

**CITY OF RIVIERA BEACH  
PALM BEACH COUNTY, FLORIDA  
CITY COUNCIL WORKSHOP MINUTES  
HELD IN THE CITY COUNCIL CHAMBERS  
JULY 9, 2018 @ 6:00 P.M.**

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

**CALL TO ORDER**

**CHAIRPERSON DAVIS JOHNSON:** Good evening. I'd like to call the City Council Workshop to order. Madam Clerk, roll call, please.

**ROLL CALL**

**CITY CLERK ANTHONY:** Mayor Thomas Masters?

**MAYOR MASTERS:** Present.

**CITY CLERK ANTHONY:** Chairperson Tonya Davis Johnson?

**CHAIRPERSON DAVIS JOHNSON:** Here.

**CITY CLERK ANTHONY:** Chair Pro Tem Lynne Hubbard?

**CHAIR PRO TEM HUBBARD:** Here.

**CITY CLERK ANTHONY:** Councilperson KaShamba Miller-Anderson?

**COUNCILPERSON MILLER-ANDERSON:** Present.

**CITY CLERK ANTHONY:** Councilperson Julia Botel?

**COUNCILPERSON BOTEL:** Here.

**CITY CLERK ANTHONY:** Councilperson Terence Davis?

**COUNCILPERSON DAVIS:** Here.

**CITY CLERK ANTHONY:** City Manager Karen Hoskins?

**CITY MANAGER HOSKINS:** Here.

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

**CITY ATTORNEY DeGRAFFENREIDT:** Here.

**CITY CLERK ANTHONY:** You may proceed.

**CHAIRPERSON DAVIS JOHNSON:** Thank you. Let's stand for a moment of silence followed by the Pledge of Allegiance led by Chair Pro Tem Hubbard.

## **INVOCATION**

## **PLEDGE OF ALLEGIANCE**

(Everyone stood for a Moment of Silence with the Pledge of Allegiance being led by Chair Pro Tem Hubbard).

**CHAIRPERSON DAVIS JOHNSON:** This is just a point of clarification. Public comment cards will not be received and are not received or accepted during a workshop. So there will be no public comments. On to item 1.

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair? For the -- there was a question about the two items that's on here. I know back on June 26<sup>th</sup>, Miss Hoskins sent an e-mail about -- saying that she would like to replace the facilities' workshop with the two workshops listed above which was the 10-20 and the PTO buyback and longevity. Those two items were tabled. She sent the e-mail out saying that she wanted to replace them and so -- I'm sorry. She wanted to replace the facilities' workshop with the 10-20 and the PTO. When I came in to sign the document last week, I was under the impression it was just going to be the 10-20. But when I came in and I believe I spoke -- I think I spoke with --

**UNIDENTIFIED SPEAKER:** (Unintelligible).

**COUNCILPERSON MILLER-ANDERSON:** -- well, I did, but then I spoke with Debra when I came in and she called you. Because I wanted to confirm and I then called you, as well. You were saying that you had not received any feedback from us when you sent the e-mail to see if it was okay to do the replacement of that.

Looking at the e-mail again, I did not respond. I didn't respond back because I just, you know, figured that was what we were going to do. I didn't realize you were looking for an answer back from us, because it said, "I would like to replace the July 9<sup>th</sup> Facilities' workshop with the two workshops listed above." So when I signed the -- the special meeting, the -- the workshop document the other day, the facilities was left on there for the simple fact that you said you didn't get a response back. But I understood we were going to replace it. So I'm just trying to get clarification tonight.

Are we going to remove the facilities' one and put it on another meeting and just talk about the 10-20 as you had indicated in your e-mail? I know after you said that obviously we had to come together first and decide if we were going to do that, since you felt that that was something for us to decide on. I was okay with it because I'm sure both of the conversations could be pretty lengthy. But that was the only reason I signed off on

the two, because you said that you weren't sure if everyone was okay with removing the facilities' one. So right now I'm just trying to find out, you know, based on your e-mail from the 26<sup>th</sup>, is -- is the council intending on speaking on the facilities or just doing the 10-20? Because that really was not probably the intention. And like I said, I only signed it because that -- it had to be signed and we had to come together before we could decide to take it off. I could not remove that myself.

**CITY MANAGER HOSKINS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** City Manager.

**CITY MANAGER HOSKINS:** Yes. I did send out an e-mail asking if I could replace the facilities' workshop with the 10-20. However, since I did not hear back from the city council, I left the facilities' workshop on the agenda and asked that the 10-20 managerial item be added. And when we spoke on Monday, that's what I relayed.

That message I relayed to you was that we're just adding the 10-20 because this item is really time-sensitive and I think we need to move on it since you -- it was deleted from the agenda on the 25<sup>th</sup> -- the 20<sup>th</sup> or the 25<sup>th</sup>. So if we get to a point where you feel that we need to stop the facilities' discussion, at this point I -- we can -- I would like to continue on and -- with both items, and if we get to a point on the facilities' discussion -- we don't have to talk about the financing. I did just want to communicate with you the status of the current facilities.

As you know, we have a library grant out there for 500,000 -- library construction grant for \$500,000 that ends in 2020 that you need to make a decision on. We also have moved employees in the Public Safety building -- Public Safety complex where you, at one point, wanted to sell. I just need to get some direction on if you want to continue to move employees in that building or we want to sell it. You know, what do we want to do?

Or do we want to leave everything status quo. We are renting facilities where I believe that we could move employees from the rental facilities over to the Public Services building if we're not going to sell the building. So I would just like to get some direction from you all. We could save money if we decide to move some of those employee -- some of those offices that are in the Port Center over to the Public Service building since that building is up and running. But you know, we could save some general fund dollars. So it's up to you all if you want to have that discussion tonight or -- or move it to another evening.

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilman Davis, you're recognized.

**COUNCILPERSON DAVIS:** Whatever decision we do make tonight, one of the things I want everyone to take in consideration is we've been talking about the library and the P-3 and the tour. Wasn't the date -- I want to try to see if we can get a date set where potentially everyone look at their schedules for the last Saturday of this month, soon. Because I've been having discussion with folks that -- that want to work with us on this

tour, but my issue is getting a date from the council. So I -- that's one of the things I definitely want to get -- discuss so we can have a tour where we can go down South and look at a few P-3 projects as we might not necessarily make a decision, but look at the options that are out there, what other cities are doing.

**CHAIRPERSON DAVIS JOHNSON:** Thank you, Mr. Davis. Is there any other comments or questions?

**COUNCILPERSON BOTEL:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Botel, you're recognized.

**COUNCILPERSON BOTEL:** I also had the same concern when I signed the document approving tonight's meeting, because I also thought it was going to be a replacement. However, I am concerned about the library grant and the need to have a conversation about that. So I'm okay with starting a conversation about facilities tonight with the knowledge that we might not make it past 10:00 so we'll have to continue.

**CHAIR PRO TEM HUBBARD:** I'm clear as to where -- as to what Mrs. -- since Miss Hoskins didn't get any feedback from us, she just went ahead and added it. So therefore, I'm clear that we were going to have two items on this agenda and we would have a fuller -- a full discussion of both if possible, if time permits. So I'm prepared that we can go ahead with the agenda as planned.

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson?

**COUNCILPERSON MILLER-ANDERSON:** I -- I do want it to be very clear. In the e-mail it did not ask a question. And you know, if she was looking for direction when no one responded, I -- it said that, "I would like to replace it." You know, and I thought that when -- I wasn't here that night but I was on the phone, and -- and with the conversation that was had I -- I -- it seemed that it was okay to move forward with it. No one rejected the idea. So I understood it to take place. And so being that it was not an actual question, May I, you know, replace it? I didn't feel the need to respond and that's probably why no one else responded, because it wasn't a question. It was, you know, a statement that you wanted to do that.

So you know, that was why I did not respond to that because that -- I was -- it was understood that that is what we were going to do, because we understood that the 10-20 would be a long conversation, probably. So -- but I -- like I said, I'm fine with it but I -- that was not why I signed it. I signed it only because it was there, but that was not my understanding. It was just to talk about the 10-20 tonight. Thank you. That's it.

**CHAIRPERSON DAVIS JOHNSON:** Thank you. I don't see a problem at this point moving forward with both the discussions. We cannot continue to push them out. I believe that they need to be addressed. We need to talk about facilities. We certainly need to talk about the -- our movement of 10-20. We also discussed from the dais that

we would go into more of a -- we were trying to decide or get a -- a rendering from our attorney as it related to the PTO, because we talked about that potentially being a negotiating tool.

So therefore, we were going to discuss that in a private setting versus in a public meeting. Because we still had the outstanding union contracts. It is 6:40. We should be able to have a robust discussion and get through both of the items tonight, is my thought. Because staff is presenting it. You know, we will have questions, but staff is presenting information that we need in order to be able to make informed decisions. So I would suggest that we move forward with the two items and ensue in discussion.

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Mr. Davis, you're recognized.

**COUNCILPERSON DAVIS:** Will we hold our questions till after each presentation?

**CHAIRPERSON DAVIS JOHNSON:** That's feasible. I mean, it's -- it's --

**COUNCILPERSON DAVIS:** I'm just asking. I just wanted to know.

**CHAIRPERSON DAVIS JOHNSON:** -- it -- it is whatever the pleasure of this board is. We are a collective body so let's move as such. If we want to hold our questions, we can hold our questions. If the questions feel that they are burning and need to be addressed, we can do that at that time. What's the pleasure of the council?

**COUNCILPERSON MILLER-ANDERSON:** Yeah.

**CHAIRPERSON DAVIS JOHNSON:** Okay. You want to play it by ear. Not taking questions.

**BESSIE BROWN:** (Unintelligible) as a workshop. Isn't the workshop for everybody (unintelligible)?

**CHAIRPERSON DAVIS JOHNSON:** The workshop is for staff to present to us and for us to have discussion publicly. But there have -- there have never been public comments during a workshop.

**BESSIE BROWN:** Oh, no. (Unintelligible).

**CHAIRPERSON DAVIS JOHNSON:** Well, they have -- they have separate -- they -- they've done some things in the past. But when -- when we were here and when I became a part of this council, we did not take public comments during a workshop. Under -- unless there was some extenuating circumstance that required us to do so. We are not doing public comments tonight because the -- we need to hear this information so that we can make an informed decision.

**MAYOR MASTERS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Thank you.

**UNIDENTIFIED SPEAKER:** (Unintelligible).

**CHAIRPERSON DAVIS JOHNSON:** Thank you. Mr. Mayor, you're recognized.

**MAYOR MASTERS:** Yes. In -- in -- in the -- in the past it -- there has -- there have been workshops with public comment. There have been workshops and I -- I've been here a pretty long time -- there have been workshops without public comment. And it has been the -- in the past it has been sort of left up to the city council.

The chair and the council can weigh in if they feel that the matter tonight is of such importance to get feedback or input from the public, since we are discussing two very important decisions and both of them have to do with taxpayers' dollars, and there are members of the public I see from the library and others that probably would -- could and should maybe weigh in. So Madam Chair, I would ask for a -- a consensus from the council as to whether or not public comment can be accepted tonight.

**CHAIRPERSON DAVIS JOHNSON:** What would be the pleasure of the council?

**COUNCILPERSON MILLER-ANDERSON:** Well, what I would like to say is, you know, as we said before, during the workshops we typically don't. But if it is a point in where we're getting ready to make a vote, I know that I've been a part of saying allow the public to speak during that time, if we're taking some -- making some sort of decision to vote. Otherwise, the public comment typically comes in when we have our city council meeting for that particular item.

**CITY CLERK ANTHONY:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Madam Clerk.

**CITY CLERK ANTHONY:** Before you move forward, based upon the comments that were just made by Councilperson Miller-Anderson, just in case there is a little gray area, I want to make sure that everyone understands no vote will be taken at this meeting. This is a workshop and we don't do votes at the workshop.

**COUNCILPERSON MILLER-ANDERSON:** At workshops we have done a consensus to bring something back. We've done this many times.

**CITY CLERK ANTHONY:** Okay. Consensus but not a vote, you said.

**COUNCILPERSON MILLER-ANDERSON:** Pretty much the same thing. Not a technical vote. Okay?

**CITY CLERK ANTHONY:** Okay.

**COUNCILPERSON MILLER-ANDERSON:** We're not going to get technical tonight.

**CITY CLERK ANTHONY:** I just -- I just want to make sure.

**COUNCILPERSON MILLER-ANDERSON:** Right. But it -- we're ultimately making a decision. And when we're making that decision we need to bring the public in if we're doing a consensus, which is basically a vote without saying it's a vote. That's what I'm talking about.

**CHAIRPERSON DAVIS JOHNSON:** Thank you, Councilwoman Miller-Anderson. Is there any other comment from the remaining members of council? We need a consensus here. We are not an individual. This -- this body moves as a group. So therefore, I need to hear from the remaining members of this council.

**CHAIR PRO TEM HUBBARD:** If we are not going to take a vote and the clerk said that we won't be taking a vote, then we won't have the public comments. If we decide to do otherwise outside of what the clerk had stated, then indeed we would hear from the general public. And in -- in my past experience we have not had comments during -- during -- during the workshops, and I know I've attended a myriad of council meetings on the council and not while I was on the council.

**COUNCILPERSON BOTEL:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Botel, you're recognized.

**COUNCILPERSON BOTEL:** Given the small number of members of the public who are here, and given the importance of this topic, it wouldn't concern me if we had members of the public make no more than three-minute comments. It would probably bring some light to the conversation.

**CHAIRPERSON DAVIS JOHNSON:** So then am -- am I hearing consensus, you want to allow public comments, board? Mr. Davis, consensus?

**COUNCILPERSON DAVIS:** We have a council workshop. Then we have -- you asked --

**CHAIRPERSON DAVIS JOHNSON:** I -- I simply asked.

**COUNCILPERSON DAVIS:** -- that's why I didn't want to say nothing. See? No.

**CHAIRPERSON DAVIS JOHNSON:** I just asked.

**COUNCILPERSON DAVIS:** If you're going to ask me a question let me speak. We have a council workshop and you have a public workshop. But if you all want to do something different, you have the right to do it. I'm just going to follow whatever you guys want to do.

**CHAIRPERSON DAVIS JOHNSON:** Okay.

**COUNCILPERSON MILLER-ANDERSON:** You know what? Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Consensus, we will allow public comment three minutes.

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

**CHAIRPERSON DAVIS JOHNSON:** Item number 1.

**CITY CLERK ANTHONY:** Madam Chair, where will that be on the agenda?

**CHAIRPERSON DAVIS JOHNSON:** We would allow staff to make its presentation.

**CITY CLERK ANTHONY:** So you're doing comments after each item?

**CHAIRPERSON DAVIS JOHNSON:** Yes.

**CITY CLERK ANTHONY:** Thank you.

**CHAIRPERSON DAVIS JOHNSON:** Item number 1, please.

#### **AGENDA Approval: Additions, Deletions, Substitutions**

#### **AGENDA ITEMS**

1. **DRAFT - RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, AUTHORIZING THE AMORTIZATION OF TEN (10) YEARS TO MEDIUM (MARKET), 20 YEARS TO MAXIMUM AS CALCULATED IN THE COMPREHENSIVE SALARY STUDY FOR EMPLOYEES CLASSIFIED AS MANAGERIAL.**

**CITY MANAGER: KAREN HOSKINS (561) 845-4010**

**CITY MANAGER HOSKINS:** Madam Chair, the first item is -- on the agenda is the discussion of moving the managerial employees to a 10 -- to a 10 medium range, 20-year maximum in the compensation plan. On the July -- June 20<sup>th</sup> city council meeting, this was presented to you all in a resolution; however, you stated that you wanted staff to bring it back in a resolution -- I mean, in a workshop setting. So we are here to discuss the 10-year medium and 20-year maximum for managerial employees. What was adopted or given to the managerial employees was a more aggressive compensation plan. It was a five-year medium and 10-year maximum. So at this time I'll call Miss -- Interim Director Eureka Irving [sic] up to give a brief presentation and then we can go into more discussions or questions that you may have.

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Eureka Irvin, Human Resources Department.



**UNIDENTIFIED SPEAKER:** (Unintelligible).

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Eureka Irvin, Human Resources Department. All right. I'm just going to -- okay. Just a brief summary of how do we get to where we are now with the compensation study.

So back in last August, employees completed job questionnaire analysis and that was just to give a description of their duties as -- as -- as they believe them to be, with also supervisors' input. Also in August benchmark positions were selected and the surrounding competitors were also selected. You know, all but one responded. As you know, there was the town of Palm Beach, West Palm Beach, Palm Beach Gardens, Wellington, Delray Beach, Boynton, the School Board, Palm Beach County, were some of these competitors that were selected.

