budget, to see if there's any trends where we think revenues should be either increased or decreased before we submit the final budget.

This is a \$6 million increase or 9.3 percent over the prior year. The Utility revenues, again, same columns, again, by category. You can see bottom line here, it's only about a \$660,000 increase over the prior year. It's only 2.7 percent increase. And again, some of that is due to the rate increase and some of it is actually due to an increase in customer usage.

On the Marina revenues, we're projecting only about an \$86,000 increase. We are still working Seven Kings to get their final final numbers. They did submit some numbers

right at the tail end of July, but that was after they'd only been in for about five weeks. I'm sorry. I guess that was about nine weeks. We do now have June statements from them. We have July statements from them. Both months they actually turned a profit.

So these numbers may again be adjusted over the next couple of days. But again, it should be right around the million-eight number. And then on the general fund expenses, again, these expenses that we presented back at the first budget meeting by our functions. So again, there are departments within each one of those functions, and if anybody would like me to kind of point them out, I certainly can do that.

But again it's the same \$6 million increase that we were looking at on the revenue side. And again, nothing has changed here on these slides. What we have done -- oops, before I get to that, I guess, let me talk about the millage before I get to the changes that we have incorporated in the budget so far. Again, just a refresher on the millage: Our values did go up \$385 million this year. 8.44 percent increase, which raised an additional \$3.1 million of tax revenue with no change in the millage. Now, the budget that was presented is the tentative budget, was not anticipating any change in the millage rate. There had been some discussion about possibly up to a quarter of a mill rate decrease. If you would like us to continue to look at that, general fund it'd be a reduction of just over a million dollars.

The CRA would take a hit of \$145,000, and then the money that we put into the disaster account reserves would go down about \$17,000. Again, just keep that in mind as we're going through the evening if you want us to come back to that. We did make a couple of changes to the budget so far based on what we heard at the earlier meetings. We deleted the \$60,000 in Peacekeeper funding in the police budget, and we actually flipped that over and added it to the Youth Empowerment budget. And so we've increased the Youth Empowerment by the \$60,000. We did move Code Enforcement from the police department over to Community Development.

And the last two items up there are actually requests from the Mayor. The 20,000 came in after our last budget meeting so I've kind of reserved a spot for it but I'll take direction from you whether you want that included or not.

**CHAIRPERSON DAVIS:** The Mayor contacted me --

**CITY MANAGER JONES:** The -- the --

**CHAIRPERSON DAVIS:** -- and I discussed with Miss Jones that --

**CITY MANAGER JONES:** -- he does not want it considered anymore.

**CHAIRPERSON DAVIS:** -- he will pull it for now.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay. So we can take that out. Okay. And the \$5,000 for the jobs fair was his initial request, and again, he came back and asked if we could double that number to 10. So again, if we can get direction on how we would like to do that, but right now we've got his initial

5,000 in the budget.

**CHAIRPERSON DAVIS:** Is he supposed to be working with Human Resources Department to -- with this initiative for the job fairs? He had a discussion with you?

**CITY MANAGER JONES:** He did with me --

**CHAIRPERSON DAVIS:** Okay.

**CITY MANAGER JONES:** -- sir, and how we can expand the job fairs to also assist in other areas where we're trying to do hiring and things.

**COUNCILPERSON PARDO:** Mr. Chair?

**CHAIRPERSON DAVIS:** Yes, ma'am.

**COUNCILPERSON PARDO:** Okay. So I have a question on this. Now it's going to be \$10 million -- \$10,000. Will this money go into his promotional account or will it be used specifically for job fairs?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** No. It wouldn't go into the Mayor's account. We would set it aside in a separate account. Either depending on who's going to take the lead, it would either go into HR -- right now I put the 5,000 in the -- in the overall legislative accounts so it's really not attached to anyone. And that account runs through the Manager's Office.

**COUNCILPERSON PARDO:** Okay.

**CITY MANAGER JONES:** But it would be, in my conversations with the Mayor, only for the job fairs.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Now, the one big issue that we do have that is open -- I presented this slide the last time -- is the City's CRA agreements. We were hoping that maybe last week at the CRA meeting we could get an idea of where we were going, but I understand that they're still developing their budget for you or for the CRA board. But again, this is fully budgeted at this point, so the revenues of 3,041,000 are budgeted, and the payments from the City to the CRA of \$2.8 million are budgeted. So again, if you want to make changes in this, you know, we need to know. Now, again, if you take something -- the rent payment at the top is the big number. That went from 1.2 million to the 2.481. If we want to peel that down, you know, we need to know that so we can work to do that. If you take --

**CITY MANAGER JONES:** Explain --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** I'm sorry?

**CITY MANAGER JONES:** Explain it.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** The 2.48 million is the lease payment for the marina property where we lease the Uplands property to the CRA. This year in the lease agreement we had the ability to reappraise the property and reset what the lease payment was going to be. So -- but that reset took the lease payment from about \$1.2 million to the \$2.4 million

**CHAIRPERSON DAVIS:** Let me ask you a question. What impact would that have on the CRA's budget? Have y'all had that discussion?

**COUNCILPERSON PARDO:** Substantial.

**CITY MANAGER JONES:** Yeah, we did. And I don't believe --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yeah.

**CITY MANAGER JONES:** -- Scott is budgeting a 2.4.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** No.

**CITY MANAGER JONES:** He's budgeting the 1.2.

**CHAIRPERSON DAVIS:** Okay.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yeah.

**CHAIRPERSON DAVIS:** All right.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yeah.

**CHAIRPERSON DAVIS:** So it's up to us whether or not if we want to actually move forward with this versus then what --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** It's up to you on whether you want to move forward or not. Now, again, we also are giving them 2.8. So if there's something in the 2.8 that can come out -- for example, if you took out the loan fund money -- I'm not picking anything but it's a nice even \$500,000. If you reduce that by 5 and reduce the top by a million-two, that's only \$700,000 that we have to try to find. I mean, it's a matter of balancing those numbers. If you want to leave the bottom number the same but reduce the top number, then we have to go back and take out, you know, a million-two.

**CHAIRPERSON DAVIS:** Yeah.

**COUNCILPERSON DAVIS JOHNSON:** Mr. Chairperson.

**CHAIRPERSON DAVIS:** Councilperson Davis Johnson.

**COUNCILPERSON DAVIS JOHNSON:** So when you talk about the rent payments from the ground lease and you say that it was at 1.2, so you're telling me that it doubled

as a result of what -- what were the -- how is this configured and how is this determined?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yeah. With appraisals both times. The first appraisal was done when it was raw land. There was nothing there. Now what you have is \$30 million of construction, major infrastructure. You have roads. All the sewers are done. And that has now added value to that land. So again, we went out. We did a second appraisal.

And with the value that they came back with and where the markets are today, the rental for that land alone would be the \$2.4 million. That's -- that's due to the value that we've all added to that property.

**COUNCILPERSON DAVIS JOHNSON:** Does the CRA -- well, I guess that's a CRA question -- as it relates to the increase, they don't have the money.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Right. They don't. They don't. And as, you know, you've heard in the past, first thing they have to pay is their debt payments and once they've paid their debt payments, you know, they're struggling even to make the million-two payment, which is why we're providing them the 2.8 million in funding on the bottom.

**COUNCILPERSON DAVIS JOHNSON:** But the 2.8 million in additional funding covers other things, not necessarily the rent.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** It doesn't cover the rent, but what it does is it allieves [sic] them of having to pay for these other items. The initial lease payment is they were going to pay all the CAM charges. And now they've come back and said, "We can't pay any of the CAM charges." So we're trying to, again, shift the money around so that they can, you know, meet all of their obligations along the way. But again, when the deals were struck, the revenues were, you know -- were anticipated to flow differently than they are now.

**CHAIRPERSON DAVIS:** Mr. Sherman, could you explain to this board exactly how did we get to the negotiation to this position? I think there's some information that need to be brought to the attention.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Well, again, when all of -- when the original lease was done and all the terms were agreed to and all the capital funding was put in place and the contract to do all the work down there, it was anticipated that the \$6 million from FPL from city taxes and an additional 3 million from county taxes was all going to flow to the CRA. When that didn't happen and the \$6 million came to the City, it was a matter of trying to structure some agreements to get some of that \$6 million over to the CRA. And again, initially they had agreed that they were going to pay all of the CAM charges. Well, now without the \$9 million they didn't have the money to pay the CAM so we agreed we would pay the CAM charges.

**COUNCILPERSON DAVIS JOHNSON:** Well, this \$3 million that you have listed as

payments from the CRA to the City is inaccurate because they're telling us already that they cannot meet the additional 1.4 million. So why wouldn't you show us both scenarios? Understanding that we've reset it because we've had the appraisals, but the reality of the reality is that they are not -- they will not be making payments to us in the amount of 3 million.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Right. Well, I was taught a long time ago that the law governs accounting, not the other way around. So there's the legal agreement and that's why we've brought this to your attention, because the legal -- we've budgeted in accordance with the agreements that are currently in place. And that's why we've brought this to your attention that we don't believe this can stand, and we would actually have to go and amend those agreements. You know, we can't just not budget for it so we budgeted fully in accordance with the agreements and brought it to your attention that those agreements need to change in order for us to budget differently.

**COUNCILPERSON DAVIS JOHNSON:** So let me caution you to please be careful --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Uh-huh.

**COUNCILPERSON DAVIS JOHNSON:** -- to not suggest that I'm thinking -- I'm asking you to do anything that supersedes --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** No, no, no.

**COUNCILPERSON DAVIS JOHNSON:** -- I -- I'm not. I'm saying to you show it to me so that I can see it and as you're presenting it, it's clear to others, as well. Because when I look at this 2.48, we know it's not going to happen.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** That's as I had said, that's why we were kind of hoping to get some direction from the CRA staff in exactly what that means. Now, their revenues are going up -- help me. Is that \$400,000 this year? You know, their revenues are going up \$400,000 this year, as well. Ours are going up 3.1; theirs are going up 4. So again, I don't know how they're planning on using that \$400,000. You know, whether they can, you know, take some of these, whether they need all of the -- the numbers that are at the bottom this year. You know, if I've got this million-three in programming that we're funding them, do they really need a million-three? And that's where we were kind of hoping to get some direction from the CRA before we could go back and change any of our numbers.

**CHAIRPERSON DAVIS:** Mr. Sherman?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yes.

**CHAIRPERSON DAVIS:** Hold on. Are you done? I didn't --

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**CHAIRPERSON DAVIS:** Could you show us what it would look like if we was to not move forward with what was negotiated? How will this slide look like? What would it look like?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** If we eliminated all of it?

**CHAIRPERSON DAVIS:** Not all of it.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Oh. Okay.

**CHAIRPERSON DAVIS:** No, no, no, no, no. The rent payments. If we did not do the reappraisal which was negotiated by the previous --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay. Okay.

**CHAIRPERSON DAVIS:** -- CRA director --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Well, that 2.481 would drop down again to a million-two.

**CHAIRPERSON DAVIS:** Okay.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** And we would have to go back into the budget and find --

**CITY MANAGER JONES:** What would the total be?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** -- roughly 1,281,000 --

**CHAIRPERSON DAVIS:** Uh-huh.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** -- to take out of the budget.

**COUNCILPERSON PARDO:** Right.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Now, that's what I was trying to say. Again, if we can get some relief on that million-two from the bottom numbers --

**CHAIRPERSON DAVIS:** Right.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** -- that obviously would help us. But if not then we would have to go back into the budget and cut that 1,281,000 out of it.

**COUNCILPERSON PARDO:** All right. Mr. Chair?



**CHAIRPERSON DAVIS:** Councilperson Pardo.

**COUNCILPERSON PARDO:** Okay. So Mr. Sherman, are those resets tied to the bonds?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** When we did the bonds we did step up the debt service payments.

**COUNCILPERSON PARDO:** Uh-huh.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** But we do not need that million-three to make the debt service payment. I mean, that's -- with the million-two, we're still below that number for this year's debt service. So effectively, again, the lease payment is still making the debt service payment for us without this increase.

**COUNCILPERSON PARDO:** Okay, fine.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Uh-huh.

**COUNCILPERSON PARDO:** I just wanted to make sure that the documents didn't say that we were going to reset --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Right.

**COUNCILPERSON PARDO:** -- every couple of years and --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** No, no.

**COUNCILPERSON PARDO:** -- you know, whatever we got we would put toward paying off the bonds. So there's no language like that in there?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** There's not -- there's no link like that, correct.

**COUNCILPERSON PARDO:** Okay.

**COUNCILPERSON HUBBARD:** Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Hubbard.

**COUNCILPERSON HUBBARD:** Mr. Sherman, when you say we would have to go back into the budget and look for \$1.2 million somewhere, you've calculated that into the revenues of -- of our overall budget? Is that what you meant?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yes. The \$3 million is in the revenue and the \$2.8 million is in the expenses.

**COUNCILPERSON HUBBARD:** Okay. So one thing I will say is that I think for this

year we should remove the \$500,000 for the loan fund until we get stabilized, unless we're going to actually -- last year we didn't use it for what it was designed for. But if, you know -- if we have something in place or some way that we can use it, then I would see. But on the CRA's side, no, I don't think that we should leave the business loan fund there.

**CHAIRPERSON DAVIS:** Well, we have to make that decision in the CRA Commission, correct?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Right.

**COUNCILPERSON HUBBARD:** Right. But he was asking us about --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Right.

**COUNCILPERSON HUBBARD:** -- going -- he was stating that he needed to go back and cut some other funds in order to find --

**CHAIRPERSON DAVIS:** Oh, okay.

**COUNCILPERSON HUBBARD:** -- out where his \$1.2 million will come from because he had already calculated that into his revenues and expenses.

**CHAIRPERSON DAVIS:** Okay.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** And again, if we could, you know, cut -- and again, any of those items on the bottom would help us reduce the numbers on the top. And again, if we need to pay everything on the bottom, we'll pay everything on the bottom and we'll, you know, find those cuts in other places.

**COUNCILPERSON HUBBARD:** And you did say they were getting an increase, as well.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Their tax revenue is going up about \$400,000.

**COUNCILPERSON PARDO:** Okay.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Want me to move on?

**CHAIRPERSON DAVIS:** You can move on, yeah.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay. Okay. The other -- well, kind of want to talk about a little bit of the vision goals that the council set over the last couple sessions that we had. These were the 11 categories that had come up. And what we wanted to kind of do is go through each one of these to some extent to kind of show you where these are in the budget and how the City has set up

some strategic initiatives to deal with these issues.

**CITY MANAGER JONES:** Of course, the first one that you see here is the initiatives as it relates to community and neighborhoods. This is a very important area to you as well as to the administration. In this particular budget we have funded for a position for the neighborhood coordinator. It says sector plan coordinator, but it's really more neighborhood services coordinator, as well as we have allocated a million dollars in the CIP for neighborhood programs. We have not said what programs they would go for, but we have allocated a million dollars for that.

We did the movement as we mentioned of the Code Enforcement to Community Development. This is for better coordination and for better working relationships between Code Enforcement, Building officials and just everything that we're moving forward in that particular area. We also felt it was important for us to have greater oversight of our landlords and to develop some type of program where they come through -- it may not be an academy, but it could be a program where they learn the rules and regulations, Here's what you need to do.

We need to study the feasibility of billing the garbage and the stormwater and putting it on the property taxes instead of on water bills. If it's on the property tax, then the landlords got to pay that instead of them passing that on to the residents in the water bill that the residents are paying. Also as we begin to look at the offenses, the landlords that are not registering with us, to begin to look at any restrictions that we might have, but also to look and see if we can increase at all the fee as well as what is the penalty if we find out you did not register your property.

**CHAIR PRO TEM MILLER-ANDERSON:** I have a question about that.

**CITY MANAGER JONES:** Uh-huh.

**CHAIR PRO TEM MILLER-ANDERSON:** Who would be responsible for tracking down those who do not file for a license?

**CITY MANAGER JONES:** We will work that through Our Business License Division.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay. So we -- so have we been doing that now before --

**CITY MANAGER JONES:** We have not been doing -- we've been doing it but not to the magnitude that we're going back to do it. About three or four years ago when we realized that businesses, as well as these residents, were not getting their business license, we got two part-time positions and their whole responsibility was going out, checking on the license. Once -- if they saw it and if it was current, but if not they would come back and then we would start the process of contacting that particular individual.

**CHAIR PRO TEM MILLER-ANDERSON:** So why did we move away from doing that?

**CITY MANAGER JONES:** Well -- and it's back in the budget again this year.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay.

**CITY MANAGER JONES:** 'Cause we -- they were doing pretty good.

**CHAIR PRO TEM MILLER-ANDERSON:** It wasn't in the budget? That's why it hadn't been done, because it wasn't in the budget?

**CITY MANAGER JONES:** For this year of '16. And people were doing pretty good about renewing their licenses. But we see now from the licenses that we did in '15 compared to what we're going to send out for '16, I believe it's at least 500 businesses that have not renewed, and we need to go after that. We need to make sure they have current licenses. Not all of them were landlords.

**CHAIR PRO TEM MILLER-ANDERSON:** Uh-huh.

**CITY MANAGER JONES:** But licenses in general.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** All right?

**CITY MANAGER JONES:** Of course, in any area, if we're going to do any kind of neighborhood programming, it's really -- the initiative is not really as much code enforcement as it is that whole area of neighborhood improvements. And that is to promote home ownership, to continue to work more closely with the County, and to -- this neighborhood services coordinator position will explore the options as to what kind of housing assistance or housing -- home ownership programs that we might want to present to our residents. And then, of course, we always have and need to have more of our seminars on code and the things that need to be taking place and what needs to be happening with those. And so we're looking to do more of those next year within the budget that we have going forward.

**COUNCILPERSON DAVIS JOHNSON:** Mr. Chair?

**CHAIRPERSON DAVIS:** Yes, ma'am.

**COUNCILPERSON DAVIS JOHNSON:** I need to go back to the business tax issue.

**CITY MANAGER JONES:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** Is there not a way to automate the system similar to the Palm Beach Business Tax Receipt Office, through the tax collector? Is there not a way for us to automate it so that that information pops up immediately and then there is -- when you are late, you are assessed a fine and it is more of an automated system?

**CITY MANAGER JONES:** Now , the system currently is automated. What we're finding, you can send them two or three letters and they still don't come and renew. So

then that's -- we've got to decide and see how we can identify those that are not renewing after they keep getting their reminder that their license has expired and what the cost would be for getting that license.

**COUNCILPERSON DAVIS JOHNSON:** So our system has been updated, and it is with the latest software and the latest design so that we can make sure that nothing falls through the cracks?

**CITY MANAGER JONES:** Well, I can't say that nothing will fall through the cracks, but the system is such that it generates the letters from each business based on who's in the database.

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**CITY MANAGER JONES:** What we're finding is that people just won't renew.

**COUNCILPERSON DAVIS JOHNSON:** Huh.

**CITY MANAGER JONES:** They're functioning without business license. We have someone that sends to us regularly on -- and this is not just with landlords.

**COUNCILPERSON DAVIS JOHNSON:** No, no, no.

**CITY MANAGER JONES:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** I'm thinking more of business.

**CITY MANAGER JONES:** Yes. We have a resident that is diligent at this, and every place they go where they don't see a license, they send us an e-mail on City News, Go in this business such and such. They don't have a current license.

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**CITY MANAGER JONES:** So for some reason some people -- the majority of them will renew. But all of them will not. And they need to be functioning and providing their business service under a current license.

**COUNCILPERSON DAVIS JOHNSON:** Right. Have we taken a look at any best practices for any other agencies that are sending it to ours on how they handle those businesses that are delinquent? Have we looked --

**CITY MANAGER JONES:** Well, that would be a part of developing that whole program again and then looking at that. Best practices would definitely be a part of that.

**COUNCILPERSON DAVIS JOHNSON:** Thank you, ma'am. Sorry for the interruption.

**CHAIRPERSON DAVIS:** No, you're fine. Anybody have any questions with regards to business tax? Mr. Sherman?

**DEPUTY CITY MANAGER JONES:** Good evening, Danny Jones. Here to discuss business and economic development. Actually I just -- if I can get us back. Over the last five years the City's been working with the Department of Economic Sustainability, with the State of Florida, and with Palm Beach County Business -- Palm Beach County Department of Economic Sustainability to bring statewide job incentive projects to the City of Riviera Beach.

Currently we have Project Sky, Project Palm Tree, Project Pisces to provide additional jobs in the City of Riviera Beach. And during those -- the recruiting process, we worked with Career Source, but we've also required that those businesses when they're making their rounds of hires, to work exclusively with the City of Riviera Beach to provide us with the skills, the type of job and the availability of jobs so that we can work with our local educators, our local vocational schools and trade centers to help our local citizens become qualified through the rounds of employment that these companies will provide.

Most of the job incentive packages are for multiple years. Sky, Palm Tree and Pisces are all three-or four-year projects where once the jobs are created, then we will start the recruitment and the job fairs for the City of Riviera Beach. The Thoroughfare Improvements are improvements that we're looking to make on the west side of Blue Heron Boulevard to enhance the beautification. The Neighborhood Signs, you'll see as we unveil the main sign here on this campus, they'll have a feel and look inside of our neighborhoods for streetscaping and way-finding for our citizens.

The development of a Small Business Program, I'll let Mr. Mealy talk a little bit about that. But we kicked off the Small Business Program this May at the Events Center and we hosted it with several businesses. Approximately 75 businesses were represented there to get more participation from our local business community. We have been engaged with our local partners in Economic Development to include Palm Beach North, which was formerly the Northern Palm Beach County Chamber, the Business Development Board and Palm Beach County Department of Economic Sustainability. We have a great working relationship with them and they count on us as much as we count on them to provide services to our business community.

**CHAIRPERSON DAVIS:** Mr. Jones?

**DEPUTY CITY MANAGER JONES:** Yes.

**CHAIRPERSON DAVIS:** What is Palm Beach County North or the Chamber doing to show -- to at least assist with the business development portion for our local residents with some of the training? Are they doing anything to assist with the training portion?

**DEPUTY CITY MANAGER JONES:** If you may -- it's in my slide and it's coming. But if you may recall, back in July --

**CHAIRPERSON DAVIS:** I can wait, then.

**DEPUTY CITY MANAGER JONES:** Oh, you'll wait? Okay. August or July of last year we took a trip up to Jacksonville to JAXPORT. And it was the beginning of some trade

and logistics in advancement manufacturing talks. We wanted to model and look and see what Jacksonville was doing to create long-term jobs, sustainability, and to work on an ecosystem that would support the advanced manufacturing and trade and logistics that are currently here in Riviera Beach. We're bringing that entire ecosystem together to work harmoniously in the City to be sustainable.

So getting back to my presentation here, the GIS manager or coordinator will do some of the things that you talked about, Miss Davis Johnson, which is to shore up those gaps. Once we have the ERP program or system in place and we provide automation into how we obtain, track and store data, those gaps will then shrink, because we'll start with the underlining infrastructure of the City, build it on top of the streets and the PCN numbers, property control numbers, through the Palm Beach County Tax Collector's Office, adding a water meter on top of that, then just keep adding on layers so that we have all of this information into a system and it's tracked -- very easy to track and not miss anyone in the gap.

So those processes are well on the way and we're bringing them home hopefully in this budget year. We'll get farther, farther down the road to get started in that process. We need to conduct a gap analysis. Something that we've noticed inside of the economic development area is that there are some services that are currently not being offered here in the City of Riviera Beach. For example, an urgent care. Just an open urgent care, that the general public would be able to receive those kind of services. So we've identified that as maybe a gap in our community. We've market the medical corridor, which is the corridor that currently possess about 4,000 jobs there. We have the Healey Center. We have the VA Hospital and we have Kindred Hospital all in that area, and we have a couple of blank parcels that we are trying to attract that type of business to Riviera Beach to fill the gap there.

So we work with our business partners, through the Palm Beach County Business Development Board, Department of Economic Sustainability, some of our local realtors here in the City of Riviera Beach, who's been with the City for the last 18 years and primarily involved in commercial real estate in Riviera Beach that will help us try to fill all those gaps in. We've been very successful in the light industrial area where we have about 9 million square feet. Right now you'll be lucky to find 400,000 square feet of availability, and that's changed drastically over the last five years where at least 4 million of it was available in 2013.

We again are maintaining a positive relationship with our business partners and we try to be responsive when they contact us. Again, we're going to look to expand our small business efforts through the Purchasing Department, and I'll let Mr. Mealy, again, talk about that. Breaking down some of our larger projects into smaller projects to help some of our local smaller businesses qualify for those projects, as well as we've talked a little bit about the trade logistics in advanced manufacturing.

The Palm Beach Northern County Chamber, which I'm trying get the new name in there -- Palm Beach North Chamber, works -- and there's an inner working group within that group which is the Riviera Beach Business Council, have been working to develop that

infrastructure and ecosystem for trade logistics in advanced manufacturing. And that group is ready to go out for a study on the jobs that will be needed in Riviera Beach over the next five years. We met with businesses and one of our largest employers in the city which would be Tropical. You know, they have nearly 3,300 employees. And they've already documented where they're going to need so many employees in the next three to five years, and they need to know where those employees are going to come from.

