

**CITY OF RIVIERA BEACH
PALM BEACH COUNTY, FLORIDA
MINUTES OF THE SPECIAL CITY COUNCIL MEETING HELD
SEPTEMBER 7, 2017 6:00 P.M.
MUNICIPAL COMPLEX CITY COUNCIL CHAMBERS**

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

CALL TO ORDER

CHAIRPERSON MILLER-ANDERSON: I'd like to call to order the Special City Council Meeting for Riviera Beach, September 7th, 2017. Madam, roll call.

Roll Call

CITY CLERK ANTHONY: Mayor Thomas Masters?

MAYOR MASTERS: I'm -- I'm -- I am present.

CITY CLERK ANTHONY: Chairperson KaShamba Miller-Anderson?

CHAIRPERSON MILLER-ANDERSON: Present.

CITY CLERK ANTHONY: Chair Pro Tem Tonya Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: Here.

CITY CLERK ANTHONY: Councilperson Lynne L. Hubbard? Councilperson Dawn Pardo?

COUNCILPERSON PARDO: Present.

CITY CLERK ANTHONY: Councilperson Terence D. Davis?

COUNCILPERSON DAVIS: Here.

CITY CLERK ANTHONY: City Manager Jonathan E. Evans?

CITY MANAGER EVANS: Present.

CITY CLERK ANTHONY: City Clerk Claudene Anthony is present. City Attorney Andrew DeGraffenreidt, III?

CITY ATTORNEY DeGRAFFENREIDT: Here.

CITY CLERK ANTHONY: You may proceed.

CHAIRPERSON MILLER-ANDERSON: All right. We'll have a moment of silence followed by the Pledge of Allegiance led by Mayor Masters.

Invocation

MAYOR MASTERS: Father, as we anticipate this storm we ask Your blessings upon our city. We ask that You continue to bless our staff, administration, that we will be there for all of our residents, in Your name I pray, amen.

Pledge of Allegiance

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

CHAIRPERSON MILLER-ANDERSON: Do we have any additions, deletions or substitutions?

AGENDA Approval:

Additions, Deletions, Substitutions

CITY MANAGER EVANS: No, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: All right. Any disclosures by Council? We have a motion to adopt the agenda?

Disclosures by Council Adoption of Agenda

CHAIR PRO TEM DAVIS JOHNSON: So moved.

COUNCILPERSON DAVIS: Second.

CITY CLERK ANTHONY: Councilperson Pardo?

COUNCILPERSON PARDO: Yes.

CITY CLERK ANTHONY: Councilperson Davis?

COUNCILPERSON DAVIS: Yes.

CITY CLERK ANTHONY: Councilperson Hubbard?

COUNCILPERSON HUBBARD: Hello. Here. Present.

CITY CLERK ANTHONY: Pro Tem Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: Yes.

CITY CLERK ANTHONY: Chair Miller-Anderson?

CHAIRPERSON MILLER-ANDERSON: Here.

CITY CLERK ANTHONY: Unanimous vote.

CHAIRPERSON MILLER-ANDERSON: I mean, yes. I'm really following her. Please, you -- you voted, so you're good. All right

Comments From the Public on Consent Agenda (Three Minute Limitation)

CONSENT AGENDA

ALL MATTERS LISTED UNDER THIS ITEM ARE CONSIDERED TO BE ROUTINE AND ACTION WILL BE TAKEN BY ONE MOTION. THERE WILL BE NO SEPARATE DISCUSSION ON THESE ITEMS UNLESS A COUNCILPERSON SO REQUESTS, IN WHICH EVENT, THE ITEM WILL BE REMOVED FROM THE GENERAL ORDER OF BUSINESS AND CONSIDERED IN ITS NORMAL SEQUENCE ON THE AGENDA.

CHAIRPERSON MILLER-ANDERSON: Can we have a motion to accept the consent agenda? We have none?

COUNCILPERSON PARDO: Yeah.

CITY CLERK ANTHONY: No consent agenda.

CHAIRPERSON MILLER-ANDERSON: No -- all right. Do we need to take a vote or we're good?

CITY CLERK ANTHONY: We're good.

CHAIRPERSON MILLER-ANDERSON: Just to make sure. Petitions and Communications for Filing?

MINUTES RESOLUTIONS

END OF CONSENT AGENDA

PETITIONS AND COMMUNICATIONS FOR FILING

CITY CLERK ANTHONY: None.

CHAIRPERSON MILLER-ANDERSON: Awards and presentations?

AWARDS AND PRESENTATIONS

CITY CLERK ANTHONY: None.

CHAIRPERSON MILLER-ANDERSON: Public Hearing, Ordinance on First Reading?

PUBLIC HEARINGS ORDINANCES ON FIRST READING

1. ORDINANCE NO. 4100, AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, FIXING THE ADJUSTED TAX VALUATION OF REAL PROPERTY LOCATED WITHIN THE CORPORATE LIMITS OF THE CITY; LEVYING A TAX ON REAL PROPERTY AND TANGIBLE BUSINESS PERSONAL PROPERTY LOCATED WITHIN THE

CORPORATE LIMITS OF THE CITY, FOR FISCAL YEAR BEGINNING OCTOBER 1, 2017, AND ENDING SEPTEMBER 30, 2018, FIXING THE MILLAGE RATE OF 8.4520 MILLS THEREON FOR SAID YEAR; THAT THE MILLAGE RATE OF 8.4520 IS 2.17% HIGHER THAN THE ROLLED-BACK RATE OF 8.2725; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

DEPARTMENT DIRECTOR: RANDY SHERMAN (561) 845-4040

CHAIRPERSON MILLER-ANDERSON: Do we have a -- do --

UNIDENTIFIED COUNCILPERSON: So moved.

COUNCILPERSON DAVIS: Second.

CHAIRPERSON MILLER-ANDERSON: All right.

CITY MANAGER EVANS: Madam Chair, at this particular moment I will have our Finance Director Mr. Sherman provide some insight with respect to the millage rate.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Good evening, Randy Sherman, Director of Finances, Administrative Services. Yes. This ordinance adopts the millage for year of fiscal 2017/2018 operating budget. This is the same millage rate that we said is the maximum millage rate and was reported on -- on the TRIM notices. As part of this ordinance, we're required to read into the record the reason for the millage rate being higher than the roll-back rate so let me read the statement, please.

"The proposed operating millage rate of 8.452 mills represents a 2.17 percent increase from the calculated roll-back rate of 8.2725 mills. The proposed millage rate will provide the necessary funding level for the City to perform its essential functions at a level that is acceptable for residents and provide for the replacement and repair of essential equipment and ensuring that acceptable staffing complement is achieved to execute these goals of the City. Of significance is the increase of cost of living adjustments stipulated by the labor union agreements and funding for the anticipated results of the City's compensation study." And with that --

CHAIRPERSON MILLER-ANDERSON: All right. Any questions, comments?

COUNCILPERSON HUBBARD: What effect would -- Madam Chair, Mr. Sherman, what effect would that have on the average ad valorem taxes?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Well, again, the millage rate is not increasing from the prior year. If we were to roll the rate back, it again obviously would depend on your property value but it would be the 2.17 percent less. So if you're paying \$100, you'd pay \$98. I mean --

COUNCILPERSON PARDO: Unless you're paying 70,000.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Unless you're paying 70,000, then it's \$1,400. But, yeah, it all depends on your value of

your property.

COUNCILPERSON HUBBARD: Absolutely. I -- I understand that the amount of property tax you pay depend on the value of your property. I -- the -- the millage that we set, I was just trying to get an average of the amount, if there was an increase so a person could have a guesstimate as to what the effect of the millage that we set --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Right.

COUNCILPERSON HUBBARD: -- would be on their property taxes.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: So - - so again, our average is just over \$100,000. With the two exemptions that we have it is only -- so that would probably put you again around the \$50,000 mark. So 2 percent of that's only a dollar or two that's really the impact.

COUNCILPERSON HUBBARD: Okay. Yes. For the millage, yes.

CHAIRPERSON MILLER-ANDERSON: Anyone else?

COUNCILPERSON PARDO: Well, yeah. I'd like to make a comment.

CHAIRPERSON MILLER-ANDERSON: Well, we gotta get you a Mike.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Oh. (Unintelligible).

COUNCILPERSON PARDO: So I think I've been fairly vocal through all of the budget meetings about this budget. The -- in the City Manager's budget message, you know, I -- I -- I said it before and I'm going to say it again. You know, he spoke about it's -- it's almost like doom and gloom for the next five years and, you know, how we're going to run at a deficit.

And I've always had an issue about, you know, if we're going to be running at a deficit in the next couple of years, instead of trying to put new taxes on residents, we should really have a hiring freeze on employees, with the exception of public safeties. Public safety has been a priority to this Council. And, you know, we've had several meetings this past year about public safety and how we wanted to get a full complement of officers in the police department, how we're trying to get three men on a truck over in the fire department.

And, you know, there -- we did hear that, you know, some of these people will be D.R.O.P.-ing in the next five years. But I still feel very strongly we should wait. If they're going to D.R.O.P. in five years, that fourth year, go out and try to find someone to come in and replace them. You know, let them be trained properly so when the person D.R.O.P.s, you know, it'll be a smooth transition.

The other thing is, you know, there was never any mention in these documents from staff about possibly cutting the millage rate. So, you know, I just -- I need to put that

on the record. And I've been very torn and I -- you know, the other day I went through all of the budget meeting notes, you know, the minutes, you know, and I read them again. And if you read them you'll see that I've been torn about this budget. There are some things in it that are good like the public safety. The capital budget I have no problem with because it's, you know, really repairing a lot of the mess that we're in. But all in all, I'm really -- I'm not satisfied with the budget so that's all I would like to say about that.

COUNCILPERSON HUBBARD: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON HUBBARD: The -- the concern that I have, Councilwoman Pardo, is -- about the hiring freeze would be, for example, the Community Development Department. If we stop those freezes then we'll put ourself in a position to privatize that department and that's been strongly suggested. And you know, we don't want to lose that level of control.

So I understand what you're saying, but I'd like to include in -- in the areas that we are going to hire, to definitely keep the Community Development and the additional police officers that we wanted to hire. And that's because we talked about the visibility, and all of the residents talk about, you know, that they -- they need to see more. And I know to feel security is -- to feel secure is to see the level of security out on the street.

So we want -- we -- we definitely want to get our fire department up to par, as well. So if we -- if we consider those things, we consider the fact that we're talking about being in a deficit in three years, we need to look at those -- look at those items -- look at those issues and see is it feasible.

The other thing I want to -- to go over while we're talking about the budget is the things that we asked staff to go back and make changes, if they could go over those things with us so that we can see where and how they made those adjustments that we asked to make at our last meeting.

COUNCILPERSON PARDO: Madam Chair? Yeah. Miss Hubbard, I agree with you on Community Development, because we had an item on the agenda a month or so ago and it showed how much money we've been paying CAP. And we know that the businesses aren't happy with CAP. We know that the residents are not happy with CAP. So certainly we -- we really need to, you know, get a full complement up in -- in Community Development. And why everything just stopped up there is, you know -- I still can't figure that one out.

But, yeah. But you know, there are other things. You know, we went through this. Finance. We've been putting people in Finance for the past couple of years. There are other -- yeah, you know, other positions, too, but you know --

MAYOR MASTERS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

MAYOR MASTERS: Mr. Evans, if I may, Council used some pretty strong language, gloom -- doom and gloom. Would you respond to -- to that?

COUNCILPERSON PARDO: Yeah, it's right here.

CITY MANAGER EVANS: In the long-range financial plan, it anticipates that next fiscal year we would run a deficit of approximately, I believe, \$682,000. That is based on the assumptions that are provided as part of the budget document.

You can rest assured that as an organization, as soon as this budget document is adopted, we're going to start taking steps to make sure that we don't find ourselves in a situation that becomes problematic in subsequent years. Like we communicated with the Council at a previous meeting about the possibility to look at our health insurance and the structure of that plan and bringing that back to the Council for additional discussions. Also when we look at our staffing complement, the opportunity to look for efficiencies, opportunities to look for better deployment of resources. As attrition occurs in the organization, as people leave the organization, do you fill those positions?

All those different things that we're going to look at as part of the way to get us where we need to be with respect to the long-range financial plan. So there's a lot of work that is ahead of us. And we just wanted to communicate to the Council the steps that the organization's going to have to take. And if we do not change anything, that's where it finds us in the next couple of years.

Wherein in a five-year period, we find ourselves in a \$3 million deficit. So staff will be working tediously to make sure that we don't have that situation and ultimately end up passing the cost on to the individuals that we provide services to.

COUNCILPERSON PARDO: And that ain't happening.

MAYOR MASTERS: Thank you, Miss Chair.

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: I have a question about -- excuse me. Mr. Evans, I have a question about one of the particular positions, if not many. We talk about reclassifying the senior office assistant position to intergovernmental affairs specialist.

CHAIRPERSON MILLER-ANDERSON: Mr. Davis, can you speak up a little bit? I -- I can't really --

COUNCILPERSON DAVIS: No, it's the microphone.

CHAIRPERSON MILLER-ANDERSON: Can you just pull it up a little bit or talk louder? I can't really hear you, I guess.

COUNCILPERSON DAVIS: It's the microphone. It's the microphone.

CHAIRPERSON MILLER-ANDERSON: I can't hear --

COUNCILPERSON DAVIS: I -- I can't hear myself. It's the microphone.

CHAIRPERSON MILLER-ANDERSON: Uh-huh. Walter? Okay.

Go -- go ahead. I'm sorry.

COUNCILPERSON DAVIS: Walter, Walter.

CHAIRPERSON MILLER-ANDERSON: But I can't really hear you.

COUNCILPERSON DAVIS: I don't want to eat it.

CHAIRPERSON MILLER-ANDERSON: It's good.

COUNCILPERSON DAVIS: I'm going to try to do this without eating the microphone. Yes. That position, Mr. Evans, as far as regard -- reclassifying a senior office assistant position to intergovernment affairs specialist, what would those responsibilities be? And if there's a change in salary, what that change would be?

CITY MANAGER EVANS: The change in salary, I think, was approximately \$4,000. I have to look at -- I did send out an e-mail to the Council that had the job description, as well as what the compensation difference. But I think it was, like, \$4,300 if I'm not mistaken.

COUNCILPERSON DAVIS: More?

CITY MANAGER EVANS: More, yes.

COUNCILPERSON DAVIS: Okay.

CITY MANAGER EVANS: And the job responsibilities and duties would consist of being that main focal point for relationships with other government entities. So that person would coordinate with the County, with the school board, those types of things, on a peer level. So in the event that there is things that are happening, where there's communications with other government entities, other cities, etc., they will be that staff liaison to assist the City Manager's Office on finding out what's going on and then helping us bring ultimately those items to the Council.

They will also serve as a conduit for assisting in developing the language that we would like to bring to the Council to establish legislative priorities, to get the Council to adopt those legislative priorities and helping monitor and track grant opportunities, as well. So this particular position is very common in other government entities. But it is that position that allows -- that goes between government entities and works on behalf of the City.

COUNCILPERSON DAVIS: I -- I've seen quite a few of those in counterrelated government entities. I haven't seen so many in some of the -- maybe larger cities, they may have them. They have bigger budgets. One of my concerns is that I -- I do believe we, as an elected body, have shared a lot of these responsibilities when we sit on a lot of different committees and boards was intergovernmental affairs, all these different -- and we go out to a lot of these different events and we -- we've -- we do this on a day-to-day basis.

COUNCILPERSON PARDO: As does our staff.

COUNCILPERSON DAVIS: Yeah. So does our staff. I mean, if you have a staff member that want to -- to go out and do some of these things, I would not prevent them from doing it. They can do that. But at the -- but I don't see where there's a need for a reclassification, because you also have economic development manager where some of those things can fall on the guidelines.

When I look at policies and helping making recommendations, that will fall on the office assistant. But intergovernmental affairs, that's something that the economic development manager would be doing, our lobbyists, our mayor, and this whole entire Council board. But I'm not, at this time, prepared to support a reclassification of that particular position. That's why, with that -- this -- that position, that -- and I don't want to tie up too much time. Unless most of my colleagues have something else they want to say, then I can keep going but I don't want to --

COUNCILPERSON PARDO: Now -- Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON PARDO: Okay. So I brought this up at the last meeting. You know, at one point we were talking about this person was going to either -- you know, eventually going to be a lobbyist.

COUNCILPERSON DAVIS: Uh-huh.

COUNCILPERSON PARDO: And like I said and everyone that's been to Tallahassee and Washington, they know that elected officials want to talk to other elected officials. And you talk to Sean Pittman and Maurice, and they will tell you the same thing.

COUNCILPERSON DAVIS: Uh-huh.

COUNCILPERSON PARDO: All right? And --

COUNCILPERSON DAVIS: Yeah.

COUNCILPERSON PARDO: -- we -- like you said, we sit on a lot of these boards and, you know, committees. And if we can't attend the meetings our aides go.

COUNCILPERSON DAVIS: Uh-huh.

COUNCILPERSON PARDO: And that was the purpose, one of the purposes of us having administrative or legislative aides, so they could attend these meetings and, um -- and know what was going on in the other municipalities. So I just think it's, you know -- it's redundant.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else?

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: I also want to continue to go down the lines as we talk about the Finance and Administrative Services. I know that there's been some discussions as relates to supporting the CRA, helping the restructure. Mr. Sherman had shared that prior. Which one of these positions in particular would help you do that?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: The fiscal service manager is the key to that one.

COUNCILPERSON DAVIS: Okay. Okay. Well, I can support the fiscal service manager, because that structure needs to happen. And -- but to add an executive assistant position and a senior accountant position, right now I think that's something that we may want to hold off maybe another year and see what happens in Community Development and a lot of these other departments that we're really struggling in, till we get to that point. But I can support adding the fiscal. I don't know how my -- my colleagues feel adding the fiscal service manager, because we must make sure that we have a sound financial structure over there in the CRA.

COUNCILPERSON PARDO: I'm in agreement.

COUNCILPERSON DAVIS: Mr. Sherman, didn't you have -- do you have a reclassification of a position? I'm trying to -- I remember seeing it earlier but I don't see it as a reclassification.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: No. There's no reclassification.

COUNCILPERSON DAVIS: Okay. Okay. Another -- something said about development of services, Mr. Evans. So you're changing the department's name?

CITY MANAGER EVANS: Yes, sir.

COUNCILPERSON DAVIS: And what brought that approach?

CITY MANAGER EVANS: With a focus on development and -- and economic development sometimes in -- in the industry community development folks misinterpret what the services that are provided there. So it was a focus on planning, site plan development, those types of things. So it was just to emphasize the -- the development aspect.

COUNCILPERSON DAVIS: Now, to eliminate either -- the code enforcement administrator position, could you please explain that particular recommendation?

CITY MANAGER EVANS: The current particular position be eliminated are the code enforcement administrator. Right now there is a -- or the senior code enforcement. Right now that position is vacant, and we believe with the operational changes and the restructuring and going under the Building Division that that position is not necessarily needed. One of those positions are not particularly needed.

If the individual that is currently serving in that acting capacity as a code enforcement administrator, if they have the requisite skills and -- and can meet the needs

of the job, then that lower-level job would be eliminated. If they don't, then the code enforcement -- or the code enforcement administrator would be eliminated.

COUNCILPERSON DAVIS: Thank you. And another thing, to change deputy city manager to the assistant city manager, what brought that approach?

CITY MANAGER EVANS: That is --

COUNCILPERSON DAVIS: What -- and there is a fiscal impact, what is that, if there's one?