The study addressed it in equity and pay among the city employees, and longevity was used in placing employees in their appropriate slot. And employees were slotted based on their last promotion date or reclassification date. Okay. The 10 years to market, the -- the midpoint to 20 years, this is just what the -- it would cost for managerial employees. If we use this scenario it would affect 19 employees and 23 employees would not be affected. If we used the seven years to midpoint, 15 years to maximum, it would affect 21 employees and 21 employees would not be affected, and the -- and you see the cost there would be over \$200,000. And the five years to midpoint, the 10 years to maximum, there is the cost.

This will adjust 24 employees and 18 employees would not be adjusted. I just want to -- to say on the -- for the five year to -- to -- to midpoint, the 10 years to maximum, you will see the greater number of employees would be -- would be receiving adjustments, whereas opposed to 18 employees would not be adjusted. Also I -- I did not put it on the slide, but the committee looked at several different factors on how it would have an impact on our Public -- Public Safety employees who were -- where we were experiencing -- not just in Public Safety, but also in other departments -- compression among the -- the -- the -- the staff and, therefore, the more aggressive approach was used. And so right now we are just here to discuss the impact of using the 10 year to market as opposed to the five years to market. And the market is just the -- the midpoint in the salary pay band. If there are questions, I will also have Mr. Sherman, as well as the two chiefs to come up and provide any questions or input you -- if there are any questions.

**CHAIRPERSON DAVIS JOHNSON:** There are questions?

**CHAIR PRO TEM HUBBARD:** Yes.

**CHAIRPERSON DAVIS JOHNSON:** Chair Pro Tem, you're recognized.

**CHAIR PRO TEM HUBBARD:** The last time we were together, a couple of things were brought up. One was have -- if you go back, I guess it would be two -- well, okay. You can leave it here. So with the aggressive jump or the large jump that was made that took everybody out of whack that brought us to this conversation, one thing that was suggested was that if we know that we're trying to get the managerial staff where -- where

they need -- need to be, we could do it, like, 10 percent per year until they got to that particular point as opposed to having such an -- an aggressive shot up that ladder, and we would get those big jumps in salaries as we had done. Do you have any comments to -- to that in particular?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Okay. I'll ask Mr. Sherman to -- to come up. But what I want to -- to come up to address giving a flat 10 percent increase to -- to -- to staff. One of the things that the salary study used -- well, its purpose was to address the inequities. And one of the things -- the thing that was used to determine where an employee was placed is the date of that promotion or reclassification.

**CHAIR PRO TEM HUBBARD:** Okay. Not so much a flat 10 percent but say we know you need to go up \$20,000 or \$25,000 to get to that particular midpoint as opposed to having an aggressive movement like we had before, and we do that on 10 percent, you know, per year to get the persons to where they would actually need to be. Would that be possible?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Well, one of the things that would be -- you would have to take in consideration there, the longevity was also used to get to determine where an employee was -- was -- where they were placed within the -- the -- the pay -- pay grade. The -- everybody's longevity percentage varies. So that 10 percent adjustment will also vary or --

**CHAIR PRO TEM HUBBARD:** Fluctuate.

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** -- unless longevity itself was subtracted from -- from that. So Mr. Sherman, you want to --

**DIRECTOR OF FINANCE SHERMAN:** Yeah.

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** -- jump in here?

**DIRECTOR OF FINANCE SHERMAN:** I'll -- I'll try. Yeah, Randy Sherman, Director of Finance. The answer to your question is yes. The program does have the ability to say, Okay. You're here today. You really should be here. How many steps do you want to take before you get to where you should be?

So you could -- and what we selected originally was one step. We'll just do it lump sum because it -- it fit within the budget that we had laid out. If it hadn't fit -- and I don't know if you recall back last year when we were doing budgets, we actually thought it was going to take two years to get to the -- to where we needed to be. But because of where the numbers came in, we said, Okay. We can do this all in one year.

But the program will do something like that if that's what you would like. It can either say, This is the -- the most that you can get, 10 percent, 5 percent, whatever it is, or you could say, Okay. You need to go from A to B, but we're going to do it over

two-year cycle or over a three-year cycle. So -- so that way you wouldn't have that -- that one jump. So those people -- well, let's say you got somebody out there that's supposed to get 30 percent. They'll get their 30 percent but they're going to get a 10, a 10 and a 10, you know, if you decide to do it over three years. So an answer to your question is yes. And we can do it over a period of time if that's what you would like.

**COUNCILPERSON BOTEL:** Madam Chair.

**CHAIR PRO TEM HUBBARD:** It's just a -- an idea that I -- Chief Madden had mentioned it during our different scenarios or our discussion of different scenarios for fire and police because we wanted to move them -- deal with them separately and apart because the situation was separate and apart.

So I am hoping to hear from them both tonight on public safety and that we deal with public safety separately from -- from this because as we saw, there was a lot of compression already in those -- those -- those departments. So that -- so if we are -- you know, and I'm not saying the 10 percent was the number. Please understand I was just using that, you know, for sake of example to determine do we have an alternative to get people where they need to be. Thank you.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Botel, you're recognized.

**COUNCILPERSON BOTEL:** To use that example of -- that Mr. Sherman just mentioned, I think many people in the community approached me with regard to some of the raises and were horrified to see that, for example, someone went from -- let's take for an example, 66 to, let's say, 130-ish. And so that would be something that I think we should seriously take into consideration, the fact that we might want to phase in those salaries. Yes. It might be appropriate for someone to end up at a certain position given what their responsibilities might be, but to phase those in. So there's that point of view.

I would also like to know, though, those increases, how do we look at those in light of what we're giving the general employees? I mean, are we taking into consideration the negotiations with the general employees with regard to the amount of money that we have in a pool to -- to -- to -- to put towards salaries? And are we considering that set of increases with regard to the general employees?

**CITY MANAGER HOSKINS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** City Manager?

**CITY MANAGER HOSKINS:** Yes. We have a separate pot for the general employees and we did take -- have taken that into consideration .

**COUNCILPERSON BOTEL:** So is that separate pot for the general employees increased at all by virtue of the fact that we're saving money by doing this?

**CITY MANAGER HOSKINS:** Not necessarily. We would be saving money, but when we looked at the -- what we wanted to offer, we set aside -- was it 750,000? plus some other changes that we wanted to implement for the general employees.

**COUNCILPERSON BOTEL:** So I guess the question I have been asked is if we had 362,000 for the other scenario --

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

**COUNCILPERSON BOTEL:** -- and we have 145,000 at this scenario, it saves us about 217,000. And the question I was asked is that 217,000, can that be put toward the general employees' pot of money that was --

**CITY MANAGER HOSKINS:** We --

**COUNCILPERSON BOTEL:** -- right?

**CITY MANAGER HOSKINS:** Yes. We would negotiate that, of course, if that's the city council's desire.

**COUNCILPERSON BOTEL:** Thank you.

**CHAIRPERSON DAVIS JOHNSON:** Well, I have a question. Why did we go straight into the managerial as opposed to dealing at the very beginning with the general employees? Why did we not address general employees before we went with management?

**CITY MANAGER HOSKINS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Yes, Miss City Manager.

**CITY MANAGER HOSKINS:** From my vantage point when I was in -- in Finance, that has been the practice to --

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

**CITY MANAGER HOSKINS:** -- give the managerial theirs, and unfortunately at this time we were negotiating with the general employees. Other times we were -- had contracts already approved, so to speak, so those increases were, you know, based on the contract. So those were automatic. This is a unique time where the general employees' contract was up and we were still negotiating with them. And looking at past practice, the managerial would be given their 10-1 increase, and then once the, you know, contract is completed, then the managerial will get theirs. But hindsight 20/20, shouldn't have been done.

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

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** One moment. So could we not have used the study as a part of the negotiations for them in order to get us to success? Because, you know, what -- what concerns me the most is the general employees are our -- no

disrespect to managerial because that -- you are there to manage and to oversee. However, it is those workers that are providing the day-to-day operations of the city and certainly their -- their concerns should have been a priority. And I just want that on the record. And even if -- you know, one of the things that I know about government is sometimes it's hard to move out of what has consistently been done in the past. But it just seems to me that because we were having such difficulty in having the discussion on the -- on the contract for the union and what the asks were, that could have certainly been a point to relieve some of the contention. For the record, my point. Councilwoman Miller-Anderson?

**COUNCILPERSON MILLER-ANDERSON:** I just want to echo what you're saying. And my question is are we able to address the -- the general employees' issues prior to doing this or we have to do this before we address the general employees? I know we're not talking about the same pot of money.

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

**COUNCILPERSON MILLER-ANDERSON:** But I don't want it to give the appearance that one group is superior to the other in terms of providing their monies. So do we have any flexibility with making sure that the general employees are taken care of?

**CITY MANAGER HOSKINS:** We have union negotiations scheduled for July 12<sup>th</sup> -- 11<sup>th</sup> and 12<sup>th</sup>.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**CITY MANAGER HOSKINS:** And it would depend on how those negotiations go if we could, you know, get the -- you know, the agreed TAL -- TA on those open items or items that have been presented to us and what we've presented to them and get ratification by council, which would be August -- next meeting is August 1<sup>st</sup> and then the next meeting would be what? August the --

**COUNCILPERSON MILLER-ANDERSON:** 15<sup>th</sup>, right?

**CITY MANAGER HOSKINS:** -- 15<sup>th</sup> or 16<sup>th</sup>. So we would definitely have to get ratification by you all first.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**CITY MANAGER HOSKINS:** And it just depends on how the negotiations go for -- on the 11<sup>th</sup> and 12<sup>th</sup> or what are those two dates.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**CITY MANAGER HOSKINS:** Now, currently, you know, the employees, managerial employees are receiving -- the 19 employees are still receiving the pay.

**COUNCILPERSON MILLER-ANDERSON:** Based on the meeting that we had --

**CITY MANAGER HOSKINS:** Based on --

**COUNCILPERSON MILLER-ANDERSON:** -- in February where we made that decision without --

**CITY MANAGER HOSKINS:** -- right.

**COUNCILPERSON MILLER-ANDERSON:** -- having this information?

**CITY MANAGER HOSKINS:** Right. Right.

**COUNCILPERSON MILLER-ANDERSON:** So it wasn't frozen.

**CITY MANAGER HOSKINS:** So --

**COUNCILPERSON MILLER-ANDERSON:** They've continued to receive it?

**CITY MANAGER HOSKINS:** Right. Was I --

**CHAIRPERSON DAVIS JOHNSON:** You know, I think -- I think Mr. -- Mr. Sherman, has that not been discontinued?

**CITY MANAGER HOSKINS:** For those employees where the -- based on the memo that Mr. Sherman wrote --

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

**CITY MANAGER HOSKINS:** -- the corrections or whatever and he questioned some of the items, those corrections were made, because there was one employee whose position was questioned as far as it relates to that person being in that -- the number of years that person was in that classification. So those corrections were made. But the other employees -- I think there were what, about seven or eight employees that needed to be corrected?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** There were about -- not quite that many. There were maybe about four or five employees that needed to be corrected.

**CITY MANAGER HOSKINS:** Okay.

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Based off of either their -- their -- their years within that classification or if the correct salary was recorded.

**COUNCILPERSON MILLER-ANDERSON:** So you say they still need to be corrected? So they're still receiving the funds based on the decision that was made in February?

**CITY MANAGER HOSKINS:** The -- the -- the 5-10, the more aggressive plan.

**COUNCILPERSON MILLER-ANDERSON:** So if we go with a different plan they're going to have to pay that money back?

**CITY MANAGER HOSKINS:** We would --

**COUNCILPERSON MILLER-ANDERSON:** How's that -- why didn't we freeze --

**CITY MANAGER HOSKINS:** That's if --

**COUNCILPERSON MILLER-ANDERSON:** -- it once we decided to try to figure it out? 'Cause we're still trying to determine.

**CITY MANAGER HOSKINS:** Well.

**COUNCILPERSON MILLER-ANDERSON:** And you say you had some corrections that you were going to make anyway?

**CITY MANAGER HOSKINS:** Those corrections have been made.

**COUNCILPERSON MILLER-ANDERSON:** But not the -- not this, because that's what we voted on?

**CITY MANAGER HOSKINS:** Well, we're -- you voted on the 5-10. Now, that's why we brought it to you so quickly, the 10-20, is to -- so you can make a decision if you wanted to go to the 10-20, move from the 5-10.

**COUNCILPERSON MILLER-ANDERSON:** But in the meantime they're still getting paid off of the 5-10?

**CITY MANAGER HOSKINS:** Correct.

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilman Davis, you're recognized.

**COUNCILPERSON DAVIS:** Thank you. As our intentions, I do believe, is to do the right thing by all of our employees, it's great to make an initiative to try to get everybody to where they should be. But it's my understanding back last year it was this council goal to take care of the general employees first. To discuss these options, negotiate discussions on where we may go with our budget while we're still in a negotiation behind closed doors for the -- with general employees' union.

I do believe it would be fit that we -- at some point, immediately if it was -- if I had the support to do it, to freeze all the funding that's been received up to this point. Don't make no decision until we get negotiations done with the general employees and then we continue to work through this process as you're moving forward. Because what's going to happen, if we make a decision, we got employees -- let's say we -- we did this with general employees today.

That number's going to change throughout negotiations and it's going to really cause even more confusion, because if we were to address the general employees, the number that -- the percentage that we're going to discuss behind closed doors is going to impact that budget. But if we were just to focus on what we have in place and freeze everything, and say, Let's get what we've been trying to do a year ago done, then we can make a decision later on how we want to move forward.

I would think it is only fair to the whole -- whole system that we have in place, because we all know that no one on this board -- no one in this city want to see no one get treated any differently. Previous practice has been based upon previous leaderships. Not to say that they was doing something malicious but that was just -- they were just following each other's previous leadership. But I do believe it's our goal to focus on -- and getting the general employees addressed. Freeze what we have in place. Stop immediately -- stop what's been -- as far as the raises that's been given. Freeze it. Wait for unions to finish their negotiation of general employees.

Once that is taken upon, then we can open up and look at the entire city once everyone else is in place. But until then we're doing one thing, but we're making adjustments as we go and we can never make everyone happy because the numbers are going to continue to change as we make decisions. But until we take care of our general employees' negotiation process, we shouldn't be making no permanent decisions on nobody's budget at this -- nobody's financial situation at this time.

But while we do want to take care of them, but we still haven't came to an agreement between both sides. 'Cause it's not just us. The -- the other union has to come with us and we have to come to agreement together. But we have to work together with that union, make a decision. But freeze -- everything that we've done so far with it, freeze that. Take everybody back to where they were. Freeze it and say, Hey, let's take care of the general employees' negotiations and then we can come back later. That's what should be taking place at this time.

But we should still continue to talk about this but don't make a decision upon this until we take care of this other stuff. But freeze what's already been recommended. Freeze that money right there. Everyone make what they was making originally and then we can just make a decision and move forward with our budget as we get ready for October 1. Once we made that decision and move forward, then we come as a collective body to talk about things that's going to take place in the future. Because in another two years, we have other things -- other bargainings that's going to be opening up for negotiations.

But we need to get -- take care of old business first, because when this was brought to us, it was told to us that this would not impact negotiations, which it wasn't true. And it's definitely impacting negotiations and it's impacting morale. And Miss Hoskins, it wasn't you. It was way before you. I'm not here, you know -- I just want -- I just remember what this board was told at that meeting over a year ago. And that's what we was told. It will not impact negotiations and it would not impact morale. It would help morale. It did the total opposite what we was told at that particular time. And the only way I can see us



fixing this is at some point at a council meeting, freezing this. No one get no more money. What they're getting, they don't get that. Take them back to where they are and we move forward with negotiations. And whatever both sides come to a mutual agreement, then we can continue to open up this discussion at that later date to take care of all of our employees.

**CHAIRPERSON DAVIS JOHNSON:** Thank you. What prevents us -- is there anything that prevents us from providing the 3 percent cost of living to those employees without affecting negotiations? Is there anything that would allow us to do such -- to take such an action?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Are you talking about general employees, Chairperson Davis?

**CHAIRPERSON DAVIS JOHNSON:** I'm talking about whomever has not received the 3 percent COLA.

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Okay. Well, salaries in regards to general employees, salaries are impact bargaining. So even if we just wanted to give the employees a 3 percent, we could not because salaries are impact bargaining. So that is why we are still having the issues with -- it is still unresolved with general employees because it has to be agreed upon by their union negotiation -- by -- with their labor union.

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair? To that, what -- Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson.

**COUNCILPERSON MILLER-ANDERSON:** Wasn't the 3 percent put in there and it was not supposed to be tied up with, you know, the compensation study or anything else? That was something that was put in the budget for us to go ahead and the -- the idea was to go ahead and pay that.