So we're looking to build an infrastructure and a training facility and working with Palm Beach County School District, Palm Beach State College and FAU. We met at all the highest levels of our educational community to be involved in this project and they've all committed. We've had board members from the district, we've had the President, Dr. Kelly himself, Dr. Avossa, Dr. Joseph Lee, they were all involved. And the goal hopefully is to build a curriculum as early as the middle school and the high school and to continue into the formal educational processes and college so that we are developing our community and providing long-term systemic employment for our citizens. We are working with --

**CHAIR PRO TEM MILLER-ANDERSON:** Mr. -- I have a question.

**DEPUTY CITY MANAGER JONES:** -- the --

**CHAIRPERSON DAVIS:** Excuse me, Mr. Jones.

**DEPUTY CITY MANAGER JONES:** Yes.

**CHAIRPERSON DAVIS:** The Vice Chair had a question.

**CHAIR PRO TEM MILLER-ANDERSON:** Who are the members of the Riviera Beach Business Council?

**DEPUTY CITY MANAGER JONES:** Several business leaders such as Keyes Realty; you have Comerica Bank. We have --

**COUNCILPERSON PARDO:** Lockheed Martin.

**DEPUTY CITY MANAGER JONES:** -- Lockheed Martin. Tropical Shipping.

**CHAIR PRO TEM MILLER-ANDERSON:** So it's one representative from those particular businesses?

**DEPUTY CITY MANAGER JONES:** Ma'am?

**CHAIR PRO TEM MILLER-ANDERSON:** I said it's one representative from that particular -- from each of the businesses?

**DEPUTY CITY MANAGER JONES:** No, more than one. The business itself is represented but there are -- I don't think there's a limit on the number of supporters that



they have --

**CHAIR PRO TEM MILLER-ANDERSON:** Oh, okay.

**DEPUTY CITY MANAGER JONES:** -- attend the meetings.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay. When is that meeting for the -- that group?

**DEPUTY CITY MANAGER JONES:** We haven't met -- it's --

**CHAIR PRO TEM MILLER-ANDERSON:** Why?

**DEPUTY CITY MANAGER JONES:** -- again, that group is driven through the Palm Beach North Chamber.

**CHAIR PRO TEM MILLER-ANDERSON:** Chamber, uh-huh.

**DEPUTY CITY MANAGER JONES:** We haven't met in the last couple of months. Typically the summer months are kind of slow, but we normally meet on a Tuesday or Wednesday evening.

**CHAIR PRO TEM MILLER-ANDERSON:** Where is that? Where is it located?

**DEPUTY CITY MANAGER JONES:** It travels.

**CHAIR PRO TEM MILLER-ANDERSON:** Oh, okay.

**DEPUTY CITY MANAGER JONES:** Yeah. We met at Lockheed Martin. We met at Sancilio. We've met at City Hall. We met at Comerica Bank. Sometimes they are breakfast meetings.

**COUNCILPERSON PARDO:** TD Bank.

**DEPUTY CITY MANAGER JONES:** TD Bank.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay.

**DEPUTY CITY MANAGER JONES:** So it varies and the businesses that are a part of this group, they host and provide services to the community and to the group.

**CHAIRPERSON DAVIS:** Excuse me, let the record reflect the Mayor is now here.

**DEPUTY CITY MANAGER JONES:** The Pre-Apprentice Program. We've been working with the Florida Training Center and North Tech with Jonathan Rendon. Again, that's a part of that system of creating jobs and creating sustainable workforce in our community. They are a part of the trade and logistics, as well as some of those other businesses I just named to help train up our workforce. Any questions?

**MAYOR MASTERS:** Yes.

**COUNCILPERSON HUBBARD:** Mr. Chair ?

**CHAIRPERSON DAVIS:** Yes, ma'am. Councilperson Hubbard.

**COUNCILPERSON HUBBARD:** The smaller businesses in our city, we need to have a business -- Riviera Beach Chamber or Business Development that will include some of our much smaller local businesses, if you will. It sounds to me like the business development, the Riviera Beach piece, is more of the larger-scaled businesses and not for the smaller local businesses, if you will.

**DEPUTY CITY MANAGER JONES:** And we have to be very careful when we use the word small business. And in my meetings every Tuesday we talk about this. We're talking more micro businesses.

**CHAIRPERSON DAVIS:** Micro.

**COUNCILPERSON DAVIS JOHNSON:** Yes.

**DEPUTY CITY MANAGER JONES:** Mom and pop, one and two type businesses, and we're trying to make a concerted effort to get those businesses into the fold and to get them more involved in the day-to-day operation and spending and figuring out how to get them trained. I sent you a letter -- I think it was in the middle of June -- talking about the Small Business Accelerator Program. And that's what that program is designed to do. It's designed to target the micro and really small businesses to be engaged in the community, be engaged in the process. And if you don't mind I'll resend that memo back out tomorrow just to kind of, like, refresh your memory on how we're trying to get the micro and small businesses engaged.

**CHAIRPERSON DAVIS:** Councilperson Johnson?

**COUNCILPERSON HUBBARD:** I understand --

**CHAIRPERSON DAVIS:** Oh. I'm sorry.

**COUNCILPERSON HUBBARD:** -- once I --

**CHAIRPERSON DAVIS:** You go ahead.

**COUNCILPERSON HUBBARD:** -- you know, sometimes I, you know, if somebody makes a million dollars in some arenas that we discuss business -- small business, that's considered, you know, a small business. But like you said, I was talking I guess more of the mom and pop, more of the --

**DEPUTY CITY MANAGER JONES:** Micro.

**COUNCILPERSON HUBBARD:** -- micro businesses. But they're surviving and they're

here. And even if we're not thinking that they're doing business in the most -- at the most highest level, we need to find a way to -- I mean, if we have a Riviera Beach Chamber of Commerce and they can attend or we have a Riviera Beach Business -- they put our Riviera Beach Chamber of Commerce under the Palm Beach North Chamber so that, too, is a tool that's not for them. But if we have to establish our own Riviera Beach Chamber of Commerce for our smaller businesses to be able to be members of, then that's something we'll have to look at.

**DEPUTY CITY MANAGER JONES:** I agree, ma'am, 100 percent, and that's something that we'll look at.

**CHAIRPERSON DAVIS:** Councilperson Johnson.

**DEPUTY CITY MANAGER JONES:** But again, we understand that they may not be there so our goal is to try to help them get there to --

**COUNCILPERSON HUBBARD:** There where?

**COUNCILPERSON DAVIS JOHNSON:** Okay. So may I --

**CHAIRPERSON DAVIS:** Excuse me.

**DEPUTY CITY MANAGER JONES:** You mentioned something a minute ago that they may not be doing things just right so our goal is to help them get there so that they will be okay.

**COUNCILPERSON DAVIS JOHNSON:** Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Johnson has the floor now.

**COUNCILPERSON DAVIS JOHNSON:** Okay. So there are micro business programs that are existing all around the country and specifically to our neighbors to the south. Right? They have micro business. They have -- they deal with mom and pops specifically, and they create opportunities and programs for those types of smaller businesses.

What I would like to see -- and I agree with Councilwoman Hubbard as it relates to maybe blending in a chamber because we couldn't create one, but if there is a chamber that is already existing. There is the Black Chamber. I don't know if we could kind of get Bruce to help us with that, Bruce Lewis.

**COUNCILPERSON HUBBARD:** Oh, I've even forgot about them.

**COUNCILPERSON DAVIS JOHNSON:** So -- yeah. We have the Black Chamber that's there so maybe there's something that we could have them maybe provide as an offshoot for Riviera Beach businesses or just the smaller micro businesses where Riviera Beach micro businesses can participate.

What we also need to think about is with the creation -- and I'm sure this is going to come in the presentation, but with the creation of our Small Business Program, we will then look to provide those businesses who may not have it all together. Right? Who may not have it all together and provide them with information, training, technical assistance. And there are already agencies that are out there that provide free technical assistance. So we need to make sure that we take advantage of that and offer that to our micro, mini and small businesses.

**MAYOR MASTERS:** Mr. Chairman?

**CHAIRPERSON DAVIS:** Mayor?

**MAYOR MASTERS:** Thank you, sir. I've attended several of the Riviera Beach Business Councils. I've never been satisfied with the attendance of African-Americans in the room. It's been very low, if any, as you probably would know. Now -- and also all minorities in addition to African-American businesses.

And when I have spoken to minority businesses whether they're macro, micro, whatever you want to call them, or small, the answer has been, I didn't know about it. You know, I'll be at the next one. I just need to know. Business like JW Foods, for example, does a lot of business in this city. And then there are other of the other businesses that are not African-American but they certainly serve a minority. But they certainly serve a large area of the population that African-Americans, minorities and women, everybody else go to like Two Drunken Goats, Randy, and a lot of business.

So my statement would be I just think we need to look at how we are getting the word out and, you know, I believe in grass roots like door to door, knocking on the door and saying, Did you know about this? We'd like for you to attend. And I think maybe thinking about using a grass-roots approach in addition to all the other approaches that work, that this might add another layer, and you would see that you would probably have a room packed. I know when we had a job -- a workshop here for small businesses in Riviera Beach, we packed the room at 12:00. Packed in the daytime.

**DEPUTY CITY MANAGER JONES:** Uh-huh.

**MAYOR MASTERS:** So I know we could do it for the same thing, just that grass-roots approach, that door to door, knocking on the door.

**COUNCILPERSON DAVIS JOHNSON:** Mr. Chair?

**MAYOR MASTERS:** Thank you.

**COUNCILPERSON DAVIS JOHNSON:** Mr. Mayor, as the newly appointed member of the council for the business -- for this committee --

**MAYOR MASTERS:** Yeah.

**COUNCILPERSON DAVIS JOHNSON:** -- I pledge to commit to notify the listing of

businesses that we have, to place it on TV 18, but we also have other vehicles that we can use to notify businesses of the event. We've got to naturally get the information out, but we need our businesses to take that extra step and come out. And we know sometimes it may be an issue of timing. So we may need to look at the time that we schedule the meeting to make sure that the smaller businesses are not missing out on any business in order to attend. But I will commit to making sure that our small business community is aware of those meetings.

**MAYOR MASTERS:** And I will join you in that if you provide me with transportation. I'll spend a whole day and going to them individually in addition to what Chair -- in addition to what Tonya is saying. I would go because --

**COUNCILPERSON DAVIS JOHNSON:** Provide you --

**MAYOR MASTERS:** -- I know a lot of them, and I like to go and do the personal approach in addition to the Channel 18 and all that.

**COUNCILPERSON DAVIS JOHNSON:** Oh.

**MAYOR MASTERS:** If you don't mind, I'll volunteer.

**COUNCILPERSON DAVIS JOHNSON:** So they're going to take care -- you have (unintelligible)?

**MAYOR MASTERS:** I just need a car to do it,

**COUNCILPERSON DAVIS JOHNSON:** You need a car?

**MAYOR MASTERS:** City car.

**COUNCILPERSON DAVIS JOHNSON:** Oh, you need a City car?

**MAYOR MASTERS:** For -- to do. Just provide the transportation and I'll go.

**COUNCILPERSON HUBBARD:** We have nothing else, we have plenty of City cars.

**MAYOR MASTERS:** Okay. It's -- I'm on the record. That's it. But I'll volunteer.

**COUNCILPERSON DAVIS JOHNSON:** Okay.

**MAYOR MASTERS:** If you don't mind. You don't mind?

**COUNCILPERSON DAVIS JOHNSON:** I accept your assistance. Now, how you get there, I'm --

**CHAIRPERSON DAVIS:** It's on you.

**COUNCILPERSON DAVIS JOHNSON:** No.

**MAYOR MASTERS:** I ain't going in the helicopter.

**COUNCILPERSON DAVIS JOHNSON:** We'll walk door to door.

**MAYOR MASTERS:** No, we'll work it out.

**CHAIRPERSON DAVIS:** (Unintelligible), you have the floor.

**PURCHASING DIRECTOR MEALY:** Good evening, Council. Dean Mealy --

**CHAIRPERSON DAVIS:** Good evening.

**PURCHASING DIRECTOR MEALY:** -- Purchasing. There's a lot of challenges before us as a community within the Purchasing to actually go out and work with the vendor community. Part of my request which I think has been taken very favorably is to actually create a Small Business Coordinator which would actually address the micro, minis, and small businesses within Riviera Beach.

We want to work towards analysis coordination, getting people involved, making sure we do the right amount of outreach which is something we as a city in the year I've been here have not really partaken other than the last event that we did in May which was very successful and we look forward to the next one. But actually continuing building upon that with the local small businesses.

We are also growing towards a vendor database. We -- the City has never had a vendor database to actually track who's small, what -- what commodities can you provide, what services can you provide? So that way when you get ready to do a solicitation, we make sure we actually reach those particular vendors that are here locally as well as other people that go on the website and look to see who can participate.

We look forward to doing quarterly workshops. One of the quotes that's very -- I took from a long time ago is, "Small opportunities are often the beginnings of great enterprises." This is the backbone of where we start with small business is every small opportunity is really a great opportunity for us to actually grow as a community as we do our procurement solicitations. So as we reach -- as Mr. Jones demonstrated in his last slide, one of the things we -- work we need to do legislatively to actually make sure we have the right ordinances in place to make sure we're actually happening towards local vendors.

What's really important to realize is when you're starting a small business, especially as a micro, is there's a lot of different steps. And there's 10 that are -- I took this from the Small Business Administration. They actually had put out a publication this past weekend. And it's just great timing. There's 10 great steps. You have to write a business plan. And it's a lot of steps to that and it's a lot of things we need to do as part of the education process of that.

Give business assistance and training. As Miss Johnson just alluded to, there's a lot of

services just here in Palm Beach County that can assist with that, and we need to make sure that the local vendor community actually knows who to go to as part of these workshops that we're providing. I also put this stuff on our website so we can actually put things out so people can see. Choose a business location. How to finance your business. Determine the legal structure. Register your business name, doing business as. Register for state and local taxes. Obtain business licenses/permits. Understand employer responsibilities. Find local assistance. So those are the 10 core steps if you're a small business on how you get started. This is what we want to work with as we start and continue with the workshops.

Types of small businesses. The Small Business Administration actually just put out the following list. Green businesses. Startup and high-growth businesses. Home base businesses. Online, franchise, buying existing businesses, self-employment, independent contractors, women-owned businesses, veteran-owned businesses, people with disabilities, young entrepreneurs, Encore, minority-owned business and Native Americans.

So finding a mentor. It's really important. As Miss Johnson just alluded to, there are places within Palm Beach County that can offer this assistance right now: SCORE, Small Business Development Centers, Women's Business Centers. They all come with assistance and some of them have the pitfalls. That's why it's really important that we do the right type of outreach, that we have the right type of people to come in to actually do the presentations to the small business community, that we actually try to get a wider variety of people to come in to do the small business workshops so people can get a full understanding of what opportunities are there for them, what kind of direction and help guide them towards that path, those 10 key things I just mentioned to you about starting up a business, and to be successful.

We want everybody that starts a business to be successful. And as we put contracts out for them to eventually be able to reach -- there was a comment made about the two counties south of us. In Miami-Dade County, anything less than a \$100,000 has to be issued to a micro business. Just that's the way the legislation is written. Broward County is not as stringent but they have a lot of protections. But Miami-Dade more so has probably the most stringent small business protection and outreach for micro businesses that I can think of in the State of Florida. It's really important that as a small business we find business mentors for the people that want to start up and be successful with their businesses. And also for Women Business Resources, we collaborate with organizations to make the best possible resources.

And there's 20 questions that I also took from the Small Business Administration as to why you'd start a business. Why am I starting this business? What kind of business do I want? What is the ideal customer? What products or services will my business provide? As I just mentioned when we do the vendor registration, we're going to ask you, What can you provide by -- there'll be a check-off box by commodity code. These are the goods I'll be able to provide or these are the services I'll be able to provide, so that way when we get ready to do solicitations, we can make sure we reach out to you.

Am I prepared to spend the time and money needed to get the business started? What differentiates my business idea and the products and services I provide from others that are in the market? Will my business -- where will my business be located within the city or within the county? How many employees will I need and what type of suppliers do I need? This is a great opportunity also for the suppliers, how you can team up a small business with suppliers. There's a lot of suppliers out there that do not have territorial rights or listed vendors that they supply, but you can actually piggyback or actually team up with them to actually help become a distributor for some of these bigger companies. What's really important is, How much money do I really need to get started in my business? How will I get a loan if I need a loan? How soon will it take for my products and services to be available? How long do I have till I start making a profit? That's probably the most important word.

**MAYOR MASTERS:** Uh-huh.

**PURCHASING DIRECTOR MEALY:** How long before I can make money? Who's my competition? How will my pricing compare to the competition? How will I set up the legal structure of my business? What taxes do I need to pay? What kind of insurance? Those two last -- the insurance has really been a key thing since I've been here in the last year.

Small businesses in the City don't understand what liability they have for a business license or insurance. And so we've been taking the time with small businesses up in the City, You need to go get your liability insurance, and we explain to them what they need to do. This is what we want to actually really push forward is with the small business workshops that we're going to do quarterly. And I also agree with several of the council people. Not just need to do sometimes during the daytime, but we also need to do some of these after hours so we can make sure that we're reaching everybody. And lastly, the last two things would be, How I manage my business and how do I advertise my business?

**CHAIRPERSON DAVIS:** Correct.

**PURCHASING DIRECTOR MEALY:** This is a brief overview where I think we need to be headed. As doing this for the last 35 years and especially working in Miami-Dade where the focus was on small micro businesses, and it's really important that we do have the connection with the local community, which means we have open dialogue, that we do the seminars, that we teach them what they need to do in order to be successful. Not just that, I need to get it to go forward.

We need to train, we need to teach, we need to guide, we need to help them. And from the Purchasing standpoint that we make sure that we're reaching out to them as we're doing solicitations. And they're actually able to compete as part of the solicitations.

**MAYOR MASTERS:** Mr. Chair?

**CHAIRPERSON DAVIS:** Mayor. Mayor.



**MAYOR MASTERS:** Okay. Question. Minority businesses. You had that listed. Does that also include Asian-American and Hispanic-American?

**PURCHASING DIRECTOR MEALY:** Yes, it does, sir.

**MAYOR MASTERS:** Okay. The other question, is the -- what I've found that many times the smaller businesses, you know, like people that want to do -- go around the community and wash cars, this, that and the other, a lot of times because of our regulations, sometimes there can be barriers rather than bridges. So are people -- will we also be able to inform these businesses, these -- that they -- as far as the licensing process, that they need to make sure that they understand this, that and the other or they won't get too far?

**PURCHASING DIRECTOR MEALY:** Mayor Masters, our goal is to inform and actually work with. And part of that is, as you said, the grass-root campaign. To actually reach out and talk as we proceed.

**MAYOR MASTERS:** Okay. Just wanted to make sure because a lot of time it comes after the fact instead of before the fact.

**PURCHASING DIRECTOR MEALY:** No. Our goal is -- I can tell you in the -- in interactions I've had with some of the small businesses in the city, they didn't really understand, like I just mentioned, what insurance regulations or what they needed to do to get a business license. And part of it is not of their fault. It is because they've never been taught. And part of our job is to make sure as a City agency that we're actually teaching people what the right process is so they can actually compete fairly.

**MAYOR MASTERS:** The reason why I ask that because a lot of time we -- ex-offenders that we now call returning citizens come and they want to kind of start something, you know, landscaping or car wash or something. And they're kind of lost out there because of this, that and the other. But now that I know that we're working -- then I can tell them come in and we'll work with them to try to help them walk through the process. Thank you.

**COUNCILPERSON HUBBARD:** Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Hubbard.

**COUNCILPERSON HUBBARD:** I know we've talked a lot about people that want to start businesses or people that are not maybe suitcase ready as we often say. But I want to turn a little bit toward the people that are solid business owners, that are capable of competing, that are capable of doing the jobs, and we aren't giving a large enough portion to local minority businesses in the City of Riviera Beach.

Because we have business people that have legitimate businesses that's being -- that have been in trades for several years. And all we have to do is look at our procurement practices and to see what we've done business with and who we've not done business with. Who has made the most money off of certain type of projects and the certain type

of businesses that we have in the city. What I'm hoping again to do -- and I said earlier that we create -- we determine what policies that we want in our endgame and then create a legally defensible policy to get there. Not try to live by the policy that 30 percent -- if you get 30 percent of minority participation, you'll get five points and you might be the chosen one. No.

I want the 70 percent to go to the local people first and I know local goes sometime to West Palm, Lake Park, Riviera Beach. I get that. But if we're ever serious about creating wealth in our own communities, we're going to have to change the game. What we're going to have to do is say we take -- we want all the pie, really. But we're going to take 70 percent of it for ourselves. And we're going to create a policy that say so. But we're going to find a legally defensible way to make that work for us.

Now, other people coming in, we're going to give them 30 percent because we plan to use those federal and state dollars. So we're -- so -- and we want to do that. And that's -- we can't keep -- we can't do that. And I know that you're all aboard and I know that you're going to help us to find a way and change the game for our procurement practices because they haven't been working for us. That's why we -- I mean, if we're wondering why we haven't been creating wealth in our community, it's because we've been giving it away to all the other communities for so long. We can't move it, you know, down the street like that. We just gotta change the rules of the game and figure out how we're going to defend this -- these new rules that we put in place.

**PURCHASING DIRECTOR MEALY:** Councilperson Hubbard, with all due respect with reference to the second percent of math, you refer to the city attorney as far as these federal/state regulations as far as -- I'm -- I'm just stating. I can't be -- state --

**COUNCILPERSON HUBBARD:** I know. Even without -- you know, even without --

**PURCHASING DIRECTOR MEALY:** But let's go back to another important part. One of the things you talked about was people getting awards. It's important upon us whether I work here or in the City of New York or Miami-Dade is that you do workshops, you teach people how they actually submit a bid. They have to be competitive in the way that they submitted a bid. They have to be -- they have to follow the rules. They have to adhere to the terms and conditions and they have to be competitive.

So it's our job -- and in Miami-Dade we did workshops in all the different communities after hours. I would go out on Tuesday and Thursday nights, teach people how to actually submit a bid proposal, because without that, you're never going to be able to compete. You have to understand how to address a solicitation has legally been put out that addresses the legalities of what we're asking you to either provide as a service or a product. So it's really important that we as doing the whole small business program, it's that we do do the teaching of how do I submit a proposal or a submission to the City.

**COUNCILPERSON HUBBARD:** And I get that and that's a good example I can give you right here on that point. So for example, you put out a bid for painting, air conditioning, cement -- those are jobs just off the top that I know guys in this city that do

all day every day for a long time. So say you're -- say that someone's under the assumption that these gentlemen can't put the bid package together or even the gentleman might be -- might say, Hey, I'm not going to put that bid package together because I know they already got the -- in mind who they're going to give it to so I'm not going to bid on it.

But what we're going to do and what I think we should do -- and -- is this: I think we should bring -- we're going to have a bid where you want to put in a bid for this? All you gotta do is want to put it in. And if you come to us, then we're going to go through it page by page. When you leave, we'll send you with a list of things that you need to bring back in order to complete this package. And after they do that a couple times, couple times, then they know how to do it.

You know, we're going to meet our community where we find them. The reason they are not apt on putting all the bids together all the time is because they haven't had the opportunity to bid. So just right there, like you said, if someone wants to bid on a project, if they just have the mere desire to bid on the project, I just want them to come, and we're going to work with them page by page and make sure that we know you got the skill sets. We've known you for 10 or 15 years. You've been in the game just that long. And we've seen your work. So we want to help you eat at home instead of bringing people from the outside to eat. So that's a good point. We'll come in the evening and we'll help the bid packages put together.

**COUNCILPERSON DAVIS JOHNSON:** Let me -- Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Johnson.

**COUNCILPERSON DAVIS JOHNSON:** Let me suggest we -- we do it currently, how to do business with the County. So to her -- to Councilperson Hubbard's point, how to do business with the City of Riviera Beach, but the one thing that I would like to encourage our local home-grown talent who has been doing business for many years living in the city or around the city, the reality of it is, if you don't bid you can't win. If you don't register, you're not in the game. If you don't have the -- if you're not going to move forward to go after it, whether you've been successful or not -- we can give you the tools, but if you don't take advantage of the tools --

**PURCHASING DIRECTOR MEALY:** You can't win.

**COUNCILPERSON DAVIS JOHNSON:** -- you can't win. And so our small businesses need to make sure that whatever it is that they need -- I was sitting and I was drafting up a list of the technical assistance providers and agencies that provide assistance. So you have the Palm Beach County Office of Small Business Assistance. You have the Center for Enterprise Opportunity. You have the Center for Technology Enterprise and Development. You have the Small Business Development Center at Palm Beach State College. All of these places are available. And yes, we should be teaching our folks at home because you have to take care of home first. And so as you're moving forward and as you are creating and designing this, you need to make sure that you take a look

at -- there's -- there's no need to reinvent the wheel.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Exactly.

**COUNCILPERSON DAVIS JOHNSON:** There are programs all over the place and we need to make sure that we put those programs in place to benefit the residents, the businesses -- the residents and businesses of the City of Riviera Beach. I want to know where we are because we don't have a vendor registration system in place. And I know that that was a part of the whole IT plan and the whole -- what they call ERP? So where are we? Can someone tell me --

**PURCHASING DIRECTOR MEALY:** Yes.

**COUNCILPERSON DAVIS JOHNSON:** -- is that RFP being revised and rereleased or is it being created to be released?

**PURCHASING DIRECTOR MEALY:** I'll refer the ERP to Mr. Sherman.

**COUNCILPERSON DAVIS JOHNSON:** Sure.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yeah, the ERP, we're actually bringing forward --

**CHAIRPERSON DAVIS:** Next meeting, right?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** --Tyler Muniz as far as asking for your permission to negotiate a contract with them.

**COUNCILPERSON DAVIS JOHNSON:** Didn't we have some questions on the whole Tyler Muniz process and whether or not there was -- that was the reason that it was pulled back?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** No. My understanding it was pulled back because they didn't feel there was enough supporting documentation on the agenda item.

**CHAIRPERSON DAVIS:** Yeah.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** But we met with the city attorney who has said the process that we've used is appropriate. And again, let me kind of step back a little bit. When we did the IT master plan and the consultant came through and he said, "That's your number one priority is the ERP," what he did is he recommended three firms for us to look at that were in our wheelhouse, that supported communities our size and the types of services that we provided. So we've gone through our due diligence process on those three companies. Done all of our demos and interviews and background checks and ultimately decided that the one that fits us best is Tyler Muniz.