CITY MANAGER EVANS: There is no fiscal impact. It's merely a title change. In most cases when you have the -- the deputy city manager, usually you have an assistant city manager so it's a three-tier management system. So this change is just to reflect that that is the number two position in the organization as the assistant. In some cases you usually have the city manager, deputy city manager and then the assistant.

Since we don't have -- and we got rid of the assistant 2 and change it to economic development manager, we just went with the assistant city manager position, and there's no fiscal impact.

COUNCILPERSON DAVIS: So a deputy city -- city manager will not be considered an assistant in -- in most cases?

CITY MANAGER EVANS: It -- it would -- it would be the same exact -- it -- it's just a title change. It would serve in the same capacity. They would have -- they would be the same place in the organizational chart and in the -- in the hierarchy.

COUNCILPERSON DAVIS: Uh-huh. I'm -- you know, I can support a lot of change. This is another one that -- that really has me thinking. If there's something that's not necessarily broken, why is there a change necessarily needed for -- for a specific title? But -- okay. I -- I -- I get it. Another one's called Reclassify Senior Office Assistant position. So we did that one. Everything else I have -- at this point I don't have any -- Madam Chair, I'm finished at the time.

CHAIRPERSON MILLER-ANDERSON: Okay.

MAYOR MASTERS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes. Microphone.

MAYOR MASTERS: Actually, Mr. Manager, your positions with the deputy position is consistent. I've been one of the voices from day one saying that we don't -- I -- I didn't think we need a manager and a deputy and assistant. Just like -- well, I haven't been saying that because I'm getting -- now become more -- more cognizant of that change.

But as far as the police department, I've been saying from day one that we don't need -- I don't think we need a chief and a deputy chief and an assistant chief. An assistant and the deputy, in my mind, in my world where I come from, seems to -- as the

Councilman Davis indicated, to be two in one. So that -- that is consistent with my thinking, as well. I'm happy to see that. Mr. Sherman, Mr. Davis brought up that there were two positions, I think he said, that maybe we need to wait a year before we look at that? Can you give me some reflection on that, please.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Sure. Can we share microphones? Yeah. Oh. We -- we asked for a fiscal service manager, a second senior accountant and an executive assistant. The fiscal service manager, again, is key with the taking over the CRA.

Keep in mind that that eliminates a position at the CRA, and it also has a revenue offset that goes along with it 'cause the CRA is, in essence, paying for the position. The senior position, the senior accountant position is really more, again, getting prepared for the D.R.O.P. Again, I have two people out of six over there that are in the D.R.O.P.

And again, it was starting to, again, build some depth in the group and prepare for -- for those two individuals to leave. I only have one payroll person. I have one accounts payable person, one person that does cash, one person that does grants. And I have no overlap. Again, we can cross-train, which we do, but that was to add some depth and also to give us some assistance with the additional duties that will be coming along as we talk about the penny surtax and -- and the like there.

The executive assistant position, we talked about. Right now all of the in-depth reporting that we do is all handled by financial staff. And we're trying to, again, be able to free up some finance staff by bringing on a higher-level administrative assistant type position.

MAYOR MASTERS: I'm going to have him pass the mike. Let me just --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Okay.

MAYOR MASTERS: No, stand here 'cause I want to ask you a question.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Okay.

MAYOR MASTERS: So there -- therefore, it is -- it is your professional opinion that these two positions are needed as we go into the new year?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yes. I mean, I wouldn't ask for the positions if I didn't believe they were needed and -- and essential to -- to, you know, a good strong organization.

MAYOR MASTERS: Let me ask you this: Would it create any type of undue hardship on your department if we tried to exist without these two, or is it possible that those -- those two positions can be wrapped up into one? That's it.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: I -- I wouldn't say those two could be into one. If I got to -- had to select one I guess I would - - I could do that. But they really are -- are two different -- again, one is an accountant and one is administrative.

MAYOR MASTERS: Thank you.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Mr. Sherman, you made a comment about the D.R.O.P. When does those -- when do those two -- is it one staff member that's D.R.O.P.-ing or two?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Now, one is my payroll person.

COUNCILPERSON DAVIS: And how far along are we?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: And I want to say she is two and a half years away, maybe.

COUNCILPERSON DAVIS: So -- so we --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: And then the other one is -- and again, another one of the accountants, a lower position. And again, she's probably two to three years away.

COUNCILPERSON DAVIS: -- so -- so waiting one more year wouldn't work -- wouldn't hurt?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Again, we --

COUNCILPERSON DAVIS: That'll give us -- that'll give us another 8 --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: -- if - - if that -- if that's the direction of -- of the -- the Council, then --

COUNCILPERSON DAVIS: -- it'll give -- but it'll give -- it will give you 18 -- it would --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: -- we will do the best that we can.

COUNCILPERSON DAVIS: -- it would give you 18 months to prepare someone for the transition.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: It would. It would.

COUNCILPERSON DAVIS: That's -- I just want to make sure. I don't want to cripple the department.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yes. No. Again --

COUNCILPERSON DAVIS: But --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: -- I -
- I -- again, it's a matter of building depth and -- and providing opportunities. And again, I think we can do a lot more with what we asked for. But if we don't get those positions then we'll, you know, adjust accordingly.

COUNCILPERSON DAVIS: -- but -- but, well -- well, I don't want you to think that you're not going to get them. It's just a matter of what time --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN:
Yeah.

COUNCILPERSON DAVIS: -- we want to make an execution of all these positions. And I understand the significance of the first one. The Mayor brought up a good point about change some of those responsibilities for the first year and then next year as we save funds for one year, then we take another look at it.

But in these other departments that there's been a lot of departments I've been watching the budget since -- since 2013, they haven't got as much -- you know, all due respect, than Finances. You got -- you know, you carry a major load, but we have some critical areas that need some real addressing right now that we must make room for if need be for flexibility. And if we do have another year to potentially pause before supporting, you know, all three positions, you know, I have no problem supporting it in the next year.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN:
Yeah.

COUNCILPERSON DAVIS: But at this time I do truly support the -- the one.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN:
Yeah.

COUNCILPERSON DAVIS: Fiscal service manager position. I think it's a great idea.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN:
Yeah. And --

COUNCILPERSON DAVIS: But the other two positions, I think we may need to pause and wait and --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: --

yeah.

COUNCILPERSON DAVIS: -- just kind of -- but to try to bring all three at one time and train them, get them all prepared for the D.R.O.P. while we're trying to figure out and make -- still making budget changes --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Right.

COUNCILPERSON DAVIS: -- I think it'll be a little bit too much pressure applied at one time at this time.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Okay.

COUNCILPERSON DAVIS: So --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: And -- and I understand that.

COUNCILPERSON DAVIS: -- but we have a little room. I just want to take it, you know --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yeah. The only -- the only point I would make is keep in -- keep in mind that -- and I'll say this for all directors out there, a D.R.O.P. person does not have to stay here for five years. So those people can literally go at any time.

COUNCILPERSON DAVIS: I'm -- I'm -- I'm just -- I'm just --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: And I've had a number do that. But -- so again, it's -- it's direction of the Council.

COUNCILPERSON DAVIS: -- let's -- yeah. Let's -- let's think. Okay. How many people do you have in your department, in that area, in accounting?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Going into next year I would have 30.

COUNCILPERSON DAVIS: Thirty people in accounting?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: No, not in accounting. In accounting?

COUNCILPERSON DAVIS: Yes, sir.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: In accounting there are six plus Miss Hoskins.

COUNCILPERSON DAVIS: Six -- or seven.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: I don't know. The -- so the assistant, so counting her in accounting, yeah, seven.

COUNCILPERSON DAVIS: So seven? Okay.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yeah. And again, they each have one specialty.

COUNCILPERSON DAVIS: Okay. Thank you.

CHAIRPERSON MILLER-ANDERSON: Okay. Yes?

CHAIR PRO TEM DAVIS JOHNSON: Okay. So keeping in mind with the discussion as raised by my colleagues Hubbard and Pardo, I just want to caution us that we don't throw the baby out with the bath water when we talk about a hiring freeze, because we also have Utilities positions that need to be filled, and we were -- we kind of jerry-picked [sic] which -- which departments would receive consideration for funding in the budget.

So as we deliberate and go through these, we need to be very deliberate in those departments that we freeze versus those that we do not. Because we need a procurement director. In my opinion we certainly need to have the property maintenance manager and water plant operators, because we know that our Utilities Department is in dire need.

So as we deliberate and we -- I do recognize that this is the first one so we could come back prior -- you know, we could have a conversation with the City Manager and Mr. Sherman with regards to those positions that we absolutely believe are critical for this fiscal year. Thank you, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Okay. I -- I think I originally was going to ask Miss Pardo were there any specific positions that she thought we might be okay with freezing. Miss Davis Johnson pretty much summed it up as far as what I was concerned about. It's just, you know, putting a blanket disapproval of -- of the positions, if we make sure we just pay attention to what's really important.

And I -- I know we went through this before and we kind of analyzed each and every one of them when we went before this -- when we talked about this a little while back. So, you know, I -- I don't have a problem with this. If we have to trim somewhere, I will be okay with some. But, you know, I mean, we've had long discussions about a number of these positions, and I -- I think at this point we could have voiced it all to have it -- you know, make a -- a -- a flat decision to say take it out. And we had not come to a consensus to say take them all out just yet.

So as we think about this, just be sure that we -- we don't try to freeze everything 'cause we have a number of positions that we know need to be filled. And -- and I would not want us to, you know, stifend [sic] some of the departments that are in need of it just because we're, you know, having an issue with a couple of positions. And that's about it for me. Anyone else?

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Thank you. Mr. Manager, Mr. Evans, I'm looking at down here under Procurement as relates to transfer out small business coordinator position to city administration. Who would that person report to?

CITY MANAGER EVANS: The economic development manager.

COUNCILPERSON DAVIS: Okay.

CHAIRPERSON MILLER-ANDERSON: That's it?

COUNCILPERSON DAVIS: That's it.

COUNCILPERSON HUBBARD: Okay. The -- we talked about in the Human Resource Department, adding an assistant human resource director that was an attorney. I wanted us to come to some kind of consensus on -- on that because if this -- if this attorney is going to be negotiating our labor things as Mr. Evans stated that that's what he was looking for in an assistant human resource director, we have to talk about the funds that we're already paying for our labor attorneys that know our history and our negotiations with our unions and our labor unions.

And I think it's okay for us to add an assistant human resource director, but I don't think that it necessarily has to be one that is a labor attorney. I think that we will suffice with one that wouldn't cost us as much, because we do still have those labor attorneys that are negotiating on our behalf now. And as we go, we go from step to step and from contract to contract and from year to year with these guys. So we want to keep that continuity in our promises.

We -- we tell them next year we're going to do this and we're going to do that. So our attorneys already know where we are with that, because I know we couldn't possibly -- being -- stacking another attorney on top of our labor attorneys. So I think, you know, we need to -- you know, I agree wholeheartedly that we get an assistant human resource director. But I don't think they need to be at the tune of a, uh -- an attorney.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else?

MAYOR MASTERS: Yes.

CHAIRPERSON MILLER-ANDERSON: Yes.

MAYOR MASTERS: Madam -- thank you, Madam Chair. Mr. Evans, would you justify for me and explain a little bit in detail why do we need to have that position of someone that's an attorney in -- rather than to use the attorneys that we have or on call or whatever, and -- and also, tell me why this -- why you think this would not be a measurable amount of duplication.

CITY MANAGER EVANS: It is the opinion of staff in -- in conversations with the

HR director as well as mine that having the assistant human resource director serve as the City's chief labor negotiator provides for some cost savings as well as it provides for the interpretation of the union contracts to be able to be disseminated a lot quickly -- a lot quicker.

From the standpoint, if that person serves as the chief labor negotiator for PBA or any of the other unions, when a member has a question, they will know those contracts inside and out. But that is just one of the roles that that particular position will have. They will be the one that will conduct internal investigations. They will be the one that assists in the crafting of personnel policies, rules and regulations, making sure as state and federal law changes, that those are incorporated in our personnel manual.

They will also be the one to assist in the disciplinary actions, the on-boarding process. They will be that number two. But serving as the chief labor negotiator is something that is just one of their many job duties and functions. And so one of the things that we said is the city attorney will still be the City's chief counsel. This particular individual would assist on the labor HR related items to assist the organization to be able to make sure we're in compliance. Looking at disciplinary actions, making sure that we're consistent in our applications, that it's not retaliation, that we follow all appropriate protocols, etc., so that's what the intent behind that particular position is.

MAYOR MASTERS: Thank you. Mr. Attorney? Can I ask you a question? Is your department somewhat consistent with that similar concept? 'Cause I know you have -- you're the City Attorney. Miss Busby, who does an outstanding job -- matter of fact, I brought her a souvenir back from China and forgot to give it to her last night. Is your department consistent with the concept that your assistant has certain responsibilities that you have designated to her? Like similar to what the manager has stated that they do certain things and that's helpful to you?

Because they're looking at maybe day-to-day type of contracts. They're looking at this, they're doing this, they're doing -- as my grandmother would say, This, that or the other, while you're focusing on other type of bigger fish to fry, if I can use that term. Just kind of explain to me the role of the assistant city attorney. Maybe that would be helpful.

CITY ATTORNEY DeGRAFFENREIDT: The lawyer's job basically is like a social fireman. Ours is dynamic. Our priorities change every day. So Lina usually steps in and addresses the general day-to-day things when I have to address the exigencies, pretty much. With respect to the specific issue you're talking about now, the Human Resources Department and its interrelationship with our office, under the current operations, we pretty much oversee that process, 'cause we're the last stamp of approval before something comes to you.

However, as I mentioned to you when we were discussing the budget, for reasons that I'm not familiar with, various departments, including the Human Resources Department, have relationships and budgets with lawyers all the time. One of the interesting things by way of example is with respect to that civil service reinstatement.

There was a task given to the outside -- Jonathan O'Connell, who was working

with Mr. Davis to revamp and make adjustments to that particular segment of the charter and ordinance relating to civil service. But before it was presented to you for consideration, it had to come by Lina and me both in order to make sure it fit within what we see happening and what's historical. You know, so it's kind of like going on already.

MAYOR MASTERS: So I guess I'm a little confused somewhat because sometimes you can confuse me in your --

CITY ATTORNEY DeGRAFFENREIDT: Sometimes the circumstance is what's confusing.

MAYOR MASTERS: -- in your delivery.

CITY ATTORNEY DeGRAFFENREIDT: You know --

MAYOR MASTERS: I have to kind of keep it simple for me.

CITY ATTORNEY DeGRAFFENREIDT: -- what I was trying to say was that right now there are lawyers outside that have budgetary and contractual relationships with Human Resources. They got their own lawyers. They got a segment in their budget and they're doing basically what I'm understanding Mr. Evans is trying to do.

MAYOR MASTERS: So I guess what I'm asking is --

CITY ATTORNEY DeGRAFFENREIDT: Yes, sir.

MAYOR MASTERS: -- is the bottom line.

CITY ATTORNEY DeGRAFFENREIDT: Yes, sir.

MAYOR MASTERS: In your opinion as our city attorney, is -- do we need an -- a -- not an assistant, 'cause I think that's a given. HR manager. But we don't need an attorney, per se. Is that what you're saying? Because we --

CITY ATTORNEY DeGRAFFENREIDT: I -- I think I'm saying we already got one.

MAYOR MASTERS: -- and --

CITY ATTORNEY DeGRAFFENREIDT: It's just not an in-house one.

MAYOR MASTERS: Okay. I just needed --

CITY ATTORNEY DeGRAFFENREIDT: Yeah. Yeah. Yes, sir.

MAYOR MASTERS: -- I wanted to be clear. Mr. Evans, would you care to respond?

CITY MANAGER EVANS: Certainly. One of the things you'll also see in the budget document is all the funding that was appropriated in previous budgets for labor services or legal services has now been transferred to the City Attorney's Office because no outside attorney should be brought into the organization without consultation with the

City Attorney.

So we have gone through each department's budget and removed those monies from professional services that were utilized for outside counsel and have provided that into the City Attorney's budget. And I've instructed department directors that before they engage an attorney, the City Attorney needs to be the one going through that process. Like the attorney eloquently stated is that department directors have had relationships with attorneys, and then we find out after the fact or when that work product -- before it gets to -- to come before the Council. And so we've -- we've eliminated that and -- by shifting the monies in the -- in the appropriate budget.

MAYOR MASTERS: And that -- and perhaps that's one of the reasons I've always had in the back of my mind that maybe -- maybe some year from now, five years or 10 years we may look at having a -- a law firm in -- in our city where we can have access -- have access to all these different attorneys. They're all working for us and we've got this one for labor, we've got this one for that. Not to -- any disrespect to -- to you, Mr. DeGraffenreidt. I'm sure you would probably be a member of that law -- that law firm. Anyway, that -- that's it for the Mayor.

CHAIRPERSON MILLER-ANDERSON: All right.

MAYOR MASTERS: You -- do you --

COUNCILPERSON PARDO: Yeah. (Unintelligible).

CHAIRPERSON MILLER-ANDERSON: That's -- huh?

COUNCILPERSON HUBBARD: (Unintelligible) about that.

CHAIRPERSON MILLER-ANDERSON: What?

COUNCILPERSON HUBBARD: The same. Okay. With the Mayor's question and having that expounded on, I -- I wanted, you know, us to come to some kind of consensus because I -- I think if we talk about things and we don't determine what we're going to do one way or the other, they will stay in the budget or they will continue to be as they are or as they're presented, if you -- if you will.

So how -- so is -- is -- is that something that we -- we want to determine, whether or not we want to pay that amount for an -- an attorney or are we going to continue with the -- the -- the labor attorney that provides those services? And I say the labor attorney. I know we have several. I mean -- I mean from the standpoint that we get that service outside as it is and we build every year on that with the negotiations.

And that's what I don't want to see in an upheaval, because we have had these guys going into the table, presenting our position, negotiating for us, telling them, Okay. We need to hold off on this this year. We'll give you this. And next year we'll come back. So all of a sudden we got a new labor attorney that's negotiating for us, and I don't think that's in our best interest to show that we are sincere about the past negotiations that -- that we -- that we have made.

So I mean, I -- I -- people might feel different up here other than myself. So I think we should give, you know, direction specifically on -- on these things that we would like them to change.

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CHAIR PRO TEM DAVIS JOHNSON: It was -- it was my understanding that our end goal was to -- or it should be to reduce the amount of dollars that we are spending externally on legal services. And in my mind, the reality should be if that is our end goal, then we need to look to the City Attorney's Office to increase the number of attorneys that are serving in that capacity so that we can get someone who is specifically focused on litigation, environmental, wherever, because we have spent so many dollars on outside counsel.

And in previous discussions we talked about reducing that number. But in order to reduce that number we're going to have to increase the number of attorneys that potentially will be in house. I am not opposed to a requirement for having an attorney that can do those things. Certainly that attorney would need to come in and be placed on some sort of -- you know, it would be a learning curve, of course, because of the history that we have with the outside counsel.

But there should be a way that we could be able to blend and merge in that attorney with those legal services. Because again, if the goal is to reduce our outside counsel costs, then we need to figure out how we're going to create those internally so that we can then just have that as an established budget. That's kind of how I'm thinking about it.

I don't -- I don't, for one moment, want us to be in a position or in a disadvantage when talking about going to the table, because certainly those attorneys that we've had in the past have the history. But they had to learn that history, as well. So I'm just kind of thinking that we could possibly, you know, bring someone in to serve as the assistant director over HR while maybe learning and being brought up to speed for labor negotiations maybe moving forward.