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Well, in negotiations, because salaries are impact bargain, the -- the -- the group -- well, they were offered the -- to the 3 percent then or wait until the salary study was completed. The union decided that they would forego the 3 percent and go with the salary study. So even though the City set aside the 3 percent, we just could not arbitrarily give the union the 3 percent. You did that with your nonbargaining employees.

**COUNCILPERSON MILLER-ANDERSON:** Hmm. But we made the attempt to do it, but because the union decided to use that as a bargaining tool --

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Yes.

**COUNCILPERSON MILLER-ANDERSON:** -- that's why the employees did not get it?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Correct.

**MAYOR MASTERS:** Madam Chair?

**COUNCILPERSON MILLER-ANDERSON:** Well, based on, you know -- I don't always agree with what Mr. Davis says, but I do somewhat agree with what he's saying in terms of freezing what we have in place. Like I said, I don't -- Miss Davis Johnson said it already. I don't need to really repeat it. But I don't want -- and then that is -- it is a problem out there and I know a lot of employees are complaining, because in the past you've had situations where the -- the supervisors or managers or department heads and the city manager are getting their money but the employees are not being compensated. And I'm not talking about you necessarily. I'm not talking about you. I'm going way back.

You do fall into it at this point but I'm not -- I wasn't address -- it's been going on for years. And so I don't want to continue that where it appears that we're, you know -- everybody's job is important. And if we're not able to make a decision or the negotiations have not been finished yet with the SIU -- SEIU with the general employees, I -- I want to make sure that we're sort of treating everybody equally, you know?

**CITY MANAGER HOSKINS:** Madam -- Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** City Manager.

**CITY MANAGER HOSKINS:** So when you say freeze --

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**CITY MANAGER HOSKINS:** -- can you be a little bit more specific to -- back to what the --

**COUNCILPERSON MILLER-ANDERSON:** Pre --

**CITY MANAGER HOSKINS:** -- pre-February 21<sup>st</sup>?

**COUNCILPERSON MILLER-ANDERSON:** Yes.

**CITY MANAGER HOSKINS:** -- date?

**COUNCILPERSON MILLER-ANDERSON:** Yes.

**CITY MANAGER HOSKINS:** Or I -- I mean, April 1<sup>st</sup>.

**COUNCILPERSON MILLER-ANDERSON:** Whenever, yeah, April 1<sup>st</sup> when it went into effect.

**CITY MANAGER HOSKINS:** Okay. April 1<sup>st</sup>. So when it went into effect we rolled the longevity up into it. So we're gonna have to reverse everything.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh. Okay.

**CITY MANAGER HOSKINS:** Okay. That's -- you understand that?

**COUNCILPERSON MILLER-ANDERSON:** Whatever it takes.

**CITY MANAGER HOSKINS:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** Well, here's my concern about that. We talked about longevity and how longevity was handled in the study. Longevity is longevity and should not be -- didn't we have a discussion that longevity should not have been rolled up in salary? Longevity was longevity and should have been equated as such?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** You want me to answer that? I'm sorry. (Unintelligible). I'm sorry.

**CHAIRPERSON DAVIS JOHNSON:** I would love for you to answer that question. Yes, Madam City Manager.

**CITY MANAGER HOSKINS:** Miss Irvin, you want to answer that? The -- when part -- part of the study included longevity as the number that we came -- came up with. So if the study said that this person is at market rate, it included the longevity. So if they were making \$10 and they were getting 2 percent longevity, so it pushed them up, that's -- that would -- that's what the study said. Okay. That person should be making the -- what, \$12, and that's what they're making. So that's the new market rate, include with -- inclusive of the longevity. So now we would have to go back and undo all of that.

**CHAIRPERSON DAVIS JOHNSON:** But have we not in the past -- longevity has been longevity and it was never rolled into salaries.

**CITY MANAGER HOSKINS:** Right. It was always a separate percentage.

**CHAIRPERSON DAVIS JOHNSON:** So then why do we take -- right. And I believe that that's the percentage that we should -- we should be working with and that should be the formula that we're working with based on -- now, if you want to talk about what has been done, you have a schedule of percentage for longevity based on years of service. And so when folks look at that, they are looking to have their longevity calculated based on the number -- number of years of service.

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

**CHAIRPERSON DAVIS JOHNSON:** Versus having it just rolled up into their salary as if it is a part of that salary.

**CITY MANAGER HOSKINS:** Right.

**CHAIRPERSON DAVIS JOHNSON:** Because if I'm making \$7 an hour and I've been here for the number of years that get me to 3 percent, I want to see what that \$7 -- the -- that -- that percentage should be --

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

**CHAIRPERSON DAVIS JOHNSON:** -- and then it is then added. But it's not calculated and rolled into salary.

**CITY MANAGER HOSKINS:** It was not before.

**CHAIRPERSON DAVIS JOHNSON:** Does that make sense?

**CITY MANAGER HOSKINS:** Right.

**CHAIRPERSON DAVIS JOHNSON:** It was not before?

**CITY MANAGER HOSKINS:** Right. But now it is.

**CHAIRPERSON DAVIS JOHNSON:** So why do we find the need to do that?

**CITY MANAGER HOSKINS:** Well, that's what part of the -- when we said we were doing the compensation study, what was presented by staff to help pay for the implementation of the study.

**CHAIRPERSON DAVIS JOHNSON:** Speaking of pay, you can come back and answer my question. Do we have the money to fund this study in totality?

**CITY MANAGER HOSKINS:** I've been told by the Finance Director that we do.

**CHAIRPERSON DAVIS JOHNSON:** Okay. So back to my question. So then what was -- so staff decided that that was a better route to go, rolling it up into the salary as opposed to the manner in which it was calculated previously in order to be able to fund the study?

**CITY MANAGER HOSKINS:** Repeat your question.

**CHAIRPERSON DAVIS JOHNSON:** Did I understand you to say that staff in its decision to fund the study decided to roll the PTO into the salary which was going to net -- net additional dollars in order to cover the cost of the study?

**CITY MANAGER HOSKINS:** The longevity, right.

**CHAIRPERSON DAVIS JOHNSON:** The longevity.

**CITY MANAGER HOSKINS:** Right.

**CHAIRPERSON DAVIS JOHNSON:** I don't know how you all feel about it but I --

**CITY MANAGER HOSKINS:** And I believe I'm correct --

**CHAIRPERSON DAVIS JOHNSON:** -- I just don't believe that longevity should be -- it should be taken out of the formula in which it was previously done. Because folks have worked --

**CHAIR PRO TEM HUBBARD:** Madam --

**MAYOR MASTERS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** -- for this city. They have given of their time, their talents, their -- you know, their -- their life to this city. And so therefore, if that longevity is a part, it should be -- it should be separate and apart in my opinion. Because we've got some folks that have been working here for many, many years and to take that longevity and to handle it in the manner in which we did, I thought that that was a disservice.

**COUNCILPERSON BOTEL:** Madam Chair? Go ahead.

(**CHAIRPERSON DAVIS JOHNSON:** Who -- I --

**COUNCILPERSON MILLER-ANDERSON:** I'll go -- go after her.

**CHAIRPERSON DAVIS JOHNSON:** You're -- you're --

**COUNCILPERSON BOTEL:** I guess --

**CHAIRPERSON DAVIS JOHNSON:** -- okay. You're deferring?

**COUNCILPERSON MILLER-ANDERSON:** No. No. She said it first.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Botel? Okay.

**COUNCILPERSON BOTEL:** My question is, though, if we rolled back to pre-study, aren't we rolling back to a state in which longevity was considered?

**CHAIRPERSON DAVIS JOHNSON:** But I wanted to have the -- I wanted to put that on record because we were doing something different with longevity than we had been.

**COUNCILPERSON BOTEL:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** Yes, we would now be going back to it, but I wanted to know why we were changing. And I needed staff to answer that question for --

**COUNCILPERSON BOTEL:** Okay. 'Cause my -- my -- in my opinion -- and I also find myself agreeing with Councilman Davis -- in my opinion I think this is something that we need to do. We need to go back to a situation that was in existence before we had this controversy about this compensation study so that the general employees can feel that we're honoring them while at the same time not dishonoring the -- the management

employees but just saying, For the moment we're going to put this in a stasis and say, rest there until we can come back to you, and -- and deal with the general employees first and then come back to this issue of the management.

So if we go back to a situation that was in existence before this compensation study, I believe we're just going back to what had been previously, and it should be easy enough -- easy for me to say since I don't have to do the work, but easy enough to go back to that -- that prior position. Yes?

**CHAIRPERSON DAVIS JOHNSON:** Absolutely.

**COUNCILPERSON BOTEL:** Good.

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

**CHAIR PRO TEM HUBBARD:** Madam Chair?

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Chair Pro Tem?

**COUNCILPERSON MILLER-ANDERSON:** Madam, I was next.

**CHAIRPERSON DAVIS JOHNSON:** You deferred.

**COUNCILPERSON MILLER-ANDERSON:** No. I said she said it first and then me.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** So can we get an -- an amount that we're talking about in terms of the longevity, if we just put -- separate that and go ahead and do that? We can do the longevity and freeze on the -- the pay study increase. Are we able to do that?

**CITY MANAGER HOSKINS:** What do you mean?

**COUNCILPERSON MILLER-ANDERSON:** You were say --

**CITY MANAGER HOSKINS:** You're talking about just rolling back to the April 1<sup>st</sup> --

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**CITY MANAGER HOSKINS:** -- hourly rate plus longevity?

**COUNCILPERSON MILLER-ANDERSON:** That will still include longevity.

**CITY MANAGER HOSKINS:** So would it be the hourly rate plus the longevity?

**COUNCILPERSON MILLER-ANDERSON:** Okay. So they will get the longevity, though?

**CITY MANAGER HOSKINS:** Right.

**COUNCILPERSON MILLER-ANDERSON:** I won't stop that?

**CITY MANAGER HOSKINS:** Is the -- the system can still do that, right, Randy? Yeah. So --

**COUNCILPERSON MILLER-ANDERSON:** Okay. Okay.

**CHAIR PRO TEM HUBBARD:** So -- Madam Chair, if you would?

**CHAIRPERSON DAVIS JOHNSON:** Chair Pro Tem, you're recognized.

**CHAIR PRO TEM HUBBARD:** The -- in the compensation study, the increases that the general employees would receive plus their longevity and without doing the PTO, allowing for the buyback -- allowing for the buyback and all of those things with -- would do -- would we still be able to do that and give the -- give the employees the increase that they would have realized within the -- after the compensation study?

So let me restate that for you. I hear us talking about rolling back and going back, but I'm saying are we going back so far that the general employees won't get the increases that they were going to realize? So will the employees be able to get that increase, continue the longevity that they have in place, as well as being afforded the -- the buyback and the things that they had -- they had acquired along -- along the way? Will they -- will we financially still be able to do that?

**CITY MANAGER HOSKINS:** Madam Chair. Now, we're --

**CHAIRPERSON DAVIS JOHNSON:** City Manager.

**CITY MANAGER HOSKINS:** -- negotiating, currently negotiating with the general employees.

**CHAIR PRO TEM HUBBARD:** Those things?

**CITY MANAGER HOSKINS:** Right. Those things.

**CHAIR PRO TEM HUBBARD:** So -- okay. So let's say we're -- we are -- we -- let me -- let me -- let's delve into that a little bit more. We are -- we're negotiating with general employees whether or not we're going to go to PTO or stay the way we were? That's a negotiation? I don't think so.

**CITY MANAGER HOSKINS:** I don't want to say but we can have -- if you would like, we can go to closed executive session and schedule a closed executive session and --

**CHAIR PRO TEM HUBBARD:** Well, let me see if I can rephrase that again.

**CITY MANAGER HOSKINS:** -- and give us --

**CHAIR PRO TEM HUBBARD:** Based on -- because this is -- I'm -- and it -- and I -- and you don't have to give me any details, but I'm just saying in general, as it was presented to us and to my understanding, it was presented to us as implementing the compensation study with PTO; therefore giving us the funds to provide the increases that we had acquired in the -- through the compensation study. Now, if PTO is up for negotiations and off the table, that would have something to do with my future comments. Is -- okay. Well, maybe I can say it like -- is PTO a done deal?

**CHAIRPERSON DAVIS JOHNSON:** No.

**CHAIR PRO TEM HUBBARD:** Okay. So that is part of the negotiations that's going on with SEIU, whether we're going to stay as we were but realize the increases, the longevity and the other benefits that we were one time doing. So -- so if that's the case -- if that's the case that we're talking about, I'm -- I'm -- I'm still saying that if we're talking about rolling back, going back, how far are we talking about going back? Are we going back with or without those benefits? Are we going back far enough for people to - to continue to accrue longevity?

**CITY MANAGER HOSKINS:** Well, the April 1<sup>st</sup> date would be to accrue longevity, I guess, until you decide -- until we finish negotiations with the general employees. We're just talking about managerial now, going back to the April 1<sup>st</sup> date.

**CHAIR PRO TEM HUBBARD:** Uh-huh.

**CITY MANAGER HOSKINS:** Then once we finish with the general employees, we'll bring that back to you for ratification and we'll move forward with the managerial.

**MAYOR MASTERS:** Madam --

**CITY MANAGER HOSKINS:** At this point your direction has been to negotiate the PTO, the longevity, the sick and vacation. So if -- and I'm not a labor attorney so I don't know if we can have another closed executive session to talk about it. I -- I don't know.

**CHAIR PRO TEM HUBBARD:** I -- I guess that would have to be after the membership of -- with the SEIU, go to them and let them know what they would desire because I think a lot of times by the time the representatives from SEIU get to us, they might hear from, as they put it, a handful of the employees but I think that get -- we should make sure that there's enough time, enough gap for the SEIU membership go to their representatives. So when we do have this closed executive session, we'll have a clear understanding of which way our employees want to go.



**CHAIRPERSON DAVIS JOHNSON:** Mr. Mayor, you're recognized.

**MAYOR MASTERS:** Thank you, Madam Chair. I want to just go on the record with the Chair, as well, as the Chair stated as it relates to general employees. For me it starts there. Period. And then we go up. And not up and go down. This study, how much are we -- how much is it -- did it cost the City, Mr. Sherman, please? I just have a couple --

**CITY MANAGER HOSKINS:** The study was \$40,000.

**DIRECTOR OF FINANCE SHERMAN:** 40,000.

**MAYOR MASTERS:** 40,000. Okay. I just think that I like the idea that Council on my far right, Mr. Davis, stated that we ought to just freeze all this stuff. Just freeze it and just go back. Mr. Sherman, is that practical, that we can freeze where we are and just take it back to -- to where it was before the \$40,000 study came in --

**DIRECTOR OF FINANCE SHERMAN:** Yeah.

**MAYOR MASTERS:** -- to play.

**DIRECTOR OF FINANCE SHERMAN:** I mean, it's -- what do we got now --

**MAYOR MASTERS:** There's no problem with that?

**DIRECTOR OF FINANCE SHERMAN:** -- 53 employees or something like that?

**CITY MANAGER HOSKINS:** There are only 19.

**DIRECTOR OF FINANCE SHERMAN:** And not -- not that many changed.

**CITY MANAGER HOSKINS:** Oh. 43.

**DIRECTOR OF FINANCE SHERMAN:** But, yeah , we'll just have to go back. We'll go back to March 31<sup>st</sup>, Saturday, March 31<sup>st</sup> and just put those -- put that file back in and that's where we -- we are.

**MAYOR MASTERS:** Okay. The comments that I have received from the public have focused upon the individuals that got these great big increases and went from here -- from here to here. I don't know whether that would be considered, that we overpaid them. We shouldn't have given that much amount -- it looks bad. It's just a bad look, period. Especially when we have general employees who are looking at that and saying, Well, they gave themselves this kind of raise from -- and I think Dr. Botel was absolutely on point when she talked about -- gave an example. Dr. Botel, what was that example you gave? What was the raise? Help me out a little bit.

**COUNCILPERSON BOTEL:** I think 60-ish to 130-ish.

**MAYOR MASTERS:** And I think that -- that -- I don't know how you guys are gonna decide how to do that, but that needs to be fixed some kind of way. 'Cause we're the laughing stock of the community and the media when you look at the raises that we got that -- that kind of percentage wise -- where no one in the country probably got that kind of big jump. That needs to be fixed. I don't know how you fix it. I don't know whether you take it out gradually or -- or whatever you do. Go back with that, as well. But that's my comment. Fix it, because it's a bad look on the city. Thank you.

**COUNCILPERSON DAVIS:** Madam Chair.

**CHAIRPERSON DAVIS JOHNSON:** One moment, Mr. Davis. Did you care to put your request in a motion? Oh, no motion. Consensus.