**CHAIRPERSON DAVIS:** I want to be very clear and very specific about why that was pulled back. The question in the meeting was why was there such a big gap in the initial price versus what you want to negotiate with with the 800,000 to one point -- was it 5 million? And there was not enough specification on how the money was going to be spent in the backup to justify it. And I asked staff to make sure they come in the next meeting, this process being done tight, because there's a big gap. It was almost about 30, 40 percent that didn't -- there was no backup to specify how this money's going to be spent during the negotiation process.

**COUNCILPERSON DAVIS JOHNSON:** But it seems to me that there was some discussion about the manner in which the decision to utilize Tyler Muniz was reached and that it was more -- that we were going more towards a -- almost like a sole source of some sort.

**CHAIRPERSON DAVIS:** Yeah.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** No.

**COUNCILPERSON DAVIS JOHNSON:** There was some discussion about that.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Well, again, it's not a sole source. Our consultant recommended three companies to us that we have vetted almost for 12 months now, going back and doing the testing and seeing what they offered, inviting all the individual departments in, the staffs in to do the demos.

Again, talking to other communities who use them. We've got into a very good -- I'll call it a partnership with Wellington who currently uses one of the vendors but was very interested in looking at the other vendors so we got a good comparison. We brought in some communities that had already made conversions so we could talk to them about, you know, how their processes went. It's been a very long arduous process that I think we've gone through, and now it really comes down to, you know, who we think is best suited for us.

You know, we know what they all offer. When you get down, you know, whether they can offer community development projects and utility systems and HR systems, again, what our consultant did is narrow that field down for us so we weren't looking at something like, you know, Peoplesoft and Oracle that was just far too large for us and far too costly for us and really helped us -- they really helped us zero in on that process.

**COUNCILPERSON DAVIS JOHNSON:** And when you say "we," who's we?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Well, the City has -- or, you know -- has an IT steering committee that includes IT, Finance, HR, Public Works, Public Safety, both the police and fire, city management, city administration. And then, you know, all the IT staff if I didn't already say them. And they kind of sit as the steering committee, but then when we were doing all the demos we actually brought in the users, the people in the field, the people over at HR, people

over at Code so they could actually get the touch and feel of each one of those systems and do their own comparison on which one they thought actually would work best.

**COUNCILPERSON DAVIS JOHNSON:** So I didn't hear you mention Purchasing. Was that an oversight?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Oh, I'm sorry. No, Purchasing sits -- Purchasing doesn't get a vote but they do sit as part of the committee.

**COUNCILPERSON DAVIS JOHNSON:** Okay. So back to the question about the automation. I asked that question simply because we need to make sure that there is a -- an online process for businesses registering and that the process is as simple as it can be so that, you know, the business -- so that any business from startup to growing and maturing can enter their information and we can start to capture that.

**PURCHASING DIRECTOR MEALY:** I have designed the form that we plan to go live with before you -- beginning of the new fiscal year.

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**PURCHASING DIRECTOR MEALY:** It will have your name -- I've actually submitted that out to council maybe a month , two months ago.

**CHAIRPERSON DAVIS:** Uh-huh.

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**PURCHASING DIRECTOR MEALY:** Our goal is to roll that out. We're going to advertise it on the website. In order to do business we want everybody to go -- whether you're doing business with us today or you plan to do business with us in the future, we want you to fill out -- and get into our database so we can actually start registering you so we know that you exist and we can actually reach out to you.

**COUNCILPERSON DAVIS JOHNSON:** So we're going to do hard copy and then once we automate it --

**PURCHASING DIRECTOR MEALY:** Yes, ma'am.

**COUNCILPERSON DAVIS JOHNSON:** -- we will transition to automation?

**PURCHASING DIRECTOR MEALY:** Until we get to that point. But unless we have that today, you know, I'm just -- I'm only kicking the can down the road. So we want to go ahead and started to.

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**MAYOR MASTERS:** So in other words, it will be people-friendly, is what you're saying?

**PURCHASING DIRECTOR MEALY:** (Nods head).

**MAYOR MASTERS:** Okay.

**CHAIRPERSON DAVIS:** That was the presentation?

**CITY MANAGER JONES:** Now I'll ask Richard Blankenship to briefly talk about -- although Recreation wasn't an area that got a lot of red dots the other night -- and we will wrap up then with Police. And then go back and finish the presentation that we have in front of us. Richard?

**PARKS & REC DIRECTOR BLANKENSHIP:** Good evening, Council. I'm Richard Blankenship and I'm proud to be your Parks & Recreation Director. I just want to take a few minutes to go over some of our initiatives that we're already working on and answer any questions or concerns you may have.

First initiative is doing a gap analysis of where we are programmatically and with our services. Parks & Recreation, we serve womb to tomb, that demographic. We need to make sure that our program offering is comprehensive enough to cover that age groups. Some of the -- some of our gaps are obvious and glaring and other ones that we need to spend a little bit more time on figuring out what we need to be offering.

Our second initiative is Recreation Programming. We're going to really increase our offering and make it far more comprehensive than it is today. There's a lot of different programming that we can bring to the City that doesn't -- through partnerships and collaboration, won't affect our budget. Just today we met with the Area Agency on Aging at the Senior Center. They didn't realize we had a senior center. At the end of the meeting we walked out of there with about five or six additional programs that they'll be bringing there in October. So it's that kind of a partnering and collaboration that we're really going to focus on.

You know, at some of the meetings I've heard there being some concern about the quality of our programming. Filling our open positions is going to go a long way for us to improve the quality of our programming. And along with quality of programming, we need to improve our quality of our facilities. It's -- sometimes you can't have one without the other. So we'll be focusing on that, but that's more of a longer-term initiative than filling the positions and having the right supervision, the right people in place when they're supposed to be there. Presently we have 11 open positions so it does impact our operation.

Marketing our programs effectively. Along with marketing is customer service. And you've just heard the talk about automation. That is our biggest customer service roadblock right now. It's way too hard for a participant to pay us or to register for a program. So I understand that there's, through the master plan -- that we will be getting a RecTrac which is a very good program for Parks & Recreation. So once that is in place our customer service will drastically improve. They'll be able to register online. They'll be able to pay online. They'll be able to do a lot of things online that right now they have to come into the office to do.

But also we need to get the word out better than we do right now on what we've got going on, what we have available. Not only in programs but in facilities and services. So we're going to make a coordinated effort to put a plan together and start using our website more effectively and social media, and we'll still do print because a lot of people, that is the way they still get information is through a flier, a booklet or whatever. But it will all be coordinated. It'll be timely. You won't get the flier the day before the event and that kind of stuff. So it will be a coordinated effort.

Something that I really will focus and, over my course of my career, have really believed in is leveraging relationships to improve programming. So we'll focus on some of the existing relationships we have and meet with those folks and see how we can jointly assist each other to assist the community. And I'm sure, while I've only had a few of those meetings so far, that there'll be a lot of opportunity that comes out of that. Just the other side of the table knowing that we're interested and open to a collaboration.

Seeking new partnerships. And Area Agency on Aging was one. But you know, a partnership means different things to different people. When I say corporate partnership, I mean alternative funding, an alternative funding source. Not sticking banners up on the -- not commercializing our parks but having an alternative funding source through corporate Riviera Beach, which there's a ton of it. We need to work in propagating those relationships.

We would like to be involved with the Chambers of Commerce. Not from a -- from a community standpoint more than anything and from assisting us and building those corporate relationships. And again, getting the word out. And then, you know, our educational institutions. We need to talk to them. They may have some programs, some funding, some initiatives that they can bring to Riviera Beach under our department and help us increase programming and help us serve the community at the same time.

And then really this should have been the number one slide: the development of the Parks & Recreation Advisory Board. We really believe in public input. You know, I've had many advisory boards over my career, and you have to continue to remind them that you are an advisory board. We appreciate you and love you, but you are an advisory board. But we really need to have that. So there'll be some information coming to you shortly to help us kick off the advisory board and so they can get to work and help us complete some of our short-term initiatives.

**CHAIRPERSON DAVIS:** Excuse me. Can I ask you a question?

**PARKS & REC DIRECTOR BLANKENSHIP:** Sure.

**CHAIRPERSON DAVIS:** Currently the advisory board, how many members are there now? How often do they meet?

**PARKS & REC DIRECTOR BLANKENSHIP:** My understanding is they haven't met in quite a while.



**CHAIRPERSON DAVIS:** Okay.

**PARKS & REC DIRECTOR BLANKENSHIP:** And I think staff had reached out to the membership prior to my arrival, and there's a couple of members that still want to be active. But we'll bring all that to you shortly in a board item so that you can either reappoint or appoint or whatever, you know, you want to do. Are there any other questions?

**CITY MANAGER JONES:** Unfortunately, we have not had a city council meeting since Mr. Blankenship arrived as it relates to his introduction to the public. I don't know how many people will see the budget workshop but we'll do it again at the council meeting. Mr. Blankenship joined us on the 15<sup>th</sup> of August. He comes to us with over 20 years plus experience in Parks & Recreation, 20 of those years with Martin County. And so we are looking forward to what he can bring to the program and the development, not only of the program but also of our people.

**CHAIRPERSON DAVIS:** Kind of a question. The after-school program that we was having discussions on, what is the current enrollment at this time?

**PARKS & REC DIRECTOR BLANKENSHIP:** The last I heard, Friday we had 38 enrolled. Now, the program hasn't kicked off. We have October 1<sup>st</sup> and it didn't kick off because we weren't able to fill those positions. But we did interviews last Wednesday, and we had four very promising candidates that we forwarded on to Human Resources to see if we can get them on board. So our goal is to kick off October 1<sup>st</sup>.

**CHAIRPERSON DAVIS:** And one of the discussions we've been talking about is as relates to the budget, on how many programs we're going to focus on reinventing and what are the ones we're going to service and leveraging those relationships with a lot of the other after-school programs.

**PARKS & REC DIRECTOR BLANKENSHIP:** Uh-huh.

**CHAIRPERSON DAVIS:** Like Boys & Girls Club, BRIDGES and others.

**PARKS & REC DIRECTOR BLANKENSHIP:** Right.

**CHAIRPERSON DAVIS:** Have you started to take in consideration how we can partnership with some of them versus --

**PARKS & REC DIRECTOR BLANKENSHIP:** Well --

**CHAIRPERSON DAVIS:** -- whether or not we should have one or not, based on your experience?

**PARKS & REC DIRECTOR BLANKENSHIP:** -- well, that will be part of the gap analysis. And then I've already met with the Youth Empowerment and I meet with BRIDGES tomorrow.

**CHAIRPERSON DAVIS:** Okay.

**PARKS & REC DIRECTOR BLANKENSHIP:** I'm trying to set a meeting with the Boys & Girls Club. That's been a little bit challenging. But, you know, as we continue on, that'll be a part of -- of all of it.

**COUNCILPERSON HUBBARD:** Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Hubbard.

**COUNCILPERSON HUBBARD:** One thing I'd like you to look at when we start to talk about our budgeting is our administrative facility. I know that all of our other facilities need improvement and we've had this big hoopla about the restrooms. But inside the office where the administrative offices are at the Aquatic Center, when you first walk in one, two, three, four -- at least four stations there where four people are jammed into that little space as if the layout could have been or should have been done better over there. The people that are actually doing the day-to-day work, they're jammed in, you know, that small area. And I just think the layout of that facility is just not conducive to the sanity of the employees that are, you know, out there. They're almost sitting on top of each other.

**PARKS & REC DIRECTOR BLANKENSHIP:** We agree. And I had planned on bringing an architect in to start looking at -- and it's not customer service friendly, either - - to look at redesign of that so that we can better serve staff and the public.

**CHAIRPERSON DAVIS:** Is there an office manager needed over there? Or do you have a program in place to address all the paperwork that's going on?

**PARKS & REC DIRECTOR BLANKENSHIP:** Well, over the last couple of weeks it seems like that the office -- the front office staff have everything covered.

**CHAIRPERSON DAVIS:** Okay.

**PARKS & REC DIRECTOR BLANKENSHIP:** And there is a lot of paper but they seem to have it under control.

**CHAIRPERSON DAVIS:** (Unintelligible).

**MAYOR MASTERS:** Mr. Chair?

**CHAIRPERSON DAVIS:** Mayor?

**MAYOR MASTERS:** I think Councilwoman Hubbard mentioned -- they told me bring the mike down close to me -- mentioned the -- a lot of talk about the restrooms. Has there been any discussion about over here at Wells and the other field? 'Cause I've gotten some e-mails and I've seen -- anything about that that we can -- is it condemned? It's not going to be used? Or what's going on there?

**CHAIRPERSON DAVIS:** (Unintelligible).

**PARKS & REC DIRECTOR BLANKENSHIP:** If you're referring to the restroom that's at the baseball field --

**MAYOR MASTERS:** The baseball field.

**PARKS & REC DIRECTOR BLANKENSHIP:** -- that is -- we've -- the Department has condemned it. It's locked up. What we do, whether we tear it down and rebuild it, you know, that's something that we'll have to look at and budget for in the near future. But it doesn't -- we'll have to make an assessment of whether it's even salvageable.

**CHAIRPERSON DAVIS:** Excuse me. What, are you talking about a field or are you talking about the facility?

**MAYOR MASTERS:** No, he's talking --

**PARKS & REC DIRECTOR BLANKENSHIP:** The restroom.

**MAYOR MASTERS:** At the baseball field.

**CHAIRPERSON DAVIS:** Okay. You said field and it just threw me off when you said condemning it.

**MAYOR MASTERS:** Baseball field.

**PARKS & REC DIRECTOR BLANKENSHIP:** At the baseball field.

**CHAIRPERSON DAVIS:** The baseball field. The last part?

**CHAIR PRO TEM MILLER-ANDERSON:** 'Cause it's not the restrooms that have been the topic of discussion.

**CHAIRPERSON DAVIS:** Okay.

**MAYOR MASTERS:** Okay. The other thing is with the -- I know a lot of times people are trained a certain way, especially when -- and they get kind of used to the way that they talk to people, you know, for lack of another term, or the way they interact with people.

And I'm just wondering with you coming in, I'm sure you probably -- well, many times the top people don't see it. But I've had concerns and complaints, I guess you could say, from time to time of how, not just in that department but, you know -- customer service is number one, I think, for all of us.

**CHAIRPERSON DAVIS:** Uh-huh.

**MAYOR MASTERS:** And I'm just wondering you have any -- you're going to be doing any -- I don't want to use the word retraining but readdressing how people on the front

desk, the people who are the first responders, how they interact with parents and public and make people feel comfortable and know that we're there to serve them. If it weren't for them we wouldn't have a job. So I just wanted to mention that to you, and let me just say as the Mayor of the City, I welcome you to the department.

**PARKS & REC DIRECTOR BLANKENSHIP:** Thank you.

**MAYOR MASTERS:** I look forward to working with you --

**PARKS & REC DIRECTOR BLANKENSHIP:** As do I.

**MAYOR MASTERS:** -- as well. And I would like for you to arrange a meeting and I'll help you do that with the pastors of the City, because a lot of our young people go to their churches and I'm sure that they can, you know -- to know that the pastors is one of those groups that you network with. But back to the other -- my other concern.

**PARKS & REC DIRECTOR BLANKENSHIP:** Okay. We will have a very progressive training program. And it's not because there are problems. It's because -- I don't know whether there's problem -- I don't -- I don't want there to be problems, and it won't be -- it'll be department-wide. The gentleman that may be mowing the grass, he'll get the same training that the staff inside the administration is.

**MAYOR MASTERS:** Thank you.

**PARKS & REC DIRECTOR BLANKENSHIP:** 'Cause you never -- you know, the citizen may stop them on a mower and ask a question. They need to know the right way to answer it.

**MAYOR MASTERS:** And the other thing on the budget, it seems like that you're going to be more involved with the development of programs and reaching out to the community as a director more so than direct involvement interaction with the children, per se.

**PARKS & REC DIRECTOR BLANKENSHIP:** Right.

**MAYOR MASTERS:** Can you kind of explain that a little bit?

**PARKS & REC DIRECTOR BLANKENSHIP:** Well, you know, we have a healthy staff, even though we have open positions. We have a good number of staff. And then we have supervisors above them. So it'll be my job to make sure that they're doing their job down the chain. But I won't have -- I mean, unless I'm asked to, I won't have any direct supervision of children. It's not that I can't but it's just that that's -- I don't see that as my role. I see the bigger picture is to help staff do a better job of what they're doing.

**MAYOR MASTERS:** Okay. And it'll basically still be the same staff with new people that'll be working with the children?

**PARKS & REC DIRECTOR BLANKENSHIP:** Right.

**MAYOR MASTERS:** Thank you. Thank you, Mr. Chair.

**CHAIRPERSON DAVIS:** Okay.

**PARKS & REC DIRECTOR BLANKENSHIP:** Any other --

**CHAIRPERSON DAVIS:** Yeah. No questions here. Miss Jones?

**CITY MANAGER JONES:** One of the other areas -- and this will be next-to-the-last one and we'll finish it up with police. Staff development was also one of the areas that was listed as one of your initiatives. So I would like to, at this point, ask Marie Sullin, our Risk Manager, in the absence of Bruce Davis, our HR Director, to come very quickly and hit the highlights of what's in the budget next year as it relates to staff development and HR.

**CHAIRPERSON DAVIS:** Take your time.

**RISK MANAGER SULLIN:** Good evening, everyone.

**MAYOR MASTERS:** But quickly.

**RISK MANAGER SULLIN:** I got shafted. It's my pleasure to speak with you with respect to our staffing development. You know, after the visioning, council sets goals and vision with respect to what they saw for our employees and for our communities. And we know that our employees are our greatest asset of the City. So in order to do that, in order to bring that vision to life, the Human Resources sets some priorities for fiscal year '16/'17. So what we said, our priorities are for leadership development, talent management, compensation strategy, and MLK Events.

During the mid year we requested some additional funds in order for us to bring those particular visions to life. And this was prior to even the visioning. We wanted to make sure that we were able to deliver the best service possible to our employees and also our citizens. So we asked for an HR Training Event Coordinator. And this person basically for the year '16/'17 would be the one who basically train our employees and also assist with the events that are going on in the Human Resources Department.

One of the things, the greatest thing that we have is sharing the MLK events in the City and also not only that, we want to make sure that our employees are properly trained and also that they're properly developed. In order for us to do that, we actually have to set the priority where we send our staff for proper training, concurrent training and to bring us up to speed with respect to state laws, regulations. And in order to do that we had asked for about \$65,000 during the budget process.

When we talk about leadership and how we're going to develop our leaders, we talk about our department heads, What is it that they need so we can bring them into see what that vision is that the City has and also that our citizen have and what our employees have. So we have to develop our department heads by actually bringing in someone to actually train them on specific particular items.

For example, during this year we had Legal staff -- Legal training. We had Legal training for our department heads. EEOC training. FMLA. So those are items that are geared towards our employee. And what we're looking to do in the future, how to properly evaluate employees, how to communicate properly with your employees, how to provide customer service to our citizens and also our internal customers which is our employees.

**CHAIRPERSON DAVIS:** Excuse me.

**RISK MANAGER SULLIN:** So we start from the department heads and then we move on --

**CHAIRPERSON DAVIS:** Excuse me. Could you slow down just a little bit?

**RISK MANAGER SULLIN:** You told me to --

**CHAIRPERSON DAVIS:** No, that's why I said just take your time.

**RISK MANAGER SULLIN:** I will.

**CHAIRPERSON DAVIS:** Please do.

**MAYOR MASTERS:** Jokingly.

**CHAIRPERSON DAVIS:** Yeah. Take your time.

**RISK MANAGER SULLIN:** Okay. I will.

**CHAIRPERSON DAVIS:** But you're doing good. Just make sure --

**RISK MANAGER SULLIN:** No problems. So basically when we talk about leadership development, we talk about how we can do that, how we can develop our leaders in the City. So we want us to start initially with our department heads by bringing someone, let's say, for example, from Palm Beach State College to do specific training: How to properly speak to our employees, develop our employees, succession training, how to provide customer service to our internal employees, which is our employees here and also our external employees, which is our citizens.

We start with the department heads then we would move to the management team and do a series of training with them, also. It may not be to the same level, but it would be a specific training with respect to the same goals that the council saw and the vision that they saw. And then from there we would move to our individual employees in each particular department based on their specific needs.

Then we talk about talent management. How do we manage the current talents that we currently have in this city? We have numerous of talents in this city. We want to make sure, you know, we bring those talents out so that way when we do succession planning, we have employees within the city that we can promote and bring from, you

know, individual supervisors to managers, from managers to department heads. So part of that plan and that vision that you saw and the way that we wanted to make sure that we bring that vision to life is by doing that, develop their careers. Set a career path for them. Have them look at the position that they're currently in and where do they want to go from that particular point. And how do we do -- bring all of this together?

We want to make sure we do performance appraisal for our employee. We assess them. We tell them, This is where you're at. This is where you need to go. What is your goal within the city? Where do you see yourself in the future? Do you want to be a department head? Do you want to be a supervisor or a manager? So we want to make sure we set their paths so that way they're able to achieve those particular goals. And by having the performance development plan or a performance improvement plan, 'cause some may need an improvement versus a development plan. And we want to make sure that we cover those particular item so that way they can be successful.

And then our last particular item is the MLK event. Yeah. And I know this is the highlight of the city for our senior citizens by having our MLK event. A senior luncheon annually, a parade, the award banquet and gala. And it takes time to actually develop plans and set those, get guest speakers, to set the time for the luncheon, to have all the citizen participate. We want to make sure that we have actually not only the resources to be able to continue this particular event, so this, you know -- this is an important event in the city, and this is how the Human Resources actually touch the citizen in the city beside making sure that our employees provide great customer service and making an impact in the city itself.

And basically our high priority items, you know, that are not -- that's not in the 2016/2017 budget -- is a comprehensive salary survey. We're projecting that it will cost us about \$75,000 to basically conduct a comprehensive salary analysis. We would basically obtain a firm, obviously do an RFP so we can go ahead and get that, you know, completed, a performance assessment process which --

**CHAIRPERSON DAVIS:** Excuse me.

**RISK MANAGER SULLIN:** Go ahead.

**CHAIRPERSON DAVIS:** Before we go too far. On the comprehensive salary analysis, what is the objective, the goal that you're trying to achieve in this process?

**RISK MANAGER SULLIN:** Well, for that we are looking to basically review every single position that we have within the city and have an evaluation done based on the particular jobs. What does that job entail? What should that job actually be in detail and what should that salary for that particular job based on that job during -- you know, for '16/'17 in the current market -- what is it that it should be paid? We want to make sure that we're in the correct range.

I would say, you know, for an employee -- an employee may have been here for 10 years and may not even be in the mid year. But we want to make sure that our employees are placed properly in the proper step or in the proper salary range when we

hire them. And when they're here 10, 15, 20 years, we want to make sure that we're doing right by our employees so this analysis would basically bring us the information for that.

**CHAIRPERSON DAVIS:** When's the last time we done one of those analysis?

**RISK MANAGER SULLIN:** I would say it's probably over 15, 20 years.

**CHAIR PRO TEM MILLER-ANDERSON:** I have a question.

**CHAIRPERSON DAVIS:** Vice Chair?

**RISK MANAGER SULLIN:** Salary analysis? Yeah. This was before -- prior my time. Yeah.

**CHAIR PRO TEM MILLER-ANDERSON:** So after the analysis is done, if we should find that we're not within the range, how do we -- what action would we take? We would put everybody where they should be or how would we be able to correct that?

**RISK MANAGER SULLIN:** Well, after we do the analysis basically then as we set the budget process during each particular year we would basically sit with Finance and see how we can bring our employees to par. It may not be to the top level of that particular salary because obviously we can't put everybody at \$100,000, for example. If a job basically starts at \$100,000, we may not be able to do it immediately. But there should be some gradual step where that analysis and that person will come in and say, This is how you can actually do that, how you can do merit increases based on that particular performance of that particular employee, how well do they perform their job, how well do they provide customer service.

So based on those particular things, then we would be able to move the employees to that salary range to bring them up to par. 'Cause every single employee is not going to perform to -- I would say to a maximum 100 percent. You're always going to have a few employees who's not going to be able -- and we have to put them in a step improvement plan. And then once they meet those goals and are able to achieve them, then we can move them to the next step within that particular salary. So that will give us a time to budget and manage to be able to bring them there.

**COUNCILPERSON PARDO:** Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Pardo.

**COUNCILPERSON PARDO:** Okay. So this is for Miss Jones. I see that HR is asking for \$65,000 for employee development, but are each individual departments asking for money, also, for employee development?

**CITY MANAGER JONES:** The employee development or training budgets within the departments are really fairly limited. So they didn't -- most departments didn't come in asking for any increase in their training budgets.



**COUNCILPERSON PARDO:** Okay. So what I would like to see, I would like to see that number increased, and I really think it is time to start investing in our employees. You know, we need to bring people in to meet with the department and talk about best practices. I truly believe we need team building exercises in each department. You know, across the board. It's good for us, right? But you know, it's good for the employee, also.

So I think, you know, we need to think about that. We've spoken about it, you know, over the years. But, you know, we never really did anything. And you know, it's time. It's time to start investing in the employees. The other thing I would really like to see is we need to do a better job with people that are in the D.R.O.P. We have a couple of departments right now where people have D.R.O.P.'d and we still haven't filled the position. And you know, you have a list. You know when the people, you know -- department heads are going to D.R.O.P.

I think a year out you need to start advertising and, you know, maybe three or four months before they D.R.O.P. you have a person in place that can start learning about the department. You know, and the D.R.O.P. has been in place now what, five years, six years?