It may not be an immediate -- it may not be an immediate transition, but I think that while they are getting the HR department together, because there are some things that definitely need to be worked on in that department, they could then be trying to focus on the outside -- the labor negotiations and working with the outside firms that we currently have. So you -- we're talking about it. That's just my position and certainly, you know, we can see what the balance of the board thinks.

CITY MANAGER EVANS: And Madam Chair, if I may.

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CITY MANAGER EVANS: Certainly the position is going to be an assistant HR director. We're just looking as you're looking at the job description and the degree

requirements, we certainly would want somebody that has extensive experience in the field of labor law, personnel, those types of things.

And there can be -- and I'm sure there will be a situation whereby they will be part of the labor negotiation teams and assist in the process. And then eventually decide to - - then -- then transition. But that is something, you know, as part of executive sessions with the Council, you'll have an opportunity to meet that individual. But councilwoman -- or the Vice Chair is absolutely correct. There's a lot of operational issues in the HR Department that having somebody with that skill set is certainly very valuable to the organization, even if it was the pleasure of the Council to still have the -- the labor aspect contracted out with another provider.

There's still many aspects on the personnel side that require that or really need that skill set, to look at disciplinary personnel issues, you know, processes, procedural elements, that that skill set is very valuable to an organization our size.

MAYOR MASTERS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

MAYOR MASTERS: Yes. So therefore, that person doesn't necessarily have to be an attorney. Just have experience and expertise in the legal arena? Is that what you're saying?

CITY MANAGER EVANS: In -- in the job description that would be crafted, we would be looking for somebody that is -- that has a law degree, from the standpoint -- in -- in specific to the labor side because that is such an important aspect to be able to consult with a department director immediately to where they, right now, have to do it via phone call.

They can't walk into an office. It provides them that -- that benefit. In the -- in return, that will also free up some opportunity for the city attorney and his office to work on some other things as it relates to contracts, ordinances, some policy reviews, those types of things.

MAYOR MASTERS: So --

CITY MANAGER EVANS: So overall I think there would be some efficiencies gained in the organization, plus the depth in that department definitely needs some assistance with that specific skill set.

MAYOR MASTERS: So a law degree is what would probably be in the --

CITY MANAGER EVANS: That -- that's what I would --

MAYOR MASTERS: Okay. Now, I need you --

CITY MANAGER EVANS: -- would be looking for in the job search.

MAYOR MASTERS: -- one more time if you would, go back for me again as to -- other than the legal part of it, what would -- what would the other things that that person would be required to do as the assistant HR director? You named about eight or nine of them. Repeat those things for me, please.

CITY MANAGER EVANS: As far as the day-to-day things that they would be doing?

MAYOR MASTERS: Yes.

CITY MANAGER EVANS: Well, they will be assisting with personnel management. They will be assisting with training. They'll be assisting with, um -- with employee retention, recruitment, disciplinary protocols, reviewing of -- of policies, looking at, you know, succession development, succession planning and serving in that capacity, that acting capacity if the department director is -- is unavailable. So it provides that -- that vast skill set where you need that -- that depth, 'cause HR is a critically important department in -- in your organization.

MAYOR MASTERS: Absolutely. So right now the, uh, director is doing all that.

CITY MANAGER EVANS: With --

MAYOR MASTERS: He doesn't have an assistant?

CITY MANAGER EVANS: -- he -- he does not have an assistant, no.

MAYOR MASTERS: I'm talking about in the -- we're talking about the HR.

CITY MANAGER EVANS: The HR director does not have an assistant.

MAYOR MASTERS: So therefore, with this second -- well, almost every department has an assistant some -- some -- one way or the other. So to have this person as the assistant, it would take quite a bit of strain, if you can use the word, off of the director as it would you not having an assistant as it would be if the chief of police or the chief of fire did not have an assistant. So I really appreciate the fact that the HR would have an assistant.

And I appreciate the fact that that person would be -- it would be helpful for that -- that assistant to have a law degree, because that would help us as Tonya -- Councilwoman Tonya Davis Johnson said in -- in the bigger picture of things, as I understand it. So I'm -- I'm good with that. Thank you.

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair?

COUNCILPERSON HUBBARD: Madam Chair?

COUNCILPERSON PARDO: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: All right. We're going to go with Miss Davis Johnson, Miss Hubbard and Miss Pardo.

CHAIR PRO TEM DAVIS JOHNSON: Okay. So I'm wondering if, when we advertise for this particular position, it could certainly say preference for J.D. But I do believe that we need to have a very heavy focus on the tasks that you mentioned.

MAYOR MASTERS: Correct.

CITY MANAGER EVANS: Absolutely.

CHAIR PRO TEM DAVIS JOHNSON: Because we need -- we need to make sure that within our departments we have very capable, competent people. Not to suggest by any means that we do not now. I'm saying that it's important that as we go out and we look and we're bringing folks in, we -- we -- they need to have a certain skill set, and they need to have experience in order to be able to accomplish what it is that we ultimately want to see when our positions are advertised, when employees are disgruntled.

I mean, just the gamut of what HR encompasses. So while it may not specifically start out as an attorney, we certainly can ask for the preference. And those -- those with the J.D.s will get that consideration to be considered for interview.

CITY MANAGER EVANS: Absolutely, Madam Vice Chair. That's what we would do is we would certainly list that as a preferred. But we would want to hire the best available talent that has that experience, because there's so many operational elements that if we had to -- if there was somebody that had a straight emphasis just on labor and -- and/or employment law and then somebody else that had more experience in the governmental side and understood some of the challenges we face organizationally, we would look at that particular person that had that skill set because the city attorney could probably attest to this.

Somebody that is a very strong HR practitioner understands employment law to where they can feel comfortable having conversations with the attorney's office and saying, This is what I feel on this particular matter. And I've seen HR directors and assistant directors that haven't been labor or employment lawyers that have served as chief labor negotiators for organizations. So if -- if you -- you hire the best available talent and then certainly bring them on board to be able to add a good complement to that team. But certainly that employment law background will be a -- something that we would want to put in the job description, that minimum.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Miss --

COUNCILPERSON DAVIS: Oh. No, I'm at -- I'm at the end.

CHAIRPERSON MILLER-ANDERSON: -- Miss Hubbard and then Miss Pardo and then you.

COUNCILPERSON HUBBARD: In the explanation of whom we're looking for to hire, we said extensive experience. Extensive experience come with time and a price. The -- especially for an attorney. Now we're talking about a HR professional that have all

of these skill sets, that have been in the industry long enough to acquire these skill sets and then, in turn, have had millions of conversations with a -- with the in-house attorney.

They too can't -- they do have acquired the knowledge and the skill sets, because of their extensive experience. We have -- we -- we talked about the description of the duties that they would be taking on. Personnel, policy manuals, investigations, chief labor negotiator and disciplinary actions. To me I think we're mixing a lot of things in -- in house, and we're -- it's almost like we're trying to keep everything in -- just in one bowl. And I think we're mixing up too many -- too many different things here.

For example, let's -- let's talk about the chief labor negotiator. We negotiate or prepare to negotiate almost six months out of the year. And it becomes as most of the staff say very time-consuming in the -- in the HR Department. So when will the -- this labor attorney write this document, the personnel policy?

Most of the time I wouldn't expect that the labor attorney would write the policy. I think they would discern the policy and enforce the policy as opposed to creating -- to create the policies. I think we have professionals that just do that for a living. And I would like to think that we had a personnel policy manual that we are trying to -- to -- to enhance.

Now, I don't think -- and I wouldn't like to see all of our investigations be done in house because, again, I don't think it's fair. I don't think it -- I don't think it's objective. It's a certain, you know -- it's hard to say that I'm going to be -- it's hard enough to say that the attorneys that we bring in are going to be fair and objective to our staff when they know we're cutting the check and they know what way we want them to bend.

So to have one on staff in house and for me to believe any day of the week that they're going to give our employees a fair break, I just could never trust that -- that the in-house attorney investigated our employees, came back to the table with a fair deal for that particular employee. Now, let me say this. There's going to be some objections to this rule or it's not going to always be the case. I wouldn't say that every attorney in the world that we could possibly hire would always err on our side.

But I would not feel comfortable going in, putting a -- a staff person -- putting my fate in the hands of a staff person if I was an employee. I just wouldn't. Because nobody is going to put their job in jeopardy. So -- and then for them to determine -- I would like to think, okay, so the manager is far removed, far removed. So once it come out and the manager maybe decides something, then I still have my option to go to the civil service board. But I would like to think that in administration, I'm going to get a fair -- a fair opportunity before I will get one inside the HR Department.

So that's why I don't think that the -- that we need an attorney there and I know that we want to corral some of the dollars back in house. But there's a lot of dollars out there that we're spending with attorneys that we need to bring back in that they shouldn't have -- they shouldn't be doing those -- those jobs for us.

But to show fairness, objectivity and to continue to have a good path with the unions that we have worked hard even after we went -- since we -- even when we had to lay people off or to take a day off, we still maintained our relationships. And I think that

that's what -- that's the particular area that I'm concerned about. That's -- so we have -- I know we have a couple different labor attorneys doing different things, but that's the area in which I am concerned about.

And when we go for an outside investigation, I think we have a fair -- we -- I've gotten feedback that I trust in, that I'm -- that I'm comfortable, that has been fair. But if there's somebody who work here, work inside here, I'm not going to believe them just automatically over the employee. I'm not. I always err on the side of the employee. Because I figure this. This is what happens. If I err on the side of the employee, he's going to -- and he was wrong, he's going to try it again and then he's going to be caught for sure. But I have to try to give him the benefit of the doubt. If there's a hair to split, I have to split it on the side of the employee.

CHAIRPERSON MILLER-ANDERSON: Miss Pardo?

COUNCILPERSON PARDO: Well, I think if we're going to hire an attorney, that attorney should be in the attorney's office under the supervision of the City Attorney. And you know, hire someone that specializes in HR and, you know, they need to understand everything that's going on in City Hall and all of the lawsuits that are pending against the City. I have -- yeah. I -- I don't -- you know what I think is going to happen? In time you're going to have other departments saying, All right. Now, I need this specialist and, you know -- and you gave it to HR. HR has an attorney. And then why, you know -- maybe the City Manager -- the City Manager's Office should have an attorney. And if something happens in Finance, well, maybe the Finance Department should have their own specialized attorney, you know, in house along with -- we might get into this with the CRA. Who knows?

But I -- I would just feel more comfortable having the attorney. If we're going to hire an attorney, that attorney needs to be in the City Attorney's Office. And if there is a labor issue, then it goes to the City Attorney's Office and then Mr. DeGraffenreidt would say, Okay. Here. You need to work on this. Just like he does with Lina and you know - - and I'm sure Lina has her specialty, right? Governmental law. And this new person would have their specialty.

But at the end of the day they're a jack of all trades. So I -- I'm not comfortable putting it in there. And the whole investigation thing, I had an issue with, you know, with the City Manager hiring, you know, a labor attorney to do the investigation of two employees. You know, that -- and I brought it up to him. You know, Mr. DeGraffenreidt, I brought it up to you, too. You know, you get -- you have this person that is, you know - - he depends on a check every year from the City.

So, yeah, and it -- you know, if you're going to do an investigation of an employee, it needs to be someone from the outside. Completely from the outside, especially if it is, you know, a serious issue. But if you need a labor attorney to do, you know, whatever you need them to do, then put them in the City Attorney's Office. That's all.

CHAIRPERSON MILLER-ANDERSON: All right. Mr. Davis?

COUNCILPERSON DAVIS: Thank you.

CHAIRPERSON MILLER-ANDERSON: And then I'll speak after.

COUNCILPERSON DAVIS: As it relates to this particular topic, I see there's two folds here. Well, I can support some legal money being sent to the City Attorney's Office, but I do believe HR does need another strong hand with someone who has Human Resource experience. It doesn't -- might not necessarily need to be legal experience.

It somewhat applies for that particular position and they have it, cool. But I don't want no one to think that you have to have a legal degree to apply for assistant HR director position. But it's very clear to me and just from my observation that you can never go wrong in Human Resources about putting another set of hands and eyes or whatever, who has strong Human -- Human Resource experience to help support the director that we have in place and help strengthen our staff in place.

Now, on the legal position, then if you want to hire someone or put more funds in the legal department to do that, then I can support that, as well. But I do believe we do need an assistant HR director. But not necessarily an attorney in HR Department. So if we're going to do it we're going to do it -- I ain't going to say "right" 'cause "right" can be a lot of ways. But I -- my suggestion would be put some money in the legal department to find out a way, would we hire someone in house or do we -- or do they be in control of making -- stay in contact with the new assistant director and making sure that those relationships are in place. We're making decisions on day-to-day routine items. It will keep us in balance with how we make decisions across -- across the board.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON HUBBARD: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: I -- I'm going to go and then I'll -- then you can go.

COUNCILPERSON HUBBARD: Oh.

CHAIRPERSON MILLER-ANDERSON: With the -- Miss Hubbard, I could, you know, totally appreciate what you're saying about the -- about having someone that would be on the outside, because of the notion that if the attorney is on the inside they may be, you know, banking on their check and it will be a little conflict of interest or not a fair process, I would suppose, if the attorney was on the inside. So I -- I certainly understand that.

But I think that it would not really matter because even if the -- in -- in this position, because the attorney on the outside is still looking for their paycheck, as well. And I think it just really comes down to integrity and -- and being ethical. And -- and -- and you know, in terms of -- am I -- was I wrong on that? Did I misunderstand you?

COUNCILPERSON HUBBARD: No, no, no. I (unintelligible).

CHAIRPERSON MILLER-ANDERSON: Oh, okay. All right. All right. Warn me when you're thinking out loud.

COUNCILPERSON HUBBARD: I wasn't thinking out loud.

CHAIRPERSON MILLER-ANDERSON: Okay. Thanks. So, you know, I think it could go -- it could happen on both ends, whether they're in house or, you know, on the outside. And it just comes down to integrity and just being ethical and -- and doing their job, because that's their job and -- and not being biased in any kind of way.

I -- in regards to Miss Pardo's position about them being under the attorney, in-house attorney, I -- I would not really be in support of that. Prime example is what she referred to about the investigation. That was an exact reason why I don't think they should be on the inside. And you know, in just conversation with Mr. DeGraffenreidt, he even stated that he was very good friends with one of the people and, you know, he and I had a conversation about that.

And I felt that that would have been a conflict of interest for him or anyone that's closely related to that relationship. So I mean, there's a few things, you know -- it -- on one hand it works well and on the other hand it doesn't. So I guess it just comes down to us really deciding are we going to be able to hire some people that are able to just do their job because it's the right thing to do versus, you know, doing what is best for whomever is involved. So I'm -- I'm -- I'm okay with it being in house or out. But the point for me is, is that we can find someone that has some sort of integrity.

COUNCILPERSON PARDO: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Wasn't somebody else next or no?

COUNCILPERSON PARDO: I don't think so.

COUNCILPERSON DAVIS: I can wait. I can wait.

CHAIRPERSON MILLER-ANDERSON: You -- it was Miss Hubbard.

COUNCILPERSON HUBBARD: But -- yeah.

COUNCILPERSON PARDO: Okay. Okay.

COUNCILPERSON HUBBARD: The reason that I think for -- for -- just for a point of -- point of clarity about the -- about -- about the two positions, and that's what this kind of have merged into is two positions. I agree with Councilman Davis that we definitely need an assistant HR director.

COUNCILPERSON DAVIS: Yes, we do.

COUNCILPERSON HUBBARD: An -- an extensively experienced HR director.

COUNCILPERSON DAVIS: Yes.

COUNCILPERSON HUBBARD: I'm all for hiring one. My concern is that one, they don't have to be a -- an attorney, nor should they -- even if they are an attorney, should some of these things that they -- they should be responsible for or -- or be exacting, they -- I don't think they should be definitely they -- they would be a -- an HR person would

be on our -- our chief negotiating team, of course.

And then you're talking about one being a -- a labor attorney. So okay. We wouldn't -- I don't think that we need an attorney so that we can have a labor attorney. Personnel policies and procedures, I think that if we have an HR director, they need to be capable with their extensive experience into putting together and drafting and working through putting a document together that we can all look at and agree on.

I -- again, we're talking about two different things. Mr. DeGraffenreidt doesn't have the space yet in his office to get another -- another attorney. So -- and I'm certain if he did he would probably have put in for it during this budget time. And I think space is the only reason that he has not asked for another attorney in his -- in -- in his office.

Secondly, thirdly, I just want to be clear that we do need an HR person with extensive experience to get some things straight and in place in that HR Department. But the only thing that I don't want them to be -- because if we get an HR attorney -- attorney that's doing all of this, they're not going to be the person that gets that HR Department in place like it -- like it, um, needs to be. So -- and we can't prop people up. If people are in a place that they are not a match for and they can't do the job, I agree with the Chairperson. We need the -- both the -- the Madam Vice Chair and the Chair, we need capable, competent people that can fill those positions and we do need people of integrity in those positions.

And I know that we can't legislate or buy integrity. We just have to hope that that's what we bought every time we make a purchase, and if we -- if it's not then we change and we -- and we move on. But again, I don't think it needs to be an attorney. We do need an HR director, an assistant to the HR -- an assistant HR director with extensive experience but to pay for a labor attorney to fill that position, I think that's just too much.

CITY MANAGER EVANS: Madam --

CHAIRPERSON MILLER-ANDERSON: Miss Pardo and then Miss -- Mr. Davis, did you ask or was it Miss Davis Johnson? It's Miss Pardo first.

COUNCILPERSON PARDO: Okay. So I just need to set the record straight. We -- Miss Miller-Anderson mentioned that Mr. DeGraffenreidt had a relationship with the investigator?

CHAIRPERSON MILLER-ANDERSON: No. That's not what I was talking about.

COUNCILPERSON PARDO: Oh. I'm sorry. I thought that's what you said. So I just wanted the record to be clear that the attorney, the outside attorney that did the investigation, also had a relationship with the -- one of, you know, the people that he investigated, too. So --

CHAIRPERSON MILLER-ANDERSON: Right. And I -- I agree with the --

COUNCILPERSON PARDO: -- let's talk about integrity.

CHAIRPERSON MILLER-ANDERSON: I understand. I understand that. I agree

with you. I had a concern with that --

COUNCILPERSON PARDO: So I -- I don't --

CHAIRPERSON MILLER-ANDERSON: -- as well.

COUNCILPERSON PARDO: Yeah. I just wanted that record to be clear.

CHAIRPERSON MILLER-ANDERSON: So that's not new. But I've had an issue with him with, you know, a few other things we've done so --

COUNCILPERSON PARDO: I know. That's fine.

CHAIRPERSON MILLER-ANDERSON: -- that's nothing new. Go ahead. Are you going, Mr. Davis, or Miss Davis Johnson?

COUNCILPERSON DAVIS: No, I'll -- I'll -- I'll defer right now.

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY MANAGER EVANS: Madam Chair, if I may?

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY MANAGER EVANS: One of the things that we had talked about is the -- in the job description, that we certainly would phrase -- phrase it that legal experience or employment law or a -- a J.D. would be preferred, but it will not be the criteria in which to select that particular individual, obviously hearing the dialogue that's going on with the Council.

But one of the things that I do want to explicitly communicate is that they are going to be in the same pay range that other assistant directors are in. They're not going to be compensated what a labor attorney would make in the private sector. They would be at a peer level based on the compensation study and -- and that result. Depends on when we place his position.