**COUNCILPERSON DAVIS:** This is a workshop, yeah. This is -- well, I was just gonna --

**CHAIRPERSON DAVIS JOHNSON:** Okay.

**COUNCILPERSON DAVIS:** -- I was just gonna ask staff, yeah --

**CHAIRPERSON DAVIS JOHNSON:** Prior to -- uh-huh. Prior to going to consensus, let's hear what the public has to say.

**CITY CLERK ANTHONY:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Yes, Madam Clerk?

**CITY CLERK ANTHONY:** Madam Chair, the acceptance of public comment cards for item number 1 is now closed.

**CHAIRPERSON DAVIS JOHNSON:** Thank you.

**CITY CLERK ANTHONY:** Bessie Brown.

**BESSIE BROWN:** Good evening, Bessie Brown, Council. Basically I have written some things as to what happened to the general. Also why is there a -- just a draft sent to y'all? You approved it -- approved and accepted a compensation study in February. This -- this thing that we're looking at tonight, it's a draft. And -- and also, Mrs. Hoskins said that the market rate, they kind of manipulated the longevity into that. But if you would look at this study -- and this is all managerial; I don't see one -- one salary here, anything says market.

We need to -- you all really need to look at everything from beginning to end. Your staff can give you all of the people that got the raises, what they got, you know, individual. You can -- it's what? 18, how many got it, and how many didn't get it. They can give you -- so you can see these things and with the dollar amounts instead of just concentrating on managerial. Managerial got increase 10/1. Managerial also gotten an increase April.

Now, cost of living across the board, 3 percent, should have been given to the general employees 10/1/2018, because you have an increase when you're negotiating, but the City gives a cost of living. Now, y'all need to get all of this stuff in place so that you'll know where you're going, because some people are not -- you know, I'm sitting here. You're not getting stuff that you should be getting stuff and it should be in a -- in one -- one to next. That way you will get -- you will understand -- you can -- you can keep up with this.

But freeze everything. Because all you're doing -- all managerial's asking for -- this will be the third raise. General has got nothing. And then you're trying to manipulate the cost of living in the negotiations. That's a no-no. That's a no-no. And -- and if you would go back in the past, ask for the information. Let them show you was cost of living and -- and -- and -- and negotiations negotiated together? No.

I was on an negotiation team. I was payroll for five years. I -- I pretty much am aware of all of this. And if there's a mistake made, it can be corrected. And not to make us look like we don't know what we're doing, but you all need to get these things in -- in a manner of one, two, three, and with that aside, next. But -- but this will be the third increase for managerial. You need to freeze that from jump.

**CITY CLERK ANTHONY:** Madam Chair, that completes public comments.

**ANDRE HENDERSON:** I had one (unintelligible).

**CITY CLERK ANTHONY:** Mr. Henderson, I know you gave one for the special city council meeting, but I do not have a second one for the workshop.

**ANDRE HENDERSON:** You said it would apply. And the agenda, you just know (unintelligible) change the workshop and it was (unintelligible). So (unintelligible).

**CHAIRPERSON DAVIS JOHNSON:** Come on. Come on up, Mr. Henderson.

**ANDRE HENDERSON:** Thank you. Don't get mad at me, please. Don't be upset with me. I wrote some notes down back when we did this on June 7<sup>th</sup>. I know it was going back further but when Russell Campbell came, a lot of this is because of how it looks. And I think that we need to be careful of how it looks and move with a sense of purpose.

The City was informed to go with a 5-10; however, it was told to be aggressive, and they were sent an e-mail saying that there would be concerns with it. And we're in this situation now. This is what happened. I think Randy Sherman received that e-mail. They went with it anyway. There's an issue, I think, where attacking managerial and we're doing this when this is procedural where somebody took it upon themselves to make a decision and now it affects everybody.

So I -- I don't think management should be looked at as the enemy. They need to give up some -- some things. But I -- I don't think they -- I don't think they are. But

I -- I think what happened was they got raises that looked bad and in some cases some people didn't deserve them. So to attack everybody would be wrong in that sense. But I think we need to go back to where the problem lies. Somebody decided to go with this and that somebody was Randy Sherman. It was Russell Campbell. He said right here, he advised Mr. Sherman that this is going to create chaos and animosity in the -- in the works, in everybody from manager to general.

And I think we need to be careful of attacking individuals in this and really look at -- and bring Mr. Sherman up and say, Why did you put the City in this complicated situation? I think he needs to express to -- I wrote the note down. I -- I remember when he said it. And the issue is Russell Campbell was on there, Jonathan Evans, Davis -- not you, Mr. Davis. It was Bruce, I believe it was. Sherman, Booker and Eureka Irvin. The issue was they benefitted from it.

So it looks like the general public got shafted, so to speak. And when you go into negotiations years ahead, they lost a lot of things that they wanted. Now when you come up now, they're still negotiating that 3 percent was not supposed to be part of a bargaining tool. And when they use that against them, then they say, Well, let's freeze everything. Well, we're -- now we're using that as a bargaining tool against management. I think we need to sit back and go -- Mr. Sherman needs to explain why he went with the 5-10 and didn't go with the other one for the general population -- general public workers, because this is what creates the issue. And if he has a good reason for it, then he can explain. If he doesn't I think -- you suspended Mr. Bailey, right? If I'm not mistaken, he got suspended. Then he needs to get suspended, because this is the issue we had.

This goes back to Evans. This goes back to Evans. People not -- you're not getting things that you deserve. You -- you voted on something. They sent it out and they -- he made a decision to move it ahead and you didn't find out. And at the board you got it. Now you're looking, like, with your pants down going, What happened? Well, he should have come to you and said, No, I'm changing it from a -- whatever to a 5-10.

**CHAIRPERSON DAVIS JOHNSON:** Thank you, Mr. Henderson.

**ANDRE HENDERSON:** And that's the issue. You guys are looking silly when he needs to come up here and explain why he did this, because it creates an adverse reaction between the general and the management. And I think some management deserves it. Some of them don't.

**CHAIRPERSON DAVIS JOHNSON:** Thank you, Mr. Henderson.

**ANDRE HENDERSON:** So -- thank you.

**CHAIRPERSON DAVIS JOHNSON:** Okay. So back to the discussion at hand. Is there -- is there consensus to freeze all pay back to the pre-study rate, to include the - the longevity and everything that was in operation at the time pre-study?

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

**CHAIRPERSON DAVIS JOHNSON:** Is there consensus?

**CHAIR PRO TEM HUBBARD:** Miss -- Madam --

**COUNCILPERSON MILLER-ANDERSON:** I thought we -- Madam Chair, I thought we weren't going to include the longevity.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** We're not including the longevity. We're going to let that go?

**CHAIRPERSON DAVIS JOHNSON:** The longevity was already in place prior to the change in the study.

**COUNCILPERSON MILLER-ANDERSON:** Oh, okay. So that will still get that?

**CHAIRPERSON DAVIS JOHNSON:** So they're going to maintain it the way that it was prior to the study.

**COUNCILPERSON MILLER-ANDERSON:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** Yeah. So can we come back, though, to my question? Using -- you're saying that the 3 percent is a part of the impact bargaining. Why -- why do we have to use that as a part of the impact bargaining when a cost of living increase was experienced and received by nonunion members? Why do we have to do that?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Okay. Because salaries are impact bargaining. Your nonbargaining employees are not a part of a bargaining unit so you can just -- you can determine to say nonbargaining, you get \$5. Whereas your bargaining employees, you have to negotiate what that amount is going to be. Mr. Attorney?

**CITY ATTORNEY DeGRAFFENREIDT:** Right.

**CHAIRPERSON DAVIS JOHNSON:** I -- I -- okay. So I understand that. So then can we not put it in a bonus format? Because they have suffered. They have suffered.

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** And there has been no change for them. So the 3 percent -- the 3 percent cost of living increase, you're saying that that is -- we're giving 3 percent on their salary. And because it is on the salary, we cannot address it. That's what I'm understanding?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** It has to be bargained.

**CHAIRPERSON DAVIS JOHNSON:** Okay. So what prevents us from providing a 3 percent performance bonus? That's --

**COUNCILPERSON DAVIS:** That's negotiable.

**CHAIRPERSON DAVIS JOHNSON:** -- pardon?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** That's still impact bargaining.

**CHAIRPERSON DAVIS JOHNSON:** Still impact bargaining?

**INTERIM HUMAN RESOURCES DIRECTOR IRVIN:** Yes.

**CHAIRPERSON DAVIS JOHNSON:** So Mr. Attorney?

**CITY ATTORNEY DeGRAFFENREIDT:** Yes, ma'am.

**CHAIRPERSON DAVIS JOHNSON:** Is there no way that we can -- I'm just --

**CITY ATTORNEY DeGRAFFENREIDT:** Do something internally?

**CHAIRPERSON DAVIS JOHNSON:** -- to do something internally for the general employees?

**CITY ATTORNEY DeGRAFFENREIDT:** They are represented by a bargaining agent. No, without being --

**COUNCILPERSON MILLER-ANDERSON:** You need the microphone.

**CITY ATTORNEY DeGRAFFENREIDT:** -- an unfair labor practice.

**COUNCILPERSON MILLER-ANDERSON:** Microphone.

**CITY ATTORNEY DeGRAFFENREIDT:** It's something that has to be bargained.

**CHAIRPERSON DAVIS JOHNSON:** Okay. I -- I -- I'm just trying to figure out --

**CITY ATTORNEY DeGRAFFENREIDT:** I understand what you're trying to do --

**CHAIRPERSON DAVIS JOHNSON:** -- you -- you know?

**CITY ATTORNEY DeGRAFFENREIDT:** -- but you're handcuffed on this one.

**CHAIRPERSON DAVIS JOHNSON:** We're handcuffed on this and cannot.

**CITY ATTORNEY DeGRAFFENREIDT:** Yes, ma'am. Yes, ma'am.

**CHAIR PRO TEM HUBBARD:** How about this?

**CITY ATTORNEY DeGRAFFENREIDT:** You have to go through their bargaining agent (unintelligible) --

**COUNCILPERSON MILLER-ANDERSON:** Can he use the microphone, please?

**CITY ATTORNEY DeGRAFFENREIDT:** -- (unintelligible) arguments of employment.

**CHAIRPERSON DAVIS JOHNSON:** Would you please pull the microphone forward? Would you restate for the record, please?

**CITY ATTORNEY DeGRAFFENREIDT:** (Unintelligible). The statute requires us to go through their designated collective bargaining agent to change any of the terms of employment.

**CHAIRPERSON DAVIS JOHNSON:** Okay.

**CHAIR PRO TEM HUBBARD:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** I believe Councilwoman Miller-Anderson spoke and then you will follow.

**COUNCILPERSON MILLER-ANDERSON:** No, I don't think I said anything.

**CHAIRPERSON DAVIS JOHNSON:** I thought I heard your voice.

**COUNCILPERSON MILLER-ANDERSON:** You did but --

**CHAIRPERSON DAVIS JOHNSON:** I do apologize.

**COUNCILPERSON MILLER-ANDERSON:** -- that was about the microphone.

**CHAIRPERSON DAVIS JOHNSON:** Okay. Thank you. Okay. Chair Pro Tem?

**CHAIR PRO TEM HUBBARD:** Can we set an appointment with their bargaining union -- unit and tell their bargaining union -- unit we want to go ahead and give our staff the 3 percent? Not -- so now they can no longer -- and tell them that we're willing to not use that 3 percent as a part of the bargaining tools that they have. They're the one that wanted to use that 3 percent. Tell them, Let's take the 3 percent out of this discussion or this bargaining equation. Allow us to go ahead and give our employees the 3 percent. So that they won't send us another letter saying that we are interfering in bargaining practices. Ask them upfront, Can we go ahead, give our employees the 3 percent and then we bargain from there?

**CITY ATTORNEY DeGRAFFENREIDT:** That changes one of the terms and conditions of employment and has to be collectively bargained pursuant to the statute. The rigid --

**CHAIR PRO TEM HUBBARD:** Ask them.

**CITY ATTORNEY DeGRAFFENREIDT:** -- requirements are because public employees are not permitted the opportunity to strike. Okay? So all of the issues that impact their employment by statute have to go through that collective bargaining process. You're an agent of the people you designated. You want to make that offer, it goes through your negotiation team through their bargaining agent. And that is the responding party on behalf of the people (unintelligible).

**CHAIR PRO TEM HUBBARD:** And that's what I'm -- I -- and that's exactly what I'm saying. The bargainers would allow us to go ahead, pay the 3 percent, and we bargain from that point forward. But I hear you. And I'm sure some of them are listening and they hear it. So when they go back they can say, Hey, allow our -- our employees -- our employers to give us the 3 percent and we're going to bargain from here. So we'll see -- we'll see how that pans out.

**CITY ATTORNEY DeGRAFFENREIDT:** Yes, ma'am.

**CHAIRPERSON DAVIS JOHNSON:** Any further comments from the council? So are we at consensus for the freezing of the salaries back to pre-study implementation?

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

**COUNCILPERSON BOTEL:** Yes.

**COUNCILPERSON MILLER-ANDERSON:** Yes.

**CHAIRPERSON DAVIS JOHNSON:** We have reached consensus, but I'm still not clear on how 3 percent can be a bargaining -- part of the bargaining piece.

**CITY MANAGER HOSKINS:** And we'll confirm with Mr. McLean.

**CHAIRPERSON DAVIS JOHNSON:** Okay. Because what I -- what I would like this council to reach consensus on is if, in fact, that does not have to be a part of the bargaining tool, that we move to provide the 3 percent cost of living to the general employees, those general employees that have not received it.

**CHAIR PRO TEM HUBBARD:** Absolutely. (Unintelligible).

**CHAIRPERSON DAVIS JOHNSON:** Madams -- Madam Chair Pro Tem, you're recognized.

**CHAIR PRO TEM HUBBARD:** Thank you. I -- I agree with you wholeheartedly and if there -- if we can do it, you know, we're all for it. I know, you know, one time they did send us a letter cautioning us about making agreements outside of, you know, the bargaining --

**CHAIRPERSON DAVIS JOHNSON:** Well, certainly I -- you know, I don't --

**CHAIR PRO TEM HUBBARD:** -- so --



**CHAIRPERSON DAVIS JOHNSON:** -- want to do anything outside of that. But I'm just trying to figure out how --

**CHAIR PRO TEM HUBBARD:** -- I think they --

**CHAIRPERSON DAVIS JOHNSON:** -- how we provide an opportunity for those employees who have not received a cost of living, when clearly these are some of the most valuable employees that we have.

But secondly, you know, some of those -- those positions can use the 3 percent. The salaries. Those workers can use that 3 percent increase until such time as a full union contract has been -- been negotiated. I, by no stretch of the imagination, want to do anything that is improper. I want to remain consistent and make sure that we follow the process. But I would like a rendering on that question. Can cost of living be considered non-impact bargaining?

**CITY MANAGER HOSKINS:** Okay.

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilman Davis, you're recognized.

**COUNCILPERSON DAVIS:** Well, is this something that we'd be discussing at closed executive session next Wednesday?

**CITY MANAGER HOSKINS:** The closed executive session --

**COUNCILPERSON DAVIS:** Hoskins?

**CITY MANAGER HOSKINS:** -- was scheduled for the sergeants.

**COUNCILPERSON DAVIS:** Oh, that's not the same?

**CITY MANAGER HOSKINS:** Right.

**COUNCILPERSON DAVIS:** So you -- we're just wondering what the -- did Jack McLean give you a date yet on when we're supposed to meet?

**CITY MANAGER HOSKINS:** Not for general employees.

**COUNCILPERSON DAVIS:** (Unintelligible).

**CITY MANAGER HOSKINS:** But I can -- I'll ask him and see if we can schedule that soon.

**COUNCILPERSON DAVIS:** Okay.

**CITY ATTORNEY DeGRAFFENREIDT:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Is it impossible to include -- in that sergeants' closed executive session, can we not try to --

**COUNCILPERSON DAVIS:** Yeah, do both.

**COUNCILPERSON MILLER-ANDERSON:** Wanna do the --

**CITY MANAGER HOSKINS:** I'll have to defer to Legal.

**CITY ATTORNEY DeGRAFFENREIDT:** I think we already advertised for what we're going to do there. I don't think you can change that addendum -- agenda for a closed --

**CHAIRPERSON DAVIS JOHNSON:** Okay.

**CITY ATTORNEY DeGRAFFENREIDT:** -- exec. However, you -- you can accomplish what you're doing in my opinion relatively easy by directing your bargaining staff to make that overture to their collective bargaining agent. I don't think they're going to say no.