**CITY MANAGER JONES:** Six.

**COUNCILPERSON PARDO:** Six years. But we're still having people D.R.O.P. without, you know, filling the position. We have it over in Community Development. You know, there's a couple of departments. So I think we need to do a better job with that. But that aside, we need to start investing more in the employees. We need to bring people in. They need, you know, to go through training exercises, team-building exercises. I would really like to see that.

**COUNCILPERSON DAVIS JOHNSON:** Mr. Chair?

**CHAIRPERSON DAVIS:** Go ahead, Councilperson Johnson.

**COUNCILPERSON DAVIS JOHNSON:** What I would like to inquire about is individual departmental employee development, because you have specialized fields within each department that requires a specialized training.

**RISK MANAGER SULLIN:** Right.

**COUNCILPERSON DAVIS JOHNSON:** What I didn't see when I was looking through the operational budget was a line item specifically designated for employee development. And I think that to Councilwoman Pardo's point, some have them, not all. And I believe -- some. But I believe that there are technical trainings and other types of training that are specifically related to departments and divisions that should be allotted for.

Because it only helps us to serve our clients better, our citizens better. And when you have an informed workforce and a well-trained workforce, you're going to get the benefit

of that. So as we look at HR, we need to look at the individual departments and to determine what those actual needs are for that kind of training. I think that that is just key to development. And, you know, succession, again -- that goes to succession. What the councilperson was talking about was we know that folks are going to be D.R.O.P.-ing. We know that we need to replace, and so I am really excited to see the succession plan and what we are planning to do moving forward. Because again I will say we have to operate from strategy as opposed to reaction.

**CHAIRPERSON DAVIS:** Really quick --

**COUNCILPERSON HUBBARD:** Mr. Chair?

**CHAIRPERSON DAVIS:** -- before we go to Councilperson Hubbard. I remember back in 2013 when I first got elected and I brought it to this board, there was a conversation in the workshop with the League of Cities about making sure that we allocate about 2.5 to 3 percent of our budget through various departments to address such issue. And I think this is something that, you know, we've been talking about it now for three years so now we're in a position now we actually can make this happen and I truly support you, Miss Jones, as you do that.

Because this discussion has been going on and now we're at the role of -- we've been in discussion for many years to where we have department heads filtering out. And that training is now in place to make sure that we can create that bench which means the group of people, young ladies and young men in our various departments that are preparing themselves, even with the cross-training, they might need to move over to another department if need be. And I'm just going to support you as you move forward with your plan on this. Councilperson Hubbard?

**COUNCILPERSON HUBBARD:** Okay. There's a couple of things for HR. And since we're on D.R.O.P. I'm going to start with D.R.O.P. I spoke at the retreat about --

**CITY MANAGER JONES:** So do you want to do that now, Miss Hubbard, 'cause there's a D.R.O.P. item on the agenda.

**CHAIRPERSON DAVIS:** D.R.O.P. item.

**COUNCILPERSON HUBBARD:** Okay. Well, I'll save that till then. But --

**CITY MANAGER JONES:** Okay.

**COUNCILPERSON HUBBARD:** -- we were talking about people D.R.O.P.-ing.

**CITY MANAGER JONES:** Yeah.

**COUNCILPERSON HUBBARD:** So I did not want to miss this opportunity because the D.R.O.P. item have been there several times and it's just dropped --

**MAYOR MASTERS:** It's been dropped before (unintelligible).

**COUNCILPERSON HUBBARD:** -- like Mr. Mayor, said, it just dropped off the agenda. And we went nowhere with it so we --

**CITY MANAGER JONES:** All right. Well, let's reverse the order and let's do it now so it won't --

**COUNCILPERSON HUBBARD:** -- we -- no, no. No. We won't --

**CITY MANAGER JONES:** -- drop off again.

**COUNCILPERSON HUBBARD:** -- oh, you think that's a possibility?

**CHAIRPERSON DAVIS:** No, no, no.

**CITY MANAGER JONES:** No, come on. Talk about it.

**COUNCILPERSON HUBBARD:** Okay. Let's talk about it. Okay.

#### **DISCUSSION OF THE DEFERRED RETIREMENT OPTION PLAN (D.R.O.P.).**

**COUNCILPERSON HUBBARD:** This is a request that the General Employees' D.R.O.P. Ordinance 3065 enacted in 2009 be amended and the subsequent General Employee D.R.O.P. Ordinance 3086 enacted on 2011 be repealed in its entirety.

Now, the reason being for this is because it left eligible members of the -- our employee pool out of a good opportunity and it kept us from benefitting. Now, we talked earlier about if we change the ordinance. First it was 25 years was the cap. Then we went to a 35-year -- a 30-?

**CITY MANAGER JONES:** Thirty.

**COUNCILPERSON HUBBARD:** -- a 30-year cap. And then a 35-year cap. So the 25-year, you would have had to have worked for the City of Riviera Beach for at least 25 years to -- and 30 years was the cap for the D.R.O.P. plan. Then what we did was we amended it to the 35 years. But what we did was you had nine months to enroll. You had nine months to enroll, but there was a special class set aside where people who exceeded that 35 cap were allowed to get into that program and they -- one, they exceeded the 35 years and, two, they -- the nine months was not enough time, one, to advertise to the entire workforce, and we left a lot of people out.

So in that -- in Ordinance 3065 where we had the 90-day window but we still -- we had - - we had the cap there at that time, I'm asking that right now we repeal both of those ordinance, striking -- leaving an opportunity open for anybody over 25 years that have dedicated over 25 years to this City, be allowed to get into the D.R.O.P. program but not to exceed the five year that they can stay in there. But be given an opportunity to be in the D.R.O.P. program for the full five years.

Now, we've already, in our past presentations on D.R.O.P., said that there is no actuary

influence or negative influence to our budget, and we also said there's not a financial burden to the City if we take the cap off of our D.R.O.P. program. So the other thing that I would -- within this period of time I would like to see, when we remove the cap off the D.R.O.P. program and the persons join the D.R.O.P. program, we do not want to make those people positions part-time, because when you change the person's position to part-time, they don't get the full benefit of the D.R.O.P. program.

Now, you might think that -- the benefits of the D.R.O.P. program are this: You don't have to retrain people. You get people in that are seasoned who can train people from your succession plan. But if you make those persons' positions part-time, it's more feasible for those people to go on out then and you don't get the benefit of what a D.R.O.P. plan is designed for. So that's what, you know, I would like to see, that HR and the City do with the D.R.O.P. plan, to take off the cap and that we don't turn those positions into part-time positions while those people are in the D.R.O.P. program.

And if we strike out -- we can do this in the City Council meeting -- that we strike out the 90-day window. That's just not -- you know, that doesn't show that we really want people to have a fair opportunity to get into -- to get into the program. So it's a -- this is a budget item, indeed, but it has a zero impact negatively on the City. And even our actuary program or our actuary account is not going to be affected negatively by this. Okay. Go ahead, Miss Jones. You're looking like it will and let me see if I have my notes here to show you that it won't. Go ahead.

**CITY MANAGER JONES:** Yeah. I just -- I'm not sure. I would have to ask our pension attorney who helped write the ordinance on D.R.O.P.

**COUNCILPERSON HUBBARD:** Where's this --

**CITY MANAGER JONES:** So, you know -- but if you have something from the General Employees actuarial that will show us it doesn't have a negative impact, trust me, we'll be glad to try to pursue (unintelligible).

**COUNCILPERSON HUBBARD:** What I have come from HR when they made a presentation for Ordinance 3065. They, in turn, made the presentation for 3068 and they showed in those -- both of those presentations why there is -- why it's not a negative impact to the City and the benefits, the list of benefits that it is for a city that takes on a D.R.O.P. program.

**CITY MANAGER JONES:** Uh-huh.

**COUNCILPERSON HUBBARD:** That's where I got that information from.

**CITY MANAGER JONES:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** When this was -- when was this presentation? Was this --

**CITY MANAGER JONES:** One was in '09; the other one was in '11.

**COUNCILPERSON HUBBARD:** One was in 2011.

**COUNCILPERSON DAVIS JOHNSON:** Oh, so --

**COUNCILPERSON HUBBARD:** Yeah.

**COUNCILPERSON DAVIS JOHNSON:** -- way back?

**CITY MANAGER JONES:** Yeah, these are --

**COUNCILPERSON DAVIS JOHNSON:** Okay. All right. Yeah.

**COUNCILPERSON HUBBARD:** So that's where that came from. The only thing that made it a negative in this instance was the fact that the caps, the way that we had the caps put on them, we have people that have -- that are eligible for retirement, that have worked over 25 years and that should be allowed to get into the D.R.O.P. program because it is of no consequence to us and a negative impact. So why wouldn't we want to give people the opportunity who have given over 25 years of their lives to the City?

**COUNCILPERSON PARDO:** But haven't they -- they had the opportunity to get in. Right?

**COUNCILPERSON HUBBARD:** Not -- no. We didn't start the D.R.O.P. till 2009, now. So '09 and seven is '16. So if a person was already -- say if a person was at year '21, and we did it in 2009 or 2011, they hadn't been in there 25 years. So they couldn't get into the D.R.O.P. So when we went back and we redid it in 2011, they still couldn't --

**COUNCILPERSON PARDO:** I remember. I remember.

**COUNCILPERSON HUBBARD:** -- make the window.

**CITY MANAGER JONES:** Okay. Let me see if I can -- I'm not quite sure what you're looking at and I'll be glad to look at the information. It was my understanding --

**COUNCILPERSON PARDO:** Uh-huh. (Unintelligible) read it.

**CITY MANAGER JONES:** -- and it was before I got here. It was approved in 2009. I came the next month. And at that time any employee -- well, it was set at a sum total of 30 years of service. If you had 25 or more years, then you were given the 90 days to decide if you wanted to go into D.R.O.P. If you did not, you could still go into D.R.O.P. but you wouldn't get the full five years.

**COUNCILPERSON HUBBARD:** So it still was not a benefit. And there was no benefit in it for the average person if they weren't going to stay the full five year.

**CITY MANAGER JONES:** Well, no. We've had 38 people that started out -- some of them started out in '09. They got in D.R.O.P. right then. And if you look at the list of the --

**COUNCILPERSON HUBBARD:** But how many years had they worked for the City?

**CITY MANAGER JONES:** They had worked over 25.

**COUNCILPERSON HUBBARD:** There you go. So they were eligible and they --

**CITY MANAGER JONES:** So it did not impact anybody that had less than 25 years .

**COUNCILPERSON HUBBARD:** Okay. So -- right. So say, for example, if the -- if it was 2009 when you say they could get into the -- they could get into the D.R.O.P. program and then say they were, like -- you got the cap on it. But you -- but that person was, say, 21 -- only had the 21 years, they weren't eligible. But they were -- say and then the 25 -- the person with 25 years, for example -- say they were a young person and they were coming out and they were going to be, like, maybe 55 or 60. Then it wouldn't have been feasible for them to get in at that time either.

**CITY MANAGER JONES:** But they could get in at any time. At any time they could. They didn't have to just claim to get in at that point. They could get in anywhere along that spectrum. It's just that their employment could not exceed at this point 35 years. Thirty years of employment and five years of D.R.O.P. for a total of 35 is the current numbers.

**COUNCILPERSON HUBBARD:** Okay. This is what I found in Ordinance 38 -- 3086 that was enacted in 2011: "Revising the 30-year credited service limitation to a 35-year credit service limitation to allow 60 consecutive months in the D.R.O.P." However, it created a special class. Just a few people were -- that was extended for. Why? Two things happened. One, the woman -- the HR person that submitted the letter in the backup that I read stated, one, that someone went before the Pension Board asking that they were not eligible and they were able to take -- to access this. But only because the Pension Board brought it to staff, HR, then that's why that was created. So that created another special class of people.

**COUNCILPERSON PARDO:** Uh-uh.

**CITY MANAGER JONES:** Uh-uh.

**COUNCILPERSON HUBBARD:** What would be the problem right now or the negative impact in removing the cap off of the -- off of the plan? Especially when we've given -- especially when people who've had 40 -- over 40 years have accessed the plan?

**CITY MANAGER JONES:** And they did it within that time frame of the plan.

**COUNCILPERSON HUBBARD:** Of the nine months .

**CITY MANAGER JONES:** And Miss Perry was way over 25 years but she got a full five in D.R.O.P. We didn't cut anything back.

**COUNCILPERSON HUBBARD:** Right.

**CITY MANAGER JONES:** They got a full five in D.R.O.P. If you did not go into D.R.O.P. within that 90 days, you might not have had a full five. So there were a couple of firefighters that I believe they only got to do three because they elected to go in later, not when they were originally doing the program. And so as to not penalize anyone, the number from '09 was increased by five more years.

**COUNCILPERSON HUBBARD:** There you go.

**CITY MANAGER JONES:** So that we could -- they would not be penalized and they could get the full 60 months.

**COUNCILPERSON HUBBARD:** Okay.

**CITY MANAGER JONES:** So there's 30 years of service plus 60 months in D.R.O.P. which is five years comes to that total of 35.

**COUNCILPERSON HUBBARD:** Right.

**CITY MANAGER JONES:** And so if you're wanting someone that would be above 35 years of service at the end of D.R.O.P., then repealing the 90 days won't do that.

**COUNCILPERSON HUBBARD:** What will repeal that is the cap. I'm saying repeal the cap and --

**CITY MANAGER JONES:** The 35-year cap.

**COUNCILPERSON HUBBARD:** -- and the 90 days. Repeal the cap and the 90 days. That's what I'm saying. Repeal the --

**CITY MANAGER JONES:** Now, the 90 days was --

**COUNCILPERSON HUBBARD:** Just -- somebody just had to put it --

**CITY MANAGER JONES:** -- well, it was in '09. So that 90 days now has no impact as it relates to anybody going in now.

**COUNCILPERSON HUBBARD:** But it reads in -- right. It doesn't have. It's obsolete but it still is listed in the ordinance. It speaks to it in that particular ordinance. So what I'm saying is since it sounds like it's -- there is no negative impact, why would we not want to do it? Why wouldn't we want to remove that cap for people that have been here over 25 years and there's no financial impact? Why would we not want to do that for the employee? And it's benefitting -- we stop -- then we don't pay any kind of disability after a person jumps in D.R.O.P.

**CITY MANAGER JONES:** Correct.

**COUNCILPERSON HUBBARD:** That's a help to us. So I'm trying to see what's the negative impact of removing the cap and what's the negative impact of allowing people

to get into the D.R.O.P. program.

**COUNCILPERSON DAVIS JOHNSON:** Well, if I may?

**CHAIR PRO TEM MILLER-ANDERSON:** Well, do you want your answer?

**COUNCILPERSON DAVIS JOHNSON:** I just want to ask a question.

**CHAIR PRO TEM MILLER-ANDERSON:** Who?

**COUNCILPERSON DAVIS JOHNSON:** No, just I want to --

**COUNCILPERSON HUBBARD:** Miss Jones -- just give me one second.

**COUNCILPERSON DAVIS JOHNSON:** Wait. I'm sorry. Go ahead.

**COUNCILPERSON HUBBARD:** If she can respond to that, 'cause you seem kind of reluctant to enacting the D.R.O.P. program.

**CITY MANAGER JONES:** No, no. I'm not -- I don't see the benefit of doing away with the 90 days because the policy is -- the ordinance has been revised since then.

**COUNCILPERSON HUBBARD:** Has it? No.

**CITY MANAGER JONES:** To extend the time to 35 years so that those people that missed that window in '09 could come back in '11 and still make the window 'cause we took it up five more years.

**COUNCILPERSON HUBBARD:** Okay.

**CITY MANAGER JONES:** And so that group -- anybody in there that might have missed that window, we, in '11, extended it five more years so that anybody that was between 25 years and 35 years still could get in D.R.O.P. and still have a full five years or 60 months.

**COUNCILPERSON HUBBARD:** Okay. So again, forget about the 90-day windows for that special class of people and that special particular time. Forget about that because that becomes -- that does become obsolete now. Let's look at removing the 35-year cap. I need to know why we wouldn't want to remove the 35-year cap and how is it -- how does it negatively impact the City or our coffers.

**CHAIRPERSON DAVIS:** How about the financial impact?

**COUNCILPERSON HUBBARD:** That's what I'm talking about.

**CHAIRPERSON DAVIS:** Yeah.

**COUNCILPERSON HUBBARD:** How does it affect us negatively in our coffers, our financial impact or the actuary account?



**CHAIRPERSON DAVIS:** Excuse me. Would all these recommendations have to go before the Pension Board?

**CITY MANAGER JONES:** Unions, Pension Board, yeah.

**CHAIRPERSON DAVIS:** They would have -- so some of this stuff they would have to say yes or no whether we can do it or not, correct?

**COUNCILPERSON HUBBARD:** With all due respect they may have --

**CHAIRPERSON DAVIS:** Hold on. Let me --

**CITY MANAGER JONES:** We would -- we would want to inform them.

**CHAIRPERSON DAVIS:** We have to inform them.

**CITY MANAGER JONES:** It's not like they have to approve it.

**CHAIRPERSON DAVIS:** Okay.

**CITY MANAGER JONES:** You get the approval.

**CHAIRPERSON DAVIS:** Okay.

**CITY MANAGER JONES:** But we would just want to inform them, talk to their actuaries, say, Look, here's what we're trying to do. We're moving the 30 -- removing the 35 years. It's more information so that they won't feel like they're outside of the loop.

**CHAIRPERSON DAVIS:** But we've had this discussion before for staff to start working on showing us what the financial impact would be before we even do anything on this so that's going to take a little more time?

**CITY MANAGER JONES:** Any kind of financial analysis or actuarial study -- the financial is easy to determine.

**CHAIRPERSON DAVIS:** Okay.

**CITY MANAGER JONES:** It -- you know, you can study that.

**CHAIRPERSON DAVIS:** Okay.

**CITY MANAGER JONES:** The issue is making sure that you don't have any employee issues.

**CHAIRPERSON DAVIS:** Okay.

**CITY MANAGER JONES:** Okay. Let's say we've got the number right now at 35.

**CHAIRPERSON DAVIS:** Uh-huh.

**CITY MANAGER JONES:** Individuals when we took it to 35 went into D.R.O.P. and they're still employed and they come back and say, Look, if I'd have known you were going to do 40, I would have never went in D.R.O.P. --

**CHAIRPERSON DAVIS:** D.R.O.P. at the time.

**CITY MANAGER JONES:** -- five years ago. So what are you going to do for me? I'm still working.

**CHAIRPERSON DAVIS:** So that's a legal issue then.

**CITY MANAGER JONES:** Yeah. So then you get to a legal issue and you may not have to do anything for them, but we need to make sure we communicate to them that here's the change now and yes -- well, whatever direction y'all decide to go. But that's - it's not so much a financial or a money issue as much as it might be a labor relations issue when you start talking about your employees and the system that we have in place.

**CHAIRPERSON DAVIS:** Correct.

**CITY MANAGER JONES:** I don't think there's any great fiscal impact.

**COUNCILPERSON HUBBARD:** Every time that I bring this up it seems -- first it was the possibility of it being a financial impact. Now it's the possibility of it being a legal -- there being a legal impact. When we changed it from 2009, there was some people that didn't benefit. When we amended it in 2011, there was another group of people that didn't benefit. And if we change it in 2016, there are going to be some more people that won't benefit and some that will. But I'm -- I still contend and I'll continue to bring it back every time, every time --

**CHAIRPERSON DAVIS:** Hold on. 2009?

**COUNCILPERSON HUBBARD:** There was people that couldn't --

**CHAIRPERSON DAVIS:** 2009?

**COUNCILPERSON HUBBARD:** --'11.

**CHAIRPERSON DAVIS:** '11?

**COUNCILPERSON HUBBARD:** And now 2016.

**CHAIRPERSON DAVIS:** So the question will be what was the purpose in 2009, 2011, 2016, all these different changes?

**COUNCILPERSON HUBBARD:** In 2009 --

**CHAIRPERSON DAVIS:** And when will we -- and when we will we --

**COUNCILPERSON HUBBARD:** -- they capped it at 30.

**CHAIRPERSON DAVIS:** -- and when -- what would trigger us to potentially stop in the future or would this continue to happen?

**COUNCILPERSON HUBBARD:** When you remove the cap you remove the cap. And that means that anybody that --

**CHAIRPERSON DAVIS:** Hold on. No, no, I'm say -- what I'm saying is there's been two changes already with a third recommended.

**COUNCILPERSON HUBBARD:** Right. But --

**CHAIRPERSON DAVIS:** At this time.

**COUNCILPERSON HUBBARD:** -- the change is the cap.

**CHAIRPERSON DAVIS:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** I have a question.

**CHAIRPERSON DAVIS:** Commissioner Johnson?

**COUNCILPERSON PARDO:** Get rid of D.R.O.P., you know? Seriously.

**CHAIRPERSON DAVIS:** When they D.R.O.P. they D.R.O.P.

**COUNCILPERSON DAVIS JOHNSON:** And I haven't had the opportunity to delve into it as deeply as my colleague. I would -- is there an opportunity for us to either workshop it, have some conversation?

**COUNCILPERSON HUBBARD:** Oh, God, if we workshop it again --

**COUNCILPERSON DAVIS JOHNSON:** But, Councilperson Hubbard, you've vote -- this has been a concern of yours and you have spent more time with it. And I'm just saying allow your colleagues an opportunity to review to see what it is that you are talking about, because I -- I can't sit here tonight and follow you.

**COUNCILPERSON HUBBARD:** But every time I bring it out y'all say the same thing, "Let's workshop it. Give us an opportunity to look into it." Which is all well and good and it's fine because I'm only one vote. But you -- at some point y'all are going to have to look into it, delve into it and find out what your position is.

**COUNCILPERSON DAVIS JOHNSON:** And I'm saying give me an opportunity to do that. I will do that. There have been other --

**COUNCILPERSON HUBBARD:** Each time --

**COUNCILPERSON DAVIS JOHNSON:** -- no. Because each time it has not either gone through or the discussion never continued on. So we need to -- if we're going to make a -- may have discussion and I think that it should be a complete discussion so that we all can weigh in because I -- I'm trying to understand what the end result or the expected or anticipated expectation is with regards to making the change. Are we trying to look for the employees with the 25 more year of service that were not into D.R.O.P. back in 2009 to give them an opportunity to get into it or is it a situation where they now are at the time frame where they could enter D.R.O.P. with the proper notification?

I don't know and I don't have enough information for me to comfortably make a decision, and I don't know how the other council people feel. But you know, we do need to discuss this and make a decision one way or the other. But put it in concrete. We make the decision. It goes or it doesn't.

**COUNCILPERSON HUBBARD:** Well, okay. I'll put it on the agenda as an agenda item.

**CHAIRPERSON DAVIS:** Pull your mike down.

**COUNCILPERSON HUBBARD:** Have some people, you know -- get a presentation that will show both sides of it. Because what it is, the way that -- you know, it's almost discriminatory for a certain, you know, age group, somebody who's worked 25 years but too young to get Social Security or something, you know, of that nature. When you take the cap off, it helps everybody. And it's more than, you know, just one group of people. That young person who couldn't get in in 2009 and now you got this person who is -- who's worked over 25 years. Now they can -- they can get into the D.R.O.P. because, you know, you've got one or two, three categories that would say that this person is qualified for retirement and you have to qualify for retirement to even get into the D.R.O.P. program.

**COUNCILPERSON DAVIS JOHNSON:** So let me make sure that I understand the concern.

**COUNCILPERSON HUBBARD:** And we can bring it back.

**COUNCILPERSON DAVIS JOHNSON:** The cap on the beginning number of years of service, as well as the ending years of service?

**COUNCILPERSON HUBBARD:** No, it's --

**COUNCILPERSON DAVIS JOHNSON:** Were we talking about it starts with the 30-year limitation giving you 25 years of service with five years in the D.R.O.P. and that's 3065, Section 14-26 (2)b? Are we talking about that, as well as what goes into 3086 where it talks about increasing the time frame from 30 to 35 years or 35 to 30 years?

**COUNCILPERSON HUBBARD:** Right. Okay. I'll tell you what. You have -- you have it?

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**COUNCILPERSON HUBBARD:** It's Section 14-26(2)a.

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**COUNCILPERSON HUBBARD:** And I'm saying to just strike out everything from "nor beyond" to the end. To the end of that. From "nor beyond" to the end and let's just go with, "An eligible member --"

**COUNCILPERSON DAVIS JOHNSON:** Okay.

**COUNCILPERSON HUBBARD:** "-- may elect to participate in a job for a period not to exceed a maximum of 60 months," bam. And then down there in Section (2)b, we'll strike out the first sentence and say, "Any member who has more than 25 years of credited service on the effective date of the D.R.O.P. shall be allowed to participate in the D.R.O.P. for a maximum of 60 months."

I'm just taking the same ordinance that we have and striking out the parts that limit full participation. That was what I was proposing, because when we relax the ordinance so that we could, you know, capture those people that were over 25 years, while that was a good thing then, it still left out a lot of people now.

**COUNCILPERSON DAVIS JOHNSON:** Okay. So, great, I know now what areas to focus in that were areas of concern for you and, Mr. Chair, whenever you decide to -- or when we can agree upon a date to workshop and discuss --

**CHAIRPERSON DAVIS:** Maybe sometime in October. Sometime in October, I don't see no problem with it. But one thing I will say about the D.R.O.P., you know, the D.R.O.P. was to prevent us from getting in situations that we're in now. We've got people that are retiring or leaving and at least that trigger was letting us know when people was getting ready to start departure, and we would start transitioning other staff into a position to start stepping up in leadership. And it was an incentive for the people to take advantage of at the time so that --

**COUNCILPERSON DAVIS JOHNSON:** You were out of the room.

**CHAIRPERSON DAVIS:** Huh?

**COUNCILPERSON DAVIS JOHNSON:** You were out of the room.

**CHAIRPERSON DAVIS:** I know. I just feel like saying -- but I'm not going to spend no more time on it. So let's look at maybe early October. Maybe the first week in October sometime to get staff to pull it -- get the information together to do a presentation.