But based on Mr. Davis's initial, um, look at this position, it would come in right where it's a peer-level position to other departments or assistant directors. So it would not be a position where you would find it making more than other assistant directors. It would be an assistant director. Their title would be assistant human resources director. The job description will speak to what the expectations are for the position.

But we would just want to hire the best available talent. But knowing that we have some gaps on that side, somebody with a strong employment background is some -- employment law background is something that would be highly desirable for us.

CHAIRPERSON MILLER-ANDERSON: Okay. Miss Davis Johnson and then we'll --

CHAIR PRO TEM DAVIS JOHNSON: No.

CHAIRPERSON MILLER-ANDERSON: -- okay. All right. So want to go ahead and call the question? We were on number 1, which is about the millage rate. So we kind of wrapped up a lot of it. So hopefully we can --

CHAIR PRO TEM DAVIS JOHNSON: I have a question.

CHAIRPERSON MILLER-ANDERSON: You want to go now?

CHAIR PRO TEM DAVIS JOHNSON: I do have a question. So before we wrap up, what's the direction? Oh, do we need to take this in the second part? Because I do believe --

CHAIRPERSON MILLER-ANDERSON: Well, the second part is about the budget.

CITY MANAGER EVANS: The capital --

CHAIRPERSON MILLER-ANDERSON: Appropriations and establishing a budget. And number 3 is the capital -- capital projects.

CITY MANAGER EVANS: Yeah. It's -- it's staff's recommendation if the Council has heartburn with respect to any positions that are communicated here in the budget, whether it's new positions or reclassifications, that you provide us that direction this evening so we can go ahead and make the modifications to the budget, re-balance the budget and provide you a document for the next budget session, because if positions are eliminated, then that changes the numbers and we need to recalculate the numbers, etc.

CHAIRPERSON MILLER-ANDERSON: Okay.

CHAIR PRO TEM DAVIS JOHNSON: So then the direction would come under the ordinance tentatively adopting the budget as opposed to the millage?

CITY MANAGER EVANS: That is correct.

CHAIR PRO TEM DAVIS JOHNSON: Okay.

CHAIRPERSON MILLER-ANDERSON: All right.

CHAIR PRO TEM DAVIS JOHNSON: So then we just need --

CHAIRPERSON MILLER-ANDERSON: Any questions about the millage? All right.

CITY CLERK ANTHONY: Councilperson Hubbard?

COUNCILPERSON HUBBARD: Yes.

CITY CLERK ANTHONY: Pro Tem Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: Yes.

CITY CLERK ANTHONY: Councilperson Pardo?

COUNCILPERSON PARDO: No.

CITY CLERK ANTHONY: Councilperson Davis?

COUNCILPERSON DAVIS: Yes.

CITY CLERK ANTHONY: Chair Miller-Anderson?

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: That motion is approved with Councilperson Pardo dissenting.

CHAIRPERSON MILLER-ANDERSON: Okay. Item number 2.

2. ORDINANCE NO. 4101, AN ORDINANCE OF THE CITY COUNCIL, THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, MAKING APPROPRIATIONS AND ESTABLISHING A BUDGET FOR FISCAL YEAR ENDING SEPTEMBER 30, 2018; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING FOR AN EFFECTIVE DATE.

DEPARTMENT DIRECTOR: RANDY SHERMAN (561) 845-4040

COUNCILPERSON PARDO: So moved.

CHAIR PRO TEM DAVIS JOHNSON: Second.

CHAIRPERSON MILLER-ANDERSON: All right. Um, do you have anything to add to the -- so it's mostly the discussion? I think we kind of lumped it all in one?

CITY MANAGER EVANS: Yeah. No, Madam Chair. Staff has nothing to add. Just asking for direction as it relates to the positions that are communicated both on page 8 and page 9 in the budget.

CHAIRPERSON MILLER-ANDERSON: Okay. So Council, if you want to put your recommendations or suggestions out now would be the time to do it.

CITY MANAGER EVANS: And if it is the --

COUNCILPERSON DAVIS: Madam --

CITY MANAGER EVANS: -- I'm sorry, Councilman.

CHAIRPERSON MILLER-ANDERSON: No, but go ahead.

CITY MANAGER EVANS: Um, if it is the -- the pleasure of the Council, we can go section by section, 'cause you have the City Admin, Finance Administration, so we can go through it that way if it makes it easier.

CHAIRPERSON MILLER-ANDERSON: Uh-huh. Okay. All right. So first

department is -- which page -- are you looking at a specific page or are you looking at the whole --

CITY MANAGER EVANS: The page 8.

COUNCILPERSON DAVIS: Page 8.

CHAIRPERSON MILLER-ANDERSON: 8?

CITY MANAGER EVANS: Yeah.

CHAIRPERSON MILLER-ANDERSON: Okay. So City Administration. Anyone have any concerns with that?

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: Um, at this time I would like to ask the support of the board to not support at the very bottom, second to the last as it says Reclassifying Senior Office Assistant Position to Intergovernmental Affairs Specialist. That's the position that's doing a lot of the things that we're already doing.

There's a budget increase, and at this time I don't see where it is critical for us to support this particular change at this time on that particular position. So not supporting -

-

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS: -- reclassifying senior office assistant position.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else have

a --

COUNCILPERSON PARDO: I have a -- yeah. Madam Chair, I have a question.

CHAIRPERSON MILLER-ANDERSON: -- regarding the item Mr. Davis is talking about?

COUNCILPERSON PARDO: Yeah. I'm fine with that. I agree with him on that.

CHAIRPERSON MILLER-ANDERSON: You -- you agree with him to take it out?

COUNCILPERSON PARDO: Yep.

COUNCILPERSON HUBBARD: I support that. I can support him taking it out.

CHAIRPERSON MILLER-ANDERSON: Miss Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: The concern that I have is it relates more so to some of the duties. So if there were a revamping, because the duties that we

currently do should certainly not be duplicated. But if we are looking to create a -- an intergovernmental affairs specialist, it should be a little less involved on the legislative side but more so on relationship development from municipality to municipality and county government. So I -- I'm not totally opposed to the position. I just -- in its current state I would have concern.

CHAIRPERSON MILLER-ANDERSON: Okay. That's a -- and for me, I -- I mean, I'm not opposed to it staying in there. Somewhat along the lines of Miss Davis Johnson, duplicating their -- their job roles, the role of it. You know, if it's something that we're already doing I would certainly suggest that that not be a part of it. But I do not have a problem with it staying in there. So I guess we have a consensus to remove it?

CITY MANAGER EVANS: So what we would do is as opposed to reclassifying that position, it will stay as a senior office staff assistant.

COUNCILPERSON PARDO: Okay.

CHAIRPERSON MILLER-ANDERSON: Okay. Is that -- everybody's good with that?

COUNCILPERSON PARDO: I'm good with that one.

COUNCILPERSON DAVIS: I'm fine.

COUNCILPERSON PARDO: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Well, those who voted for it. I mean, who want it. Yes?

COUNCILPERSON PARDO: Okay. So I have a question about reclassifying the assistant to the city manager to --

CHAIRPERSON MILLER-ANDERSON: Pull your mike over.

COUNCILPERSON PARDO: -- economic development manager. So will that take place -- we're almost in October now. But that will take place once we hire the executive director for the Water Utility Department?

CITY MANAGER EVANS: The -- that particular individual would still remain at the Utility District until the executive director is secured and begins their employment with the organization and then assist with the transition, and then they would effectively assume their roles as the economic development manager.

COUNCILPERSON PARDO: Okay, fine.

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

CHAIR PRO TEM DAVIS JOHNSON: And how much time are you anticipating that the assistant will remain over there?

CITY MANAGER EVANS: I would say probably a 60-day period once the new department director gets in -- gets on board. And the actual, uh -- Mr. Perry has requested that, as well, to be able to assist them in bringing them up to speed, so I concur with his recommendation, as well, to stay over there for a period of about 60 days once that person's on board.

CHAIR PRO TEM DAVIS JOHNSON: And has the offer been made to the candidate?

CITY MANAGER EVANS: The offer has not been made. We have completed -- I think there's one phone call left but everything as far as being able to bring that to the Utility District, we'll have that ready for the next meeting of the Utility District to effectively bring forward the candidate with an offertory letter, etc. And then discuss how the Council chooses -- or how the board chooses to move forward with that position.

CHAIR PRO TEM DAVIS JOHNSON: Thank you. Thank you, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Okay. So we're good with that part. Everything -- anything else on City Administration?

COUNCILPERSON PARDO: Yeah. The marketing specialist. So I believe you said that's like a \$70,000 position?

CITY MANAGER EVANS: That position is what was budgeted, I believe, was 80 some thousand but we don't anticipate that position. We anticipate that position, we're going to put it out there to come in at around 55, 58 or something like that, if I'm not mistaken. I can't recall specifically.

CHAIRPERSON MILLER-ANDERSON: Which position are you talking about, Miss Pardo?

CITY MANAGER EVANS: The -- the marketing specialist.

COUNCILPERSON PARDO: The marketing specialist. Okay. So we're not looking for a consultant there. We're looking for a full-time staff person.

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh.

COUNCILPERSON PARDO: And we will advertise the position?

CITY MANAGER EVANS: Correct.

COUNCILPERSON PARDO: Okay. So it's going to be open to everyone?

CITY MANAGER EVANS: Absolutely.

COUNCILPERSON PARDO: Not a select few.

CITY MANAGER EVANS: And that will be under the direction of Walter. Mr. Stephens will -- will be the -- that marketing would be part of the communications and marketing function so they would work in collaboration. The -- the TV, the marketing, as

well as the multimedia position, as well.

COUNCILPERSON PARDO: Okay. So I have a problem with that. So if you are hiring a marketing specialist, I don't think that Walter should be the person who is going - - who -- who's going -- my question is who's going to decide what our message is? It's going to be Walter and the marketer?

CITY MANAGER EVANS: The -- they -- they --

COUNCILPERSON PARDO: Or are they going to collaborate with us so jointly we say what our message is?

CITY MANAGER EVANS: Their -- that addition is a part of City Administration. So it would be a unified approach. It wouldn't be something that they collectively would decide to put out what the messaging would -- there would be multiple collaboration with Administration, with the elected officials, etc., to help promote and market the City. It would not be something that they themselves would decide. They would like at search engine optimization. They would look at other forms of media. They would look at making sure we have a presence at job fairs and those types of things. So it wouldn't be something specific that those two would decide to come up with a marketing strategy and a plan and not communicate it appropriately.

COUNCILPERSON PARDO: Right. Does Walter have a marketing degree?

CITY MANAGER EVANS: He has a journalism degree.

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair?

COUNCILPERSON PARDO: Okay. But this person's going to have a marketing degree?

CITY MANAGER EVANS: This person will have a marketing degree or background in -- extensive background in marketing, promotions, those types of things.

COUNCILPERSON PARDO: Okay. So if we're going to move forward with it, I really think we need to vet the, um -- our expectations.

CITY MANAGER EVANS: Certainly.

COUNCILPERSON PARDO: Okay?

CITY MANAGER EVANS: And -- and --

COUNCILPERSON PARDO: And again, it needs to be a unified message. And the -- you know, the five of us need to be very involved in that message.

CITY MANAGER EVANS: Certainly.

COUNCILPERSON PARDO: Okay. Thank you.

CHAIRPERSON MILLER-ANDERSON: Miss Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: I, um -- I believe that that position should be under Communications and Public Information, because that's where our message is carried. So I do believe that we should vet and make sure that the person that is successful in becoming the marketing specialist for the City of Riviera Beach, understands the -- the message of this unified body.

I think that we have talked about -- we -- we've talked about several things as it relates to what we ultimately want our message, our look and feel, the design to be. So I believe that it's appropriately placed under City Administration and under Communication, because that's all a part of it. I look at what we do on county side and all of that is -- it falls under Public Information and that deals with channel 20. It deals with the Public Information, our person who goes out and -- and speaks on behalf of the City, etc.

So we need to be mindful and very thoughtful when we're talking about a person who is going to be responsible for carrying out the brand. And I don't know that that salary that -- that salary, um, is going to net us what we're really looking for ultimately.

CHAIRPERSON MILLER-ANDERSON: Okay. So what -- what's the consensus for the marketing specialist position? We're good with it being in there? You just want him to --

COUNCILPERSON DAVIS: Let's try it out.

CHAIRPERSON MILLER-ANDERSON: -- adjust that? Okay.

COUNCILPERSON HUBBARD: I can agree with, um, Councilwoman Pardo and Miss Johnson. I think if we can, uh, achieve both things in the matter of our message, making sure that the Council have a vivid role in crafting the message that we want to deliver. If it's under Communications and Information and with our television station, our graphics, I can see that it would -- that it can stay in that department. But clearly we want to have a -- a -- a clear role in crafting the message for our -- for our city.

CITY MANAGER EVANS: Madam Chair?

CHAIR PRO TEM DAVIS JOHNSON: Madam --

CHAIRPERSON MILLER-ANDERSON: You had something, Miss Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: Yeah. I -- I just stated that --

CHAIRPERSON MILLER-ANDERSON: And then Mr. --

CHAIR PRO TEM DAVIS JOHNSON: -- I would like for the board to consider, um, possibly increasing that salary because we've taken it down quite a bit on the -- the salary for the marketing specialist. Because I think we just -- I heard the manager say that that position has been taken down to about 55.

CITY MANAGER EVANS: We -- we have it budgeted between 55 and -- and --

and 58. My -- my concern is that I'd like for us to -- to craft the job description and put it out to market because we also would have internal equity issues. If you pay that position more --

COUNCILPERSON DAVIS: Uh-huh.

CITY MANAGER EVANS: -- you may then pay more than the person that's going to be supervising it. But I -- I believe that appropriately crafting, I think we'll be able to get somebody in that -- that skill set, 'cause we did some preliminary research as far as other agencies similar to -- in size and budget, to be able to get that.

But to the other point, one of the things that we would bring back to the Council is a style and branding guide, a marketing plan. Those types of things would end up coming back to the Council for discussion and ultimately approval. So you -- you will be involved in the -- the message, the brand, the style down to the, you know -- the look and feel of the website. All those things that person will work with the communication team and it would be a collaborative effort from administration and the Council.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: So the -- as it relates to the, um -- the budget for the -- that you refer to, the 45 to \$50,000, that's not including benefits, correct?

CITY MANAGER EVANS: That -- does that include benefits, Mr. Sherman?

COUNCILPERSON DAVIS: No, uh-uh.

CITY MANAGER EVANS: No. No.

CHAIR PRO TEM DAVIS JOHNSON : Does -- does it?

COUNCILPERSON DAVIS: No.

CITY MANAGER EVANS: Yeah.

CHAIRPERSON MILLER-ANDERSON: Okay. That's it for City Administration. Finance and Administrative Services? Did anyone have a concern with this section?

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

CHAIR PRO TEM DAVIS JOHNSON: I do believe during the discussion, when asked, Mr. Sherman indicated that the fiscal services manager position is critical to supporting the finances of the CRA.

CHAIRPERSON MILLER-ANDERSON: Yes.

CHAIR PRO TEM DAVIS JOHNSON: The executive assistant position and senior

accountant position, although he indicated that one of the employees is two and a half years from their D.R.O.P. -- their scheduled D.R.O.P. and I did not catch the other time frame, but I'm thinking that those two positions can be considered in the next fiscal year.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else?

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: As it -- I, too, just like earlier, made the same statement. All these positions are definitely needed but it's -- but the time frame is what my focal point is as we get prepared for the next three to five years, supporting the fiscal service manager and wait till next year to come back and reassess the executive assistant position and the senior accountant position from -- at next year's budget period time.

CHAIRPERSON MILLER-ANDERSON: Okay. Mr. Sherman, should those two individuals who are in D.R.O.P. D.R.O.P. in October or November, how would you manage with that situation?

CITY MANAGER EVANS: Madam Chair, in the event that that was to occur, not having those -- well, if those individuals were to D.R.O.P., then we would be able to post those --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Two positions.

CITY MANAGER EVANS: -- those positions.

CHAIRPERSON MILLER-ANDERSON: You'll just replace them?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Correct.

CITY MANAGER EVANS: Yeah. We -- we would be able to replace those positions.

CHAIRPERSON MILLER-ANDERSON: So this -- this -- these positions here would just take the place of -- if they leave; otherwise, we'll have them plus them trying to train each other? Well, trying to train a new one?

CITY MANAGER EVANS: It would be -- it would be additional -- additional positions, correct.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Right.

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY MANAGER EVANS: Yeah. But we would just fill those positions in the event that they become --

CHAIRPERSON MILLER-ANDERSON: Okay. So that would be an even swap.

CITY MANAGER EVANS: -- available. Yes.

CHAIRPERSON MILLER-ANDERSON: If that happens. Okay. Anyone? What's -- go ahead.

COUNCILPERSON PARDO: I just have a comment.

CHAIRPERSON MILLER-ANDERSON: She needs the mike.

COUNCILPERSON PARDO: Sorry. You would think we'd be able to afford more mikes. Okay. So Mr. Evans, you said that together we were going to craft the marketing specialist position? Because remember --

CITY MANAGER EVANS: With the -- the -- the -- the brand -- the brand --

COUNCILPERSON PARDO: -- I had asked, you know -- I had asked for the -- the job description so you guys did send me a job description --

CITY MANAGER EVANS: Right.

COUNCILPERSON PARDO: -- for that so I --

CITY MANAGER EVANS: We --

COUNCILPERSON PARDO: -- guess we're going to re --

CITY MANAGER EVANS: -- we would work together on the branding and the marketing plan. Not the job description. The -- the branding, the marketing plan, the style guide, those types of things, the message, those aspects would be items that we would bring before the Council. The job description is something that is structured internally as an operational aspect.

COUNCILPERSON PARDO: Right. But if we decided that we wanted to add something more to it to justify an \$80,000 salary -- right? So it hasn't hit the street yet.

CITY MANAGER EVANS: That is correct. And -- and we are not going to put the position out for \$80,000. The position -- the max that position would be, 55 to 58, in that threshold that --

COUNCILPERSON PARDO: Right. But if the Council decide that we want something with -- someone with a little more expertise and we're willing to pay the 80,000, then we could have a say in it, correct? Well, you know what? That could be a conversation for another day. Right.

CHAIRPERSON MILLER-ANDERSON: All right.

COUNCILPERSON PARDO: Here, Randy.

CHAIRPERSON MILLER-ANDERSON: So we're saying -- what do you -- what

do you all want to do collectively for this section, the --

CHAIR PRO TEM DAVIS JOHNSON: Leave it. I -- I support it.

CHAIRPERSON MILLER-ANDERSON: Leave it? You support leaving it in?

CHAIR PRO TEM DAVIS JOHNSON: I support --

CHAIRPERSON MILLER-ANDERSON: The three?

CHAIR PRO TEM DAVIS JOHNSON: -- leaving the market positions -- position in.

CHAIRPERSON MILLER-ANDERSON: No. We're on finance. We're on finance, right?

CHAIR PRO TEM DAVIS JOHNSON: We -- you just went back to marketing specialist.

CHAIRPERSON MILLER-ANDERSON: Did I?

CHAIR PRO TEM DAVIS JOHNSON: Yes.

CHAIRPERSON MILLER-ANDERSON: Who did? I did or --

COUNCILPERSON PARDO: (Unintelligible).

CHAIR PRO TEM DAVIS JOHNSON: Well, you were following with -- you were following the conversation where we were talking about finance, yes.

COUNCILPERSON HUBBARD: What were you saying, Miss Pardo?

COUNCILPERSON PARDO: Nothing. I just wanted, you know -- I just had that question. You know? It's -- I heard Miss Davis Johnson say, you know, maybe we should --

CHAIRPERSON MILLER-ANDERSON: Pull your mike. I'm sorry.