**CHAIRPERSON DAVIS JOHNSON:** Are we in consensus about making that request?

**CHAIR PRO TEM HUBBARD:** Absolutely. That's what I was thinking.

**CHAIRPERSON DAVIS JOHNSON:** Looking down the dais. I'm looking down the dais.

**COUNCILPERSON MILLER-ANDERSON:** Yes.

**CHAIR PRO TEM HUBBARD:** Yes.

**CHAIRPERSON DAVIS JOHNSON:** Thank you.

**CITY ATTORNEY DeGRAFFENREIDT:** Direct the bargaining team to do that.

**CHAIRPERSON DAVIS JOHNSON:** Botel, is there a consensus?

**COUNCILPERSON BOTEL:** (No audible response).

**CHAIRPERSON DAVIS JOHNSON:** Davis?

**COUNCILPERSON DAVIS:** (No audible response).

**CHAIRPERSON DAVIS JOHNSON:** All righty. So we will direct --

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** Who's on the bargaining team now? There's been some changes to the people that were on it.

**CITY MANAGER HOSKINS:** Yes, ma'am.

**COUNCILPERSON MILLER-ANDERSON:** Who's on that now?

**CITY MANAGER HOSKINS:** Mr. Horton and myself.

**COUNCILPERSON MILLER-ANDERSON:** So just the two of you?

**CITY MANAGER HOSKINS:** And Mr. McLean.

**COUNCILPERSON MILLER-ANDERSON:** And McLean? Okay. So typically you don't have Finance on there at all? Most places have Finance a part of the negotiating team?

**CITY MANAGER HOSKINS:** I'm not sure about most places. I believe in the past Finance has been on there and HR.

**COUNCILPERSON MILLER-ANDERSON:** Is there a reason why Finance was removed?

**CITY MANAGER HOSKINS:** So I made the decision to change due to some of the comments that were made at the podium.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

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

**COUNCILPERSON MILLER-ANDERSON:** For the -- and then HR, the same thing, as well?

**CITY MANAGER HOSKINS:** Same thing. And, Madam Chair, just like I said, we meet on the -- with the bargaining unit, the SEIU on the 12<sup>th</sup>, and if you don't mind, if they agree to the 3 percent, if I can do an add-on resolution to go ahead and add that on as a -- to get approval from y'all for that piece?

**COUNCILPERSON MILLER-ANDERSON:** Yes.

**CHAIRPERSON DAVIS JOHNSON:** One further question: Is that going to be retro to the 1<sup>st</sup> of October when the original cost of living increases were offered?

**COUNCILPERSON MILLER-ANDERSON:** It should. Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** I -- I -- I know that -- I think I recall hearing that we don't do retro. But I -- I do believe we owe that to them, to do that, because it's not their fault that we did not follow through and get this done in time. And, you know, it should have been done back then so I'm in favor of doing retro for them.

**CHAIRPERSON DAVIS JOHNSON:** Is there further consensus? And do we have the dollars to cover the retro, Mr. Sherman?

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Mr. Davis?

**COUNCILPERSON DAVIS:** While it is our goal to do the best interest of this city, I do -- I think we need to caution ourselves to be talking about negotiations and strategies in a public meeting, once again. But we do all have the same intent to get these things accomplished. But at the same time, don't give up your strategy and your positioning as you sit down with another party to talk about what you have to offer and what you don't have to offer, because folks will get in the room and say one thing and then when it's time to negotiate and strategic, they have to fight for the best interest of their side.

And when they know how much money you have, I don't blame them. I would do it, too. But if you playing cards and I can see your hand of the cards, what you got, how many spades you got, I'm gonna beat you all day long. So negotiation publicly, we cannot do -- this is so -- this is improper, just to be clear. Why -- I'm not accusing anybody of doing anything wrong. This is -- we just don't want to go down that road. We discussed this for the last three years about doing this and having negotiate -- and we keep heading down that road. We want to do right by the people and we're all going to do that. I believe everyone on this board is going to do that.

But let's make sure we stay within the confines of make sure staff are in a good position to go back with their -- their team to come to a -- a -- an agreement on how we want to move forward. We talked about 3 percent. Now the -- the -- the retro is there. They've been discussing the retro. That's been the point. Then we went from the retro to -- what's -- longevity. That became an issue. So we're going to start running down that same -- we know what we want to do, take care of the people. But let's talk about it at that place.

**CHAIRPERSON DAVIS JOHNSON:** If I may say --

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

**CHAIRPERSON DAVIS JOHNSON:** -- this conversation is taking place based on the statement that our attorney just made that said that we could do that outside of bargaining. We are simply directing our team to share the concern or the direction. That's the only thing that we -- we were attempting to do here and not to do a full-out discussion

of what the negotiations are. We have reached consensus to say that we believe that the general employees should be compensated with the 3 percent cost of living --

**COUNCILPERSON DAVIS:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** -- outside of their union negotiations. I don't think that we have touched upon anything else --

**COUNCILPERSON DAVIS:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** -- as it relates to negotiations. We are trying to reach consensus on how to make those general employees who have suffered the most as a result of failed union negotiations. So we are trying to find out the best manner that is going to work for us to move and not give away strategy. We are simply saying, This isn't a strategy for us. We believe that this is the right thing to do, and so therefore, we're directing staff. Now, that's how I see it based on the information that was placed from the attorney.

**COUNCILPERSON DAVIS:** I -- I -- I -- I -- I agree. Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilman Davis, you're recognized.

**COUNCILPERSON DAVIS:** Yeah, I agree with you. If I'm on the other side of the bargaining and what I would be thinking is -- and I'm on this side -- our staff now can hope that when we go to the table, say, Listen. We all went through a lot this year. We want to take care of the employees. Are you willing to work with us to make sure we make this happen, to be fair and we're going to do that? But beyond that where can we go and how are we going to get there and are we going to agree to get to that? You know what I mean? So we have to trust that both parties are going to do that without discussing -- 'cause they're not -- 'cause we're not sitting in the room with them now watching them on TV talk about what they're willing to even accept.

**CHAIRPERSON DAVIS JOHNSON:** Right. I understand your point.

**COUNCILPERSON DAVIS:** You -- you get what I'm saying?

**CHAIRPERSON DAVIS JOHNSON:** But I -- I get -- I get what you're saying; however, I don't think that you're getting what we're saying as it relates to that one point. We're not saying, Let's talk about anything else. We're saying --

**COUNCILPERSON DAVIS:** The 3 percent, you got --

**CHAIRPERSON DAVIS JOHNSON:** -- how do we get to that?

**COUNCILPERSON DAVIS:** Retro came up.

**CHAIRPERSON DAVIS JOHNSON:** Right, because everyone else got -- got -- got their 3 percent October 1. So why would you do anything less for those employees that did not? And that's the only thing that we were talking about.

**COUNCILPERSON DAVIS:** Listen. I'm -- I'm clear on that and I support that. But we gotta make sure how we interpret retro and everybody's on one -- one accord when it gets to negotiation. We all agree to take care of them for this year. And -- and that is incumbent upon -- from October 1. We get that. But let's make sure that when we get to the table, that it's interpreted that way. That's all I'm saying. Because what you say here now and what's interpreted and translated when they get behind closed doors in negotiations can be something totally different.

**CHAIRPERSON DAVIS JOHNSON:** So perhaps we can say very clearly --

**COUNCILPERSON DAVIS:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** -- so that there is no misunderstanding as to the intent, is that we would like to get a ruling on the -- on the cost of living being used as impact bargaining.

**COUNCILPERSON DAVIS:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** And if we, in fact, can do that outside of the confines of negotiations without violating any -- any tenet of that negotiation, that is what we would like to do consensually, correct?

**COUNCILPERSON DAVIS:** That's fair.

**CHAIR PRO TEM HUBBARD:** Madam --

**CHAIRPERSON DAVIS JOHNSON:** Council, I'm looking down the dais. I know you said yes?

**COUNCILPERSON BOTEL:** (Nods head).

**CHAIRPERSON DAVIS JOHNSON:** Yes. Chair Pro Tem, you're recognized.

**CHAIR PRO TEM HUBBARD:** So if we can do that outside the -- it's two things. One thing I -- I think I heard is that we can -- if we are allowed to do that legally, that's one point. But what I'm saying is we know it's a -- a legal part of the tenet of it being an income piece. But forget that piece of it and say to have our bargaining team say to SEIU's bargaining team, We would like you to allow us to go ahead and move on the 3 percent. With their permission we can go ahead and -- and do that. Even though it is a part of one of their bargain -- bargaining tools. And the other thing that I wanted to say, we're not lumping or are we lumping fire and -- and police into this at all?

**CITY MANAGER HOSKINS:** When you -- Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** City Manager.

**CITY MANAGER HOSKINS:** You're talking about the negotiations or what are you talk --

**CHAIR PRO TEM HUBBARD:** The compensation study and as a -- as a whole we're talking about the general employee compensation study. Well, we're talking about the compensation study, period. But none of what we're talking about will affect the fire and police or will it?

**CITY MANAGER HOSKINS:** Well, when you talk about managerial, there are some fire and police people that are part of the managerial group.

**CHAIR PRO TEM HUBBARD:** Well, see, and that's the thing that I wanted to be careful about and clear about, is that we separate -- we pull fire and police out of this study, out of this discussion, and the reason being is because they were not included --

**CITY MANAGER HOSKINS:** But neither of them received anything.

**CHAIR PRO TEM HUBBARD:** Right. They didn't --

**CITY MANAGER HOSKINS:** So they just -- the longevity was rolled up into their hourly rate and that was it. They didn't -- if I'm correct, no one received any increases based on the study.

**CHAIR PRO TEM HUBBARD:** And I --

**CITY MANAGER HOSKINS:** But we're trying to address at a later date or we're working toward addressing the issue of compression.

**CHAIR PRO TEM HUBBARD:** Compression.

**CITY MANAGER HOSKINS:** Right.

**CHAIR PRO TEM HUBBARD:** Yeah. So I -- so the only thing that I wanted to be clearer on or maybe get a consensus is that while some of the managerial positions in the police and fire department are being considered in this discussion, if we're going to pull police and fire out and deal with them separately, then we should pull them out and deal with them separately. You -- you -- you see what I'm saying? And I know when we talked the last time they were going to go -- go back and look at some different scenarios for Public Safety, period.

**CITY MANAGER HOSKINS:** Right. So would you like to add the longevity back to -- do you want to go back to the April 1<sup>st</sup> date for fire and police as it relates -- well, we would have to -- as it results to longevity. That would be all managerial. And --

but -- and then we're gonna separate them and address the compression issues.

**CHAIR PRO TEM HUBBARD:** Okay.

**CITY MANAGER HOSKINS:** Yes.

**CHAIR PRO TEM HUBBARD:** So when --

**CITY MANAGER HOSKINS:** We'll do that.

**CHAIR PRO TEM HUBBARD:** -- we have our discussion for SEIU general employees and we have -- we have our managerial, then we'll have separately fire managerial, police managerial and so forth and so on.

**CITY MANAGER HOSKINS:** Right. Right.

**CHAIR PRO TEM HUBBARD:** So we -- go ahead.

**CHAIRPERSON DAVIS JOHNSON:** But didn't we address salaries in the negotiation for both fire and police when we did their contracts?

**CITY MANAGER HOSKINS:** We're only talking about the assistant chief, the captains, the majors, the assistant chief of police and the chief of police. Right? Did I leave anyone out? That's it. Not the sergeants or the police officers, not those. They are not union. Those ones that I just listed.

**CHAIRPERSON DAVIS JOHNSON:** Okay. All right.

**CHAIR PRO TEM HUBBARD:** Isn't that --

**MAYOR MASTERS:** Madam Chair?

**CHAIR PRO TEM HUBBARD:** -- Madam Chair, is --

**CHAIRPERSON DAVIS JOHNSON:** Chair Pro Tem.

**CHAIR PRO TEM HUBBARD:** -- wasn't that an issue that with the sergeants and the captains being so --

**CITY MANAGER HOSKINS:** That's the compression. That's what we're going to address.

**CHAIR PRO TEM HUBBARD:** -- close, then that is the -- the compression issue? Okay. So we will --

**CITY MANAGER HOSKINS:** We're going to --

**CHAIR PRO TEM HUBBARD:** -- so we'll still have an opportunity to discuss that separately?

**CITY MANAGER HOSKINS:** Address that. Yes.



**CHAIR PRO TEM HUBBARD:** Okay. Thank you.

**MAYOR MASTERS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Mr. Mayor, you're recognized.

**MAYOR MASTERS:** Thank you. I want to go back to a couple points. I wish the City Clerk was here. She raised something; I've been thinking about it. She asked would the HR person be involved in something. And it's been quite -- I don't remember what it was but --

**COUNCILPERSON BOTEL:** Negotiations.

**MAYOR MASTERS:** Yeah. There was a reason for her to ask that, I -- I would think. I think she must have -- so the clerk must have had some reason or purpose. And I've heard other comments about HR and Finance being involved in the negotiation or your committee. And I -- I also heard that that has been a common practice in the past. Now, either it has or it hasn't been. And if it has -- if it has been, it gives me some caution to -- to change it based upon -- and I -- I love the public comment and comments from others, but we -- we -- we have a few people here. We don't have a whole lot of folk commenting one way or the other. But I want -- my question is to the city manager, in the past was there a representative from the Finance Department on that committee?

**CITY MANAGER HOSKINS:** Mayor, I thought I was clear in my comment. I said yes, the Finance Department has been on the negotiating team in the past.

**MAYOR MASTERS:** You were clear. But what you were not clear on and my question is, why was the Finance Committee on -- on -- why was there a representative from that committee on the committee -- from the Finance on that committee? Why was that?

**CITY MANAGER HOSKINS:** I guess because they're in charge of the funds, finances.

**MAYOR MASTERS:** Okay.

**CITY MANAGER HOSKINS:** And calculating the salaries.

**MAYOR MASTERS:** And perhaps you may have been one of those people?

**CITY MANAGER HOSKINS:** I was on there at one time, right.

**MAYOR MASTERS:** Because you worked in the Finance Committee you were on there?

**CITY MANAGER HOSKINS:** Right.

**MAYOR MASTERS:** Well, I -- I don't know how the other council people feel but -- and I -- and I respect your -- your opinion, but I just think that it should be balanced and whether it's someone from the Finance or one from HR. But that you have two managers on and then the attorney is three. I -- I would feel more comfortable to continue the practice of the past. Because when you have done things -- it doesn't mean that it's wrong or right. But if there were a reason -- and that's why I asked the manager what was the reason.

If the reason was valid then, the reason is valid now. It doesn't change because of -- of -- of opinions or whatever. And I just wanted to know what that reasoning was, and I would like for the council to -- to look at that and see if you're comfortable in leaving out someone from the Finance or the HR and whatever my fellow colleagues come up with -- but I just had to say it because I -- for the clerk to -- to mention that earlier tonight about the HR and -- and the city manager said that that has been a practice in -- in the past. And she has longevity here, many years. And -- and I'm sure that it worked. And this must have been a reason it worked so well. So that's why I'm bringing it up again. Thank you, Madam Chair.

**CHAIRPERSON DAVIS JOHNSON:** Thank you, Mr. Mayor.

**MAYOR MASTERS:** I rest my issue with that.

**CHAIRPERSON DAVIS JOHNSON:** Thank you, Mr. Mayor. Is there any further comment from the council? Okay. All righty.

**COUNCILPERSON MILLER-ANDERSON:** Were you saying something about that?

**CHAIRPERSON DAVIS JOHNSON:** Pardon?

**COUNCILPERSON MILLER-ANDERSON:** You said -- were saying something (unintelligible).

**CHAIR PRO TEM HUBBARD:** No.

**CHAIRPERSON DAVIS JOHNSON:** Mr. Mayor is done. Do you have a comment?

**COUNCILPERSON MILLER-ANDERSON:** Oh, I didn't know if -- I didn't know if Miss Hubbard was trying to speak on that or not but she said no. So I do have a comment.

**CHAIRPERSON DAVIS JOHNSON:** Would you like to speak?

**COUNCILPERSON MILLER-ANDERSON:** Yes.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** Yes. That was -- to -- to the Mayor's point, that was why I asked with it being a finance issue I definitely think Finance should be a part of it. I know you have the background in Finance and I appreciate that. But I do believe -- I don't want it to -- I know some things have transpired since -- obviously the change must have been made after the whole memos came out between you and Miss - Miss Hoskins and -- and Mr. Sherman.

But if he's Finance and with Miss Irving -- and I do understand they're both involved. Their names are in here. So I see that. But I -- I would think at some point everybody's name is going to be in that. But they won't be the only two that make the final decisions. So I -- I feel that both should -- someone from HR and Finance should be a part of it. Not just, you know, Miss -- Mr. Horton, as well as yourself should be on it. Even though they're included, between the four of you or the five of you with Mr. McLean on there, I just think it's important for there to be many representatives in there, especially since, you know, the way things turned out before when we had the issue of, you know, Mr. Sherman sending that memo. It just seems like now he's being removed because of that situation.