**COUNCILPERSON HUBBARD:** I guess --

**CHAIRPERSON DAVIS:** That'll give them enough time so that we can come back and

really have this discussion.

**COUNCILPERSON HUBBARD:** And we've asked staff several times now and I just want to put that on the record to say that we were going to workshop it. We were going to discuss it. Council people were going to do their research on their own. But I have Mrs. -- my other three things for Mrs. Marie.

**CHAIRPERSON DAVIS:** Are we done with the presentation?

**CITY MANAGER JONES:** Well, now, she --

**COUNCILPERSON HUBBARD:** Miss Marie.

**CITY MANAGER JONES:** -- she has questions.

**CHAIRPERSON DAVIS:** Oh, okay.

**COUNCILPERSON HUBBARD:** Yeah. Miss Marie?

**RISK MANAGER SULLIN:** Yes.

**COUNCILPERSON HUBBARD:** One of the things on your leadership training that you spoke about --

**CHAIR PRO TEM MILLER-ANDERSON:** Turn your mike on. Mike.

**CHAIRPERSON DAVIS:** You're getting away from your microphone.

**COUNCILPERSON HUBBARD:** I don't -- what -- one of the things that I wanted to say about leadership, there's a program here that would just be -- I think some of us up here went through the program called Leadership, Equity -- Leadership, Equity and Justice. It's a training that Dr. Robinson brought to this county and I know Miss Miller went through it.

**CHAIR PRO TEM MILLER-ANDERSON:** "The Undoing of Racism"?

**COUNCILPERSON HUBBARD:** Yeah, they changed -- yeah.

**CITY MANAGER JONES:** Oh, is that the -- okay.

**COUNCILPERSON HUBBARD:** They changed the name.

**CHAIR PRO TEM MILLER-ANDERSON:** Yeah. I was like, "That was that?" Okay.

**COUNCILPERSON HUBBARD:** Yeah. That -- yeah, it was called "Undoing Racism," and now it's called "Equity, Racism and Justice." But I think that that was the most valuable workshop or training that I have ever sat in in my life. I mean, that was life-altering and a life training workshop.

And I really don't think anybody should be in leadership without that level of training. So I would like to see us all, you know, bring that particular training to our city and at least give the council and the department heads and supervisors an opportunity to go through that training. I'll forward the information to you and Miss Jones so that you can have the contact information, because I think we'll benefit so much from it as a city if we get that level of training.

The other thing is in the position for the Utility Director, I see we removed Public Administration as one of the acceptable degrees that a person can have. And I would like to see us add that back in as one of the acceptable degrees because not having administrative experience and just being a code engineer or vice versa seemed not to be wearing well for us, either. So, you know, I don't know why we took that out but if we didn't have a sound reason -- and for both of them. The director and the assistant director. I don't see why those aren't acceptable degrees anymore.

**CHAIRPERSON DAVIS:** That --

**COUNCILPERSON HUBBARD:** Done, Mr. Chair.

**CHAIRPERSON DAVIS:** -- that will be all? Okay.

**COUNCILPERSON HUBBARD:** Yes.

**CHAIRPERSON DAVIS:** So we have police next, Miss Jones?

**CITY MANAGER JONES:** You want to do that one and then we've got capital. Those are the two that are left. Police and capital.

**CHAIRPERSON DAVIS:** Sure. That's what we prepared for.

**CHAIR PRO TEM MILLER-ANDERSON:** I mean, when else are we going to do it if we don't do it tonight? Maybe at another time?

**CITY MANAGER JONES:** Okay.

**CHAIRPERSON DAVIS:** Yeah. Well, police.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Which one?

**CITY MANAGER JONES:** Police.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Police? You're up, Chief.

**CITY MANAGER JONES:** And get the charts. Let's move. Get to the crux.

**CHIEF WILLIAMS:** Good evening, Council. Clarence Williams, Police Chief.

**CHAIRPERSON DAVIS:** Good evening.

**CHAIR PRO TEM MILLER-ANDERSON:** Hello.

**CHIEF WILLIAMS:** Would you like me to go -- directly where, Miss Jones?

**CITY MANAGER JONES:** Start your presentation.

**CHIEF WILLIAMS:** Okay.

**CITY MANAGER JONES:** Be ready to move through this.

**CHIEF WILLIAMS:** Okay.

**CITY MANAGER JONES:** Some of them are easy to see so --

**CHIEF WILLIAMS:** And we'll we'll move rapidly.

**CHAIR PRO TEM MILLER-ANDERSON:** Well, not too rapidly. Just take your time so we can make sure we understand it.

**CHIEF WILLIAMS:** Is this the right area?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Oh, yeah, it's down there.

**CHIEF WILLIAMS:** Okay.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yeah.

**CHIEF WILLIAMS:** At our most recent planning session and retreat, I thought it appropriate to start with the first two slides. And I won't belabor them much. One of the interesting things that struck me at the planning retreats was properly identifying or proper identification of the problems. And it's led me to talk about these first two slides.

What's represented here is the Municipal Index Crime Graph for cohort cities of comparable size throughout our county. And Riviera Beach is reflected there. What is here are the index trends from year '05 to the current year. Riviera Beach has consistently been trending down, and currently there is Riviera Beach right there as compared to our cohort cities.

The next slide also indicates where our violent crime trends have been since '07, and of course, those are trending down, also. This number represents a six-year trend because -- I mean, a six-month trend because we're only halfway through the year. So at this point here is where our violent crime overall numbers are that reflects basically about a 15 percent decrease in violent crime from where we were this same period last year.

Riviera Beach is a community that is made up of a barrier island. You cross the intercoastal, you could be in any urban setting in America. West of Congress Avenue are golf course communities, gated communities and one of South Florida's major



theme attractions, the Rapid Water Park, is also located there. Our city, just like any other city, has areas of town that the Chamber of Commerce will not encourage you to visit. Our challenge has been to work and deal and provide solutions to those problems. We want the same quality of life -- my goal is to have the same quality of life that is experienced on our barrier island and that is experienced in our western communities and our most challenging communities.

Riviera Beach, since '08, has experienced a 52 percent decrease in overall crime. 52 percent decrease in overall crime. Our challenge has been that every one that has a stake in the quality of life of our community must participate in resolving the issues. Among the strategies that were talked about in the planning session was reestablishing or establishing community policing. The Riviera Beach Police Department has been engaged in community policing for the past 12 to 14 years. What is represented here is the industry's definition of community policing.

Community policing is a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder and fear of crime. Now, that fear of crime can be real or it can be perceived. I represent that the real crime is represented or was represented by those first two slides. So what that indicates to me is that the men and women who you are paying are doing a good job. Bad people are going to jail. Our crime numbers are trending down and have been historically trending down for the past decade.

The issue is the perceived. More work needs to be done there. Beyond law enforcement -- it is beyond law enforcement's ability without all hands on deck to come up with strategies that are effective. Included in those strategies are marketing strategies. The police department's strategies for dealing with the perception of crime had been or has been through education. I'll talk more about those in the proceeding slides.

A key component to our community-oriented policing efforts has been our technology-oriented policing strategy. The Riviera Beach Police Department coined the phrase "Technology-Oriented Policing," better known as TOP. It integrates the latest crime-fighting technologies with our customer service and community relations programs, i.e., our community-oriented policing, problem-solving policing strategies. It has been the blending of those two concepts that has led to our steady and historic efforts to chip away at the real crime as opposed to the perception of crime and the fear.

This represents the industry standard. Our industry schematic of community-oriented police as defined. As you can see it starts with the problem-solving component. It's -- part of it is a community partnership component and an organizational transformational component. The problem-solving component uses primarily the S.A.R.A. model to identify problems and then of course to come up with solutions to address those. The community partnerships, partnerships speaks for itself but it talks about the outreach. Reaching out to all those entities that have a stake in the quality of life in the community.

Organization. The organization has to be behind and has to support the concept and our organization does. And these are some of the things that you should look for when trying to determine whether an organization is meeting those.

As a more practical matter, here's what happens. Here's what the Riviera Beach Police Department is doing in response to those. So what you will see is that in our problem-solving efforts, our Citizens on Patrol, our Technology-Oriented Policing, our Bridging The Gap, our Real-Time Crime Center, which coordinates all our technologies and cameras so that they are readily available to our men and women in the field. There's also a level of analytics that is done there that is also available to them.

Crime analysts, our ComStat presentations. That's how we detect and determine trends, how we identify where resources are needed and how we shift and move resources around. Community policing contracts. That's our unique effort that we worked out earlier on with some of our gated communities and other communities when they were having difficulties, and we can say that those efforts have proven to be quite successful. Among those communities were Thousand Oaks, Turtle Cay, Marsh Harbour and some others that followed our models. The Abbey is one we're proud of on Congress, also, across from Thousand Oaks that have followed our models, and those communities have reported and do report, you know, substantial improvements in the quality of life of their communities.

Our primary marketing and outreach effort has been our newsletter. It's The Blotter. We've been publishing that now for about two years. We've had some shortcomings with it and we'll talk more about those in my final slides.

**CHAIRPERSON DAVIS:** Excuse me, Chief.

**CHIEF WILLIAMS:** Certainly.

**CHAIRPERSON DAVIS:** How often would that Blotter go out? Has it been going out? Are there going to be any changes to that?

**CHIEF WILLIAMS:** No, it's still -- we still do and produce The Blotter. We circulate it electronically now every quarter, and we're looking to do more outreach with it and that's the next slides that are coming up will talk about that.

**CHAIRPERSON DAVIS:** Okay, sir.

**CHIEF WILLIAMS:** This slide just represents some of our highlighted community policing efforts and things that we do to partner with the community and some of our successes. This last here, "Riviera Beach wins large city state award." Just this past month the Riviera Beach Police Department won the Rocky Pomerance Award that was presented by the Florida Police Chiefs Association recognizing our innovative law enforcement strategies and techniques that are led to substantial reductions of crime. Included in the strategy discussions was a strategy that Council Member Davis Johnson suggested, and that was the Gun Buy Back or a Gun Buy Back program.

And in our re-research, what we've discovered is that the studies aren't very friendly to gun buy backs. Numerous studies indicate that the gun buy backs have no impact on crime. Typically the guns -- the prices range from \$50 to \$200 are paid for guns. Some of the problems is the guns are not received from high-risk demographics. In other words, the persons that we want to turn in the guns don't turn in the guns. Targeted crime guns are not turned in. There was some information from not only the '95 study but the '04 study that talked about the guns that you do receive are old and inoperable and there was some indication that sellers may even profit for them.

So folk would turn in an old inoperable beat-up gun and we'd pay for it and then they'd go buy another gun. What is promising is that some research indicates the gun buy backs were effective at creating an awareness and discussion on gun control. But the reduction in gun violence was not necessarily received. So it has some benefit, of course, in a raise --

**CHAIRPERSON DAVIS:** Excuse me, Chief.

**CHIEF WILLIAMS:** Certainly.

**CHAIRPERSON DAVIS:** Councilperson Johnson wants to say something.

**COUNCILPERSON DAVIS JOHNSON:** So I appreciate the re-research. And I realize, Chief, that the gun buy back was not going to necessarily get into the heart of where we would hope that it would come from, but I'm thinking in terms of the 17-year-old that lost his life at Stonybrook as a result of a young person having a gun. I'm talking about getting to those mothers or those grandmothers who may very well know that weapons are in the house and may be afraid. So the awareness is far valuable to me than the whole buy back.

We've gotta have -- we've got to have the dialogue. We've got to have the conversation. And it has got to happen because I'm watching -- I said to you all in the retreat, 14-year-old girl killed as a result of gun violence in Miami. Just Saturday --

**CHIEF WILLIAMS:** Yes. Yes.

**COUNCILPERSON DAVIS JOHNSON:** -- eight-year old killed. So conversations have to happen in order for us to start making some headway. And I don't know any other way to get into the community other than having -- and I see you put your slide in here as it relates to District -- hold on. Let me get to it. Your slide that talked about -- wait, one more -- District-based Policing which means that officers are permanently assigned to work in a specific district and are familiar with the residents and businesses in their district.

**CHIEF WILLIAMS:** Yes, ma'am.

**COUNCILPERSON DAVIS JOHNSON:** So I'm not sure what 10<sup>th</sup> Street is, but I can't tell you who my district officer is. I can't tell you that I've had a relationship or a conversation. And so I'm saying more of that type of presence so that we can have --

we can begin to build conversation. We can begin to build relationship and then we can kind of move forward into pushing the conversation farther into that piece that's difficult to talk about.

**CHIEF WILLIAMS:** And you're absolutely right in terms of creating the dialogue. And the slide -- the slide was intended only to be informational for you. As your subject expert I need to provide you with the best information so that you can make the best informed decision. And it's why we said at the end there is a value in it. We just need to recognize so that we manage the expectations what that value is.

Now, about your specific anecdote, I will simply say to you and admit to you that if you're not experiencing that, then it's a failure of management, because there are areas of town where they do experience it and every area of town should experience it. So when these things are brought to our attention -- because, you know, our young 21-year-olds, they want to be in that police car and they want to go from excitement to excitement and there's enough excitement in our city that they can engage in that. But what we want them doing and what we encourage them to do is to -- in between those calls for service, you know, while that box is moving through our community, stop and engage those persons whom you pass going from one call to the other, because those are the persons who really want to see you there, but they don't get to know you because we're so busy doing -- riding around, waiting on the next call to happen.

Now, that's kind of the natural inclination and we're trying to get them more engaged, attending more community meetings so that they know persons. But the mechanisms are in place. The mechanisms are in place for us to be engaged at the levels that you insist. And when we went to the district model, when we reformed in '08, it was designed to do just that. Was to create geographical areas, put senior mid-level managers in place who are responsible for those areas, have those senior mid-level managers in contact with the various components of that area so that they could then direct their men and women to this HOA or that neighborhood block.

And if it's not occurring in a particular district, it's things that we need to hear about so that we can make the adjustments so that it does occur. It occurs on the western part of town and I know that it occurs on the barrier island because I hear from those folk on the barrier island and I hear from the folk west of Congress in some of the communities. So if it's not happening in the central part of our city we need to hear about it, and we'll make the management adjustments necessary so that we get that kind of uniform service. That's our goal. That's where we're trying to be.

**COUNCILPERSON DAVIS JOHNSON:** So I'd like to see that rather sooner than later.

**CHIEF WILLIAMS:** And you deserve to see it right now.

**COUNCILPERSON DAVIS JOHNSON:** Well, I was being nice. But I appreciate that.

**CHIEF WILLIAMS:** Yes, ma'am.

**CHAIR PRO TEM MILLER-ANDERSON:** I have a question.

**CHAIRPERSON DAVIS:** Vice Chair.

**CHAIR PRO TEM MILLER-ANDERSON:** Do we have enough officers in -- on the road to be able to provide that type of community policing that we're looking for? Because if there aren't as many on the road, quite naturally those who are on the road are going to spend most of their time at calls which would decrease the amount of time that they could actually get to know the communities.

**CHIEF WILLIAMS:** Do we have enough? Yes.

**CHAIR PRO TEM MILLER-ANDERSON:** To do what we need done?

**CHIEF WILLIAMS:** To do what we need to do, to implement -- I mean, to carry on, to carry out our policing service delivery model. That is based on community-oriented policing and technology-oriented policing.

**CHAIR PRO TEM MILLER-ANDERSON:** So we've had that? Because, I mean, I've been in my house for 20 years and I don't -- I haven't seen that, either. In regards to, you know, what we call community policing, getting out, getting to know the neighborhoods. I don't see that. I mean, I'm sure it's probably happening on the east. I'm sure it's probably happening on west of Congress. But right around the corner from here I have not seen that in the 20 years that I've lived in my house.

And I just -- you know, I just want there to be some truth here in saying that if we don't have enough officers on staff or on the road at those hours to be able to interact with the residents, we need to -- we need to just say that so we can make some adjustments and make it happen.

**CHIEF WILLIAMS:** Yeah. And if that were the case we would say it. I -- every day -- every day our managers have to complete a summary of the day's activities. And I read them. First thing in the morning. The incident reports for the day. And we also look at the number of calls received for the day. So there's plenty of discretionary time.

**CHAIR PRO TEM MILLER-ANDERSON:** Uh-huh.

**CHIEF WILLIAMS:** And there are plenty of officers to do some other things. Before Major Torres retired, he had a self-initiated program he called Park, Walk and Talk. And he drove it in his district as the western district. He drove it. If that is not occurring, I need to know that it's not occurring and we need to drive it. Because the ability to do it is there. These officers are on 12-hour shifts and their discretionary time needs to be directed and directed by managers. Their first level of manager are sergeants. And it needs to be directed.

I know that they attend HOA meetings and those kinds of things and they attend those routinely. Getting them out the car and doing more walking is something that we can do, but at the same time that we do that, we need to also be educating our community. Law enforcement, unfortunately, created this notion that give us cars and we'll get there faster and if we get there faster we'll solve more crimes. Well, the industry knows that

that is not true. It's just not. But we sold that so we could get cars so you would appropriate and buy cars.

What solves and helps us is the relationship, and so now if we say we want more people walking and out of the cars and doing those kinds of things at the same time we want to educate our community saying, Look. If you're expecting somebody to be there in three minutes, know that that might not happen for nonemergency calls. For priority calls, of course, all bets are off. You know, sergeants go, majors go, captains go. Chiefs go. So we can do it. And there's plenty of officers to do it.

Now, you know, we have a workforce. They like all the bells and whistles. So I have young officers that want to be in the TAC Unit. Okay. We try to give them -- our Tactical Units are our Crime Suppression Units, work on special projects kinds of efforts. We just started that up again about six or seven months ago while we were experiencing some personnel lows. They want to be in Traffic. They want to be detectives. They want to do all of those kinds of things, and we try to afford them those opportunities, and we try to do it without taking away from our basic service obligations and that's to respond to those radio calls and calls for service as we need them and to provide that service. So there's sufficient enough folk.

We're working on getting completely staffed and we're -- have a long list of people who are interested in becoming Riviera Beach police officers. We haven't had a problem to that degree. Folk are hearing about the possibilities of more monies and those kinds of things and so it's helped with our recruiting. So it's there. Our school resource officers, when we got that three-quarter of a million dollar grant, we implemented it right away. That was five officers that we took from our complement to implement that right away in anticipation of hiring folk to fill those voids. So we can do it. We can do it. What I'm hearing from you is that we may not have -- we're not as effective as folk would like to see us be and I hear that. If we need to we'll improve. We'll improve.

**COUNCILPERSON DAVIS JOHNSON:** Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Davis Johnson.

**COUNCILPERSON DAVIS JOHNSON:** Chief, what would be the probability of you increasing the number of officers on the street so that those officers that are responding are not pulled away and you have your -- I don't know if you'd call them community resource partners. I don't know what you titled them. But what will be the probability of adding additional staff to the shifts to make sure that there is no disruption of response time but a dedicated true effort to Park, Walk and Talk?

**CHIEF WILLIAMS:** The ability for managers to direct their people to Park, Walk and Talk without disruptions to services can occur right now.

**COUNCILPERSON DAVIS JOHNSON:** They can?

**CHIEF WILLIAMS:** Yes. Resources -- resources that are deployed are available to provide any service that is requested. It's up to managers to direct and utilize those

resources and they're there. So when I hear that, I pull up my detail roster and I'll see that all the police service areas are filled and then I'll see that we have four officers assigned to the Special Response -- Uniform Special Response group. They're there and in the field. We'll see that we have Traffic folk who are there and available and -- to serve.

And it's just a matter of our managers directing those resources so that the men and women who are in the PSAs aren't running from call to call and can be flexible so if there's an automobile accident and we have a Traffic Unit working, then we ought to be able to do that. And during the peak hours of service, all those resources are out there and available to do that.

**COUNCILPERSON DAVIS JOHNSON:** So what I'm hearing is that you need direction to do that?

**CHIEF WILLIAMS:** No. I'm hearing that the perception is that we haven't been doing it as effectively as --

**CHAIR PRO TEM MILLER-ANDERSON:** Yeah.

**CHIEF WILLIAMS:** -- as some of us may have thought and we can certainly -- the resources are there to make that happen and it's a management --

**CITY MANAGER JONES:** Mr. Chair?

**CHAIRPERSON DAVIS:** Yes, ma'am.

**COUNCILPERSON DAVIS JOHNSON:** How do you feel about that, Miss Pardo?

**COUNCILPERSON PARDO:** What?

**COUNCILPERSON DAVIS JOHNSON:** How do you feel about that? Didn't you -- (unintelligible)?

**CHAIRPERSON DAVIS:** Miss Jones?

**CITY MANAGER JONES:** Yeah. I think, you know -- and the Chief and I have talked about it. I think it's -- it goes back to that trust but verify. And that's by trusting that your managers and the people in the field are giving people direction to stop and do it. But if you don't go back and check it you don't guarantee that they are.

And I believe that is what's -- and we've had this conversation so this isn't a new conversation for the Chief. And I believe that's what's happening. And if we don't train these new young officers to walk the street now, they will never get out of those cars to walk the streets. And so I believe it's more of a checking to make sure those sergeants are doing that but you've gotta verify that folks are. And the reason I say this -- and this is just last week, a call at Marina Grande. I walk up to an officer and ask him -- there was two vehicles there, "What's going on?" And he asked me, "Who are you?" And it

was like, "Excuse me?" Even if you didn't know me, that wasn't the way to approach me. And so I think it's the trust. We think they're doing it. We know you've given the direction but you gotta double-check and make sure that they are. And I think that's the piece that's missing.

**COUNCILPERSON PARDO:** Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Pardo.

**COUNCILPERSON PARDO:** Right. And I agree with what Councilwoman Davis Johnson was saying. Everyone would love to see officers getting out of their car and walking around, going in, you know -- I complain all the time about the Ocean Mall at night. You know? We have homeless people and people dealing drugs and doing whatever they do over at the park at night, and I see the officers just driving right by instead of stopping, getting out of the car, taking their flashlight and telling the people they need to move along. But there's also a problem with trust.

There are people in the community that don't trust the police officers. And I believe that we need to do a better job with that. And one way of doing it is, again, having the same officers -- and you guys have been good with that. You have officers assigned to a certain district. But they need to get out of the cars. They need to talk to the young men and women hanging out on the corner or the kids that are, you know -- we'll take Stonybrook, playing in the dirt. They need to become -- the police officer needs to become not necessarily their friend, but they need to know that the police officer is there as a protector. And I think that's very important.

And I think back to how I grew up. I grew up in New York City. But I knew -- and we had a lot of police -- but I knew who my officers were. The guys that were there in the morning and the guys that were patrolling at night. And not all of them got out of the car but they knew every kid in the neighborhood. And if you were, you know, walking the tracks at 2:00 in the afternoon and they saw you, they knew that you weren't in school and you got a lecture from them and then next time you did a better job at hiding because you didn't want them to -- seriously -- go back and tell their parents.

So, Chief, I know that you are doing everything possible but, you know, maybe with these -- like Ruth said -- Miss Jones said, with these younger guys, they need to know that the job isn't just driving around and then responding to crime. It's about getting out of the car -- you know, getting out of the car and meeting the people in the community. And you know, I have issues over on the island. There are some officers who drive around with their window down and they pass and they wave, and there are others that are just going 45 miles an hour and it's just back and forth, back and forth, back and forth. So, you know, I'm sure we can come up with a plan. We can do a better job at working with the community and building more trust, especially with the younger -- our younger population.

**CHIEF WILLIAMS:** You're absolutely right. And that's -- and it is something that the men and women, you know, work hard at trying to do. And it was illustrated by the third



slide or so that I showed you.

**COUNCILPERSON PARDO:** Agreed.

**CHIEF WILLIAMS:** I mean, there are efforts going. You know, managing human beings and as many human beings as we have to manage can be difficult. But when I look at the results of our efforts, I think they're heading in the right direction. We encourage and embrace, you know, community-oriented policing. We encourage and reward our officers for having positive encounters with citizens.

Before our officers -- when they complete field training, they have to do a community project and they take pride in doing that community project. I've sat through the last three that we did. One of them, for example, Miss Pardo, on the island, coming off of the island, there used to be able -- there was -- actually, you couldn't make a left turn there and people were doing that anyway.

**COUNCILPERSON PARDO:** Right. So they put the barriers up.

**CHIEF WILLIAMS:** And now he put the -- yeah, we put the barriers there. That was one of our newest employees who just completed his field training phase and made that his project that he had to present to the command group at our weekly staff meeting. And he says, "Here's what I recognize. It's a danger and here's how I propose we resolve it." And he was able to do that with the help of his manager and it earned him a department-level commendation.

So all of those kinds of things are in place to help our young officers and to encourage our young officers to be engaged with the community. And it's all about building trust. Last anecdote, our school resource officers in that program, we had one that was assigned -- a school resource officer that was assigned to Bethune Elementary. And I don't know if you recall but there was, last year, a baby that died in West Palm.

**CHAIRPERSON DAVIS:** That died, yeah.

**CHIEF WILLIAMS:** And they said that the baby had died of SIDS. One of our school resource officers had developed such a rapport in that school and particularly with a particular young man that this young man sought him out and said, "May I talk to you?" And the officer set a time for him to talk and he told the officer about smothering the baby. And the officer, of course, was able to share that information with West Palm Beach and, of course, you've heard -- you saw recently that the young man was charged but that was as a result of, you know, their efforts and their outreach and their building a rapport with the community.