COUNCILPERSON PARDO: -- get someone -- I said, you know, I made that comment because I heard what Miss Davis Johnson said. So if we want someone with a lot of expertise, then you know, we should modify the job description. And then, you know --

CHAIR PRO TEM DAVIS JOHNSON: Right. And if -- if, Madam Chair -- if -- if, in fact, we modify the salary, there are already templates out there that require -- that have the specific and -- the specific experience for what I'm looking for. Ultimately it's about the brand. It's about how Riviera Beach is perceived in state, out of state and across the -- the nation. So --

COUNCILPERSON PARDO: Right. And this doesn't do it.

CHAIR PRO TEM DAVIS JOHNSON: -- we can -- pardon?

COUNCILPERSON PARDO: And this job description does not do it. It doesn't get us to where you're talking about going.

CHAIR PRO TEM DAVIS JOHNSON: Right. So we have to trust -- we -- we -- we are giving the direction now as to the type -- what we're looking for so city administration should be able to identify those particular skill sets and put that in an announcement so that we can -- we can get what we are ultimately looking for. I just have to, you know, step back and take my hands out of it.

COUNCILPERSON PARDO: Right.

CHAIR PRO TEM DAVIS JOHNSON: And allow them to take the direction from us, understand what it is that we're looking for, the competencies, the skill sets, the experience, the education, and put that in the -- in the job announcement and we can move forward.

CHAIRPERSON MILLER-ANDERSON: Okay. Now, I know I'm not crazy. I thought we had moved past Section 1, and that was when I started asking him about the 2 or 3. And then who went back 'cause I --

COUNCILPERSON PARDO: I did.

CHAIRPERSON MILLER-ANDERSON: Okay. 'Cause I --

COUNCILPERSON PARDO: Because I was looking for that job --

CHAIRPERSON MILLER-ANDERSON: -- I missed that part.

COUNCILPERSON PARDO: -- description and I found it.

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON PARDO: And then I thought --

CHAIRPERSON MILLER-ANDERSON: So we're making a correction for the marketing specialist.

COUNCILPERSON PARDO: -- this is more like a clerk.

CHAIRPERSON MILLER-ANDERSON: The request is a little different now?

CITY MANAGER EVANS: We're -- we're going to leave the -- the marketing specialist position as it is.

CHAIRPERSON MILLER-ANDERSON: And just change -- look at the job description?

CITY MANAGER EVANS: At -- yeah. And -- and we will -- we will look at the job description again. But the job description that we utilized is from an agency that is larger than us and utilize the skills, uh, abilities and -- and assets --

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY MANAGER EVANS: -- or --

CHAIRPERSON MILLER-ANDERSON: Well, I thought that's kind of what we talked about before we moved on.

CITY MANAGER EVANS: Yeah.

CHAIRPERSON MILLER-ANDERSON: But we're -- we're clear now. We're definitely moving away from City Administration now.

COUNCILPERSON PARDO: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: Everything good? Okay. So Finance and Administrative -- Administrative Services. I thought Mr. Davis reiterated his position. Does anyone else have any to add regarding those -- the executive assistant position and the senior accountant position? In or out?

COUNCILPERSON DAVIS: Well, we -- me and Tonya -- me and Davis Johnson both already stated the same position.

CHAIRPERSON MILLER-ANDERSON: Okay. Any -- anyone else, Miss Pardo, Miss Hubbard? What's your position on those two?

COUNCILPERSON PARDO: I agree with the two Davises.

CHAIRPERSON MILLER-ANDERSON: Okay. And Miss Hubbard?

COUNCILPERSON HUBBARD: I agree with the two Davises and the Pardo.

CHAIRPERSON MILLER-ANDERSON: And this is --

COUNCILPERSON DAVIS: And the Johnson.

CHAIRPERSON MILLER-ANDERSON: -- and this one -- and the executive assistant and senior accountant positions, for it to not take place for this particular budget only, is what we're talking about. Okay. I'm okay with taking those two out. All right. Mr. Manager, you got that part?

CITY MANAGER EVANS: Yes, ma'am.

CHAIRPERSON MILLER-ANDERSON: All right. Can we move on now? Everybody?

CHAIR PRO TEM DAVIS JOHNSON: Moving on.

CHAIRPERSON MILLER-ANDERSON: All right. Information Technology. Anything in that area? Going once. All right. So everything will remain in Information Technology. Library?

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON DAVIS: The assistant library director, is this a position that's helping us transition as we get prepared for the -- the retiring and D.R.O.P. of the current director?

CITY MANAGER EVANS: Yes, sir.

COUNCILPERSON DAVIS: Okay.

COUNCILPERSON PARDO: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON PARDO: So how many years does Miss Cobb have left before she D.R.O.P.s out? Sorry.

CHAIRPERSON MILLER-ANDERSON: Yeah, I was going to say that. Just take a seat over here.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: If she stays the full term, about three and a half.

COUNCILPERSON PARDO: Okay. Thank you. Do you want to move over, Randy?

CHAIRPERSON MILLER-ANDERSON: All right. Anything else in that section for Library? All right. Nothing else for Library. All right. So everything stays. Procurement. Anything in Procurement that you want to have removed or adjusted?

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: I have an issue with the title. A lot of our departments, for some reason, all the titles have been asked to be changed. Right now we are at an issue with customer service and our -- with our branding as we -- relates to Community Development and other departments.

Last thing we need is someone to be walking around trying to find out where our Purchasing Department, not knowing that we have Procurement Department now that's changed, and I don't see where there's a -- a -- this is even needed at this time because when you look at today's market, that's what they want to address it as, purchasing but procurement is -- is under purchasing. But, um, just something to take in consideration.

I'm not here to say that it's wrong, but it does raise a concern for me right now that we're changing all the name of our -- all these departments as if something is -- I'm just concerned with it and -- and -- and I'm going to leave it at that. And if it's -- if it's to be stated -- um, stay the same, it's to change, I can support either way. But there is a concern.

CHAIRPERSON MILLER-ANDERSON: Okay. Anyone else have any issues with the -- anything in that -- in that spot? I just want to add to that, you know, I think with anything that changes, we would have to just educate the community, you know, or the business community and -- and just letting them know what the changes are. And, you know, as with anything else, if we make a change, it, you know -- it's a little uncomfortable or confusing a little bit at the beginning. But if we put a lot more effort into just educating the business -- the business community, as well as the residents on the change of the names, then I don't think that will be an issue. You know? Tomato, tomatto [phonetic].

COUNCILPERSON DAVIS: And -- and -- and, Madam Chair, the reason I stated that --

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: -- if you ever have a conversation with the security guards when they come in --

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS: -- those are our first lines of communication. And they do a lot of directing people to a lot of our departments across the entire city.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS: Which right now currently we have a lot of departments under this umbrella.

CHAIRPERSON MILLER-ANDERSON: Right.

COUNCILPERSON DAVIS: But then if they go to the places, until we get a facility with all departments under one facility or just two facilities, I just want to find a way to keep those lines of communication as simple as possible until we get to that position where we make those changes of those facilities first.

CHAIRPERSON MILLER-ANDERSON: Right. I --

COUNCILPERSON DAVIS: And that's -- that's why I think I -- I see it a lot -- and I'm sure I'm not the only one who see it -- when you come inside -- and they do a wonderful job of, you know, telling people where to go. And as we make these changes, you know, now we gotta train them to do something that they're not necessarily in their job responsibility, but they do it as a -- as something -- as a courtesy, you know?

CHAIRPERSON MILLER-ANDERSON: Right. And -- and I -- I understand your concern. I do understand your concern.

COUNCILPERSON DAVIS: (Unintelligible) 'cause they're the ones doing it. Yeah.

CHAIRPERSON MILLER-ANDERSON: But I think still they would need to be educated, as well. You know, all the departments would need to be educated because if

someone is in -- over here at the City Clerk's Office, they may ask, you know, where can I go to -- I'm trying to go to Purchasing. People in City Clerk's Office think it's, you know -- they say it's Procurement or, you know, vice versa.

COUNCILPERSON DAVIS: But --

CHAIRPERSON MILLER-ANDERSON: So, you know, I -- I think it would require educating everybody regardless. But that's just my point on that.

COUNCILPERSON DAVIS: -- only reason I say that, because once we get a new facility --

CHAIRPERSON MILLER-ANDERSON: Yeah.

COUNCILPERSON DAVIS: -- we may have another vision of just an information booth.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS: A customer service booth that's providing information of all -- everything that goes on in the city.

CHAIRPERSON MILLER-ANDERSON: Right.

COUNCILPERSON DAVIS: And that person will be responsible just, you know, directing folks. And as we make changes, it's a very simple -- from administration to that individual just to that department. Not to various departments but that one individual control the heartbeat or that one department control the heartbeat and the education of the changes of the city. But I can support it if it's the pleasure of the board. I'm fine with it.

CHAIRPERSON MILLER-ANDERSON: Okay.

MAYOR MASTERS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

MAYOR MASTERS: I -- we could be helpful with that in the transition from Purchasing to Procurement, which is really a modern-day term as we advance in our language technology. But the information table is going to be manned eight hours from the -- volunteers with the AARP program.

So that -- that will add another layer to giving information and direction. But I think that as to the point that the distinguished councilman to my left made, Mr. Davis, that -- I say that. That's what they say in Congress.

CHAIRPERSON MILLER-ANDERSON: I thought you were talking about me. No.

MAYOR MASTERS: To my far left. That we could do it like we do the name -- as we change streets. Whatever the name of the street was like 37th Street, it's -- and then on top of that would be Dr. -- I mean, was AC Evans.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

MAYOR MASTERS: So maybe as we -- in the educational process and getting people updated in their -- their terminology, those two words can be used interchangeably. But at the end of the day, we're still educating and getting them in -- in the frame -- the mind-set and the language to get more familiar with Procurement rather than Purchasing. And I think that both points are well-taken. Thank you, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Thank you. Okay. So do we have anyone else that have an issue with the name change or are you okay with it staying there? Miss Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: Well, I got the -- not really the name change.

CHAIRPERSON MILLER-ANDERSON: Oh, okay.

CHAIR PRO TEM DAVIS JOHNSON: How far are we in selecting a new director of purchasing?

CITY MANAGER EVANS: I have the, uh -- the -- I have the short list of candidates completed. So we just need to go ahead and schedule interviews.

CHAIR PRO TEM DAVIS JOHNSON: Next 30 days?

CITY MANAGER EVANS: Yes. Yes.

CHAIR PRO TEM DAVIS JOHNSON: Okay.

CITY MANAGER EVANS: Certainly.

MAYOR MASTERS: That would be the director of procurement now, right?

MCHAIR PRO TEM DAVIS JOHNSON: Are there any other questions from the board?

COUNCILPERSON HUBBARD: I don't have a problem either way, either -- either way. I can go with the majority.

CHAIR PRO TEM DAVIS JOHNSON: Councilwoman Pardo?

COUNCILPERSON PARDO: I really don't care.

CHAIR PRO TEM DAVIS JOHNSON: Okay.

COUNCILPERSON PARDO: I'm just being honest. Hey.

CHAIR PRO TEM DAVIS JOHNSON: All righty.

MAYOR MASTERS: You have to care. You care about the -- you care about the city.

COUNCILPERSON PARDO: Of course I care about the city. I was just saying --

CHAIR PRO TEM DAVIS JOHNSON: Okay. Moving on. No -- no consensus in -- in the name change?

COUNCILPERSON DAVIS: Fine.

CHAIR PRO TEM DAVIS JOHNSON: Okay. So that's fine. What about the -- the small business coordinator position, city administration? Any concern with that?

MAYOR MASTERS: We're good.

COUNCILPERSON HUBBARD: That's going under economic development?

CHAIR PRO TEM DAVIS JOHNSON: It is.

COUNCILPERSON HUBBARD: Okay.

CHAIR PRO TEM DAVIS JOHNSON: And the transferring out of the courier to the clerk's office? No comments? Okay. We are done with Procurement. Mr. City Manager, on to City Clerk.

CITY MANAGER EVANS: City Clerk, we have already touched on that so now we're to Human Resources.

CHAIR PRO TEM DAVIS JOHNSON: Okay. The -- we've had extensive discussion regarding the Human Resources director's experience, whether or not it should be an attorney. We -- the manager has indicated that the -- there will be a preference placed in there but that is not the deciding factor. Do we need to have any additional discussion regarding the assistant human resources director?

COUNCILPERSON HUBBARD: No. I think staff is clear on our directions.

CHAIR PRO TEM DAVIS JOHNSON: Okay. The Human Resources training and event coordinator position is being eliminated?

CITY MANAGER EVANS: Correct. That -- that position --

CHAIR PRO TEM DAVIS JOHNSON: Okay.

CITY MANAGER EVANS: -- we have a contract with a, um, training entity also with the new person coming on board. That would free up some capacity for HR staff to be assisting in the training for the organization.

CHAIR PRO TEM DAVIS JOHNSON: Okay. Any other comments from the Council with regards to the HR positions?

COUNCILPERSON HUBBARD: I -- I want to ask about the event coordinator position that we have in HR. Who is that and who's doing that now?

CITY MANAGER EVANS: It -- it's never been filled.

COUNCILPERSON HUBBARD: It's never been filled?

CITY MANAGER EVANS: No.

COUNCILPERSON HUBBARD: Okay.

COUNCILPERSON DAVIS: Planning Division, right?

CITY MANAGER EVANS: Yeah.

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh.

COUNCILPERSON HUBBARD: Okay.

COUNCILPERSON DAVIS: We just eliminated it earlier.

CITY MANAGER EVANS: Yeah.

COUNCILPERSON HUBBARD: Yes. It's --

CITY MANAGER EVANS: It's -- it's selected to be eliminated but it's never been filled.

COUNCILPERSON HUBBARD: -- it -- it is. I was just curious. Thank you.

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Yes?

CHAIR PRO TEM DAVIS JOHNSON: Returning it to you.

CHAIRPERSON MILLER-ANDERSON: Okay. So we're finished with Human Resources?

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: All right. Development Services. Any concerns in that section?

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

CHAIR PRO TEM DAVIS JOHNSON: So I would not want to eliminate a code administrator. Code is the backbone of a city and a structure. And I believe that, uh, community development or development -- the developmental services director, in my opinion, is not going to have the level of expertise that a code administrator would have. And I would not want to eliminate that position. I think that the code administrator should be under developmental services but with a focus on code compliance. My position.

CITY MANAGER EVANS: And -- and what we're, uh -- what we're proposing currently, the individual serving as the acting code administrator and that position, since

the organization has been without that assistant level position, we thought that it would be appropriate to eliminate one of those two positions because it has been vacant for such a significant amount of time. So in essence it would be based on that. It would be the code enforcement supervisor position that would be eliminated.

COUNCILPERSON HUBBARD: (Unintelligible) would be changed to code compliance supervisor?

CITY MANAGER EVANS: Correct.

CHAIRPERSON MILLER-ANDERSON: What, are you --

CITY MANAGER EVANS: That's correct.

CHAIR PRO TEM DAVIS JOHNSON: Code compliance -- code --

COUNCILPERSON HUBBARD: The second line. Code compliance administrator.

CITY MANAGER EVANS: Yeah. Code compliance administrator.

CHAIRPERSON MILLER-ANDERSON: (Unintelligible) finish.

COUNCILPERSON HUBBARD: I understand that she --

CHAIR PRO TEM DAVIS JOHNSON: Well, we have someone that's currently acting in that capacity?

CITY MANAGER EVANS: That is correct.

CHAIR PRO TEM DAVIS JOHNSON: So will we be going out or will that person become permanent? What -- what --

CITY MANAGER EVANS: That -- that -- that position I would have to defer to the Development Services or the acting Community Development director with respect to where they see themselves with that particular position as far as making that position -- that incumbent in that position permanent or -- because that -- that's why we haven't moved with respect to that, 'cause --

CHAIR PRO TEM DAVIS JOHNSON: But technically I see that as a division under Development Services.

CITY MANAGER EVANS: Right. That -- that division would report to -- would fall under the Building Department and report to the -- the Building official.

COUNCILPERSON HUBBARD: Before Mr. Gagnon come, I wanted to ask Miss Davis for -- Davis Johnson for some clarification, please. In line 2 where it speaks of eliminating the code administrator vacant position or the code enforcement supervisor position and moving on to the next sentence which reads to change the code enforcement supervisor's position title to code compliance supervisor. With the move that they're

making into that department, I think a -- I think if I'm understand -- I -- this is what I'm getting out of it. Or from what it's written is that a code compliance supervisor would suffice in that they're just changing the name from code enforcement supervisor to code enforcement compliance -- I'm sorry, code compliance supervisor?

CHAIR PRO TEM DAVIS JOHNSON: Okay. If I can answer? So base -- based on -- based on the fourth line where they say Change Code Enforcement Supervisor Position, it appears to me that they made the decision to delete the code administrator because it's a vacant position.

COUNCILPERSON HUBBARD: Yes.

CHAIR PRO TEM DAVIS JOHNSON: That's what it appears. And what I'm suggesting is that we need to have a -- we don't need a code enforcement supervisor and an administrator. You make the one position the code administrator supervisor, and then line four then becomes change code enforcement -- change code administrator position title to code compliance administrator. That's --

COUNCILPERSON HUBBARD: What you're saying?

CHAIR PRO TEM DAVIS JOHNSON: Yes.

COUNCILPERSON HUBBARD: Okay. I guess in understanding clearer what you're saying, I guess I'm saying I -- the opposite.

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh.

COUNCILPERSON HUBBARD: I'm saying that with the move that they're -- with their moving that under Development Services and you have a -- a development director and I don't know where that position will land, the code -- to keep things cleaner and more exact, it would be better if they had a code enforcement supervisor as opposed to administrator on top of administrator on top of administrator. Because the lines get blurry and the authority gets blurry when you have that.

If it was a standalone department I could see the administrative -- the administrator word being used. But if you're going in under an administrator, I think you would be a supervisor. Just saying.

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh. And if I may, my thinking is you're -- you're -- you are coming in under a department director, but you are essentially a division of Development Services. And although whomever, supervisor or administrator, the ultimate reporting would be back to the director of Development Services. So it's just a matter of titling.

And then I'm thinking what -- what more experience does the code administrator have, because I would think that that person knows -- knows the code, although they all should know the code. But there is a higher level of experience, knowledge and skill sets that come with the administrator position. So just my thought. And -- and it is -- is it technically semantics? Almost. But I'm just thinking -- for me I was just thinking that the

code administrator had a little more experience than a level supervisor. That was the thought behind my suggestion.

CITY MANAGER EVANS: Madam Chair, if I -- I may also --

CHAIRPERSON MILLER-ANDERSON: Go ahead.

CITY MANAGER EVANS: -- it's not uncommon in the organization for us to have those types of positions where they're administrators. We -- I believe we have three administrators in the Human Resources Department that have distinct functions. And so -- because they're over a specific function they're referred to as administrator. But as part of the Compensation and Classification Study, all our titles, jobs -- we're doing a jobs skill analysis. All that will be looked at so there may be a change in some titles that would end up coming before the Council as part of the Compensation and Classification Study.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yeah. Go ahead.

COUNCILPERSON DAVIS: Um, okay. On the Development Services -- 'cause I guess it's officially changed before the meeting, but the question I have is Mr. Gagnon, as you know, as you're aware of the CAP situation, do we have enough funds in your budget, enough positions that are being requested to make sure that we have a plan to train and hire people to put us on the level of independence of CAP in the near future? So do we have enough funds for that now currently?