I don't know what prompted the move . You say the people coming to the podium. But I believe a lot of people that came to the podium was in -- in favor of him getting fired that night, too. So I -- I just don't know, 'cause I -- you -- you actually didn't tell us who changed. But I did hear that there was a change. But I do believe him as well as someone from HR should be on there.

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIR PRO TEM HUBBARD:** Madam --

**CITY MANAGER HOSKINS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** I'm going to hear from the City Manager and then Mr. Davis and Chair Pro Tem.

**CITY MANAGER HOSKINS:** The change was made not after the memos were sent out but after considering some of the comments that were made by some of the union members about, you know, You're getting rid of the PTO. You're getting rid of the longevity. You -- I'm losing five days with PTO. And I just thought that there was time for a change to the team and a different look at -- taking a different look at union negotiations. But if it's your desire to add Mr. Sherman back on the team, then I'll do whatever you say. But as I said, I just think that it was -- it's time for a change.

**CHAIRPERSON DAVIS JOHNSON:** Mr. Davis. Councilman Davis, you're recognized.

**COUNCILPERSON DAVIS:** Miss Hoskins is our current city manager. And she has 29 years of experience in Finance. Mr. Sherman is our Finance Director. He has his experience as a Finance director. Mr. Sherman has a boss who chose to make a decision and it's none of my business. I'm just speaking for me, when leadership wants to try

something different, if it works, great. If it's -- if something different happened that doesn't work, then we can discuss that then.

But at this -- at some point we as a board must allow the city manager to do her job without any interference. Sitting on this board over the last two years, I've seen numerous city managers get told what to do on this -- let these folks make a decision. And then now, if we make a decision as an executive board, that's one thing. But I'm willing to try anything out. If she has a reason why she want to do it, sit down with her and -- and just trust her on what she's trying to do. And if it doesn't work, then we can come back and try something different. But at least allow her to try to do something based upon her experience in this job. And if it works, good. And if it doesn't, then we can have that discussion at that time.

But every time staff makes a decision based upon their experience, not based upon what folks are saying and all that -- their experience -- they have to live with it. They have to be judged upon it. They have to be evaluated for that decision. So let that decision be with them. Because they're going to be evaluated based upon that. So if you're going to evaluate them, make sure you evaluate those decisions based upon your input or making those recommendations. But they choose that team and it doesn't work, then they will be evaluated for it. If they choose that team and it does work, then they will be rewarded for that team.

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** When the team goes for negotiations --

**CHAIRPERSON DAVIS JOHNSON:** I'm sorry. It was Chair Pro Tem.

**COUNCILPERSON MILLER-ANDERSON:** Was she next? Okay.

**CHAIRPERSON DAVIS JOHNSON:** Chair Pro Tem?

**CHAIR PRO TEM HUBBARD:** I think that we are ready for a change. This has been the longest drawn-out negotiations with the general employees and SIEU that we have ever gone through. Miss Hoskins has 30 plus years of Finance experience so we have representation from Finance there. Nothing will be taken away. Her -- her administrative position as a manager will go into that room as well as her 30 plus years of experience.

With all that has gone down with the Finance Director, the compensation study, the memo, I think that it is time that we go in there in a different -- go in there with a different team, a different perspective and go in there and get business done and business handled. Now, if it doesn't work, then we'll put together another team. But I'm confident that we're going to be able to come to an agreement, get something done and come out

of that room with a -- with a decision. I trust that Miss Hoskins and Mr. Horton and our attorney will -- will make it happen. And if she feels that she wanted to remove persons from the -- from the team for now, then I -- you know, I will definitely give her my support in doing so.

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller -- Councilwoman Botel. I know. But you had already spoken to it.

**COUNCILPERSON MILLER-ANDERSON:** I --

**CHAIRPERSON DAVIS JOHNSON:** And I --

**COUNCILPERSON MILLER-ANDERSON:** -- oh.

**CHAIRPERSON DAVIS JOHNSON:** -- think --

**COUNCILPERSON BOTEL:** Well, I think the argument that was made by my -- the councilperson to my right that if we're going to make decisions based on what people get up to the microphone and say, that basically was the decision that was made to remove Mr. Sherman from the -- from the team, based upon that people got up to the microphone and didn't like him there. I -- I've also heard that people in the -- in the SEIU didn't like the work that Mr. McLean did. And if you want to change horses in midstream, maybe that's the -- the -- the new -- the new -- a person you want to put on the team, is a new attorney.

I would like to see Mr. Sherman on that team, but, you know, again, I'm willing to defer to the -- the -- the city council -- the city manager. It is her role to make this decision. So as much as I would prefer to see Mr. -- Mr. Sherman on that team, I will defer. But I -  
- I would also recommend that we change the attorney on the team.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** When the team goes before the -- for the negotiations, they're taking our direction, correct? It's -- the information that y'all go to do negotiations with is based on what we want to have done?

**CITY MANAGER HOSKINS:** Yes, ma'am. Correct.

**COUNCILPERSON MILLER-ANDERSON:** Okay. And so I -- although we're not ones sitting at the table, we want to make sure that we're comfortable in what is being communicated at the table.

I know I said several months back that I had an issue with Mr. McLean being our representative. I said that for a while. At one point I did not feel we were being told all of the information. And we -- that would happen -- you had the union rep saying one thing

and you had the labor attorney saying another, which is why we had that -- that special workshop or special meeting, so that they were able to say what they needed to say in front of everyone, because it didn't appear that anyone -- somebody wasn't telling the truth. And we were having to make a decision based off of half of the information. That's one part of it.

Now, I do understand that Miss Hoskins is the city manager, and no one is trying to interfere with her in doing her job in terms of putting people together. However, there are a number of people that interfere all the time. So I don't -- you know, we can't pick and choose when we want to cross the line of what we are as council people versus what we should be doing as council people. So -- but in this particular case we want to say, Hey, she -- she has the experience. She's the city manager. She's the one that needs to do it.

If it doesn't work, I mean, how much more time we're gonna try this and if it doesn't work, then we're gonna have to start over from scratch and -- and -- and drag it out even more? I mean, I don't know what we have time to figure out if it works or not. But you know, I -- I just don't -- I hope that we're not trying to remove -- he's the Finance Director. At the end of the day, you gotta come through him. So he should be kept apprised of what's going on, even if he's not at the table. I feel he should be back at the table.

But to make sure that he is aware of what is going on and not keeping him out of the loop of what is going on, even if you don't have him as a part of the team. I -- I did check around to several other cities, and they do typically have their Finance person on there. So I don't -- you know, I don't see what the harm would be to have him on there. I think he should be on there and, you know --

**CITY MANAGER HOSKINS:** Madam Chair?

**COUNCILPERSON MILLER-ANDERSON:** -- at the end of the day, if that's what you want to do and keep him on there, that is -- that's your decision to make. But I feel he should be back on there.

**CITY MANAGER HOSKINS:** I don't think we would be where we are today if the team had been changed earlier. I was depending on management staff to guide me and, you know -- with these negotiations. And I -- I -- the union voted the contract down because they didn't like what was in that contract.

**COUNCILPERSON MILLER-ANDERSON:** And we knew that was going -- we knew that.

**CITY MANAGER HOSKINS:** So --

**COUNCILPERSON MILLER-ANDERSON:** Yeah. Let that -- yeah, that was a part of a discussion that we had during executive session. We already knew that.

**CHAIRPERSON DAVIS JOHNSON:** Continue, Madam City Manager.

**CITY MANAGER HOSKINS:** And that's why the change was -- is -- is being made.

**COUNCILPERSON MILLER-ANDERSON:** I don't know that that's the reason why.

**CHAIRPERSON DAVIS JOHNSON:** You're --

**COUNCILPERSON BOTEL:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** -- you're -- you're well within your right as city manager to make that change. And I certainly believe that Mr. Sherman will be kept apprised of any conversation that will be going on. She's made a decision to move forward and to create the team. She is there more hands on and involved. And I believe that we need to move forward and allow the negotiations to happen. They are scheduled for the 11<sup>th</sup> and the 12<sup>th</sup>?

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

**CHAIRPERSON DAVIS JOHNSON:** Correct? So therefore, I -- I believe that, you know, I -- I heard Councilwoman Botel saying remove, you know, Jack McLean. But we -- we also, in the same breath, talk about stalling and pushing it -- pushing it out. We can go ahead and move forward with the intent of reaching resolution with the SEI union, and we need to do that. We need to go in and I believe that we've made it clear one of the things that we've wanted and -- and there are other tenets of the agreement that have to be discussed. We need to get to the discussion and to ultimately reaching an agreement with the SEIU. And so therefore, it would be my recommendation that we move with the team as created by the city manager and move forward.

**MAYOR MASTERS:** Madam Chair? I would like --

**CHAIRPERSON DAVIS JOHNSON:** Mr. Mayor?

**MAYOR MASTERS:** -- is there a consensus from your council?

**CHAIRPERSON DAVIS JOHNSON:** Your --

**MAYOR MASTERS:** Please? I -- I -- I --

**CHAIRPERSON DAVIS JOHNSON:** Is there a consensus to allow the city manager to move forward in negotiations with her team? That would be a yes from me.

**CHAIR PRO TEM HUBBARD:** Yes from me.

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

**COUNCILPERSON MILLER-ANDERSON:** I'm not in favor of the team members so, no, not for me.

**CHAIRPERSON DAVIS JOHNSON:** Okay. Not for you? Councilwoman Botel?

**COUNCILPERSON BOTEL:** Well, I would prefer that she put Mr. Sherman back and get rid of Mr. McLean.

**CHAIRPERSON DAVIS JOHNSON:** Okay. Well --

**CHAIR PRO TEM HUBBARD:** There you have it.

**COUNCILPERSON DAVIS:** That's not a consensus. (Unintelligible) --

**COUNCILPERSON MILLER-ANDERSON:** But you have a -- I mean --

**CHAIRPERSON DAVIS JOHNSON:** Moving forward. We're the team. I -- I --

**CHAIR PRO TEM HUBBARD:** (Unintelligible).

**COUNCILPERSON BOTEL:** It's not up to me. It's not up to us. So --

**CHAIRPERSON DAVIS JOHNSON:** -- you know, we -- we -- here we -- we -- we are trying to --

**COUNCILPERSON MILLER-ANDERSON:** You've got a majority.

**COUNCILPERSON BOTEL:** (Unintelligible) consensus. It's not up to us.

**UNIDENTIFIED SPEAKER:** We are where we are.

**COUNCILPERSON BOTEL:** So --

**COUNCILPERSON MILLER-ANDERSON:** You got the majority.

**CHAIRPERSON DAVIS JOHNSON:** That's fine. Move forward. We will be moving forward with the SEI negotiations with the team as assembled by the city manager. Meetings will be held July 11<sup>th</sup> and July 12<sup>th</sup> and a report will be -- or you'll convene us again to talk about the outcome. Mr. Sherman will be made aware of the discussions and where the Finance -- the dollars will fall into play. Madam Clerk, you have that?

**CITY CLERK ANTHONY:** Yes, ma'am.

**CHAIRPERSON DAVIS JOHNSON:** Okay. Item 2?

2.

**DISCUSSION ON ALL CITY FACILITIES, INCLUDING BUT NOT LIMITED TO POLICE, FIRE, PARKS, AND PUBLIC WORKS, AS WELL AS, METHODS ON FINANCING THE CONSTRUCTION OF SAID FACILITIES.**



**INTERIM DEPT. DIRECTOR: TERRENCE BAILEY (561) 845-4080**

**CITY MANAGER HOSKINS:** Madam Chair, this item is regarding the facilities, city facilities but not limited to police, fire, Parks, Public Works, as well. And as I stated earlier, we will not be talking about the financing or -- we will not be talking about financing the construction of stated facilities but just to give you an overview of the condition of the facilities.

And I know many of you, when you looked at the backup, you saw a 2008 space utilization study. That's how long we've been talking about the city facilities and coming up with different -- with new buildings. So right now we have Mr. Willie Horton here that will give you an overview of the current condition of the facilities. Also one major item as I mentioned earlier is the construction grant that we received for the library, the \$500,000 construction grant that expires in 2020. We did receive an extension. At this time we need to consider if we want to apply for another extension or -- or make a decision if we're going to move forward with a new library. Just give us some feedback, please. Mr. Horton?

**INTERIM ASSISTANT CITY MANAGER HORTON:** Thank you, Madam. City Manager Willie Horton. Before we get started I just want to remind the board that we came before you back on the 1<sup>st</sup> of February and we presented the master plan of what could be. We gave some options of locations, and we talked about the different approaches that could be taken as far as building the project. Tonight I'd just like to go through the slides that have been provided to you and briefly talk about the condition of the facilities that we're looking at. Just a side note, this presentation is just on the general fund facilities that we're talking about.

From the Utilities perspective, we've elected to focus on the operational needs of the Utility as opposed to looking at a new administrative building. And so from the Utility's perspective, we will just be looking at modular facilities to tide us over until we can get past construction needs. The first slide that you will see is for the police department. Presently the police department is occupying -- is occupying approximately 18,000 square feet with 190 positions designated. We also have about 15,000 square feet over at the port on Martin Luther King. The need for the Utility presently -- what am I doing?

**CITY CLERK ANTHONY:** I'm sorry. There you go.

**INTERIM ASSISTANT CITY MANAGER HORTON:** Thank you.

**CITY CLERK ANTHONY:** Uh-huh.

**INTERIM ASSISTANT CITY MANAGER HORTON:** Is it this one?

**CITY CLERK ANTHONY:** Yeah.

**INTERIM ASSISTANT CITY MANAGER HORTON:** Okay.

**CITY CLERK ANTHONY:** I'm sorry. Do you need a --

**INTERIM ASSISTANT CITY MANAGER HORTON:** All right. The need as projected by the slide here is between 55 and 65,000 square feet at a cost of 18,000 -- \$18 million. When this was presented at the last presentation, we didn't have the dollar amounts, and what you all asked for was that we come back with the dollar amounts for the different facilities.

The next slide is for one of four police [sic] stations starting with fire station number 1. Presently this facility is about 14,000 square feet. This facility was built in 1978. It accommodates approximately 20 positions. The need is for a 22,000 square foot facility at a cost of \$8.5 million. Fire station 2 has been fully funded. We presently are under design right now, and that cost is approximately \$5 million to provide a new facility at 12,000 square feet. Fire station 3 is programmed to be funded in the FY '19 budget contingent upon board approval. That facility was built in '72. It's approximately 7,000 square feet to accommodate five to seven personnel. The need is for a

10,000-square-foot facility at a cost of \$5 million. The final fire station is just renovation to that facility. It's approximately 15,000 square feet, accommodating space for personnel three to seven people. The renovation cost on that facility is approximately \$750,000.

With the library we have several slides here that we'd like to go through. As the city manager has indicated, we do have an existing grant of \$500,000 for construction. That grant will expire December 2020. The estimated cost for a new library -- well, presently we have about 14,500 square feet in the existing library and we have 10 staff positions for that facility. The need is for approximately 32,000 square feet at a cost of \$14 million. With this it provides other amenities that the present library cannot accommodate.

It's my understanding that the present library only has one tutoring room within that facility. This -- this facility, this new facility, as we go through the slides here, we can see of the different types of activities that could possibly be incorporated into the new library. And -- and so we -- we are wanting to move forward with this. We think that with -- with this particular design or particular outlay, we can have a lot more functionality to the library. There -- there's even talk of maybe putting an auditorium. You see it there to the -- to the left of the screen. Not necessarily looking exactly like this, but something along that scale that would provide more functionality to the library. Then we come to City Hall. Presently this present facility has about 26,500 square feet, accommodating 90 position. Facility was built in 1978. And it covers the departments shown there to the left. With a new facility we could consider bringing over the balance of Development Services which is Code Enforcement. HR, we show 10 there but we're looking at a number of 11. It's questionable whether we would want to bring IT over at 11 personnel. Procurement or Purchasing at seven and the Senior Services group which is the number of two, bringing the total to 131 positions. We estimate that in order to accommodate this, we would need approximately 65,000 square feet at a cost of \$26,000.

**CHAIRPERSON DAVIS JOHNSON:** 26 million?

**INTERIM ASSISTANT CITY MANAGER HORTON:** Oh, 26 million. I'm sorry. It's been a long day.

**CHAIRPERSON DAVIS JOHNSON:** I'd say build today.

**INTERIM ASSISTANT CITY MANAGER HORTON:** I -- I would try to contribute to that. But \$26 million.

**CHAIRPERSON DAVIS JOHNSON:** (Unintelligible).

**INTERIM ASSISTANT CITY MANAGER HORTON:** Yes, it is. And so this is what we would look at moving forward. There -- there is no funding available for this at this time. But --

**MAYOR MASTERS:** (Unintelligible).

**INTERIM ASSISTANT CITY MANAGER HORTON:** -- I'm -- I'm sorry, Mr. Mayor?

**MAYOR MASTERS:** No. I'm just talking.

**INTERIM ASSISTANT CITY MANAGER HORTON:** Oh, okay.

**MAYOR MASTERS:** Back to you. Sorry.

**INTERIM ASSISTANT CITY MANAGER HORTON:** Okay. But the cost is estimated at \$26 million. Presently we are leasing space at the port to the tune of about \$450,000 a year. That lease -- and that's just for this building here. In this facility we have the Civil Drug court. We have the Justice Center. We also have Procurement, HR and Code Enforcement. I believe that's all?