So, you know, there's a lot of moving pieces in an organization and particularly a law enforcement one. And for the most part they're doing what they can do. And what they do know is that we hold them accountable if they're not doing the things that they need to do.

**CHAIRPERSON DAVIS:** Excuse me. Excuse me, Chief.

**COUNCILPERSON PARDO:** Yeah.

**CHIEF WILLIAMS:** Yes, sir.

**CHAIRPERSON DAVIS:** Quick question. The school resource officers, are they all just dedicated to just -- is there a rotating system where everyone gets a chance to get a chance to spend time with our youth at the school setting or do you have one set group of officers that are committed to that? How is that structured?

**CHIEF WILLIAMS:** No. It's a grant that pays for them so those -- it's a set of officers that went through a selection process and they're assigned to the schools and that's their assignment currently. They can ask to come out of that and then, of course, we have another assignment availability that would replace them as long as we have the grant dollars to do that. But what they do is bring in the other officers as they have programs in the schools. So our community vehicle, for example, when they roll that out, it'll involve officers oftentimes that are in the service, the police service areas. So we're constantly working on our customer service efforts.

**COUNCILPERSON PARDO:** Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Pardo.

**COUNCILPERSON PARDO:** Chief, about, God, I don't know, maybe it was like eight months -- well, almost maybe a year ago, when I went up to Washington and met with DOJ, they were mentioning that there's money available for police departments to go out and engage the community and come up with almost like a master plan. Hear from the residents. Let the residents tell you what they think is lacking in the police department and then, you know, back and forth. And it was a substantial amount of money.

And I recall -- it was probably a year ago 'cause I think Dave Harris was still here. And I recall I passed on some information about it. But maybe that's something that we can look at again and, you know, we'll have the money; we can go out and, you know, reach out to the community and ask the community what they think is lacking. You know, security wise. And you know, I think you might get some good feedback there and maybe be able to see if we need to alter something in certain, you know, districts. So I can follow up and get you that information again.

**CHIEF WILLIAMS:** Okay.

**COUNCILPERSON PARDO:** If you're willing to look at it.

**CHIEF WILLIAMS:** Well, certainly. You know, we're always open to exploring, you know, outreach. It's about building the relationship and building trust and those kinds of things.

**COUNCILPERSON PARDO:** That's what's needed. Correct.

**CHIEF WILLIAMS:** You know, our efforts and abilities to be able to outreach have been limited by dollars and --

**COUNCILPERSON PARDO:** Agreed.

**CHIEF WILLIAMS:** -- it's why this last slide is here. One of the things that we do is our quarterly ComStat -- community ComStat meetings.

**COUNCILPERSON PARDO:** Uh-huh.

**CHIEF WILLIAMS:** We haven't been able to do that of late because of budget impacts. But for the past year and a half we've been in various communities. And what we actually do is take our ComStat monthly meeting show on the road, if you will. So we invite the community. We show them all of our analytical softwares and how it helps us identify trends and how we direct resources to address those. One of the things that we used to do is Citizen Police Academies and we haven't been able to do that of late. All of those kinds of things have been successful in the past in helping us maintain and build relationships. And of course , you know, the newsletter. I thought that --

**CHAIRPERSON DAVIS:** Excuse me, Chief, before you go any further.

**CHIEF WILLIAMS:** Go ahead, Mr. Davis.

**CHAIRPERSON DAVIS:** The Citizen Police Academy. Do we have anything that involve more of our young high school students to get them more engaged with their potential career?

**CHAIR PRO TEM MILLER-ANDERSON:** Well, the Explorers.

**CHIEF WILLIAMS:** Yeah.

**CHAIRPERSON DAVIS:** Well, like the Explorers. I know the police academy have more of the adults.

**CHIEF WILLIAMS:** And we've done --

**CHAIRPERSON DAVIS:** Which is a good program.

**CHIEF WILLIAMS:** -- both. We've had police academies, youth police academies. We haven't done it in some years. And we've had the adult police academies. But, yes, we've had that kind of outreach.

**CHAIRPERSON DAVIS:** Yeah. I think that would be good idea, the youth police academy, because, you know, you can have someone within the schools disseminate information of really helping us out, you know? They can have a vision where they're going to go with their future when they're done graduating versus trying to figure it out after they complete high school. I don't have any other questions for the Chief. Does anyone else? Thanks, Chief.

**CHIEF WILLIAMS:** Thank you, Mr. Chair.

**CHAIRPERSON DAVIS:** Miss Jones?

**CITY MANAGER JONES:** Okay. That pretty much wraps up our major departments for presentations. Now at this time we would entertain any questions or revisions or anything that you would like for us to consider adjusting in the budget.

**CHAIRPERSON DAVIS:** One of the -- the one thing I'm just going to stick on -- I'll let my council people say what they want to say. I spoke to Miss Jones today about an idea. I was out at a venue and a veteran from Riviera Beach approached me. And he talked about committing maybe two or three parking spaces for veterans outside City Hall somewhere as a sign -- I showed it to Miss Jones and Mr. Johnson -- of just kind of showing some appreciation to veterans when they come to City Hall, there's a space for them, maybe dedicated for them. Just acknowledge them for the services they have provided, you know?

That was something new that I heard of and pictures were sent to me and then the veteran approached me with the idea. I thought it would be something great to bring back to this community, something very simple as getting maybe two or three parking spaces, committing a sign that says, you know -- what did it say? I'm going to read it off -- I'm real --

**COUNCILPERSON PARDO:** Mr. Chair?

**CHAIRPERSON DAVIS:** Yes, ma'am?

**COUNCILPERSON PARDO:** Okay. So I have no problem at City Hall but if we're going to do it, let's do it right and have it at every city venue so over at the Ocean Mall --

**CHAIRPERSON DAVIS:** That's fine.

**COUNCILPERSON PARDO:** -- you should have a couple. Over at the Riviera Beach Marina, you know, at the parks, the smaller parks, you can do one. But if we're going to do it, let's do it.

**CHAIRPERSON DAVIS:** Well, no problem.

**COUNCILPERSON PARDO:** Not just City Hall.

**CHAIRPERSON DAVIS:** Well, whatever.

**COUNCILPERSON PARDO:** I would say --

**CHAIRPERSON DAVIS:** That was just an initial idea, just trying to figure --

**COUNCILPERSON PARDO:** Right. That's fine.

**CHAIRPERSON DAVIS:** -- how far it'll go. I just want to bring it to the board. I didn't

want to jump out there without, you know --

**COUNCILPERSON PARDO:** Yeah. I have no problem with it. But let's do it right.

**CITY MANAGER JONES:** And Chair Davis?

**CHAIRPERSON DAVIS:** Yes, ma'am.

**CITY MANAGER JONES:** I don't believe that that will require any additional budget adjustments. It could just be worked within existing budget.

**COUNCILPERSON PARDO:** Signs.

**CITY MANAGER JONES:** So --

**CHAIRPERSON DAVIS:** It says "Veteran parking only. We thank you for your service,"

**CHAIR PRO TEM MILLER-ANDERSON:** Don't you need signs?

**COUNCILPERSON PARDO:** And it's a purple sign.

**CHAIRPERSON DAVIS:** Yeah.

**CITY MANAGER JONES:** The printing of them. We're going to do about 30.

**COUNCILPERSON DAVIS JOHNSON:** I like it.

**CHAIRPERSON DAVIS:** Yeah. That's all. (Unintelligible).

**CITY MANAGER JONES:** Yeah, Brynt's (unintelligible).

**CHAIRPERSON DAVIS:** I don't have anything else.

**COUNCILPERSON HUBBARD:** The other -- Mr. --

**CHAIRPERSON DAVIS:** (Unintelligible).

**COUNCILPERSON HUBBARD:** -- the only other adjustment I --

**CHAIRPERSON DAVIS:** (Unintelligible).

**COUNCILPERSON HUBBARD:** -- I would say is the Civil Service Board. I think that it's important that we do whatever we have to do to enact that. I know we said we could go with an attorney or we could go with the board and I -- I think we need to have that, as well.

**CITY MANAGER JONES:** Miss Hubbard, there's \$150,000 in HR's budget for Civil Service Board.

**COUNCILPERSON HUBBARD:** Okay.

**CHAIRPERSON DAVIS:** Okay, cool.

**COUNCILPERSON HUBBARD:** Okay. Is it really that much?

**CHAIRPERSON DAVIS:** Oh, yeah.

**COUNCILPERSON HUBBARD:** The --

**CITY MANAGER JONES:** Well, see, you -- you --

**COUNCILPERSON HUBBARD:** -- gentleman that did the presentation, Mr. Davis, I think the highest figure he had was 94,000.

**CITY MANAGER JONES:** Well, see, you had 94,000, then you also -- they had to have their working capital as well as a support staff person. So by the -- rather than just other people staffing it out, but we budgeted, I believe, 150 totally.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** 150, yeah.

**COUNCILPERSON HUBBARD:** Okay.

**CITY MANAGER JONES:** So they have a -- you have the coordinator, you know, that's got to do all the work so that's that position. Then you've got your hearing officer. Now, that's what's budgeted. May not spend it but that's what's budgeted. The hearing officer being a lawyer cost per hour is going to be more than it would be if it was someone else.

**COUNCILPERSON HUBBARD:** Okay.

**CITY MANAGER JONES:** But it is in the budget. It is already budgeted, yeah.

**COUNCILPERSON HUBBARD:** Okay. I guess the coordinator, that's a piece that I guess I have to look into more. I'm not familiar with the coordinator position of the (unintelligible) --

**CITY MANAGER JONES:** They just do your paperwork. Civil Service Boards are paper intensive, and they needed a staff person to keep things moving, getting things to the board. So that's what they person would do.

**COUNCILPERSON HUBBARD:** So you would hire somebody full time for that position, to do that, or you're just saying the more overtime, more extensive -- or what are you saying?

**CITY MANAGER JONES:** All of that. So it's a total of \$150,000. We figured the biggest part of that is going to be when you start having hearings and you're paying the attorney.

**COUNCILPERSON HUBBARD:** Okay.

**CITY MANAGER JONES:** That'll be your biggest expense. And I believe that expense alone was about 90,000. Then when you put on the other staff, as well as what they need -- so that we wanted to make sure that there was enough there. Like I said, it's what's budgeted. It's not saying that's how much has to be spent.

**COUNCILPERSON HUBBARD:** Yes. Very good.

**CITY MANAGER JONES:** Uh-huh.

**COUNCILPERSON DAVIS JOHNSON:** Question.

**COUNCILPERSON PARDO:** Mr. Chair?

**CHAIRPERSON DAVIS:** Councilperson Pardo, then Johnson.

**COUNCILPERSON PARDO:** Okay. So Miss Jones, what I would like to see is possibly starting the 4<sup>th</sup> of July program again. Years ago we used to have fireworks on the 4<sup>th</sup> of July. And the last time we had them was possibly 10 years ago. And I think -- I'm not -- probably even a little longer than that. But I recall it was in the intercoastal and it didn't -- there was a problem. Right? Some of the fireworks went into someone's boat.

But, you know, done properly, we should be able to give the residents something. You know, especially on the 4<sup>th</sup> of July. There are other cities that have things going on and there's nothing in Riviera. You know, we have Bicentennial Park now so maybe we could do something there. With -- right? Come on. We spent a million --

**CHAIRPERSON DAVIS:** Yeah. We've had this conversation the other day, the same thing.

**COUNCILPERSON PARDO:** Right. So we spent a million dollars on Bicentennial Park. But I really think we should put some money aside, and it's not a lot, to try to get the fireworks going again. And that's something that you can have and if the council is okay with it, putting a little money aside, but I would think your staff should start having discussions, like, tomorrow with --

**CITY MANAGER JONES:** Uh-huh.

**COUNCILPERSON PARDO:** -- DEP to try to get permits for it. You know, Lake Park does it. So if Lake Park can do it, I don't see why we can't. And it gives the residents something. And I can tell you, there's this woman -- and I'm sorry that I don't know her name but I'm sure that she's watching television. She works at Costco. Every time I go to Costco, she always approaches me. You know, "Miss Pardo, Miss Pardo." But always around the 4<sup>th</sup> of July. She's like, "Once again, there's nothing going on in the city." And I promised her that I would bring it up to my colleagues to see if everyone would be amenable to maybe starting the 4<sup>th</sup> of July celebration once again.

**COUNCILPERSON HUBBARD:** I asked Tony about it this year and he told me about the fireworks that went in the -- in a boat or whatever. And my thing was we could just move them back. Move them down because they can't, you know, stop us from having fun --

**COUNCILPERSON PARDO:** Correct.

**COUNCILPERSON HUBBARD:** -- at that. And it was, you know -- that was Mayor Brown that got those barges to come out to do the fireworks.

**COUNCILPERSON PARDO:** Right.

**COUNCILPERSON HUBBARD:** Uh-huh.

**CHAIRPERSON DAVIS:** And to piggyback off that before we go to Councilperson Johnson, one of the things that was discussed is -- I know I already started looking at the budget and talking to Miss Jones about making sure that we even start looking at the Centennial Celebration of the City as we start getting prepared for a hundred years. And September 24<sup>th</sup> is our 94<sup>th</sup> year. So we gotta start having discussion.

As you're going to plan for your 100-year celebration, we gotta start discussing what type of committees we're going to put in place. I know there was even one vendor -- there's a couple of them -- they do about \$1,000 per minute on the fireworks. And it's much cheaper to do it on Peanut Island it is to do it on City property or the beach.

**COUNCILPERSON PARDO:** But they -- right. The County's --

**CHAIRPERSON DAVIS:** It was about \$8,000 cheaper.

**COUNCILPERSON PARDO:** Sure. But the County won't let you do it because --

**CHAIRPERSON DAVIS:** Yeah. Yeah.

**COUNCILPERSON PARDO:** -- they have people over there.

**CHAIRPERSON DAVIS:** Correct. Yeah. How do we do that part, yeah.

**COUNCILPERSON PARDO:** But -- sure. But you could probably do it around the north end of the bridge. On the north side of the Blue Heron Bridge. There's very few boats out there.

**CHAIRPERSON DAVIS:** Oh, okay.

**COUNCILPERSON PARDO:** So, you know --

**CHAIRPERSON DAVIS:** Yeah, that --

**COUNCILPERSON PARDO:** -- if everyone's amenable to it --



**CHAIRPERSON DAVIS:** No, no. I'm in support of it, yeah.

**COUNCILPERSON PARDO:** -- you know, we could have staff figure it out. They're going to have to talk to DEP.

**CHAIRPERSON DAVIS:** Total support.

**COUNCILPERSON PARDO:** And I'm sure DEP will tell them where the barge needs to go. But I think it's just something. It's a little something for the residents. You know, not everyone goes away for the 4<sup>th</sup> of July, and let them enjoy something in their city instead of traveling to other cities.

**CHAIRPERSON DAVIS:** That's great.

**COUNCILPERSON DAVIS JOHNSON:** I --

**CHAIRPERSON DAVIS:** Johnson.

**COUNCILPERSON DAVIS JOHNSON:** -- I agree and I see that as an opportunity for us to allow local vendors to come in and it's certainly not a major revenue generator, but it is a revenue generation and it's an opportunity to utilize local small businesses or other companies throughout the county that will want to come in. Certainly giving consideration to our local small businesses --

**COUNCILPERSON PARDO:** Uh-huh.

**COUNCILPERSON DAVIS JOHNSON:** -- for space, you know? We could have -- we could invite food trucks. I mean, you could make it a very festive opportunity for families so certainly keeping it cost-effective, because you know, we would want to -- in my mind, I see it very differently, but I know that we have to start somewhere. So, yes, I would definitely support that, especially in light of being able to invite local small businesses to participate.

**CHAIRPERSON DAVIS:** Vice Chair?

**CHAIR PRO TEM MILLER-ANDERSON:** Well, I -- I mean, you know, I'm not going to say I'm not in support of something fun for our residents. But, you know, last week I just had my community education forum and we have a serious crisis with the performance levels of the students in Riviera Beach. And I think that we need to look at putting some money to support the schools, as well, in some form or fashion, whether we're going to try to do some sort of tutoring or -- and you've mentioned this, I believe, sometime ago, Miss Davis Johnson.

**COUNCILPERSON DAVIS JOHNSON:** Yes, ma'am.

**CHAIR PRO TEM MILLER-ANDERSON:** I really would like to see us put some money in an effort to assist the schools with the children who live in Riviera Beach and bringing up their progress. Because if we don't deal with them now we're going to be dealing

with them later.

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**CHAIR PRO TEM MILLER-ANDERSON:** And I think it's best to be more proactive. I'm not saying for us to take over the role of the school district, but we need to partner up and try to help, as well, in some way because they're still our children. They still live in this city and if we do not get them educated, we're going to be dealing with them on the criminal side.

**COUNCILPERSON DAVIS JOHNSON:** Absolutely.

**CHAIR PRO TEM MILLER-ANDERSON:** So although I am certainly in support of fun -- I am -- I just want to make sure that we keep that in mind and I would like to see some money go in that area, as well.

**CITY MANAGER JONES:** Do you have any idea of the kind of program you would like --

**CHAIR PRO TEM MILLER-ANDERSON:** I can get with you. I mean, I'm just coming off the top of my head. But I could certainly get something to you by the end of the week.

**COUNCILPERSON DAVIS JOHNSON:** Council --

**CITY MANAGER JONES:** (Unintelligible).

**CHAIR PRO TEM MILLER-ANDERSON:** By Wednesday? Okay.

**CITY MANAGER JONES:** The budget will publish (unintelligible).

**CHAIR PRO TEM MILLER-ANDERSON:** Tomorrow. I'm not gonna commit --

**COUNCILPERSON DAVIS JOHNSON:** Chair Pro Tem.

**CHAIRPERSON DAVIS:** Well -- well -- well --

**CITY MANAGER JONES:** The budget's going to be published on Thursday.

**CHAIRPERSON DAVIS:** Well, we can try to allocate a small fund until --

**CHAIR PRO TEM MILLER-ANDERSON:** Okay.

**CHAIRPERSON DAVIS:** -- she -- for some programming that -- recommended by staff, and then we can come back and talk about what we want to -- the type of program we want to do, something, you know -- whether it's just a small \$10,000 and we can go into discussion.

**CITY MANAGER JONES:** Well, I didn't know how small. 'Cause I knew what the other

efforts that we've done in the past --

**CHAIRPERSON DAVIS:** I don't know. Yeah.

**COUNCILPERSON PARDO:** Well --

**CHAIRPERSON DAVIS:** But we can always allocate --

**CHAIR PRO TEM MILLER-ANDERSON:** Well, no.

**COUNCILPERSON DAVIS JOHNSON:** Chair Pro Tem.

**CHAIRPERSON DAVIS:** Hold on.

**CHAIR PRO TEM MILLER-ANDERSON:** No, no, I'm not -- not really speaking of that.

**CHAIRPERSON DAVIS:** You done?

**COUNCILPERSON DAVIS JOHNSON:** I -- I was thinking --

**CHAIR PRO TEM MILLER-ANDERSON:** What -- what is she --

**CHAIRPERSON DAVIS:** (Unintelligible).

**COUNCILPERSON DAVIS JOHNSON:** -- with you being the representative of this board on the school district side --

**CHAIR PRO TEM MILLER-ANDERSON:** Right.

**COUNCILPERSON DAVIS JOHNSON:** And District 3 comprises of West Riviera Elementary, Lincoln Elementary, Bethune --

**CHAIRPERSON DAVIS:** Suncoast.

**COUNCILPERSON DAVIS JOHNSON:** -- Suncoast, we've got all of the schools that are -- with the exception, you know, Suncoast is not necessarily challenged.

**CHAIR PRO TEM MILLER-ANDERSON:** Right. Right.

**COUNCILPERSON DAVIS JOHNSON:** But there are still students in Suncoast that are challenged.

**CHAIR PRO TEM MILLER-ANDERSON:** Right. Uh-huh.

**COUNCILPERSON DAVIS JOHNSON:** So I would like for us to sit down, convene a meeting with those principals to find out what they have in place and where we can enhance what they currently have in place. It would have to take place relatively quickly.

**CHAIR PRO TEM MILLER-ANDERSON:** Right.

**COUNCILPERSON DAVIS JOHNSON:** We can have Pascale on tomorrow reach out to those principals to just do a quick phone conference so that we can understand what it is that they're doing and how we can positively --

**CHAIR PRO TEM MILLER-ANDERSON:** Right.

**COUNCILPERSON DAVIS JOHNSON:** -- impact that without reinventing the wheel.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** Would you be amenable to that?

**CHAIR PRO TEM MILLER-ANDERSON:** Tomorrow?

**COUNCILPERSON DAVIS JOHNSON:** Well, I'm going to have Pascale call tomorrow.

**CHAIR PRO TEM MILLER-ANDERSON:** I won't be available tomorrow.

**COUNCILPERSON DAVIS JOHNSON:** No. No, no. I'm --

**CHAIR PRO TEM MILLER-ANDERSON:** Okay. Okay. So --

**COUNCILPERSON DAVIS JOHNSON:** But we will check --

**CHAIR PRO TEM MILLER-ANDERSON:** -- but, yeah.

**COUNCILPERSON DAVIS JOHNSON:** -- we will check with your office to see when you're available.

**CHAIR PRO TEM MILLER-ANDERSON:** This --

**COUNCILPERSON DAVIS JOHNSON:** This week?

**CHAIRPERSON DAVIS:** Why are you not available tomorrow?

**CHAIR PRO TEM MILLER-ANDERSON:** Yes.

**COUNCILPERSON DAVIS JOHNSON:** Okay. All right. Pascale?

**CHAIRPERSON DAVIS:** Why can't you be available?

**COUNCILPERSON DAVIS JOHNSON:** We'll give you -- that's okay. I'll be available by phone. So tomorrow I'm directing my staff --

**CHAIR PRO TEM MILLER-ANDERSON:** Yeah.

**COUNCILPERSON DAVIS JOHNSON:** -- to contact the principals for those schools

that are in the district so that we can talk to them about what programs they currently have in place and how we can help.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay. And I'll definitely, you know, do some brainstorming.

**COUNCILPERSON DAVIS JOHNSON:** Okay.

**CHAIRPERSON DAVIS:** I can feed back into that.

**COUNCILPERSON PARDO:** Yeah.

**CHAIR PRO TEM MILLER-ANDERSON:** (Unintelligible).

**COUNCILPERSON PARDO:** So how about -- right. So you know, let's talk money wise. \$25,000?

**COUNCILPERSON DAVIS JOHNSON:** That would be able to (unintelligible). Yeah. That --

**CHAIR PRO TEM MILLER-ANDERSON:** I -- I mean, I can't give an amount until I can -  
-

**CHAIRPERSON DAVIS:** That's -- well, we can -- well -- well, we can carve it out and then --

**CHAIR PRO TEM MILLER-ANDERSON:** -- I mean, I can probably come up with something a little better for tomorrow.

**COUNCILPERSON PARDO:** Right.

**CHAIRPERSON DAVIS:** -- commit to it later, yeah.

**CHAIR PRO TEM MILLER-ANDERSON:** I mean, what were you talking about for the fireworks? How much are the fireworks?

**CHAIRPERSON DAVIS:** About 25, \$30,000.

**COUNCILPERSON PARDO:** Oh, I'm not talking that. I'm talking, like, 10,000. I'm not talking about a -- 30 minutes.

**CHAIRPERSON DAVIS:** It's about \$1,000 per minute. That's what the average vendor's charging.

**CHAIR PRO TEM MILLER-ANDERSON:** It's very expensive.

**COUNCILPERSON PARDO:** All right. Well, we can look into that.

**CHAIRPERSON DAVIS:** It's \$1,000 per minute.

**COUNCILPERSON PARDO:** I was looking at \$10,000.

**CITY MANAGER JONES:** We could try to fund ways to balance it out.

**COUNCILPERSON PARDO:** But I would see for the -- yeah, for the schools, you know, \$25,000, I think, is --

**CHAIR PRO TEM MILLER-ANDERSON:** I mean, that's a good amount.

**COUNCILPERSON PARDO:** I think you could do a nice -- yeah. I think we could do something nice.

**CHAIR PRO TEM MILLER-ANDERSON:** I didn't just want to throw something out there and not really have a concrete --

**COUNCILPERSON PARDO:** Right.

**CHAIR PRO TEM MILLER-ANDERSON:** -- program (unintelligible).

**COUNCILPERSON PARDO:** But at least just allocate it. Have the manager just allocate it so it's --

**CHAIR PRO TEM MILLER-ANDERSON:** Okay. And then -- but we'll still do --

**COUNCILPERSON PARDO:** Oh, yeah, yeah.

**CHAIR PRO TEM MILLER-ANDERSON:** -- what Miss Davis Johnson was talking about and I'll still --

**CHAIRPERSON DAVIS:** Miss Pardo.

**CHAIR PRO TEM MILLER-ANDERSON:** -- think of something and maybe try to reach out to some people tomorrow.

**CHAIRPERSON DAVIS:** I --

**COUNCILPERSON DAVIS JOHNSON:** We also need to include Riviera Beach Prep.

**CHAIR PRO TEM MILLER-ANDERSON:** Oh, yeah. Definitely.

**CHAIRPERSON DAVIS:** Yes.

**COUNCILPERSON DAVIS JOHNSON:** Yes.

**CHAIRPERSON DAVIS:** And it's very important to do that because I sat on that committee prior to getting here. And one of the things that the principals always talked about was they tried to use some source of funding or support to drive incentives to get the parents involved.

**CHAIR PRO TEM MILLER-ANDERSON:** Uh-huh.

**CHAIRPERSON DAVIS:** And one of the things were educating the parents. Maybe using the Riviera Beach Prep as a mechanism to show them that. And then now you can get free training certifications right now at the Riviera Beach Prep through the North Tech Institution.