COUNCILPERSON HUBBARD: Do we have enough funds to buying him a microphone?

ACTING DIRECTOR OF COMMUNITY DEVELOPMENT GAGNON: Thank you, Council. Jeff Gagnon, Acting Director of Community Development. To answer your question, our current strategy is to fill vacant positions as quickly as possible.

COUNCILPERSON DAVIS: Uh-huh.

ACTING DIRECTOR OF COMMUNITY DEVELOPMENT GAGNON: Which will ensure that we don't end up in the -- in the same position we are now. I think that the CAP solution was supposed to be a temporary solution and it's been extended over a long period of time. So our current strategy is to fill all the vacant positions as quickly as possible.

COUNCILPERSON DAVIS: So we have enough, um, money in the budget to make sure -- once we fill those eight positions would that be enough or should there be more?

ACTING DIRECTOR OF COMMUNITY DEVELOPMENT GAGNON: I -- I believe that once we fill the positions it will -- we not only have enough money in the budget to fill the positions, but we won't end up in the similar predicament we are now.

COUNCILPERSON DAVIS: Okay. I just wanted to make sure before we move

on that you -- that the problem is definitely addressed.

ACTING DIRECTOR OF COMMUNITY DEVELOPMENT GAGNON: Yes, sir.

COUNCILPERSON DAVIS: Okay. Nothing else.

CHAIRPERSON MILLER-ANDERSON: Okay. So are you clear on what the concern or what the direction is for the development services? Mr. Evans?

CITY MANAGER EVANS: Yes, Madam Chair.

CHAIRPERSON MILLER-ANDERSON: Okay. So you're good. Everybody's good for that section?

COUNCILPERSON PARDO: Yes.

COUNCILPERSON DAVIS: Yeah.

CHAIRPERSON MILLER-ANDERSON: All right. Police. Everything's good? All right. Fire.

COUNCILPERSON PARDO: Good.

CHAIRPERSON MILLER-ANDERSON: Everybody's good?

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: Parks and Rec.?

CHAIR PRO TEM DAVIS JOHNSON: Yes.

COUNCILPERSON HUBBARD: Good.

COUNCILPERSON PARDO: Good.

CHAIR PRO TEM DAVIS JOHNSON: Good.

CHAIRPERSON MILLER-ANDERSON: Everybody's good. I have to ask only because I know we went back and I totally got lost then. Enterprise funds, we have nothing. Well, we do. Utilities Special District?

CHAIR PRO TEM DAVIS JOHNSON: Good.

MAYOR MASTERS: Good.

CHAIRPERSON MILLER-ANDERSON: I just have one question.

MAYOR MASTERS: Good.

CHAIRPERSON MILLER-ANDERSON: No. So is this the section where the stipend is? The stipend.

CITY MANAGER EVANS: The -- it -- the stipend is not included in the -- it's

included in the enterprise fund under wages but it's not included in this --

CHAIRPERSON MILLER-ANDERSON: In this?

CITY MANAGER EVANS: -- in the section for --

CHAIRPERSON MILLER-ANDERSON: When -- when would I mention something about that?

CITY MANAGER EVANS: That -- that certainly could be a part of the discussion that -- at the Utility District Meeting.

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY MANAGER EVANS: Uh-huh.

CHAIRPERSON MILLER-ANDERSON: All right. Stormwater.

COUNCILPERSON PARDO: Um, Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: One --

COUNCILPERSON PARDO: Okay. I -- I would like to ask the manager just to explain NPDES.

CITY MANAGER EVANS: That's our National Pollution Discharge, um -- I can't think of the other two but it's -- it's a permit. We are a co-permittee on the -- with the county. And currently we have somebody in the organization that makes sure that we maintain and clean our water bodies, our canals, our drainage systems. And so that particular function is currently being done in the organization.

National Pollutant Discharge Elimination System. There we go. Um, thank you, Jeff. And so our recommendation would be to eliminate that particular position -- or actually, add this particular -- I'm sorry. Or no, eliminate. Eliminate this position because it's currently being absorbed by someone in the organization, and we've been doing it here for the last -- last little bit. And we haven't had that position filled for a while now so --

COUNCILPERSON PARDO: Okay. Thank you.

CHAIRPERSON MILLER-ANDERSON: All right. Well, I -- I do want to just bring this up in case he needs -- someone needs to do some research on it before we come back. So my -- my concern with the stipend is regarding my portion of it.

Um, you know, in the past I haven't taken it, but I want to know if -- and I spoke to Mr. Sherman about this, Mr. Sherman -- about -- about the stipend for my portion. I -- I spoke with Mr. Sherman in terms of trying to see if that could be set aside for some type

of educational component in the Utility District. And you said that that would be something that we could do? It could be -- we can use that money instead of it going back into a fund.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN:
Yeah.

CHAIRPERSON MILLER-ANDERSON: Be able to put that money towards some kind of educational component?

CITY MANAGER EVANS: As the -- as the Utility District, you have the ability to set aside that particular money that is already budgeted for education, and you can earmark it for a type of education, whether it be on, you know -- applicable to utility operations or applicable to water, you know, conservation, those types of things.

CHAIRPERSON MILLER-ANDERSON: Right. Right.

CITY MANAGER EVANS: So that can easily be done by virtue of the discussion that we would have at the Utility District.

CHAIRPERSON MILLER-ANDERSON: Okay. All right.

CITY MANAGER EVANS: One of the things that -- if -- if I may really quickly in this document, and it needs to be corrected, it says, "Reclassification of one assistant chief position to a deputy chief position." That has been eliminated. We're not asking for the -- the vacant assistant chief. We're not reclassifying it. We're not adding a deputy chief. So the organizational chart in the police department will be chief of police, assistant chief. There will not be two assistant chiefs. There will not be a deputy chief. So I just wanted to provide some clarification on that.

COUNCILPERSON HUBBARD: Question. One -- one of the, um -- under reclassify -- reclassifying one assistant chief and the position, you're going to eliminate one all together? Is that what you're saying?

CITY MANAGER EVANS: Yes. One -- yes, one position we're eliminating that.

COUNCILPERSON HUBBARD: So -- so --

CITY MANAGER EVANS: That was to assist in helping to fund the officers that we were going to be putting on the street, the three new officer positions.

COUNCILPERSON HUBBARD: Is that, um -- something that -- I don't want it to, I guess, stifle any of the progress that has been made in the police department because you know that we did go through a phase where we eliminated all the lieutenants in there.

CITY MANAGER EVANS: Right.

COUNCILPERSON HUBBARD: And we had one deputy that was doing administration and one was that -- was over the roads doing training and assisting with the new people that came --

CITY MANAGER EVANS: Right.

COUNCILPERSON HUBBARD: -- aboard.

CITY MANAGER EVANS: We -- Madam Chair, if I may, we believe that existing you have enough capacity in the command structure as it stands today, plus that particular position has been vacant for such time. And then we listened to what the pleasure of the Council was to help fund additional law enforcement personnel at the line level part. And so we utilized that funding to help offset the cost for additional police personnel. So we believe that operationally that we should not see any issues with respect to that position being eliminated, plus it provides additional funding to get officers on the street and then deploy that -- that neighborhood policing aspect that we talked about, allowing for officers to disembark from their vehicles and to be more active in citizen engagement and walking around and talking to folks. So that was a mechanism that allowed for us to do so.

COUNCILPERSON HUBBARD: Uh-huh. Yes. Uh-huh.

CHAIRPERSON MILLER-ANDERSON: All right. So do you need any other direction besides what we've already covered or any -- are there any other comments?

COUNCILPERSON HUBBARD: I just -- I'd like to find out if the balance of the Council feel that we need to eliminate one of those -- the assistant or deputy positions because I guess the police department isn't here to tell us how that would affect them and that would be one of the concerns, the same as I would have if we were doing something inside the fire department. Thank you. If the Council could weigh in, please.

MAYOR MASTERS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

MAYOR MASTERS: I'm good with the elimination.

CHAIRPERSON MILLER-ANDERSON: I'm fine with it. Anyone else?

COUNCILPERSON DAVIS: I'm fine.

CHAIR PRO TEM DAVIS JOHNSON: I know.

CHAIRPERSON MILLER-ANDERSON: Huh?

CHAIR PRO TEM DAVIS JOHNSON: Who, me?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON HUBBARD: With eliminating one of the --

CHAIRPERSON MILLER-ANDERSON: The -- the one that he said it was being eliminated, the last one.

COUNCILPERSON DAVIS: That -- that's fine. I just --

CHAIRPERSON MILLER-ANDERSON: Okay.

CHAIR PRO TEM DAVIS JOHNSON: Eliminating the reclassification? No?

CHAIRPERSON MILLER-ANDERSON: The -- the position.

CITY MANAGER EVANS: Eliminate -- eliminate the -- the position. The vacant position.

MAYOR MASTERS: And we get more officers on the street.

COUNCILPERSON DAVIS: More officers on the street.

CHAIRPERSON MILLER-ANDERSON: Yeah.

COUNCILPERSON DAVIS: Madam -- Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: I think since we're on a consensus, I did have a question as it relates to enterprise funding.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS: Why there were no recommendations for the enterprise funding.

CITY MANAGER EVANS: Recommendations on position?

COUNCILPERSON DAVIS: On anything. How -- how are we spending those funds?

CITY MANAGER EVANS: We -- Mr. Sherman, we did have a specific budget session specifically to the -- to the enterprise fund.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yeah. At -- at the meeting that you unfortunately missed we did present --

COUNCILPERSON DAVIS: I wish I could have been there but -- boy, believe me.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: -- of the enterprise -- you could have caught it on TV 18.

COUNCILPERSON DAVIS: I couldn't even open my eyes.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: But we -- we did go over the -- all the funds.

COUNCILPERSON DAVIS: Okay. So let me ask a question.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yeah.

COUNCILPERSON DAVIS: Just to keep it tight. Community development and the Building Department, permitting inspect -- permitting fees. Are those enterprise funds?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: They're -- they're not treated as an enterprise fund. I'm going to -- I'm going to use a different term. It's more like a special revenue fund where we have to dedicate it for that particular purpose.

COUNCILPERSON DAVIS: Okay.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: But we do not treat it as an enterprise fund. It doesn't have to break even every year. But if we end up with surplus revenues and everything, we can only then use it for that purpose. But when it doesn't make money it can balance out over -- over time.

COUNCILPERSON DAVIS: Will -- will we be required to -- are we required to use enterprise funds just for those purpose? Are we allowed to --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yeah.

COUNCILPERSON DAVIS: -- are we allowed to --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: The enterprise -- the enterprise funds that we have like the water and marina and -- those are pretty clear lines that they don't cross. You don't --

COUNCILPERSON DAVIS: That's the only places that we're allowed to --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: That's the only place we use them. Right.

COUNCILPERSON DAVIS: -- use -- nowhere else? Okay.

CITY MANAGER EVANS: Even -- even with the permit fees, those are restricted by statute, as well.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Right. Yeah.

CITY MANAGER EVANS: You can only utilize it for the services that are provided.

COUNCILPERSON DAVIS: Okay. All right.

CHAIRPERSON MILLER-ANDERSON: Okay. So we're good with every section we've gone through? We've covered everything, right?

COUNCILPERSON DAVIS: Yep.

COUNCILPERSON HUBBARD: Yes.

CHAIRPERSON MILLER-ANDERSON: All righty. Call the question.

CITY CLERK ANTHONY: Pro Tem Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: Yes.

CITY CLERK ANTHONY: Councilperson Pardo?

COUNCILPERSON PARDO: Yes.

CITY CLERK ANTHONY: Councilperson Davis?

COUNCILPERSON DAVIS: Yes.

CITY CLERK ANTHONY: Councilperson Hubbard?

COUNCILPERSON HUBBARD: No.

CITY CLERK ANTHONY: Chair Miller-Anderson?

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: That motion is -- motion is approved with Councilperson Hubbard dissenting.

CHAIRPERSON MILLER-ANDERSON: Item number 3.

3. ORDINANCE NO. 4102, AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, AMENDING AND UPDATING THE CITY'S FIVE-YEAR CAPITAL PROJECTS PLAN FOR FISCAL YEARS 2017-2018 THROUGH 2021-2022; PROVIDING FOR SEVERABILITY AND CONFLICTS; AND PROVIDING AN EFFECTIVE DATE.

DEPARTMENT DIRECTOR: RANDY SHERMAN (561) 845-4040

CHAIR PRO TEM DAVIS JOHNSON: So moved.

COUNCILPERSON PARDO: Second.

COUNCILPERSON DAVIS: Second.

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY MANAGER EVANS: Madam Chair, members of the Council, this particular item is the ratification of the capital improvements plan. We presented this to the Council at previous budget sessions, and staff stands prepared to address any questions that you may have on the capital improvements plan.

COUNCILPERSON PARDO: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON PARDO: I move that we accept recommendations from staff.

CHAIR PRO TEM DAVIS JOHNSON: Second.

COUNCILPERSON HUBBARD: Question, Mr. Chairman.

CHAIRPERSON MILLER-ANDERSON: Go ahead. Go ahead.

COUNCILPERSON HUBBARD: In the, um, capital budget, it's -- are we able to put the funds there for acquisition of land in our capital improvements, or where would we see those particular funds? And I'm speaking about particularly large areas that we would need to do key development like restaurants and things of that nature.

We spoke about 13th Street and President Obama Highway and we talked about key positions might be as large as the ones on -- as J.A.Y.'s Ministry Thrift Store sits on, something of those natures. So I -- I want to make sure that we have funds if we want to have sit-down restaurants, big-ticket items that we want to develop, we're going to need the land to -- to do so. So I want to make sure that we have the monies in the budget to do those things.

CITY MANAGER EVANS: Madam Chair, if I may. We do have money for property acquisition. I'm just trying to find the specific page. Mr. Sherman, you --

COUNCILPERSON HUBBARD: I -- but --

CHAIR PRO TEM DAVIS JOHNSON: Yes.

CITY MANAGER EVANS: -- have it from the --

COUNCILPERSON HUBBARD: -- I don't think it was enough for something of this magnitude. I saw that.

CHAIR PRO TEM DAVIS JOHNSON: What page?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: I believe you're looking for 148.

CHAIR PRO TEM DAVIS JOHNSON: 148?

COUNCILPERSON HUBBARD: Yes.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: And the other thing I would point out is that the CRA puts significant money in their budget for acquisitions. So again, something like J.A.Y.'s Ministries, which is within the CRA district, would be better suited coming from their side, 'cause again, that -- that's their business.

COUNCILPERSON HUBBARD: The west end -- oh, excuse me. The north end of Blue Heron across Blue Heron and U.S. 1.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Uh-huh.

COUNCILPERSON HUBBARD: The north end of that, we would have to purchase that under the --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: That's within the CRA. Right. Right.

COUNCILPERSON HUBBARD: -- under the CRA dollars.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Right.

COUNCILPERSON HUBBARD: Wow.

CITY MANAGER EVANS: And Madam Chair, if I -- if I may, one of the things that we would like to -- with the funding that's been identified, sit down with the Council individually and talk about properties that are strategically located and available within the city and then communicate a strategy that we would like to deploy to acquire those assets, because if we communicate publicly the properties that we're looking at, we could anticipate paying 20 percent more.

COUNCILPERSON DAVIS: Uh-huh.

CITY MANAGER EVANS: So we have some properties identified that we'd like to have a conversation with the Council and communicate an internal strategy that we would like to do in order to be able to possibly add those assets to our inventory.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Go ahead.

COUNCILPERSON DAVIS: One of the questions -- I don't know if it came up in the last meeting -- I would like to see happen. There are two districts in particular. Councilperson Hubbard and Councilperson Davis Johnson, as it relates to the CDC. We know they're not allowed to operate outside of the CRA boundaries. But the city was to make a contribution, the CDC program can go into those neighborhoods and support -- whether it's doing some things to help out with code enforcement, some landscaping -- just like the item that Councilperson Pardo wanted to do in her town hall retreat as it relates to having xeri landscaping.

Um, how -- asking the support of the Council to put maybe -- approximately about \$300,000 to the CDC to go into those districts and to help revitalize those homes and those neighborhoods for senior -- for seniors in those districts so that we can allow the CDC to operate outside of the CRA boundaries. They can operate, but it must have been funds that come from outside the CRA based upon the legal statute.

So I was able to do a little research and come to find out right now currently the CDC has about \$330,000 in their current budget to operate inside the CRA's boundaries.

But they don't have any funding to help out -- operate outside of the -- into the City boundary. So if we can find a way to match that and support those two districts that are in such a dire need for some more assistance, I would like to ask my colleagues could you support us matching what the CD -- the CRA's put in the CRA to the CDC, approximately \$330,000 to go in and put -- to revitalize those homes for seniors in those communities.

CHAIRPERSON MILLER-ANDERSON: For me, I -- I -- I would be in support of it but not for it to go to the CDC. So if we can --

COUNCILPERSON DAVIS: (Unintelligible).

CHAIRPERSON MILLER-ANDERSON: Okay.

CHAIR PRO TEM DAVIS JOHNSON: Well, before that, I -- I would like to see perhaps if the dollars could be put into sector plan to move in the district. And I -- I don't, um -- I don't disagree with the thought process behind the improvements, because we know that there are a lot of improvements that need to be made.

But I certainly have not had an opportunity to review the process by which you're talking about before I could say, Let's absolutely do that, because I want to -- I want to make sure that I understand. I -- I hear what you're saying. But I -- I think that we should -- certainly if we can identify additional dollars to be placed in the sector plan for those districts so that we can move forward, because they are a part of, you know, a lot of the blight within the city. So certainly we need to identify some additional dollars to take care of that.

COUNCILPERSON DAVIS: And -- and to address that issue, the reason why I did not make a -- a recommendation for the sector plan, because currently we don't have the staffing in Community Development to address that. The CDC right now is doing all our housing responsibilities, along with Miss Jenkins and the new CDC board and the past around current members.

So since we already have a structure in place that's already staffed -- 'cause we do not have the staffing in Community Development currently. So if you was to put in a sector plan there would be no staffing to -- to disseminate that program out to the city until you put a program, create a position, hire someone, put the plan in place. It'd be another two or three years before we can really get something out of the ground. That was a major concern.

But unfortunately we don't have those -- those staffing departments in the City's side in housing to address that. Now, if we create a housing division in Community Development, then that would be something that we could do.

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

CHAIR PRO TEM DAVIS JOHNSON: So here's a novel idea. So we put the

monies perhaps in the sector plan. That here's an opportunity to utilize some of the local small businesses in helping --

COUNCILPERSON DAVIS: That -- that the CDC has already reached out to?

CHAIR PRO TEM DAVIS JOHNSON: -- that -- that may be, but I'm just thinking in terms of, uh, supporting this -- the lack of staff that we don't have by way of Community Development/Development Services, but because we're talking about minor things, I'm sure that we could reach out. Because you're talking about maintenance. You're talking about lawn, landscaping, probably xeriscape.

COUNCILPERSON DAVIS: Painting.

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh. We're talking about painting. And so those are things that our local businesses, in addition to what we're trying to do on a larger scale -- here's an opportunity to bring them in to provide opportunity for our local businesses.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: While I totally agree 100 percent with you, Madam Vice Chair, the CDC has already created a list of all our local vendors.

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh.

COUNCILPERSON DAVIS: And that's what made it such a wonderful opportunity since they've already done the outreach and the things that you're suggesting. I will definitely ask that you please -- and I know you would do this -- to go sit down and have a talk with Miss Jenkins and see what she's done this far with the local outreach and local contractors and local vendors so that we can make sure that as we fund the program that's already in place and that we make sure that as much money as we can, stay with inside this community and create opportunities for those that are -- these are small jobs that folks will not have a hard time bonding.