**UNIDENTIFIED SPEAKER:** Detectives.

**UNIDENTIFIED SPEAKER:** Detectives.

**INTERIM ASSISTANT CITY MANAGER HORTON:** And -- and some detectives.

**UNIDENTIFIED SPEAKER:** Crime Scene.

**INTERIM ASSISTANT CITY MANAGER HORTON:** Crime Scene detectives in this facility. If we were to take out HR, Procurement and Code Enforcement, that would leave the detectives -- Crime Scene investigators, the Civil Drug court and the Justice Center. Presently with those three elements, the space that they would occupy or they are occupying is 6,500 square feet. The need for those three units is approximately 10,000 square feet. We have a cost hereof 5 million but that would be for building a new facility.

We're not necessarily recommending that we go that way with this particular group. There has to be some more dialogue as specifically to what we do with the Civil Drug court and the Justice Service Center. The Youth Empowerment facility occupies

presently 8,500 square feet. With some renovative [sic] costs, we think that we could do that for about \$250,000. I got that right that time. Public Works right now -- this is the old location. To clear this space and rebuild here would cost approximately seven and a half million dollars. The actual space that is being occupied right now is 26,300 square feet. The need for Public Works is about 33,400 square feet. This is 7.5 million. However, the present facility that we're occupying that we call the Public Safety building, has approximately 78,648 square feet in it. There -- it -- it actually houses about 52 people presently. It can accommodate HR, Procurement, Code -- Code -- Code Enforcement, and we think that this would be perfect to cut down on the rental costs that we're presently spending at the port and the renovative costs to include putting a permanent generator there would be about \$500,000.

So if we were to move the three elements that I talked about out of the port center, we would reduce the rental cost from 450, 470,000 down to 250, 270,000 a year. We would renovate a one-time cost of a half a million dollars as opposed to spending \$7.5 million. The Wells complex, we're looking at 12,000 square feet. We actually don't need but about 10,000 square feet. If we were to -- to tear this facility down and build it new in another location, we estimate that cost at approximately \$5 million. And I might pause here just to say that these are very, very rough estimates. They are based off of using a thumb print of about \$400 per square foot. That would take care of both the design cost and construction cost. That could be high; that could be low. We are -- we're just not sure.

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** The figure there, the 5 million, you said that was if they were to -- if it was to be rebuilt some -- on another location?

**INTERIM ASSISTANT CITY MANAGER HORTON:** Yes, ma'am.

**COUNCILPERSON MILLER-ANDERSON:** Do we know what it would be to redo it at the same location?

**INTERIM ASSISTANT CITY MANAGER HORTON:** To renovate? I -- I -- I know that the roof needs to be replaced right now and that cost was --

**UNIDENTIFIED SPEAKER:** 160.

**INTERIM ASSISTANT CITY MANAGER HORTON:** -- 160?

**UNIDENTIFIED SPEAKER:** Yeah.

**INTERIM ASSISTANT CITY MANAGER HORTON:** 160,000 just for the roof. I don't have a cost on the interior but --

**COUNCILPERSON MILLER-ANDERSON:** So if we -- if you could provide a cost to just -- if you were to knock it down and rebuild it on site, 'cause you have infrastructure already there that you wouldn't incur if you do it in a whole 'nother location, right? So that will be a cost we wouldn't need to --

**INTERIM ASSISTANT CITY MANAGER HORTON:** I -- well, and it -- it --

**COUNCILPERSON MILLER-ANDERSON:** -- consider.

**INTERIM ASSISTANT CITY MANAGER HORTON:** -- it really depends on where. If -- if you wanted to relocate it --

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**INTERIM ASSISTANT CITY MANAGER HORTON:** -- it would really depend on where you would relocate as to what infrastructure may be at another location as opposed to this location.

**COUNCILPERSON MILLER-ANDERSON:** Okay. Get -- could I at some point get a figure to redo it right where it is and see what that cost --

**INTERIM ASSISTANT CITY MANAGER HORTON:** Well, I think the 5 million is a good -- good thumb -- a good measurement to go by.

**COUNCILPERSON MILLER-ANDERSON:** Even if it says stays in its present --

**INTERIM ASSISTANT CITY MANAGER HORTON:** Even if it stays there. If we -  
- if we decided to tear this down and reconstruct there, we'd still have to clear it to rebuild it. So --

**COUNCILPERSON MILLER-ANDERSON:** So all of the water pipings, all of -- all of that, you're saying we would need to redo that again?

**INTERIM ASSISTANT CITY MANAGER HORTON:** Most definitely.

**COUNCILPERSON MILLER-ANDERSON:** I mean, just because --

**INTERIM ASSISTANT CITY MANAGER HORTON:** Most definitely.

**COUNCILPERSON MILLER-ANDERSON:** -- it's old is what you're saying?

**INTERIM ASSISTANT CITY MANAGER HORTON:** Depending on what the -- the -- what the new footprint would look like.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**INTERIM ASSISTANT CITY MANAGER HORTON:** You -- you would definitely have to do that. You would have to do that if -- if -- if this was a house. Let's say this was a 1,000-square-foot home -- and I've done that with my mother's home. When I tore it

down, I had to put in new pipe because the old pipe just wouldn't go with what I was constructing at the time. So yes, you would have to put in new infrastructure there, yes.

**COUNCILPERSON MILLER-ANDERSON:** I would like to see that. I --

**INTERIM ASSISTANT CITY MANAGER HORTON:** Well, again, this -- these are rough figures.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**INTERIM ASSISTANT CITY MANAGER HORTON:** We've not gone into any detail here so I can't --

**COUNCILPERSON MILLER-ANDERSON:** Right. Right. I understand.

**INTERIM ASSISTANT CITY MANAGER HORTON:** -- provide you any -- anything beyond what I'm telling you tonight.

**COUNCILPERSON MILLER-ANDERSON:** Right. I understand.

**INTERIM ASSISTANT CITY MANAGER HORTON:** Okay? This is the Calloway Park and the gym associated with it. Right now presently we have 12,000 square feet. This facility is 50 years old. We think that our needs right now moving forward is about 24,000 square feet. And we've estimated that cost to be in the neighborhood of \$8 million. This is the layout of the park master plan throughout the city. I don't have any numbers at present to provide you with renovation for all of the park sites. But I just wanted to show this to you just for information.

On -- this page gives you a grand total of what would be needed if we were to try to do everything concurrently. We're looking at \$104 million that would be needed to address police, fire, library, City Hall, the Lindsey Davis Center, the Public Works facility. And again, please -- please keep in mind there -- there -- that number could vary between a half a million and 700 -- I mean, 7.5 million, depending on what the board chose to do. This -- the Civil Drug court is a discussion that I think we'd have to have separate because there's some uniquenesses to it that would have to be separated from other activities within the city. So I would encourage the board to keep that in mind as we look at this.

The gyms that we talked about, bringing us to the total of 4.8 million. We've looked at different scenarios that could be used to try to fund the program. And -- and I would like to just take a moment and -- and -- and revisit the library again if I may. Because we have a half million dollar grant that will expire -- and this is -- these are -- these are construction -- this is a construction grant for half a million dollars that has to be spent by December 2020. If we were to try to move forward with the library, there's several scenarios that we could use. We could look at the -- the penny sales tax. We could look at a combination of the penny sales tax and -- Randy, what was the other one?

**DIRECTOR OF FINANCE SHERMAN:** Finance (unintelligible).

**INTERIM ASSISTANT CITY MANAGER HORTON:** Finance -- Finance bill --

**DIRECTOR OF FINANCE SHERMAN:** Finance (unintelligible).

**INTERIM ASSISTANT CITY MANAGER HORTON:** -- Finance which is a --

**DIRECTOR OF FINANCE SHERMAN:** (Unintelligible) referendum votes.

**INTERIM ASSISTANT CITY MANAGER HORTON:** -- which would require a referendum vote. And I -- I'm not sure yet exactly which direction I would recommend, but this is something I think that the board should discuss and should consider moving on. We also need to firm up location. I've heard discussions of staying on this side of the road, going on the other side of the road. That's a decision that this board would have to determine what direction they want to go and -- and tell us so that we can move forward on this.

We've looked at -- this is a puzzle that Mr. Sherman put together talking about the different funding puzzles that could be put together. And it could be a combination of -- of any of these things. The cash on hand, using grants. Of course, we've got a grant on the library. We could -- we -- well, we are continuing to look at grant opportunities for the parks. Even for portions of the governmental center, City Hall, to see if there are any grants out there. At present, though, we only have the half million dollars for the library.

**COUNCILPERSON DAVIS:** Uh-huh.

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** With that \$500,000 grant, it has to be a new build? We can't use that for just renovations?

**COUNCILPERSON DAVIS:** Uh-uh.

**CHAIRPERSON DAVIS JOHNSON:** It's a new build. No.

**COUNCILPERSON MILLER-ANDERSON:** It has been to be a total re-build?

**CITY MANAGER HOSKINS:** New construction.

**COUNCILPERSON MILLER-ANDERSON:** New construction?

**CHAIRPERSON DAVIS JOHNSON:** New construction.

**CITY MANAGER HOSKINS:** Yes.

**COUNCILPERSON MILLER-ANDERSON:** And we went after that \$500,000 grant based on us having money where to make that happen?

**INTERIM ASSISTANT CITY MANAGER HORTON:** Miss Cobb?

**LIBRARY DIRECTOR COBB:** Cynthia Cobb. We went after the grant based on the fact that first of all the State offers it every year. And every year they do not award it. So we took our chances in '16 to apply for it. And through lobbying and requests, you know, the fact that there were other libraries had had already pretty much received funding, we were just in a perfect time to get it. When you get the grant it gives you a specific time period in -- in order to spend it. And as a result, at that time we were under Finance and Administrative Services. And we were looking at various options of perhaps trying to raise additional funds to go with it. That did not go through because we just did not get the cooperation that we were looking for as we were working with a consultant to do it. So now what we are basically hoping for is that we'll be able to find other funding mechanisms to make it happen.

**COUNCILPERSON MILLER-ANDERSON:** What were some of those -- what were -- what were some of those options that --

**LIBRARY DIRECTOR COBB:** Well, the option -- we formed -- we had formed a foundation, the Riviera Beach Public Library -- well, Library Foundation.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**LIBRARY DIRECTOR COBB:** And what we did was we hired a consultant, Briscoe -- I can't remember the exact name but anyway, a consultant firm was hired. A fundraising consultant was hired. The firm actually spent time with us to explore our options, looking at possible donors that could help us raise the funds. And we just ran into a serious snare with them in that nothing was moving. And we decided --

**COUNCILPERSON MILLER-ANDERSON:** With the -- with the consultants or the donors you were going after?

**LIBRARY DIRECTOR COBB:** No, no, no. With the -- with the -- on the City's side, we were not able to get the cooperation that the -- the -- the -- the consultant needed in order to move forward.

**COUNCILPERSON MILLER-ANDERSON:** Like what? I -- I don't recall.

**LIBRARY DIRECTOR COBB:** You want me to be more specific?

**COUNCILPERSON MILLER-ANDERSON:** Very specific. Yeah. Yeah.

**LIBRARY DIRECTOR COBB:** Okay. The consultant came down and we made appointments for them to meet with each individual elected official. We got to the point of actually getting feedback and some of you were on the board and some were not. And when it came time to actually moving forward with preparing a document that will go out to potential donors, the Mayor was asked to sign the letter. And it was refused.

**COUNCILPERSON DAVIS:** Uh-huh.



**LIBRARY DIRECTOR COBB:** And so at that point we realized that we could not move forward with this process so the consultant just, you know, parted ways.

**COUNCILPERSON MILLER-ANDERSON:** Okay. And I'm sure the Mayor will want to address that issue that you just brought up. So the consultant was paid but ultimately we really didn't get any benefit out of them?

**LIBRARY DIRECTOR COBB:** Well, we did. We got a process of how to move forward. We have a foundation in place. I was able to get a pro bono work to get the foundation paperwork in place, and it is -- it does exist right now. It's just a matter of -- (unidentified person approaches podium and gives Library Director Cobb a paper). Okay. Thank you. It's just a matter of moving it forward. Nobody seemed to have any sense of direction of, you know, where do we go from here.

**COUNCILPERSON MILLER-ANDERSON:** And with the foundation, that's the letter -- the letter was coming from the foundation, is what you were saying that you needed the Mayor to sign?

**LIBRARY DIRECTOR COBB:** No, no, no.

**COUNCILPERSON MILLER-ANDERSON:** Okay.

**LIBRARY DIRECTOR COBB:** This is just a timeline of how things progressed.

**COUNCILPERSON MILLER-ANDERSON:** So as a foundation, what -- what did y'all do to raise funds? Or whoever -- who's on the foundation? Who was a part of that?

**LIBRARY DIRECTOR COBB:** The chairperson right now is Darren Studstill.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**LIBRARY DIRECTOR COBB:** I have served in a voluntary capacity because I've been coordinating with the attorney to get the paperwork done for them. H. Ben Frazier is a member of the board. Mrs. Cynthia Becton is on the board. And Dwayne Brown -- Duane Brown. He originally started out as our chair but he had some health challenges so he's kind of in and out. So that's kind of where we are. We're -- we're struggling trying to get -- oh, Mr. Ryan.

**COUNCILPERSON MILLER-ANDERSON:** Okay.

**LIBRARY DIRECTOR COBB:** Tony Ryan is also on the board.

**COUNCILPERSON MILLER-ANDERSON:** But as a foundation, don't y'all have activities in which you try to raise funds, as well? Have you been -- had any fundraisers or any activities that you've done to --

**LIBRARY DIRECTOR COBB:** No. We have not.

**COUNCILPERSON MILLER-ANDERSON:** Why is that?

**LIBRARY DIRECTOR COBB:** We have not. What I have seen with that group is that they have tried to get some sense of direction exactly where our governing body would lead us in terms of whether or not this is something that you want to move forward with or not. You know, they could not raise all of the 10 .5 million or whatever the -- the -- you know, the remaining amount was. They were going to need some help from these other serious donors that we were trying to reach out to.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Are you done?

**COUNCILPERSON MILLER-ANDERSON:** Well, I -- I do believe as of -- I wasn't really aware that there was a foundation and that could just be my memory so I won't blame that on you -- me not knowing, just other than I may have forgot. But as a foundation, you know, that -- that's the whole purpose of you being established is to raise the funds and to have -- I know a number of foundations that have different events, annual events, large annual events to bring in money. And to be able to fund what it is that -- the reason why they're existing. I -- you're saying that the donor letter that you needed the Mayor to sign is something totally separate from the efforts that you all could have put -- they -- the board could have put in place to gather some funds?

**LIBRARY DIRECTOR COBB:** It was the approach that the fundraising consultant established for us. That's why we hired them.

**COUNCILPERSON MILLER-ANDERSON:** But that wasn't the only means of trying to --

**LIBRARY DIRECTOR COBB:** Well, keeping in mind that the consultants were brought on board and we were still waiting for our 501(c)3 certification to come from the IRS.

**COUNCILPERSON MILLER-ANDERSON:** Okay.

**LIBRARY DIRECTOR COBB:** So a lot of what we were asking the foundation to do may have been ahead of where -- excuse me, the consultant to do may have been ahead of where the foundation was. Because that's a process in itself.

**COUNCILPERSON MILLER-ANDERSON:** Right. I -- you know, obviously I'm very much in support of, you know, improving our library. We're -- we're way behind the -- way behind in terms of other libraries that are out there, whether it's technology or just having the -- the resources that many of them have.

But I know at one point we did have to prioritize all of the facilities and -- and see which was in need more so than the other. And this is not necessarily directed at you at

this point, what I'm saying. But we had to prioritize. Obviously we -- we would want to do all facilities, but we don't have the money to do all at the same time. But we have to prioritize which is more important to do. I appreciate going after the grant. You know, but I -- I believe going after the grant, we needed to have known that we could secure the rest of those funds so that we wouldn't be in this position that we're in right now, you know, trying to keep -- hold up that end of the bargain in terms of accepting that grant and being able to make sure that we could build it. So I mean, we have it now and now we're saying, Okay. Well, we gotta build it otherwise we're going to lose the 500 or we gotta ask for an extension. When we have fire stations, we have Public Works, we have a number of buildings that we really need to look at and when we make that decision we have to look at, you know, which one is the highest priority.