**CHAIR PRO TEM MILLER-ANDERSON:** Uh-huh.

**CHAIRPERSON DAVIS:** With the GED Programs. But they were trying to find all these different incentives for kids to come and parents to come to the schools on Saturdays and get the tutoring. But they noticed that when you have, like, little prizes and little gifts and little incentives or whether it was food, parents are more likely to come and participate and that was their biggest issue. How do we create a draw for the parents to get more involved on that Saturday morning. And that's where the support came from all the schools. That was the number one goal they all had, how do we get our kids and parents at the school on a Saturday morning.

**CHAIR PRO TEM MILLER-ANDERSON:** Right.

**CHAIRPERSON DAVIS:** And keep them there so they can help these test scores --

**COUNCILPERSON PARDO:** Uh-huh.

**CHAIRPERSON DAVIS:** -- go up. And that was the number one issue of the last two years through the principals.

**COUNCILPERSON DAVIS JOHNSON:** \$40,000?

**COUNCILPERSON PARDO:** Yeah. And I had a program back in, I think, 2009.

**CHAIR PRO TEM MILLER-ANDERSON:** Uh-huh.

**COUNCILPERSON PARDO:** And we got kids every Saturday morning for 20 weeks.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay.

**COUNCILPERSON PARDO:** We had, like, 100 -- close to 110 kids every Saturday morning.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay.

**COUNCILPERSON PARDO:** Three hours.

**CHAIR PRO TEM MILLER-ANDERSON:** Well, that'll work.

**COUNCILPERSON DAVIS JOHNSON:** So --

**CHAIR PRO TEM MILLER-ANDERSON:** But we'll still work on something between

now and Wednesday. A little more concrete.

**CHAIRPERSON DAVIS:** Take your time.

**COUNCILPERSON DAVIS JOHNSON:** I don't have much time.

**COUNCILPERSON PARDO:** Mr. Chair?

**CHAIRPERSON DAVIS:** Yes, ma'am.

**COUNCILPERSON PARDO:** All right. So Miss Jones, going back to the real meat and potatoes here. So the budget that you're going to give us on Wednesday, does that include a millage decrease?

**CITY MANAGER JONES:** Not unless we're directed tonight to reduce the millage and then we'll go back and adjust the budget. We had the slide up but no one said that -- or made a motion or decided that we wanted to. So whatever the figure is, we can --

**COUNCILPERSON PARDO:** It was a million dollars, right? A million?

**CITY MANAGER JONES:** For a .25 reduction is a million dollars for us and 145,000 for the CRA.

**COUNCILPERSON HUBBARD:** Would there be an increase in the property owner's taxes?

**CHAIRPERSON DAVIS:** Oh, Jesus. (Unintelligible).

**CITY MANAGER JONES:** I'm sorry, Miss Hubbard. I didn't hear you.

**COUNCILPERSON PARDO:** What?

**CHAIRPERSON DAVIS:** She was asking --

**COUNCILPERSON PARDO:** Yeah, of course it's not the roll back.

**CHAIRPERSON DAVIS:** Yes, we do.

**COUNCILPERSON PARDO:** Yeah.

**COUNCILPERSON HUBBARD:** Uh-huh. What would be the increase in the property owner's taxes if we decreased -- if we increased our millage or don't lower it?

**CITY MANAGER JONES:** Well, we're not talking -- we can't increase.

**CHAIRPERSON DAVIS:** We can't increase it.

**CHAIR PRO TEM MILLER-ANDERSON:** Right.



**CITY MANAGER JONES:** We have advertised the maximum millage so we can't go up any. We can go down but we can't go up.

**COUNCILPERSON HUBBARD:** Okay. When we -- well, let me ask it this way. When we -- we advertised the highest millage but what was that average increase from last year?

**CITY MANAGER JONES:** It was the same as last year.

**COUNCILPERSON HUBBARD:** Oh. So we went the maximum last year?

**CITY MANAGER JONES:** So we took it down --

**CHAIRPERSON DAVIS:** Maximum, yeah.

**CITY MANAGER JONES:** Well, last year we took it down .5.

**COUNCILPERSON HUBBARD:** Uh-huh.

**CITY MANAGER JONES:** And so the millage this year is the same as the millage rate for last year.

**COUNCILPERSON HUBBARD:** Okay.

**CHAIRPERSON DAVIS:** Well, you know, one of the things, you know, while I would love to give relief, one of the things we have to keep in mind of the situation is how much money we're going to allocate for police, how much money we have for PMS, the 4.5 million for the next three years for the CRA, all these new programs. So right now I'm not -- I just want to wait until we look at all those numbers before I make a decision on the millage rate. That's a lot of money that we still have to make a decision on.

**COUNCILPERSON PARDO:** Okay. But the budget meeting is when? Thursday? Next Thursday?

**CITY MANAGER JONES:** The 8<sup>th</sup>.

**COUNCILPERSON PARDO:** Next Thursday?

**CITY MANAGER JONES:** A week from -- a week from Thursday.

**CHAIRPERSON DAVIS:** (Unintelligible).

**CITY MANAGER JONES:** First budget public hearing.

**COUNCILPERSON PARDO:** Okay. So we don't have a CRA meeting until we approve the budget on first reading.

**CHAIRPERSON DAVIS:** Correct.

**CITY MANAGER JONES:** And then you'll get a second -- you'll get a second attempt on second read. But you're right. Your public hearing on first read will be before the CRA's workshop or the CRA's meeting.

**CHAIRPERSON DAVIS:** Uh-huh.

**COUNCILPERSON PARDO:** Right.

**CITY MANAGER JONES:** So if you want to give them less than what we've got budgeted, it's always good. It's if you want to give them more that we would have an issue. But if you want to give them less, then of course we'll budget it at a higher figure now anyway so --

**CHAIRPERSON DAVIS:** I mean, it's a tough decision you gotta make.

**COUNCILPERSON PARDO:** If we -- if we decided that we were going to allow police officers to take home their vehicles, is that a budget impact? Would that have an impact on the budget?

**CHIEF WILLIAMS:** I'm sorry.

**CHAIRPERSON DAVIS:** The fuel costs.

**COUNCILPERSON PARDO:** Yeah. (Unintelligible).

**CHIEF WILLIAMS:** Clarence Williams, Police Chief. Yes, ma'am, it would have an impact on the budget. Estimates from fleet management is about a 550 plus thousand dollar for take-home cars for everybody.

**CHAIRPERSON DAVIS:** Uh-huh.

**COUNCILPERSON PARDO:** Okay. Because of wear and tear on the cars?

**CHIEF WILLIAMS:** Well, he has a formula that he --

**COUNCILPERSON PARDO:** Who's "he"?

**CHIEF WILLIAMS:** I'm sorry. Paul Johnson, the Fleet -- Johnstone, the Fleet Manager, when we were asked initially look at this -- and I would have brought that had I known -- we asked him and he provided a cost estimate for us where there was some preliminary numbers that were provided, percentage numbers that were provided for the impact in terms of insurances, also. So we haven't completely cost that out. But that was his estimate based on take-home car policy.

**COUNCILPERSON PARDO:** Okay. And he works for us, this Fleet Manager?

**CHIEF WILLIAMS:** The Fleet Manager, yes. Yes. He works for Brynt.

**COUNCILPERSON PARDO:** Is he the mechanic?

**UNIDENTIFIED SPEAKER:** No. He's (unintelligible).

**COUNCILPERSON PARDO:** I -- I didn't know we had one. And what else does he do?

**UNIDENTIFIED SPEAKER:** Oversees (unintelligible).

**COUNCILPERSON PARDO:** Thank you, Chief.

**CHIEF WILLIAMS:** Yes, ma'am.

**CHAIRPERSON DAVIS:** Well, I just --

**CITY MANAGER JONES:** Anything --

**CHAIRPERSON DAVIS:** -- right now -- right now I just want to wait and see 'cause it -- it's -- we've got too many decisions going on.

**CITY MANAGER JONES:** Okay. So right now I'm not hearing --

**COUNCILPERSON PARDO:** No. Right now you're hearing --

**CITY MANAGER JONES:** -- come back --

**COUNCILPERSON PARDO:** -- from me that, yeah, I'd like a quarter decrease in the millage.

**CITY MANAGER JONES:** Okay. Can I get --

**COUNCILPERSON PARDO:** You know, yeah, go ahead. Look at the budget from where we were last year --

**CITY MANAGER JONES:** -- a consensus?

**COUNCILPERSON PARDO:** -- and where we are today.

**CHAIRPERSON DAVIS:** But what I'm looking at, we --

**COUNCILPERSON PARDO:** More money's coming in.

**CHAIRPERSON DAVIS:** -- we haven't made a decision yet on how much money we're going to expend to police. We still have the CRA decision to deal with that nobody still want to continue to talk about. It's millions of dollars on the line and while I would love to giving them even more than -- one mill last year, but back then we knew this time was going to come. So the decision that we have to make today is going to impact those -- this community in the next three to five, even 10 years. We're talking about more officers that we want to hire.

We want to pay the officer -- he can have -- so we can take care of the morale. At some point we've got to generate employees. Then we're going to have to put -- the Fire in a

few years. All these decisions. The money's got to come from somewhere. We're talking about new programs. We're talking about new positions, hire more employees. All this stuff gotta take in consideration. I'm not against lowering the millage. What I am for is making a fiscal responsible decision to make sure that this City's in good hands year in and year out.

**COUNCILPERSON PARDO:** Well, I --

**CHAIR PRO TEM MILLER-ANDERSON:** Mr. Chair, so would we be able to get figures for both?

**CHAIRPERSON DAVIS:** That's all I ask for.

**CHAIR PRO TEM MILLER-ANDERSON:** Just to show so we can see where the -- if we do the quarter mill decrease, can we see how that would shift the monies around or how much will be taken off?

**CITY MANAGER JONES:** Well, the -- the slide earlier --

**CHAIR PRO TEM MILLER-ANDERSON:** Just as a comparison.

**CITY MANAGER JONES:** -- was a million what for us?

**CHAIRPERSON DAVIS:** Mr. --

**CITY MANAGER JONES:** We would have to -- we'd go -- if you did that we would go and reduce the budget, our budget by a million -- where is that?

**CHAIRPERSON DAVIS:** So he could bring all these options to the next meeting?

**CITY MANAGER JONES:** We can go back and do it.

**CHAIRPERSON DAVIS:** 'Cause it should have been done.

**CITY MANAGER JONES:** We'll look for a million dollars we'd have to cut.

**CHAIR PRO TEM MILLER-ANDERSON:** Yeah. But how would you break down that million? I mean, we would need to tell you how to actually break it down. So when would we be able to do that?

**CITY MANAGER JONES:** You don't have any more budget workshops. You know, you can do it on the 8<sup>th</sup>.

**COUNCILPERSON HUBBARD:** We're not suggesting to do it. We're not suggesting that.

**CITY MANAGER JONES:** When we have the first public hearing. But that's a little bit late 'cause it's already published.

**CHAIR PRO TEM MILLER-ANDERSON:** So I mean, we don't have any -- so why are we having this discussion if we're not going to be able to --

**COUNCILPERSON HUBBARD:** She said it wouldn't increase it. Miss Jones said --

**CHAIR PRO TEM MILLER-ANDERSON:** Miss Pardo?

**COUNCILPERSON PARDO:** Yes.

**CHAIR PRO TEM MILLER-ANDERSON:** So when were you expecting them to be able to bring back the figures so that we could see what the quarter mill would look like? 'Cause --

**COUNCILPERSON PARDO:** Well, they have all day tomorrow and Wednesday to work on it.

**CHAIR PRO TEM MILLER-ANDERSON:** So you want them to just --

**COUNCILPERSON PARDO:** The budget will be published --

**CHAIR PRO TEM MILLER-ANDERSON:** -- e-mail it to us? I mean --

**COUNCILPERSON PARDO:** Absolutely. E-mail it to us. You know, you gotta remember, revenues are up \$6 million, right? General -- our general fund will have an additional \$6 million in it compared to last year. So I'm sure you can go back and start cutting. I'm more than happy to --

**CHAIRPERSON DAVIS:** City Attorney has his hand up.

**COUNCILPERSON PARDO:** Okay.

**CITY ATTORNEY DeGRAFFENREIDT:** Please forgive me. This is outside the scope of my influence.

**CHAIR PRO TEM MILLER-ANDERSON:** Pull your mike down.

**CITY ATTORNEY DeGRAFFENREIDT:** But I believe we have some undefined and unanticipated costs relating to the Utility District that I have not heard you mention tonight, either. So there are a number of things that need to be considered before -- our needs to be fully assessed before we start diminishing what we have to work with.

**COUNCILPERSON PARDO:** Okay. But isn't that capital?

**CHAIRPERSON DAVIS:** No.

**CITY ATTORNEY DeGRAFFENREIDT:** I'm sorry, dear?

**CHAIRPERSON DAVIS:** It's new capital stuff.

**COUNCILPERSON PARDO:** Capital, Miss Jones?

**CITY MANAGER JONES:** That's the -- the major part of what's over --

**CITY ATTORNEY DeGRAFFENREIDT:** It's in capital.

**CITY MANAGER JONES:** -- there, it's in capital. But they have --

**COUNCILPERSON PARDO:** It's capital.

**CITY MANAGER JONES:** -- the implications on the operating side. If you -- for any reduction.

**COUNCILPERSON PARDO:** Okay. So let's talk about that.

**CITY MANAGER JONES:** Okay. So we're finished with the general fund? Want us to --

**CHAIRPERSON DAVIS:** Yeah.

**CITY MANAGER JONES:** -- get to you by tomorrow?

**CHAIRPERSON DAVIS:** On the capital stuff?

**CITY MANAGER JONES:** No. How we would cut the budget --

**CHAIRPERSON DAVIS:** No, first of all, the first thing you have --

**CITY MANAGER JONES:** -- a million --

**CHAIRPERSON DAVIS:** No, hold on.

**COUNCILPERSON PARDO:** Yeah.

**CHAIRPERSON DAVIS:** You're talking about some capital implications on the Utility District. That has to be discussed in the presentation. Or someone needs to sit down and make sure that we all have our meeting with staff to understand how much more money we're going -- to be spent that people are not prepared for. So that needs to be another whole 'nother conversation. So -- and just now might not be the time. Maybe in a later date. But that's a whole 'nother conversation.

**CITY MANAGER JONES:** Yeah. Well, I was just -- so I was just trying to close out the general fund discussion.

**CHAIRPERSON DAVIS:** Well, I'm comfortable with that. Yeah.

**CITY MANAGER JONES:** And the general fund discussion was, is it a consensus that you want us to go and cut a million dollars?

**CHAIRPERSON DAVIS:** No.

**CITY MANAGER JONES:** Or -- and we've heard from two of you. We haven't heard from the other three.

**COUNCILPERSON HUBBARD:** Let me say this. With the -- if you're going to look for a million -- if you're talking about looking for a million-three to cut, I'm not saying -- I'm not saying lower the millage. But what I'm saying, in the presentation I would have liked to have seen the impact --

**CHAIRPERSON DAVIS:** Yes.

**COUNCILPERSON HUBBARD:** -- of that tonight within -- in the budget with the -- with the millage.

**CITY MANAGER JONES:** Impact meaning something other than how much money it is?

**CHAIRPERSON DAVIS:** What -- what --

**COUNCILPERSON HUBBARD:** Yes.

**CHAIRPERSON DAVIS:** -- what would it --

**COUNCILPERSON HUBBARD:** What would --

**CITY MANAGER JONES:** You're talking about where you would actually go and put --

**CHAIRPERSON DAVIS:** No.

**CHAIR PRO TEM MILLER-ANDERSON:** The cuts.

**CHAIRPERSON DAVIS:** What the pros and the cons. The pros --

**CITY MANAGER JONES:** Because those are no different.

**CHAIRPERSON DAVIS:** No.

**COUNCILPERSON HUBBARD:** Well, let him give you his and I'll -- then I'll tell you what I'm saying.

**CHAIRPERSON DAVIS:** I'm going to give you mine. Any time you make a financial decision --

**COUNCILPERSON HUBBARD:** (Unintelligible).

**CHAIRPERSON DAVIS:** -- and you go to -- let's say if you want to go buy a Ferrari and you look at your account and it says one thing, and what implications it's going to have on your mortgage, your insurance and all the things you -- child care. The same

decision here. All the implications financially, whether the pros and the cons. How it impacts the Police budget, the Fire, Public -- all -- Utility District.

What cost is coming out of the Utility District that this board may not be aware of. That discussion need to be put in this whole process. Okay? The raises. The new budgets that we were talking about in here, the -- the new positions, if we want to fill them. The after-school program. All these items that we're talking about need to be taken in consideration. Yes, I want to give, again, relief. But then again, let's talk about the \$4.5 million that Mr. Brown came to this board for. I didn't support it. But we had to. I was upset and I'm still upset. But you cannot bill out on one end for 4.5 million and then come ask the -- and lower the tax rate. At some point who's going to suffer?

**COUNCILPERSON PARDO:** The taxpayer suffers.

**CHAIRPERSON DAVIS:** They suffer the 4.5 million.

**COUNCILPERSON PARDO:** The people that are paying \$65,000 a year in taxes.

**CHAIRPERSON DAVIS:** Listen.

**COUNCILPERSON PARDO:** All right?

**CHAIRPERSON DAVIS:** Listen.

**COUNCILPERSON PARDO:** The taxpayers are suffering.

**CHAIRPERSON DAVIS:** Those same people, I'm sure they was upset at the \$4.5 million for Mr. Brown. Now, there might be a small group that came here to fight for him, but now they want to come back later and ask for the millage rate. You can't have it both ways. You can't have it. You can't keep giving up money, giving up money, giving up money and expect the City not to suffer.

At some point when are we going to treat this city as if that someday we're not going to be here and others are going to have to sit here and it's going to be a -- let's be -- treat this place the same way we would treat our own home. You don't -- you can't keep spending, spending, spending without finding some savings to prepare for some cushion. Let's say we get a hurricane tomorrow. What you do then?

**COUNCILPERSON PARDO:** We have insurance.

**CHAIRPERSON DAVIS:** Yeah, we have insurance but still don't spend the money because you have insurance. You still be smart and save money.

**CHAIR PRO TEM MILLER-ANDERSON:** Okay. So are we going to be able to have enough time to get the figures in order to see if that's something we want to do or not?

**CHAIRPERSON DAVIS:** Mr. Sherman, can you do this? How much time do you need, Mr. Sherman?



**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yeah. We can have something to you by the end -- close of business tomorrow if that's fine.

**CHAIRPERSON DAVIS:** With everything.

**COUNCILPERSON PARDO:** Thank you.

**CHAIRPERSON DAVIS:** Okay. That's all -- that's all I ever ask. We sit here talking about, Let's vote on this. Don't ask me to vote on something we have no information to back it up.

**COUNCILPERSON HUBBARD:** That was one of my two things.

**CHAIRPERSON DAVIS:** Yes.

**COUNCILPERSON HUBBARD:** The one thing is I -- you know, yeah, I'm just saying if staff is going to bring the question as to, you know, lower the millage or leave the millage as it is or even -- we can't raise it, that -- that was something that should have been brought. But as early -- earlier I was asking you the taxpayer, if we lower it, will their tax payments lower this year?

**CITY MANAGER JONES:** It --

**COUNCILPERSON HUBBARD:** If we lower the millage.

**CITY MANAGER JONES:** -- it corresponds with the -- whatever they're paying. That would be less percentage multiplied time the value of the home.

**COUNCILPERSON HUBBARD:** So the answer is yes, we would lower -- lowering the millage would lower the tax payments for each resident this year?

**COUNCILPERSON PARDO:** Yes.

**CITY MANAGER JONES:** Some, yes.

**CHAIRPERSON DAVIS:** Some.

**COUNCILPERSON HUBBARD:** Okay.

**CHAIRPERSON DAVIS:** You heard that word "some," right?

**COUNCILPERSON HUBBARD:** Yeah.

**CHAIRPERSON DAVIS:** Okay.

**COUNCILPERSON HUBBARD:** And the reason I was asking again is because you were saying that it was the same as that -- 'cause we only dropped it .5, did you say?

**CITY MANAGER JONES:** .5.

**COUNCILPERSON HUBBARD:** And so it would be the -- earlier you were saying it would be almost the same?

**CHAIRPERSON DAVIS:** Uh-uh.

**CITY MANAGER JONES:** No.

**COUNCILPERSON HUBBARD:** What were you saying about -- when you were saying that -- because it's the maximum and you only lowered it .5.

**CITY MANAGER JONES:** Last year we lowered it .5.

**COUNCILPERSON HUBBARD:** Right.

**CITY MANAGER JONES:** That became our this year's maximum.

**CHAIRPERSON DAVIS:** Yeah.

**COUNCILPERSON HUBBARD:** Okay.

**CHAIRPERSON DAVIS:** Miss Jones?

**CITY MANAGER JONES:** Yes, sir.

**CHAIRPERSON DAVIS:** Now, once -- if there's a decision made to lower it, can we raise it to make an adjustment if we feel like that wasn't the right thing to do?

**CITY MANAGER JONES:** Not above the advertised millage. Which is the 8.4.

**CHAIRPERSON DAVIS:** No, I'm saying that this all need to be -- this information need to be given out.

**CITY MANAGER JONES:** Right.

**CHAIRPERSON DAVIS:** Now, if we lowered this -- you can't come back and readjust it and raise it back up. Once you make a decision, that's it.

**CITY MANAGER JONES:** Right.

**CHAIRPERSON DAVIS:** So that need to be stated into the record for the public and for this board.

**COUNCILPERSON PARDO:** Okay. So we can have that information by tomorrow, close of business?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** We'll get it out for you.

**CITY MANAGER JONES:** We can have it by tomorrow which means -- okay, help me

out, Mr. DeGraffenreidt and --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay.

**CITY MANAGER JONES:** -- Finance as far as the government accounting law. Your budget is going to be -- okay. Your meeting is on the 8<sup>th</sup>. Your budget -- your agenda is published on the 1<sup>st</sup>, which is Wednesday. So do we want to meet again between now and Wednesday?

**CHAIRPERSON DAVIS:** No.

**CITY MANAGER JONES:** In order to say yea or nay so then I'll know what to publish?

**COUNCILPERSON PARDO:** Yeah. I'm fine. I'm around.

**CHAIRPERSON DAVIS:** I can't meet -- I can't meet no more.

**COUNCILPERSON HUBBARD:** Thursday the 1<sup>st</sup>?

**CHAIR PRO TEM MILLER-ANDERSON:** Meet when?

**CITY MANAGER JONES:** Oh, you have your --

**COUNCILPERSON HUBBARD:** No, is Thursday the 1<sup>st</sup>?

**CITY MANAGER JONES:** Thursday is the 1<sup>st</sup>.

**CHAIR PRO TEM MILLER-ANDERSON:** You said have a meeting?

**CITY MANAGER JONES:** Yeah, 'cause you've got to --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** You can --

**CITY MANAGER JONES:** -- you've got to say one way or the other, lower or either stay where it is.

**CHAIRPERSON DAVIS:** Right now I don't have the information in front of me to do -- to say lower it.

**CITY MANAGER JONES:** But we -- well, we were saying we were going to try to get you that by close of business tomorrow. But you've got Wednesday or Thursday to meet again to decide do you want to go with it or not.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Miss Manager, if we publish where we are and give the alternatives on what could be cut, on the 8<sup>th</sup> they could do -- actually make that decision.

**CITY MANAGER JONES:** Okay. So you can do it on the 8<sup>th</sup>

**CHAIRPERSON DAVIS:** That was the question I asked.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Right.

**CITY MANAGER JONES:** Okay. Good.

**CHAIRPERSON DAVIS:** Okay. That's -- that's reasonable.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Again, we can publish and take it down. We can't publish and go up. So it's --

**CITY MANAGER JONES:** You can publish and take down the millage.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Right.

**CITY MANAGER JONES:** Which means we're going to publish the reductions, as well, 'cause if you're taking down the millage we're cutting the million.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** They'd have to know why. Correct.

**CITY MANAGER JONES:** So we would have to adjust the budgets. So what we post on Thursday are budgets that have all the cuts already there.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Now, we post without the cuts, and then on the 8<sup>th</sup> if they want to cut when we post to the 21<sup>st</sup> --

**CITY MANAGER JONES:** Okay.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** -- we would post with the cuts. Right.

**CHAIRPERSON DAVIS:** So you're going to post both options? What happens if you --

**CITY MANAGER JONES:** No. We would only post what you're looking at right now.

**CHAIRPERSON DAVIS:** Okay.

**CITY MANAGER JONES:** If you wanted to go down from there --

**CHAIRPERSON DAVIS:** That will be done --

**CITY MANAGER JONES:** -- then you could do that on the 8<sup>th</sup>.

**CHAIRPERSON DAVIS:** Okay. That's fair.

**CITY MANAGER JONES:** That's what he's saying.

**CHAIRPERSON DAVIS:** That's reasonable.

**CITY MANAGER JONES:** Yeah. Now, any other questions or suggestions as it relates to the general fund or -- you will have a Utility Special District meeting on the third Monday and that's when you will do the -- because you have to approve the Utility budget before the second read for Utilities.

**CHAIRPERSON DAVIS:** Okay.

**CITY MANAGER JONES:** So you will be having the --

**CHAIR PRO TEM MILLER-ANDERSON:** On the 5<sup>th</sup> is what?

**CHAIRPERSON DAVIS:** Utility budget.

**CITY MANAGER JONES:** -- the third Monday so that's about the, what, 19<sup>th</sup> or --

**CHAIR PRO TEM MILLER-ANDERSON:** The 19<sup>th</sup>.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** 19<sup>th</sup>.