The -- there's a way that -- there's a structure that we can get some revitalization and -- and support our seniors in those communities. And -- and you want to, we can also not limit it to just seniors, 'cause we want to work with code enforcement to make sure that the folks that are struggling in code enforcement, that are in dire need, that we can assist those constituents with getting us to where we need to be.

CHAIRPERSON MILLER-ANDERSON: Okay. So that -- that -- that's an idea that was thrown out there. So we'll -- we can utilize the time between now and the next time for them to come back with more information and for everyone to think about it.

CITY MANAGER EVANS: Madam Chair, if I may.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY MANAGER EVANS: One of the things that we can do, if it's the pleasure of the Council, we can set a presentation up with representatives from the CDC at our next regular meeting. And then it gives Director Sherman and I to look at what available funding sources would be to be able to accomplish that. So if the Council feels comfortable with that, we can say, Okay. This is where we can incorporate it in the budget document. So funds would be available if the Council chooses to proceed forward accordingly.

CHAIRPERSON MILLER-ANDERSON: Okay.

MAYOR MASTERS: Madam -- Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

MAYOR MASTERS: I have a question. Mr. Manager, I -- the CDC -- I think Councilman Davis said it's about \$300,000?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: They've already committed about -- the CRA committed about 300 -- the CRA, Mayor, committed about \$330,000 already on their side for the CRA boundary. But the --

MAYOR MASTERS: In the CRA District?

COUNCILPERSON DAVIS: CRA District.

MAYOR MASTERS: And that could be used --

COUNCILPERSON DAVIS: Only in the CRA. But they received funds from the city then that those staff members can start working on projects outside the -- outside the boundaries.

MAYOR MASTERS: Okay. But now, um, right now it's used to help homeowners?

COUNCILPERSON DAVIS: Only in CRA.

MAYOR MASTERS: Only in the CRA District. Well, my question is for those homes that -- and I'm not being facetious at all, but for those homes that are in the CR -- the CRA District, um, we've got a lot of calls today and I feel really bad about it from seniors who have been asking for help to secure their homes during this emergency I think that we're having. It looks like it is, based on what I've seen, get worse.

So I was wondering if any -- 'cause I was just gonna just pay it out of my pocket. I was just wondering if any of that -- those funds from the CD -- CD what?

CHAIRPERSON MILLER-ANDERSON: C.

COUNCILPERSON DAVIS: CDC.

MAYOR MASTERS: -- CDC could be used to help secure those homes, because we're -- it -- in the interest of public safety, this is an emergency.

COUNCILPERSON DAVIS: Madam Chair?

MAYOR MASTERS: And I was just wondering 'cause we don't really have anybody in the city --

COUNCILPERSON DAVIS: What -- what -- what I would suggest, Mayor -- like, I know this is kind of last minute to get staff together. If we all make it through this week, which I feel like we will do, to sit down and have a discussion in the next CRA meeting, to have a talk with Mr. Evans immediately to talk about a plan, whether the CRA can start looking at some of a -- with the Disaster Recovery Program --

MAYOR MASTERS: Yeah and the --

COUNCILPERSON DAVIS: -- that we can allow the CDC to go ahead and use local contractors to go to senior citizens in the CRA and --

MAYOR MASTERS: It's a little late for that at this point.

COUNCILPERSON DAVIS: -- the appropriate small (unintelligible). Yeah. I mean, yeah.

MAYOR MASTERS: Okay.

COUNCILPERSON DAVIS: But we can still --

MAYOR MASTERS: I just thought I'd throw it out there.

COUNCILPERSON DAVIS: -- well, there's another storm that's coming, that may or may not come, that's right behind this one. So I mean, I think that's a great idea.

MAYOR MASTERS: Thank you.

COUNCILPERSON DAVIS: Um, to look at some of those funds to -- to target -- to target it, you know?

MAYOR MASTERS: 'Cause I know the City can't --

COUNCILPERSON DAVIS: And maybe FEMA can also --

MAYOR MASTERS: -- (unintelligible) money (unintelligible) --

CHAIRPERSON MILLER-ANDERSON: Put --

COUNCILPERSON DAVIS: -- maybe there's some FEMA grants or something out there that we can go after for next year so we can create a fund and a program and focus on just that area. I know there's some funds that have been in place that we saved just in case a hurricane

that -- on the City's side.

So maybe that may be the question tonight on the funds that are reserved for hurricane relief and disaster situations over the last three years that we haven't spent, maybe we can take a small portion out for the next storm that maybe to come and under the state-of-emergency situation --

MAYOR MASTERS: Right.

COUNCILPERSON DAVIS: -- where the -- you know, we create a small budget to work with local contractors in Riviera Beach to go out and assist with boarding up homes and -- for the senior citizens that have homesteaded properties, you know, in the area, you know?

MAYOR MASTERS: Yeah.

COUNCILPERSON DAVIS: Just an idea. I mean, I think you came up with a good idea.

MAYOR MASTERS: I just -- I just wanted to throw it out there. That's all.

CHAIRPERSON MILLER-ANDERSON: I -- I like the idea but how would -- I mean, obviously the whole process would have to be worked through as to how you would select, you know -- we can't board everyone up so how would we look at -- I understand you said homestead property. But again we --

MAYOR MASTERS: You're right.

CHAIRPERSON MILLER-ANDERSON: -- how would we select the people, I guess, would be more of my concern and that's something that we would need to try to set up.

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: So that it's done fairly.

MAYOR MASTERS: Some criteria, yeah.

CHAIR PRO TEM DAVIS JOHNSON: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Miss Davis Johnson, then Miss Hubbard.

CHAIR PRO TEM DAVIS JOHNSON: Sure, before we go further off the original conversation --

CHAIRPERSON MILLER-ANDERSON: Right.

CHAIR PRO TEM DAVIS JOHNSON: -- we were talking about dollars for acquisition.

CHAIRPERSON MILLER-ANDERSON: Right.

CHAIR PRO TEM DAVIS JOHNSON: But I want to know if Mr. Mella was able to find the listing that we discussed last night of the seniors throughout the community that needed assistance.

CITY MANAGER EVANS: We were not able to find that list. We were not able to find that list. And we have communicated -- we've got a couple phone calls, but we will have folks -- we will have staff prepared tomorrow first thing, I think 9:30, available to transport individuals to, uh -- to the shelters in the event that they need some assistance. But we did not find a list, per se, that identified folks that needed assistance or that we provided assistance in the past.

CHAIR PRO TEM DAVIS JOHNSON: That's troubling because it's -- I understand it was an extensive list.

MAYOR MASTERS: Madam Chair?

COUNCILPERSON HUBBARD: Just a moment. To -- okay. To that -- to that end, if we have that phone number -- I hope we have the phone number running constantly.

CITY MANAGER EVANS: It is.

COUNCILPERSON HUBBARD: Large enough. Not at -- just at the bottom, but large enough as a banner on the TV so when the elderly people that need help, they can see that and they can call and that they -- they can get assistance, because they watch Channel 18 more so that people who can fend for themselves.

And the way that we determine who gets the help, I think, is -- you know, the elderly. We're starting with the elderly persons that don't have any assistance. Generally that's going to be the person that call, and if we're -- then -- then you move into the people that have no one at home to help them.

Last time we had a hurricane or some type of disaster, I was trying to get us to start putting together a list of persons that would be able to do pre- and post-work for the hurricanes. We decided that we were going to go with an outside recovery team because they could get in when we couldn't. If you look at that map now they have no better chance of getting in than the guys that are already here on the ground.

And I -- and I -- and I think that if we create that database of persons that are looking for jobs, that are available to work, that have the trucks, that have the skill sets to go in, one, board up people or they might just want to be on the post end. I -- um, this is what I was hoping that we would be ready for now. And I hope that right after this we identify the Public Works Department to start putting that together for -- for us.

So the next time we have this, you know, you -- nobody wants to capitalize or benefit off a disaster but that's what it does. People -- a lot of people make a lot of money off of it. Mr. Perkins, who just ran for office, that's all he does. That's what he does, make money off of natural disasters. And we have persons here that can -- that can do that

and I agree with Mr. Davis. We should have persons in place to go out and -- and help these people. And I'm sure the only persons that need help are going to be the persons that call. They can't fend for themselves.

CHAIRPERSON MILLER-ANDERSON: Well, my -- my comment was about if we have an abundance of people.

COUNCILPERSON HUBBARD: Yeah.

CHAIRPERSON MILLER-ANDERSON: So how do you then narrow it down? That -- that was my concern.

COUNCILPERSON HUBBARD: (Unintelligible).

COUNCILPERSON DAVIS: (Unintelligible). I don't see a problem.

MAYOR MASTERS: And (unintelligible) it's (unintelligible) challenge.

CHAIRPERSON MILLER-ANDERSON: If that is in an abundance to a point where we cannot service all of them, how do we -- that -- I'm just saying, you know, I mean, we may have 10,000.

MAYOR MASTERS: First come, first serve.

CHAIRPERSON MILLER-ANDERSON: So I'm just saying --

COUNCILPERSON DAVIS: Madam --

MAYOR MASTERS: When the money runs, out we run out.

COUNCILPERSON DAVIS: -- Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Okay.

COUNCILPERSON DAVIS: I think what -- what we could do is allow our project manager in, um, Public Works to prioritize which one -- which homes are in a more critical need.

CHAIRPERSON MILLER-ANDERSON: So let them decide who's going to be --

COUNCILPERSON DAVIS: Right. Well, I mean, 'cause board-ups are one thing as far as creating a budget for that. And if there's something that's really -- that -- 'cause we're trying to take care of what's now. Like, doing a roof may take longer.

CHAIRPERSON MILLER-ANDERSON: Uh-huh.

COUNCILPERSON DAVIS: But we want to talk about just simple board-ups?

CHAIRPERSON MILLER-ANDERSON: Right. I understand.

COUNCILPERSON DAVIS: You know, creating these -- a strong enough budget

--

CHAIRPERSON MILLER-ANDERSON: But I know we had a -- a bid out before in the past for the board-ups, so I don't -- you know?

COUNCILPERSON DAVIS: Right.

CHAIRPERSON MILLER-ANDERSON: Would we be talking about going through that same process or we're just going to select people and just ask them to go do it?

COUNCILPERSON DAVIS: This would probably be a different -- this is something to start having conversations about.

CHAIRPERSON MILLER-ANDERSON: Yeah. Yeah.

COUNCILPERSON DAVIS: If we don't do it this year, we can start talking about it now for next year. And I think it was a great idea the Mayor brought that up.

CHAIRPERSON MILLER-ANDERSON: Yeah. I'm -- I agree.

COUNCILPERSON DAVIS: For the hurricane portion. I thought that was really good.

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY MANAGER EVANS: Madam Chair, if I may?

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY MANAGER EVANS: Also you have a available funding stream with the monies that you have put aside with respect to Disaster and Emergency Preparedness. So you have that standard revenue stream that you can put aside -- oh, I'm sorry -- and say, you know, X amount of dollars to be able to do that. And that is a very healthy fund so you do have that funding stream --

CHAIRPERSON MILLER-ANDERSON: Okay.

CITY MANAGER EVANS: -- to do so.

CHAIRPERSON MILLER-ANDERSON: All right.

MAYOR MASTERS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

MAYOR MASTERS: Mr. Evans, I -- I didn't know that -- I wasn't really cognizant that you were over looking for a list of seniors. But I'm sure that I have access to a list of those who are 62 and older that I'll share with you. There's quite a few. There's over a thousand. Maybe 1,500, and I'll make sure that I'll share it with you and then you can call them.

CITY MANAGER EVANS: We -- we can look -- we can look to create and formulate a program as to how that would be and in the event that we ever have to declare an emergency, that can be a mechanism that we utilize that fund stream.

MAYOR MASTERS: And these were the people who had signed up for the Mayor Senior Citizen's card. So we have that data and I don't mind sharing it with you. Thank you.

CHAIRPERSON MILLER-ANDERSON: All right. Any other concerns regarding the five-year capital projects plan before we move on?

CHAIR PRO TEM DAVIS JOHNSON: Did we complete the conversation with regards to the -- did we complete the --

CHAIRPERSON MILLER-ANDERSON: Uh-huh. I'm just trying to bring it back.

CHAIR PRO TEM DAVIS JOHNSON: -- conversation?

MAYOR MASTERS: There was a motion on the floor, I think. I mean --

CHAIR PRO TEM DAVIS JOHNSON: There was a motion but we were having a discussion about --

CHAIRPERSON MILLER-ANDERSON: We -- there was a discussion so --

CHAIR PRO TEM DAVIS JOHNSON: -- the -- about --

MAYOR MASTERS: I was just -- thank you.

CHAIR PRO TEM DAVIS JOHNSON: -- potentially increasing, right? We were talking about potentially increasing acquisitions?

CHAIRPERSON MILLER-ANDERSON: I --

CITY MANAGER EVANS: We -- the -- the City, as well as the CRA, both have money in the budgets for acquisition. And so there is money available to do that. One of the things we do want to have that conversation with the Council individually, communicate with you kind of what our strategy is, find the properties that you believe are properties that are of strategic interest for the organization and then approach that with a strategy so we're not communicating publicly the properties that we want to acquire, because then we're going to be paying above market value for that.

COUNCILPERSON HUBBARD: Sure. And -- and I agree with you wholeheartedly. And this is something that we said before. But here, you know, now we're at the budget. But we talked about doing this in workshops. We were talking about -- we talked about we wanted to have the monies there. As long as, you know -- we got a general idea. We have to have a general idea because we've had this conversation before of some key properties. So I just want to make sure that we have enough money in there so that we could be a contender.

CITY MANAGER EVANS: We -- we certainly in the -- in the budget we have property acquisition monies available, in addition to if there is properties that we determine are strategic in nature that we do have the opportunity to look at some of our savings, because that's one-time monies capital cost to acquire it.

Plus you're going to possibly have with the opportunity when we have that conversation about parcels and we look to strategically acquire parcels, but then other parcels that the Council may decide to sell and reinvest in other parcels. So there is an overall strategy that we're putting together that we want to be able to provide the Council so we can have that discussion as to how you would like to proceed with property acquisition and disposition. But there is money in the budget for property acquisition.

COUNCILPERSON HUBBARD: Which page is that on? I didn't see it.

CITY MANAGER EVANS: Page 141, Mr. Sherman, if I'm not mistaken? I think you said that. 140 -- 148. 148. Yes, 148.

CHAIRPERSON MILLER-ANDERSON: Okay? So -- okay. So how much do you -- do you want to see --

COUNCILPERSON HUBBARD: I mean, just even -- I know that one of the -- I know we was -- we were -- one of them -- one of them will cost more than that, the -- even the -- the one that you sent us the information on, on Barak Obama Highway. That one. And -- okay.

We can talk about it hopefully sooner than later so that we won't miss any key opportunities to do some -- to actually do some stuff in the city. With no land we can't do anything and we've had, you know -- we've been talking about trying to do something. Thank you.

CHAIRPERSON MILLER-ANDERSON: So do we have a recommended amount that we want to increase it to? Go ahead. Are you speaking on that or no, something else?

COUNCILPERSON DAVIS: Mr. Sherman, how much we got left?

CHAIRPERSON MILLER-ANDERSON: Any --

COUNCILPERSON DAVIS: (Unintelligible).

COUNCILPERSON HUBBARD: We have \$5 million.

MAYOR MASTERS: Don't hide the money. Just tell us what we have. Don't hide it.

CITY MANAGER EVANS: You -- you would have to --

CHAIR PRO TEM DAVIS JOHNSON: Get on it.

CITY MANAGER EVANS: -- to -- to be able to -- to be able to pull money we would certainly have to do some research on the staff side. But most likely you would have to pull from your fund balance to be able to come up with the cash necessary.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Right.

CITY MANAGER EVANS: And then that has an impact on your -- your savings account. And -- and so there's some opportunities that we want to have some conversations with the Council because there are some parcels that we can look to part ways with that may be able to provide additional cash to reinvest in other parcels that are more desirable for the City. But we do want to have that conversation with the Council.

CHAIRPERSON MILLER-ANDERSON: Okay. Miss Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: Are we done with acquisitions?

COUNCILPERSON HUBBARD: Uh-huh.

CHAIR PRO TEM DAVIS JOHNSON: Okay. I want to turn our attention to fire station number 2. I -- I know that we have a lot of properties that are in disrepair, but that station has dire needs.

MAYOR MASTERS: It's also the busiest one, too.

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh. Right. But we have \$100,000 appropriated in the capital fund.

MAYOR MASTERS: What page is that?

CHAIR PRO TEM DAVIS JOHNSON: That is 16 of the capital budget piece. Is there a way for us to -- uh-huh. Be on -- uh-huh. Page 16.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Well, yeah. And I will tell you that the -- both years are fully funded. So if we need to pull some money from year two forward we can do that.

CITY MANAGER EVANS: Right.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: But - - but the process has started. I mean, they have people looking at it. We have the architects in. So that -- that project is moving along.

CHAIR PRO TEM DAVIS JOHNSON: The design process?

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yes.

CITY MANAGER EVANS: Yes.

CHAIR PRO TEM DAVIS JOHNSON: Okay.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yeah.

CITY MANAGER EVANS: And we've already had preliminary discussions about what would a modular unit or modular station look like. So we can move forward with moving our employees into a modular unit. Of course after hurricane season. And then move forward with the construction of a fire station number 2.

CHAIR PRO TEM DAVIS JOHNSON: Uh-huh.

CITY MANAGER EVANS: So we want to move very aggressively on that.

CHAIR PRO TEM DAVIS JOHNSON: We -- we -- I cannot stress to you the importance of being aggressive with this.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Yeah.

CHAIR PRO TEM DAVIS JOHNSON: Because it is literally falling down on --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: It's -

-

CITY MANAGER EVANS: Yeah.

CHAIR PRO TEM DAVIS JOHNSON: -- them.

CITY MANAGER EVANS: Yeah.

CHAIR PRO TEM DAVIS JOHNSON: And so with them being first responders we need to make sure that they have a facility that is safe. I mean, we're asking them to go out and make sure that the public is safe, yet we are not taking care of them. And so I would definitely like to see us, since the -- since both years are fully funded or all years are fully funded --

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Uh-huh.

CHAIR PRO TEM DAVIS JOHNSON: -- if the process is moving along, then we need to move forward with the demolition of that building, securing the -- securing the modular -- modular units and moving forward with the build-out. That's -- that's critical for me.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Okay.

CITY MANAGER EVANS: Uh-huh. Yes.

DIRECTOR OF FINANCIAL SERVICES & ADMINISTRATION SHERMAN: Uh-huh.

COUNCILPERSON HUBBARD: I -- Madam Councilwoman, I agree wholeheartedly that we need to do whatever we need to do to expedite the build-out of this. And it -- it -- it always amazes me at how long and drawn out the architects we use or the design personnel we use take to give us what we need. So I think that either we need to -- we need to let them know that this is a priority for us, and if they can't get it done, we need to use a faster firm so that we could get this done as soon as possible.

COUNCILPERSON DAVIS: Madam Chair? Um, I just had a conversation with

Chief Duren. This architectural process, we need to be very careful on how much we're paying for this, because it's my understanding from the conversation that when you go down Congress and you cross over Palm Beach Lakes to the new fire station that they have, it was something very similar if not a duplicate of that fire training station that they have in place.