**CITY MANAGER JONES:** -- 19<sup>th</sup> is your Utility District and that's when you will approve the Utility budget and then, therefore, we'll be ready for the second read of the budget.

**CHAIRPERSON DAVIS:** Councilperson Johnson.

**COUNCILPERSON DAVIS JOHNSON:** So during that third meet -- that third meeting date that you just mentioned, will we -- will we discuss or -- will we discuss at that time the matters that Attorney DeGraffenreid just mentioned as it related to major capital projects, or will that be addressed in Mr. Sherman's presentation of information due by close of business tomorrow?

**CITY MANAGER JONES:** Due by close of business tomorrow is how we would cut.

**COUNCILPERSON DAVIS JOHNSON:** Okay.

**CITY MANAGER JONES:** The Utility District is where we will allocate the monies to address the problems.

**COUNCILPERSON DAVIS JOHNSON:** Right. But will that be -- he may be addressing cutting, but is he going to address any of that so that we will have an opportunity to review and digest and be prepared?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Well, reducing the millage rate won't impact the Utility District.

**COUNCILPERSON DAVIS JOHNSON:** Yeah. I'm not suggesting that it will.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** I just want to know what it is that we have to

look forward to as it relates to these major projects that Attorney DeGraffenreidt mentioned. So is -- can you present that maybe in another e-mail or is that too taxing for you?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** No. Well, again, what I was going to focus on -- and if you want me to do something different just let me know -- was how we would address cutting the millage rate, which it would be just on the general fund side. What Mr. DeGraffenreidt was referring to was the Utility operations which really doesn't have anything to do with the tax rate.

**COUNCILPERSON DAVIS JOHNSON:** No, no, no. I'm clear.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** I'm totally clear.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** What I'm saying is, provide us the information as it relates to cuts, right?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** And then also provide us the information if it's in a format that can be produced, what those projects are.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay. Okay. I can do that.

**COUNCILPERSON DAVIS JOHNSON:** Okay. Thank you.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** I have a question, Miss Jones. On the South End Community Center where we talk about for fiscal year 2017/2018, 39,645 total operations, now, will we be pulling, for instance -- will we be pulling a staff person from Parks & Recreation? How -- you know, as opposed to creating a new position? How -- what's the intent with that?

**CITY MANAGER JONES:** You would be creating a new position and the money that is being allocated is only a partial year's allocation.

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**CITY MANAGER JONES:** 'Cause the building won't be up for the full year.

**COUNCILPERSON DAVIS JOHNSON:** Right.

**CITY MANAGER JONES:** But you would fund it for a full year.

**COUNCILPERSON DAVIS JOHNSON:** Is there a possibility that a person that's currently employed in the Parks Department -- because it's a facility. It has a community -- it has community feature and function. Is that something that we could consider?

**CITY MANAGER JONES:** The person would be -- the staffing would be in Parks. Now, the question is if you decide to do something different with after-school care --

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**CITY MANAGER JONES:** -- then you're probably going to have people that you can move just about anywhere.

**COUNCILPERSON DAVIS JOHNSON:** Okay.

**CITY MANAGER JONES:** Because you won't be doing that program.

**COUNCILPERSON DAVIS JOHNSON:** I'm just trying to look and make sure that we're identifying any cost-saving measures that we can potentially realize --

**CHAIRPERSON DAVIS:** Uh-huh.

**COUNCILPERSON DAVIS JOHNSON:** -- with regards to maybe shifting that position, still having it under Parks but operating there, no new creation of a position. It's just merely a transfer.

**CITY MANAGER JONES:** Yeah, seeing if we could do it within the existing complement of people?

**COUNCILPERSON DAVIS JOHNSON:** Exactly. Exactly.

**CITY MANAGER JONES:** Okay.

**COUNCILPERSON DAVIS JOHNSON:** Thank you.

**CITY MANAGER JONES:** Yeah.

**COUNCILPERSON DAVIS JOHNSON:** Hi, Mr. Parks Director.

**PARKS & REC DIRECTOR BLANKENSHIP:** I really don't have much to say 'cause I don't know much about the project but, again, it --

**COUNCILPERSON DAVIS JOHNSON:** You know what? Let's reserve it for our meeting. Let's do that.

**CITY MANAGER JONES:** Yeah. I was going to say she brought (unintelligible).

**COUNCILPERSON DAVIS JOHNSON:** We'll discuss it then.

**CITY MANAGER JONES:** But we'll -- especially depending on the construction schedule and how --

**COUNCILPERSON DAVIS JOHNSON:** Right.

**CITY MANAGER JONES:** -- soon that can be open, you're probably only looking at six months within this year so that could easily be absorbed in existing resources and in the consideration for the '18 budget as to what we want to do.

**COUNCILPERSON DAVIS JOHNSON:** We are still within our timeline, Mr. Johnson? Is our timeline still going in --

**CITY MANAGER JONES:** Your timeline is still going; however, I believe --

**CHAIRPERSON DAVIS:** The budget.

**CITY MANAGER JONES:** -- the budget is what -- the cost for the construction is --

**COUNCILPERSON DAVIS JOHNSON:** I'm sorry?

**CHAIRPERSON DAVIS:** Uh-huh.

**CITY MANAGER JONES:** -- is more than we had thought.

**CHAIRPERSON DAVIS:** Right. Much more.

**CITY MANAGER JONES:** The design -- based on the design you estimate the cost and that's what they've estimated it to be.

**CHAIRPERSON DAVIS:** How much more is it, Mr. Sherman?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** About 750,000 more.

**UNIDENTIFIED SPEAKER:** Phew.

**UNIDENTIFIED SPEAKER:** What?

**CHAIRPERSON DAVIS:** Now you see.

**COUNCILPERSON DAVIS JOHNSON:** Okay.

**COUNCILPERSON HUBBARD:** What happened?

**CHAIR PRO TEM MILLER-ANDERSON:** Who's doing the construction?

**CITY MANAGER JONES:** Well, no, we haven't done it yet.

**COUNCILPERSON DAVIS JOHNSON:** No one. We're not at construction.



**CHAIR PRO TEM MILLER-ANDERSON:** We're not there yet.

**COUNCILPERSON DAVIS JOHNSON:** We're at design and all of that.

**CHAIRPERSON DAVIS:** Just design.

**COUNCILPERSON PARDO:** I think we brought this up when --

**CHAIR PRO TEM MILLER-ANDERSON:** Who's doing the design?

**COUNCILPERSON PARDO:** -- some council people approved it.

**CITY MANAGER JONES:** Danny, you want to come up and talk about -- you or Brynt. Either one of y'all handling --

**DEPUTY CITY MANAGER JONES:** Brynt, actually. Danny Jones, Deputy City Manager. We just got back the preliminary cost estimates, and we won't know for sure until the project is actually put out on the street.

**CITY MANAGER JONES:** Who's the designer?

**CHAIR PRO TEM MILLER-ANDERSON:** Who's on the design?

**DEPUTY CITY MANAGER JONES:** Stantec. West. West Construction. Yeah, West Construction did the design.

**CHAIR PRO TEM MILLER-ANDERSON:** Who?

**COUNCILPERSON DAVIS JOHNSON:** West Construction.

**DEPUTY CITY MANAGER JONES:** West Construction.

**CHAIR PRO TEM MILLER-ANDERSON:** (Unintelligible).

**CHAIRPERSON DAVIS:** Is that West Architecture? West Construction is the same --

**DEPUTY CITY MANAGER JONES:** Uh-huh.

**CITY MANAGER JONES:** No, West Architects is not construction, I don't think.

**COUNCILPERSON DAVIS JOHNSON:** Oh, West Architecture.

**CHAIRPERSON DAVIS:** Oh, okay.

**DEPUTY CITY MANAGER JONES:** West Architecture.

**CHAIRPERSON DAVIS:** I was gonna say, I know (unintelligible).

**DEPUTY CITY MANAGER JONES:** Two different divisions in the same owner.

**CHAIRPERSON DAVIS:** Okay.

**CHAIR PRO TEM MILLER-ANDERSON:** Huh?

**CHAIRPERSON DAVIS:** Oh, same owner?

**DEPUTY CITY MANAGER JONES:** Yeah, same owner, yeah.

**CHAIRPERSON DAVIS:** Oh, okay.

**CHAIR PRO TEM MILLER-ANDERSON:** They are the same. They are the same people.

**COUNCILPERSON DAVIS JOHNSON:** So correct me -- I believe there was -- there was a \$350,000 allocation. Was it 350,000?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** 375.

**COUNCILPERSON DAVIS JOHNSON:** 375 --

**DEPUTY CITY MANAGER JONES:** 375.

**CITY MANAGER JONES:** 375.

**COUNCILPERSON DAVIS JOHNSON:** -- thousand.

**DEPUTY CITY MANAGER JONES:** Plus a hundred.

**COUNCILPERSON DAVIS JOHNSON:** (Unintelligible). from this seat.

**COUNCILPERSON PARDO:** And then a hundred.

**COUNCILPERSON DAVIS JOHNSON:** Or -- and then a hundred from Councilwoman Hubbard, which you cannot renege.

**COUNCILPERSON PARDO:** Right.

**COUNCILPERSON HUBBARD:** I what?.

**DEPUTY CITY MANAGER JONES:** Yes. And an initial 90,000 that was put in in the seeds of the project by the general fund budget.

**COUNCILPERSON DAVIS JOHNSON:** So 375, 100 and 90 and we're at -- we're at a proposed cost of 715?

**DEPUTY CITY MANAGER JONES:** No. 1.1 million.

**CHAIRPERSON DAVIS:** Now you hear the number.

**CHAIR PRO TEM MILLER-ANDERSON:** An additional 700,000.

**COUNCILPERSON DAVIS JOHNSON:** An additional?

**DEPUTY CITY MANAGER JONES:** No, total cost --

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Without --

**DEPUTY CITY MANAGER JONES:** -- estimated to be at 1.1.

**CHAIR PRO TEM MILLER-ANDERSON:** What the heck? What?

**CHAIRPERSON DAVIS:** Do y'all want to do this?

**COUNCILPERSON HUBBARD:** How much did I give?

**CHAIRPERSON DAVIS:** It's your district.

**COUNCILPERSON DAVIS JOHNSON:** It will be done.

**CITY MANAGER JONES:** But we really need to talk about what's --

**COUNCILPERSON DAVIS JOHNSON:** We gotta figure it out.

**CITY MANAGER JONES:** -- in that number. Are we just accepting (unintelligible)?

**DEPUTY CITY MANAGER JONES:** No.

**CHAIR PRO TEM MILLER-ANDERSON:** What changed?

**DEPUTY CITY MANAGER JONES:** I didn't bring the actual estimate here with me tonight, Miss Jones, to talk about it. But it's something that we can provide them with a copy of for discussion when Mr. Sherman sends out his stuff tomorrow. We can provide them with an update on it.

**CITY MANAGER JONES:** Okay. But no, I think what Miss Davis Johnson is trying to do is she's trying to get a figure in that capital budget that's going to be published and approved.

**COUNCILPERSON DAVIS JOHNSON:** That's exactly what I'm trying to do.

**CITY MANAGER JONES:** And so that's where she's going.

**DEPUTY CITY MANAGER JONES:** Okay.

**CITY MANAGER JONES:** So it's like how much is currently budgeted, Randy, in the capital budget for this facility.

**COUNCILPERSON HUBBARD:** Are we talking design only?

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** For '17 we have \$793,000 in the capital plan.

**COUNCILPERSON DAVIS JOHNSON:** 793.

**CHAIRPERSON DAVIS:** 793. So -- and you said it's 1 point --

**CITY MANAGER JONES:** And it's coming in at 1 point --

**DEPUTY CITY MANAGER JONES:** -- 1.

**CITY MANAGER JONES:** 1.1?

**DEPUTY CITY MANAGER JONES:** Yeah.

**CITY MANAGER JONES:** 1.18?

**DEPUTY CITY MANAGER JONES:** Well, 1.2. It's 1.83 so it's about 1.2.

**CHAIRPERSON DAVIS:** So Miss Jones, as we come up with these numbers, so was you and your staff going to kind of work on some programming as well?

**CITY MANAGER JONES:** For the area --

**CHAIRPERSON DAVIS:** Yeah.

**CITY MANAGER JONES:** -- for the --

**CHAIRPERSON DAVIS:** 'Cause I'd like to see what changed in the design that drove this price up. There's gotta be some amenities to -- there had to be some changes. Is that what happened?

**CITY MANAGER JONES:** What happened?

**DEPUTY CITY MANAGER JONES:** No. We didn't make any changes to the design. It was just the type of design that was originally developed with the previous councilperson directing the development.

**CHAIR PRO TEM MILLER-ANDERSON:** Well --

**CITY MANAGER JONES:** Now, what we can do is go back and look and see if we need to do all that was meant to do in the facility. 'Cause that could --

**CHAIRPERSON DAVIS:** Miss Johnson?

**COUNCILPERSON HUBBARD:** Now, we don't want to shut any --

**CHAIRPERSON DAVIS:** Miss Johnson has the floor. We're going to get back to her right quick before we --

**CITY MANAGER JONES:** Yeah.

**COUNCILPERSON DAVIS JOHNSON:** Could you restate your last comment? The design was being driven --

**DEPUTY CITY MANAGER JONES:** By the councilperson who was in the seat at the time on the functionality and what they would like to see there, whether it's an office, whether it's a kitchen, what's -- you know, dividers, partitions.

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**DEPUTY CITY MANAGER JONES:** The amount of space, that kind of thing.

**CHAIRPERSON DAVIS:** You -- you had an office in there.

**COUNCILPERSON DAVIS JOHNSON:** I -- I -- yes, I remember reviewing it. I'm just trying to get to 1.2 million. But I'm sure that you and Mr. Johnson will be able to provide me some supporting documentation.

**DEPUTY CITY MANAGER JONES:** Yes, ma'am. Like I say, I just didn't bring it here with me tonight .

**COUNCILPERSON DAVIS JOHNSON:** And then we have an opportunity to take a look at what's actually included in there to try to bring it back.

**CHAIR PRO TEM MILLER-ANDERSON:** Well, what was added to make it go up?

**COUNCILPERSON DAVIS JOHNSON:** Nothing was added.

**DEPUTY CITY MANAGER JONES:** There was nothing added. Nothing was added.

**COUNCILPERSON DAVIS JOHNSON:** Nothing was added.

**CHAIR PRO TEM MILLER-ANDERSON:** So why are we so off on the amount?

**CHAIRPERSON DAVIS:** It was miscalculated.

**CITY MANAGER JONES:** We never had any money.

**COUNCILPERSON PARDO:** Huh?

**CITY MANAGER JONES:** We never -- this project was never one that was in our long-term capital.

**COUNCILPERSON PARDO:** Uh-huh.

**CITY MANAGER JONES:** It just sprung up.

**COUNCILPERSON DAVIS JOHNSON:** Uh-uh. It came up at (unintelligible).

**CITY MANAGER JONES:** At the recommendation of, "Here's how I want to use my money."

**COUNCILPERSON DAVIS JOHNSON:** Uh-huh.

**CITY MANAGER JONES:** And it was more for the planning and design.

**CHAIR PRO TEM MILLER-ANDERSON:** So the 300 or 4 something was only --

**CITY MANAGER JONES:** For the design.

**CHAIR PRO TEM MILLER-ANDERSON:** That came --

**CITY MANAGER JONES:** Yes. And it came out of the Neighborhood monies. And that's the way they elected to use theirs. And at no time was there ever discussion as to, But how much is the total cost going to be? 'Cause it was anticipated it was going to go over several -- at least a couple of fiscal years so you were not going to be budgeting it all in one year in the beginning.

**CHAIRPERSON DAVIS:** You know, I know one of the questions we've always had -- stated, you know, like when it popped up was how was -- what type of program was going to be in place to make this sustainable. And that was never discussed in the very beginning. And I'm still waiting to hear something about it.

**COUNCILPERSON DAVIS JOHNSON:** Well -- well, there's not been any discussion from me as it relates to operationally how it 's going to sustain, not programmatically. We're talking about operationally and how those dollars are going to go --

**CHAIRPERSON DAVIS:** That, too.

**COUNCILPERSON DAVIS JOHNSON:** I'm just talking about keeping the lights on, keeping the water going.

**CHAIRPERSON DAVIS:** Uh-huh.

**COUNCILPERSON DAVIS JOHNSON:** Keeping the grounds maintained. So here we have a situation where we have promised this to a community. We're now at 1.2. We've got to have a conversation, gentlemen, because it's got to make sense for us and we've got to identify the source of this money, and then we need to really --

**CHAIRPERSON DAVIS:** Well, to their credit --

**COUNCILPERSON DAVIS JOHNSON:** There's so much to be determined.

**CHAIRPERSON DAVIS:** -- to their credit, I mean, councilperson before made these promises without any programming, any operational -- no nothing.

**COUNCILPERSON DAVIS JOHNSON:** Right.

**CHAIRPERSON DAVIS:** And to staff's credit, there was nothing that -- they haven't -- it's not on them this time but it was something that we gotta --

**COUNCILPERSON DAVIS JOHNSON:** Oh, no. Let me say.

**CHAIRPERSON DAVIS:** -- we gotta make some adjustments now.

**COUNCILPERSON DAVIS JOHNSON:** Let me say. They have been responsive to my requests --

**CHAIRPERSON DAVIS:** Yes, they have been. They have been.

**COUNCILPERSON DAVIS JOHNSON:** -- for information. And I appreciate that. They have done everything that's been within their purview because it was literally dropped in the lap of staff to figure it out.

**CHAIRPERSON DAVIS:** Uh-huh.

**COUNCILPERSON DAVIS JOHNSON:** So now we're at this point where the dollars came from Community -- those Community dollars with some support from District 1 and now we're saying, Where will the balance of the dollars come from? Because what's in the capital plan that I see is 793.

**CITY MANAGER JONES:** That's all they have. Yeah.

**COUNCILPERSON DAVIS JOHNSON:** That's all.

**CHAIRPERSON DAVIS:** Uh-huh.

**COUNCILPERSON DAVIS JOHNSON:** Mr. Johnson, Mr. Jones, please prepare me a report outlining the costs, please. Please share it with my colleagues. I'm sure they're interested.

**COUNCILPERSON HUBBARD:** Since I have to give a hundred thousand of it.

**CITY MANAGER JONES:** Yeah.

**CHAIRPERSON DAVIS:** Your money was gone before you got here.

**CITY MANAGER JONES:** Your 100,000 is gone, I'm sorry.

**COUNCILPERSON DAVIS JOHNSON:** That check has been cashed.

**CITY MANAGER JONES:** Because the other part of the discussion as it related to the capital, which was the next part but we got five minutes and it'll be 10:00, was to talk about our unfunded capital needs and encourage you to reconsider the projects.

## **B. CONTINUANCE OF FY17-FY21 CAPITAL PLAN DISCUSSIONS**

**CITY MANAGER JONES:** We'll be optimistic about the 1cent surtax.

**CHAIRPERSON DAVIS:** Uh-huh.

**CITY MANAGER JONES:** And these unfunded projects, the additional money for this facility, the fire stations --

**CHAIRPERSON DAVIS:** Library.

**CITY MANAGER JONES:** -- library, road projects. We've got a bridge that's falling down over on the island. We've got a lot of unfunded capital projects that I really need for you all to begin to think about because let's -- I'm optimistic enough to think that the surtax might pass in November. When you look at the timetable of having identified your projects, set up your monitoring and advisory committee and then be ready once you start receiving the monies, we're getting ready to be behind the eight-ball because we didn't act on that. And so we need to bring that back. We need to decide what programs or what projects we will fund in anticipation of the surtax dollars.

**CHAIRPERSON DAVIS:** Agree.

**COUNCILPERSON DAVIS JOHNSON:** Well, we have the original list that was submitted. So do we need to now look at it and go back and prioritize?

**CHAIRPERSON DAVIS:** Yeah.

**COUNCILPERSON DAVIS JOHNSON:** Or are we going with --

**CHAIRPERSON DAVIS:** Or we can just put the list together and then once it's approved --

**COUNCILPERSON DAVIS JOHNSON:** Well, there's a list already, right?

**CHAIRPERSON DAVIS:** -- you can cross -- yeah.

**COUNCILPERSON DAVIS JOHNSON:** So I'm saying --

**CHAIRPERSON DAVIS:** We just submit that original list and then we prioritize it later.

**CITY MANAGER JONES:** Yeah. When you look up on the board, there's kind of -- up on the screen, it gives you kind of the list --

**CHAIRPERSON DAVIS:** Yeah.

**CITY MANAGER JONES:** -- of what we had that were not funded in the capital. However, the decision needs to be made on which one of those projects will be selected, because you can adjust -- all of us have had discussions about this 1cent surtax.

**CHAIRPERSON DAVIS:** Uh-huh.



**CITY MANAGER JONES:** And -- but you know, once you decide on your projects -- and your oversight committee is going to have a major role to play to see how you're staying on target and are you not substituting a lot of projects. And so we really need to make a decision on the projects so that if, by November, when your next-door neighbor asks, Well, what projects are we getting in Riviera Beach out of this? we'll be able to say, Here's what the Council has agreed on.

**CHAIRPERSON DAVIS:** Uh-huh.

**CITY MANAGER JONES:** And you have to really make sure that we are adhering to that and that they can see that they're getting what they voted for when they voted for the item.

**CHAIRPERSON DAVIS:** Okay. (Unintelligible). I'm fine with that.

**CITY MANAGER JONES:** So I will bring that --

**CHAIRPERSON DAVIS:** Yeah. I mean --

**CITY MANAGER JONES:** -- bring the list back and let you choose?

**CHAIRPERSON DAVIS:** Yeah. Sure.

**CITY MANAGER JONES:** Okay.

**CHAIRPERSON DAVIS:** Yeah.

**CITY MANAGER JONES:** We'll do that, what, the second meeting?

**CHAIRPERSON DAVIS:** Second meeting's fine.

**CITY MANAGER JONES:** I can't give it -- I don't know if we can get it on the (unintelligible).

**CHAIRPERSON DAVIS:** Second meeting's fine. That's enough time.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yeah. Second meeting.

**CHAIRPERSON DAVIS:** Yeah, that's fine.

**DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES SHERMAN:** Yeah.

**CHAIRPERSON DAVIS:** It doesn't change anything.

**CITY MANAGER JONES:** Okay.

**CHAIRPERSON DAVIS:** And once you got time.

**CITY MANAGER JONES:** So we'll do that as it relates to the capital budgets and those things that are not currently funded that we know we have the need for, and I've got two minutes. Thank you, sir. And thank each member of you for your attention and your thought-provoking questions and we'll get your information to you.

**CHAIRPERSON DAVIS:** Okay. Well, I -- we've all closed out already so I guess we can --

**COUNCILPERSON DAVIS JOHNSON:** Can I make one quick announcement?

**CHAIRPERSON DAVIS:** We have an announcement by Councilperson Johnson.

## **VI. CITY COUNCIL'S COMMENTS / DISCUSSION**

**COUNCILPERSON DAVIS JOHNSON:** Thank you, Mr. Chair. I wanted to remind the citizens of the Inaugural Listening Tour for District 3. It will be held on September 10<sup>th</sup>, 9 a.m. till 12 noon at the Riviera Beach Events Center. Please give us a call at 561-845-3443 to RSVP or RSVP to [PREid@RivieraBCH.com](mailto:PREid@RivieraBCH.com). We look forward to seeing you. Come with your questions, your concerns and we will have a great dialogue and exchange. Thank you.

**COUNCILPERSON HUBBARD:** Mr. Chair?

**CHAIRPERSON DAVIS:** Yes.

**COUNCILPERSON HUBBARD:** I have an announcement for the persons living in Monroe Heights area, and all of the City of Riviera Beach is definitely welcome. We're going to be discussing the closing of the streets in the Monroe Heights area, and we would really like you to come out and voice your opinion about closing off streets in Monroe Heights. That's going to be on September the 1<sup>st</sup> at 6:00 p.m. at Lindsey Davis Community Center on 28<sup>th</sup> Street in Riviera Beach. Please come out and let your voice be heard about closing off the streets in your -- excuse me. Turning the streets one-way in your community. I apologize. We're going to be discussing the turning of different streets one-way in the Monroe Heights area. Thank you.

**CHAIRPERSON DAVIS:** Do we have a motion to adjourn the meeting?

**CHAIR PRO TEM MILLER-ANDERSON:** So moved.

**COUNCILPERSON HUBBARD:** Second.

**CHAIRPERSON DAVIS:** Thank you.

(CONCLUSION OF BUDGET WORKSHOP)

**APPROVED:**

\_\_\_\_\_  
**THOMAS A. MASTERS**  
**MAYOR**

\_\_\_\_\_  
**TERENCE D. DAVIS**  
**CHAIRPERSON**

**ATTEST:**

\_\_\_\_\_  
**CLAUDENE L. ANTHONY**  
**CERTIFIED MUNICIPAL CLERK**  
**CITY CLERK**

\_\_\_\_\_  
**KaSHAMBA L. MILLER-ANDERSON**  
**CHAIR PRO TEM**

\_\_\_\_\_  
**LYNNE L. HUBBARD**  
**COUNCILPERSON**

\_\_\_\_\_  
**TONYA DAVIS JOHNSON**  
**COUNCILPERSON**

\_\_\_\_\_  
**DAWN S. PARDO**  
**COUNCILPERSON**

**MOTIONED BY:** \_\_\_\_\_

**SECONDED BY:** \_\_\_\_\_

**L. HUBBARD** \_\_\_\_\_

**K. MILLER-ANDERSON** \_\_\_\_\_

**T. DAVIS JOHNSON** \_\_\_\_\_

**D. PARDO** \_\_\_\_\_

**T. DAVIS** \_\_\_\_\_

**DATE APPROVED:** APRIL 5, 2017