I've been there about a month ago. It had a big community outreach program for firefighters and police officers. It was a great experience. Something like that shouldn't cost us as much if we're going to be potentially piggybacking off a structure that's -- that's working across South Florida. But it also has to fit the actual property that's in place and I understand that.

But let's watch our money on trying to -- getting charged for a redesign when it may not be a redesign. So just make sure -- unless they're doing something totally different than what Chief Duren has expressed to me. So I don't know.

COUNCILPERSON HUBBARD: And that's -- when we talk about different structures like that, we need to make sure that the users are at the table on the design on the procurement.

COUNCILPERSON DAVIS: Uh-huh.

COUNCILPERSON HUBBARD: They know what they need. They know what things like this --

COUNCILPERSON DAVIS: Uh-huh.

COUNCILPERSON HUBBARD: -- even though they aren't purchasing agents, they know what things like this should cost. I think we pay -- we always pay too much for what we get.

COUNCILPERSON DAVIS: And that's why he said that he was --

COUNCILPERSON HUBBARD: And -- and that's why I think that we need to make sure he's at the table, that he's also helping to stir and drive this particular train and not just leave it to purchasing or procurement to handle. Have him involved.

COUNCILPERSON DAVIS: Absolutely.

CHAIR PRO TEM DAVIS JOHNSON: I agree.

COUNCILPERSON HUBBARD: And let, you know -- this is his baby. This is his product. And when he needs procurement and purchasing, let -- let him, you know, tell them, This is what I need you to secure for me.

COUNCILPERSON DAVIS: Madam Chair?

CHAIRPERSON MILLER-ANDERSON: Yes.

COUNCILPERSON DAVIS: So Mr. Sherman -- well, I'll go ahead, Mr. Evans.

CITY MANAGER EVANS: Yes, sir.

COUNCILPERSON DAVIS: You and Sherman both, 'cause I know Chief can't be here because he's getting prepared for the weekend. And please make sure that y'all echo those sentiments that the -- the board has discussed at this time to make sure that he has his footprint on that architecture design.

CITY MANAGER EVANS: Certainly.

COUNCILPERSON DAVIS: And if his sentiment that he shared with me prior to a similar station like that fits --

CITY MANAGER EVANS: Uh-huh.

COUNCILPERSON DAVIS: -- so we're going to potentially be piggybacking off a structure that's already been paid and designed for, that may be a significant cost savings for our budget.

CITY MANAGER EVANS: That is --

CHAIR PRO TEM DAVIS JOHNSON: If I may, that structure, we have to be careful because that structure on Congress is an EOC. So it has, in addition to -- by --

COUNCILPERSON DAVIS: Uh-huh.

CHAIR PRO TEM DAVIS JOHNSON: Yeah. So we don't want that on Fire Station 2. We need that more with the main station.

COUNCILPERSON DAVIS: Right. Here's the question/concern that you have. There's simple modifications that he had to make. But the size of it, even with -- as an EOC, the size they had in place, they got all -- a big bang for the buck that they spent. They didn't -- they spent some decent money but got a lot for what they paid for. And I thought that was an awesome experience just -- 'cause when you look at it, it's not a big building. But they can do everything that you need to do in an EOC at a much cheaper price. So if we be in a position where we may have two EOCs for the price of one, I can support it.

CITY MANAGER EVANS: Madam Chair?

COUNCILPERSON DAVIS: And the reason he also talked about the structure -- I apologize -- is that he wanted to create an education program for some of the students at JFK after school where they can come in and get some education on the Explorer Program. Was it Explorer? The police is Explorer, correct?

COUNCILPERSON HUBBARD: Uh-huh.

COUNCILPERSON DAVIS: Well, the program that he wants to activate like Chief Williams is doing, he wants to be able, the location -- piggyback over at JFK Middle School and give those children an opportunity to start getting educated in a classroom setting at the fire location where we can really start raising our own. It's been quite a long time

since we've seen someone from Riviera Beach come up in the fire department and it's about time that we start actually making that change.

CITY MANAGER EVANS: Madam Chair, if I may.

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY MANAGER EVANS: Certainly Chief Duren and Chief Williams and -- and the rest of the staff, we'll have about 14 to 18 hours together so we can have these substantive conversations and make sure that we echo the -- the sentiments of the Council, as well as making

sure -- I think with the -- the design elements, you can buy that design from that architect, so that would expedite the process.

So we can look into that and -- and see what -- and that would make us move substantially quicker in the process. So I will definitely relay that to -- to Chief Duren, and we will make sure we have those Charrette meetings with staff, all the shifts, the firefighters, because we're hoping that we at least get some type of model so in the event that we deploy fire stations, there's consistent elements to the firehouse. So if you're working in Fire Station 4 and Fire Station 1, they are similar elements to that. So we will make sure we -- we have that discussion over the next couple of hours.

CHAIRPERSON MILLER-ANDERSON: All right. Thank you. All right.

CITY CLERK ANTHONY: Councilperson Pardo?

COUNCILPERSON PARDO: Yes.

CITY CLERK ANTHONY: Councilperson Davis?

COUNCILPERSON DAVIS: Yes.

CITY CLERK ANTHONY: Councilperson Hubbard?

COUNCILPERSON HUBBARD: Yes.

CITY CLERK ANTHONY: Pro Tem Davis Johnson?

CHAIR PRO TEM DAVIS JOHNSON: Yes.

CITY CLERK ANTHONY: Chair Miller-Anderson?

CHAIRPERSON MILLER-ANDERSON: Yes.

CITY CLERK ANTHONY: Unanimous vote.

CHAIRPERSON MILLER-ANDERSON: Okay. We have any comment cards from the public? The faithful one out there. My mom is great. Items Tabled? Regular Old Business? Regular? Discussion and Deliberation? Discussion by City Manager?

COMMENTS FROM THE PUBLIC - 7:30 PM Non-Agenda Item Speakers (Three

Minute Limitation)

Public Comment should be restricted to issues, matters, or topics pertinent to the City of Riviera Beach. Please be reminded that the City Council has adopted "Rules of Decorum Governing Public Conduct during Official Meetings", which has been posted at the entrance of the Council Chambers. In an effort to preserve order, if any of the rules are not adhered to, the Council Chair may have any disruptive speaker or attendee removed from the podium, from the meeting and/or the building, if necessary. Please govern yourselves accordingly.

Public Comments shall begin at 7:30 PM unless there is no further business of the City Council, which in that event, it shall begin sooner. In addition; if an item is being considered at 7:30 PM, then comments from the public shall begin immediately after the item has been concluded.

ITEMS TABLED

REGULAR - OLD BUSINESS REGULAR

DISCUSSION AND DELIBERATION DISCUSSION BY CITY MANAGER

CITY MANAGER EVANS: Um, I have nothing. It's just for everyone to make sure that at this point we anticipate that the storm is probably going to be impacting us where we're going to find ourselves experiencing some winds and rains starting on Saturday, probably around 10:30 to 11:30-ish. But it is going to slowly deteriorate.

We are going to be activating our EOC here at City Hall on Saturday morning so we will be here prestorm and post storm. On the bottom of the screen there is the crawl there. We're -- that has the number. If any of our residents have any questions, comments, concerns or need assistance, please contact that number, and we will make sure that we reach out to you and assist you as much as we possibly can by making sure that folks have the appropriate rations to be able to accommodate themselves and their families for three days. And we'll -- we'll see you all soon.

CHAIRPERSON MILLER-ANDERSON: Okay. Discussion by City Attorney?

DISCUSSION BY CITY ATTORNEY

CITY ATTORNEY DeGRAFFENREIDT: Nothing for your consideration.

CHAIRPERSON MILLER-ANDERSON: City Council Committee Reports? Statements by the Mayor and City Council. We'll start on Mr. Davis's end and move down.

CITY COUNCIL COMMITTEE REPORTS

STATEMENTS BY THE MAYOR AND CITY COUNCIL

COUNCILPERSON DAVIS: Just really quick. I have a concern about -- I got a call from a resident that was over at the 7-Eleven today. There was a price-gouging

experience.

CHAIRPERSON MILLER-ANDERSON: Where at?

COUNCILPERSON DAVIS: At the 7-Eleven, the Ocean Mall.

COUNCILPERSON PARDO: No.

COUNCILPERSON DAVIS: You -- you got that call, too?

COUNCILPERSON PARDO: Can I -- can I -- no. Yeah. So some -- Madam Chair? So someone sent me a photograph saying that they were charging \$24 for a case of water.

COUNCILPERSON DAVIS: Uh-huh.

COUNCILPERSON PARDO: I went over there. That wasn't true at all. First of all, they don't sell cases of water, and the water that they did have, they had the large bottles, um, two for \$2. None of the prices have changed .

COUNCILPERSON DAVIS: Well, just --

COUNCILPERSON PARDO: I was there yesterday and I was there twice today.

COUNCILPERSON DAVIS: -- well, I had a resident go pick her husband up from work --

COUNCILPERSON PARDO: Uh-huh.

COUNCILPERSON DAVIS: -- they was doing some work on the beach over there.

COUNCILPERSON PARDO: Uh-huh.

COUNCILPERSON DAVIS: And they went to go buy a case of water and they were actually charged \$24. And they told them give it -- we don't want to pay -- We're not going to pay for that, and I received that call. And it's behind another call of someone -- a contractor that was stealing sand from the beach, one of the contractors today over there. And we had, you know, Assistant Chief Madden go out and -- and address that issue, as well.

COUNCILPERSON PARDO: Yeah.

COUNCILPERSON DAVIS: And they stopped and then they tried to do it all over again. So --

COUNCILPERSON PARDO: Yeah. But, yeah, I specifically --

COUNCILPERSON DAVIS: Uh-huh. So you got that --

COUNCILPERSON PARDO: -- asked them if they were selling cases, if they sold cases of water.

COUNCILPERSON DAVIS: They -- I know they won't tell the truth about it.

COUNCILPERSON PARDO: And -- but they don't -- they -- you know, it's not like they know me. I don't go in there very often.

COUNCILPERSON DAVIS: Yeah. But, yeah, but there was some --

COUNCILPERSON PARDO: And they said, We don't sell that. You know, and then he showed me, We have all of this water.

CITY MANAGER EVANS: And I know the --

COUNCILPERSON PARDO: But the price --

COUNCILPERSON DAVIS: Okay.

COUNCILPERSON PARDO: -- the price-gouging hotline is --

MAYOR MASTERS: The hotline number --

CHAIRPERSON MILLER-ANDERSON: Yeah. There's a hot -- hotline number.

COUNCILPERSON PARDO: -- (unintelligible).

COUNCILPERSON DAVIS: Text it -- text it to me.

CHAIRPERSON MILLER-ANDERSON: He can just read it out when we get to him. Or you want to read it out?

COUNCILPERSON DAVIS: I'll just have him text it to me.

CHAIRPERSON MILLER-ANDERSON: Huh?

MAYOR MASTERS: Yeah. Go ahead. Yeah. It's right there.

COUNCILPERSON DAVIS: No. Just read it.

CHAIRPERSON MILLER-ANDERSON: No. No. No. No. Okay. We can --
he --

COUNCILPERSON DAVIS: I'm done.

CHAIRPERSON MILLER-ANDERSON: -- we're going to speak -- you're done?

COUNCILPERSON DAVIS: I'm good. I'm good.

CHAIRPERSON MILLER-ANDERSON: Okay. Go ahead.

CHAIR PRO TEM DAVIS JOHNSON: Thank you, Madam Chair. I want to encourage the residents to -- beyond tomorrow, because I believe that tomorrow is one of the last pickups for bulk items -- please, please, ma'am, please, sir, beyond Friday, it is important that we not set out furniture items or other debris that can become projectiles

in our communities.

So if you would be so kind as to, after tomorrow -- whatever needs to be put out, we're probably going to need to hold on to it until such time as the bulk pickup resumes. Because as I was traveling the city today there's so many piles of items that can easily become projectiles in the community. And we just want to make sure that our residents are safe during this hurricane season. And I would, um, also just pray God's blessing and favor on us as we weather this storm.

MAYOR MASTERS: Amen.

CHAIRPERSON MILLER-ANDERSON: Go ahead. Two microphones.

COUNCILPERSON HUBBARD: I, too, want to encourage all of the residents here in the City of Riviera Beach to take every precaution that you possibly can take and to be sure to call the number on the screen if you need any kind of assistance at all. And the other thing I'd like to encourage you is to -- if you hadn't cut down any trees or any debris by now, don't cut down any more because they will be safer where they are as opposed to you cut it -- cutting them down. As the Councilwoman said, you would have to pile them up and they -- those, too, would become projectiles.

So if you haven't trimmed back any shrubbery or anything at this point, I would encourage you not to do so. Also, I want to let everybody know that we're preparing for the worst and we're praying for the best, and we will continue to, um, pray our -- pray our prayer of protection over each and every one of us and over our city. And we hope to see everyone after the storm.

CHAIRPERSON MILLER-ANDERSON: All right. I share the same sentiments regarding the storm. So, you know, just pray that everyone is safe.

MAYOR MASTERS: Thank you, Madam Chair. To the point of Councilman Davis made, the hotline number for -- to report places who are overcharging -- and I just received this from Senator Bobby Powell minutes -- moments ago -- is a 1-866-966-7226 or report online to MyFloridaLegal.com. MyFloridaLegal.com. He's also listed in District 30, which we're kind of in the middle of it, Palm Beach -- these are the shelter locations: Palm Beach Gardens High School at 4245 Holly Drive in Riviera Beach. Bethune Elementary School at 1501 Avenue U, Riviera Beach. Number 3 is Westgate Elementary School, 1545 Loxahatchee Drive, West Palm Beach. Forest Hill High School, 6901 Parker Avenue, West Palm Beach. And this one is probably further away that you probably wouldn't be interested in going there, but if you choose to, Independence Middle School, 4001 Greenway Drive in Jupiter.

The governor has asked for as many volunteers as possible on the state level, and as the mayor, I need also as many volunteers as possible on the local level. We're getting calls around the clock. That is one reason why I'm actually going to be staying here at the emergency shelter for the next two or three days. We -- we -- we must be vigilant and -- and attend to the -- the needs of our residents as expeditiously as possible. So we need volunteers to help us with whatever.

And I do want to -- Mrs. Jones, would you come here a minute, please? As Miss Jones is coming, I want to personally thank her and I -- and I know the Council joins me. Miss Jones is one of the volunteers who volunteers in various departments here. Doesn't get one dime of taxpayer's money. And she's volunteering and she's here right now volunteering to be here till the end. Why don't we just give her a hand in recognition? (Applause).

I also want to -- the Chair was very humble but Miss Jackie, her mother, does not just -- she's not just here tonight. But she -- she comes to every city council meeting. It's one person from the public that's here tonight and that's Miss Jackie, as I call her, quiet and humble. I don't know whether she's sitting there praying for her daughter throughout this whole meeting, but she's here. And to have the support of a mother is -- is wonderful. So we recognize that and tonight you represent all the other residents who did not come. Couldn't have a better representative.

I also want to say -- and I'm very serious about this -- I'm not going to throw anyone under the bus and I'm not going to call names. But people who are charged along with the mayor to, um, be responsible, to be visible. I expect for you -- if I can be visible and be here, I mean, right here on this property and just sleep when necessary, you have -- and I guess I can pronounce this word correctly -- a fiduciary duty and obligation not to be sitting behind a desk, but to be out here where people can see you. And I'm telling you I'm going to take it very seriously because if you're not visible, if you're not out there doing your job -- and I'm not talking behind a desk, but being out there with the mayor and others, particularly since I'm somewhat in command of -- of -- of something, whatever that means, and as was pointed out last night, Shell [phonetic] command me. Shell -- Shell means Shell.

But I'm telling you I was disappointed today that people that were supposed to be visible and -- and -- and dutiful, I didn't see them. Now, if it happens again, I'm going to use the power of the mayor to suspend without question, because I see it as neglect of duty, negligent of -- of duty, as well. So please do your job. You owe it not to the mayor, not to the Council. You do owe it to us somewhat, too, but to the residents of our city. I'm directing the City Manager at this time for those individuals that supposed to be whatever, I need to see them. And you know, I don't need to be calling; they don't return the call. I go and they're not there. I'm not calling names but please make sure that those individuals are there on their posts or whatever. 'Cause if I could be here, they could be here. So I'm -- that's enough for that.

I also want to say -- I don't know whether it -- it's the storm or the possibility of the storm, but I have to commend and compliment -- my final comments -- this entire Council tonight. There's been a calmness. There's been a professionalism. There's been a partnership. We can disagree but doesn't mean that we have to be disagreeable. So I just want to thank you tonight for showing the public who we are and what we represent at the top level of professionalism. Thank you very much and may I just add may God bless Riviera Beach. Thank you.

COUNCILPERSON PARDO: Thank you, Mayor. It's the calm before the storm. So the Singer Islands residents that are left, at 8:00 tomorrow morning there will be a

mandatory evacuation. I have spoken with dozens of Singer Island residents today. And I heard too many times that many of you were thinking about staying in your condo. I would ask you to rethink it. Watch the 11:00 news tonight. Watch the 5:00 news tomorrow morning. And please rethink staying on the island. This is a -- this storm is going to be catastrophic. And, um, you know, no one should really be staying in their condos.

The other thing is you need to remember we more than likely will be without electricity for a while. So you may be stuck in your condominium for days without power. During the storm, if -- once the -- the winds get up to 45 miles an hour, you're not going to be able to call Fire Rescue to help you. Fire Rescue will not be coming out until after the storm. So again, please rethink staying in your condominiums. And this also goes for the homeowners. I know on my block almost everyone is gone already. The houses are, you know, buttoned up tight but we do have residents that are staying. And I would just ask you to rethink it.

With that, you know, I hope -- I know that, you know, we're all going to survive this, but everyone needs to be prepared. And you know, if you're not prepared, you need to get prepared now, because this storm is probably 48 hours away, if that. All right. With that, I'm done. Thank you, Mr. Chairman .

CHAIRPERSON MILLER-ANDERSON: Okay. And the Mayor wanted to add something.

MAYOR MASTERS: Yeah. Just one quick -- 30 seconds. The -- the mandatory order will be executed on Friday at 10 a.m. Also, the shelter, the Bethune -- the Bethune Elementary School will activate at 10 a.m. on Friday. I want to just repeat the number. The Hurricane Irma response number again is 561 -- of course you don't have to dial that. You're here -- 840-0111. 840-0111. Thank you.

CHAIRPERSON MILLER-ANDERSON: All right. Do we have a motion to adjourn?

ADJOURNMENT

COUNCILPERSON HUBBARD: So moved.

MAYOR MASTERS: So moved.

CHAIRPERSON MILLER-ANDERSON: Anybody want to second? Everybody's just like, Go, go, and nobody wants to second.

(CONCLUSION OF SPECIAL COUNCIL MEETING)

APPROVED:

THOMAS A. MASTERS
MAYOR

KaSHAMBA L. MILLER-ANDERSON
CHAIRPERSON

ATTEST:

CLAUDENE L. ANTHONY
CERTIFIED MUNICIPAL CLERK
CITY CLERK

TONYA DAVIS JOHNSON
CHAIR PRO TEM

LYNNE L. HUBBARD
COUNCILPERSON

DAWN S. PARDO
COUNCILPERSON

TERENCE D. DAVIS
COUNCILPERSON

MOTIONED BY: _____

SECONDED BY: _____

L. HUBBARD _____

K. MILLER-ANDERSON _____

T. DAVIS JOHNSON _____

D. PARDO _____

T. DAVIS _____

DATE APPROVED: **OCTOBER 18, 2017**