**LIBRARY DIRECTOR COBB:** I may have -- I may have overlooked the one step.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**LIBRARY DIRECTOR COBB:** There was a five-year strategic plan --

**COUNCILPERSON DAVIS:** Yes, it was.

**LIBRARY DIRECTOR COBB:** -- that we have to submit to the State.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**LIBRARY DIRECTOR COBB:** And as a result of that plan, the group -- the community group that gave us input, that was the number one issue that they wanted to address. And that was getting a new library.

**COUNCILPERSON MILLER-ANDERSON:** And who was that -- that was for?

**LIBRARY DIRECTOR COBB:** This is -- this is a -- this is a community strategic plan for the library.

**COUNCILPERSON MILLER-ANDERSON:** Right.

**LIBRARY DIRECTOR COBB:** Yeah.

**COUNCILPERSON MILLER-ANDERSON:** Obviously they're gonna say that 'cause that's their whole purpose of them being together.

**LIBRARY DIRECTOR COBB:** Well, and -- and -- and -- and as a result, that is -- that was one of the driving forces behind looking at how we would move forward with that process.

**COUNCILPERSON DAVIS:** With the funding.

**COUNCILPERSON MILLER-ANDERSON:** Right.

**LIBRARY DIRECTOR COBB:** And that was where the grant application came.

**COUNCILPERSON MILLER-ANDERSON:** Right. And I understand that.

**LIBRARY DIRECTOR COBB:** Okay.

**COUNCILPERSON MILLER-ANDERSON:** But in the grand scheme of things, we -- you know, there -- you know, obviously every -- the group that was together, they're -- they're there because of the library, and their idea is to make sure that the library gets what it's -- what it needs. And that's what they're supposed to do. But as a board we have to look at all facilities and so it's just, you know -- it's just a bad --

**LIBRARY DIRECTOR COBB:** There is a -- also a family, the Becton family has been contributing portions --

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**LIBRARY DIRECTOR COBB:** -- of monies toward improving the facility for some time.

**COUNCILPERSON MILLER-ANDERSON:** Right.

**LIBRARY DIRECTOR COBB:** I think it was shortly after the death of one of their family members.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**LIBRARY DIRECTOR COBB:** So that is one group I know that has had a very strong and vested interest in seeing that we move forward with something that would be nice and presentable for the community.

**COUNCILPERSON MILLER-ANDERSON:** Of course. And I would like that, as well. But, you know, we have a lot of facilities that we have to look at so that's -- that's my only point that I'm trying to make.

**CHAIRPERSON DAVIS JOHNSON:** Okay.

**MAYOR MASTERS:** Madam Chair?

**COUNCILPERSON DAVIS:** Chair?

**COUNCILPERSON MILLER-ANDERSON:** Councilman Davis, you're recognized.

**COUNCILPERSON DAVIS:** Thank you. Miss -- Miss Becton -- no, not Miss Becton. Miss Cobb.

**CITY MANAGER HOSKINS:** Miss Cobb. Miss Cobb.

**LIBRARY DIRECTOR COBB:** Sorry.

**COUNCILPERSON DAVIS:** Now, I do recall when y'all had started this process for the foundation. I remember when you hired the consultant and the consultant was meeting with the elected officials. I do recall 'cause I actually responded and I sat down and discussed the strategies, the preliminary strategies. So I just want you to go back and say it again. What document did the Mayor refuse to sign? What document is that?

**LIBRARY DIRECTOR COBB:** It was a letter that was drafted by the consultant that basically was introducing this whole concept of building, you know -- contributing toward building a new library for our city. And I think there was some language in there - - this is the way I understood it -- that basically was telling the donors that if -- that the information would remain confidential. And I don't think that that was something that was acceptable. And it --

**MAYOR MASTERS:** Yeah, that's correct.

**LIBRARY DIRECTOR COBB:** -- did not move forward. Is that correct, Mayor?

**MAYOR MASTERS:** That's correct, basically.

**LIBRARY DIRECTOR COBB:** Okay.

**MAYOR MASTERS:** That's correct.

**LIBRARY DIRECTOR COBB:** And as a result it just stopped right there. It never went any further.

**COUNCILPERSON DAVIS:** Could -- could you explain the confidentiality portion? Why was it required to be confidential?

**LIBRARY DIRECTOR COBB:** I believe what we were trying to do with the letter was basically assuring the donors that, you know, their information would not be spread all over the world and that, you know, we would keep it between us here in the city.

**COUNCILPERSON DAVIS:** Which is fine.

**LIBRARY DIRECTOR COBB:** But I don't know if that -- it was taken that way.

**COUNCILPERSON DAVIS:** So when this letter was -- was not signed due to confidentiality based upon the opinion of the Mayor and his position -- for whatever reason; that's his right -- what was the next step that took place?

**LIBRARY DIRECTOR COBB:** At that step we had a conversation with the consultant and we agreed that we were not moving. And there was nothing else they could do for us because there -- that was their strategy and that's what we hired them for. So as a result, you know, we paid them, I guess, whatever funds we owed them and they went on.

**COUNCILPERSON DAVIS:** And I'm asking this because this is the first time, you know, that I realize it went that far and it never made it. That information should have been brought to -- back to the board by the Mayor. And I'd just like to ask -- hear from the Mayor why wasn't this board brought in on that decision that you took it upon to discuss whether the confidentiality was important enough for the library to protect their donors so we can move forward with the education of our community?

**MAYOR MASTERS:** No, we -- we -- we -- we -- we can do that.

**COUNCILPERSON DAVIS:** Yeah.

**MAYOR MASTERS:** First of all, what -- when was that? What was the year?

**COUNCILPERSON DAVIS:** 2015. '16?

**LIBRARY DIRECTOR COBB:** No, it hasn't been that long ago.

**COUNCILPERSON DAVIS:** '16.

**MAYOR MASTERS:** Mr. Davis, there's a lot of things the Mayor is asked to sign on a daily basis. There was no 501(c)3 at that time, too, right?

**LIBRARY DIRECTOR COBB:** Excuse me?

**MAYOR MASTERS:** You had not gotten your 501(c)3?

**LIBRARY DIRECTOR COBB:** The foundation?

**MAYOR MASTERS:** Yes.

**LIBRARY DIRECTOR COBB:** No. But that -- it was not a letter coming from --

**COUNCILPERSON DAVIS:** It had nothing to do with it.

**LIBRARY DIRECTOR COBB:** -- the foundation.

**MAYOR MASTERS:** But there wasn't a 501(c) 3 in place?

**LIBRARY DIRECTOR COBB:** It was in -- the application process was in place.

**MAYOR MASTERS:** It had not been approved yet?

**LIBRARY DIRECTOR COBB:** No. We had not received a verification.

**MAYOR MASTERS:** Okay. Based upon the -- the legal advice that I got at the time, I was not comfortable in signing the letter. As you know, this is a Sunshine state and anything that anyone does can become a public record. And based upon the legal opinion that I got at that time, I was advised that it would probably not be the thing for me to do. Thank you, Madam Chair.

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Mr. Davis, you're recognized.

**COUNCILPERSON DAVIS:** Thank you so much. So the legal at that time, whoever that was, told you not to sign the document for the new library?

**MAYOR MASTERS:** Based upon the legal opinion that I got at that time. I asked the -- I always ask a lawyer before I sign anything. I think I may have said that to you. Based upon -- on -- on the input that I got at that time and my understanding of it and because of the possible ethic violation, no 501(c) 3, Sunshine possible violations, it was a decision that I made that I was comfortable in making. However, the chair could have signed it, right? Didn't have to be the mayor. Did it just have to be the Mayor?

**LIBRARY DIRECTOR COBB:** It was the recommendation of the consultant that the letter have a face that represented the city, and in this case you -- they were recognizing your position as Major.

**MAYOR MASTERS:** Ceremonial mayor. Okay. But that was his opinion. Thank you.

**COUNCILPERSON DAVIS:** Okay. Miss -- Miss -- Miss --

**MAYOR MASTERS:** Mr. -- Mr. Davis --

**COUNCILPERSON DAVIS:** -- thank you.

**MAYOR MASTERS:** -- are you through with me?

**COUNCILPERSON DAVIS:** Yeah, I'm fine.

**MAYOR MASTERS:** Thank you.

**COUNCILPERSON DAVIS:** Miss Cobb, so when you worked with the consultant, did you all have any conversations with our city attorney at the time?

**LIBRARY DIRECTOR COBB:** You mean the staff that --

**COUNCILPERSON DAVIS:** Well, the staff. You had -- you was working on the 501(c)3, but you was putting an infrastructure in place on trying to raise funding. Were you all having conversations with any attorney throughout the whole process of raising money for a brand new library in this city?

**LIBRARY DIRECTOR COBB:** No. We did not have -- we -- at that point we did not need to talk to our legal.

**COUNCILPERSON DAVIS:** Uh-huh.

**LIBRARY DIRECTOR COBB:** Primarily we needed legal which I went outside to get.

**COUNCILPERSON DAVIS:** Uh-huh.

**LIBRARY DIRECTOR COBB:** In order to draw the documents up.

**COUNCILPERSON DAVIS:** And -- and that -- and that's my question. So if legal drew the documentation -- right?

**LIBRARY DIRECTOR COBB:** Another -- another firm.

**COUNCILPERSON DAVIS:** Another attorney?

**LIBRARY DIRECTOR COBB:** Another firm.

**COUNCILPERSON DAVIS:** Right? Another firm?

**LIBRARY DIRECTOR COBB:** Another firm.

**COUNCILPERSON DAVIS:** Drew the documentation. Everything was aboveboard. It -- is that my understanding?

**LIBRARY DIRECTOR COBB:** Yes.

**COUNCILPERSON DAVIS:** And then you never received a legal opinion from our staff to say it wasn't aboveboard in writing?

**LIBRARY DIRECTOR COBB:** No.

**COUNCILPERSON DAVIS:** I -- that's all I want to make sure.

**LIBRARY DIRECTOR COBB:** No.

**COUNCILPERSON DAVIS:** Because when something this significant as we work through this process, we need to make sure it doesn't happen again. You get what I'm saying?

**LIBRARY DIRECTOR COBB:** No. Not necessarily. And please --

**COUNCILPERSON DAVIS:** No, no. That's fine. No --

**LIBRARY DIRECTOR COBB:** -- I -- I want to make sure I'm clear.

**COUNCILPERSON DAVIS:** -- no problems, Miss Cobb. No.

**LIBRARY DIRECTOR COBB:** We saw as our role -- and a 501(c) 3 nonprofit organization is totally separate from the city. They operate separate in terms of getting their own incorporation and so forth.



**COUNCILPERSON DAVIS:** Uh-huh.

**LIBRARY DIRECTOR COBB:** And when we reached out to the legal community, when I reached out to the legal community, we realized then that what we needed was the necessary documents in place in order to raise money. Because nobody was just going to write us a check if we did not have that status.

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

**LIBRARY DIRECTOR COBB:** So by going through that process and getting it done, then we were ready to, you know, deal with whoever wanted to write us a check.

**COUNCILPERSON DAVIS:** And the only reason I ask that, because I remember during the correspondence of our conversation sitting down with the consultant, these were issues that was very clear on the effort. But it was my understanding that the consultant was focused on putting together a strategy to move forward with working with all the elected officials, including the Mayor of this board, to use some of the folks that we may or may not know throughout this entire city, throughout this county, to put an infrastructure in place to raise those funds. It's my understanding that that was legal. That was aboveboard and it was moving forward.

**LIBRARY DIRECTOR COBB:** Uh-huh.

**COUNCILPERSON DAVIS:** At no point did I receive any communications that -- what you were trying to do was potentially unethical or not legal. As we move forward today, I just want to make sure that we address this that if something like this was to happen again, that it -- it's brought back before this entire board, because I -- at no point did I remember having any discussion. Don't take --

**LIBRARY DIRECTOR COBB:** No.

**COUNCILPERSON DAVIS:** -- it's nothing personal. I -- I like working with you. You do a wonderful job. We're not perfect but the intent is to get a brand new library.

**LIBRARY DIRECTOR COBB:** And we did have a city manager in place at the time who was very well aware of the steps that we were going through.

**COUNCILPERSON DAVIS:** Okay. Okay.

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**COUNCILPERSON DAVIS:** So Miss -- thank you. So Mr. Horton?

**INTERIM ASSISTANT CITY MANAGER HORTON:** Yes, sir.

**COUNCILPERSON DAVIS:** And one of the things I want to talk to my colleagues about is looking at the design build, what that looks like, looking at the P-3 setting a date

where we can go around South Florida and look at two or three P-3 projects. But we need to move but have these options available. So whatever we want to do.

Do we want to use some of the sales tax money to move forward? You know, so those are three options right there that we can have staff bring before us, but we -- why are we waiting? Like, can't we at least pick a date so I can -- as I'm making these discussions, been working with Mr. Bailey for over an entire year on making this happen. But we need a date so that we can go on ahead and have staff pluck some things away so we can go down South and look at some potential tours. I just don't want to kick this around. I just really want us to really take this opportunity to work well together, to go down South, maybe take some folks with us and just look at what other cities are doing and other ways to subsidize a lot of the income that we may be asked to do at a much larger scale.

'Cause if we're gonna do this, we need to do this, you know, and have fun doing it and -- and raise as much money as we can and be as flexible as you can so we can take care -- 'cause we still got a water plant that we still gotta address. We still got the fire stations. So we have to be as -- as flexible as possible and responsible as possible to -- to do something. But I would like to see get a date so we can, you know, potentially -- I was looking at the last Saturday of July. I don't know no one's -- 'cause we got the League of Cities coming up in August.

**CHAIR PRO TEM HUBBARD:** We're down there anyway, some of us.

**COUNCILPERSON DAVIS:** Last Saturday in July? What's going on the last Saturday in July?

**CHAIR PRO TEM HUBBARD:** (Unintelligible).

**COUNCILPERSON DAVIS:** Oh, that's that week? Oh, cool. I just want to get a date that we can all potentially agree upon.

**COUNCILPERSON BOTEL:** Madam Chair? 21<sup>st</sup> is a -- is --

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Botel? Are you done, Mr. Davis?

**COUNCILPERSON DAVIS:** Yes, ma'am. I'm -- I'm totally done.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Botel.

**COUNCILPERSON BOTEL:** Well, I don't mind a road trip. I think it might be -- from my benefit, anyway. I don't know how the other council members feel about this. Maybe they have a better education on P-3 than I do. But I would like to really have a presentation before council and with the community's input --

**COUNCILPERSON DAVIS:** Three times.

**COUNCILPERSON BOTEL:** -- about what it means to be involved with a P-3. I mean, it might be good to see it up close and personal. But I'd like to understand

from -- from some entity, some organization who has done P-3 work in the past. There -  
- I'm sure that there are organizations who are -- who have expertise in this area. And I'd like to have a presentation by one of those organizations so that I can better understand what the pitfalls are, what the benefits are, what the process is. I think I really need to have a better grounding in what a P-3 means before I go off and -- and say something.

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** So -- one moment, Mr. Davis. So I think, you know, Palm Beach County has entered into several P-3s.

**COUNCILPERSON DAVIS:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** We did the P-3 for the building of the convention center hotel.

**COUNCILPERSON DAVIS:** Yeah.

**CHAIRPERSON DAVIS JOHNSON:** We did the P-3 for the ballpark of the Palm Beaches. You have a road map that we can utilize to bring you up to speed that will tell you, you know, what a P-3 is and we can bring in probably someone from the Legal Department that worked on the P-3.

**COUNCILPERSON BOTEL:** That'd be good.

**CHAIRPERSON DAVIS JOHNSON:** That can really share what a P-3 is and what it really means to enter into a P-3. So we can certainly direct staff to engage county in discussion because they did P-3s on a very high level with a very high dollar value. So I would suggest that we invite someone from Palm Beach County to give us a presentation on a P-3. But I wanted to know from Mr. Sherman when the grant was sought after when the library's department was under you, did you see potential funding available to assist in the building of a new library when we went after those dollars?

**DIRECTOR OF FINANCE SHERMAN:** Yeah, again, Randy Sherman, Finance Director. The plan at that point, the grant was actually applied for in 2014.

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

**DIRECTOR OF FINANCE SHERMAN:** Okay? And if you actually go back and look at the agenda items and every -- that, at that point we were looking to do a design build finance project. Okay? Now, that was before the penny sales tax, and that was before we all knew about FPL and the money that was coming at -- at that point.

**CHAIRPERSON DAVIS JOHNSON:** In 2014?

**DIRECTOR OF FINANCE SHERMAN:** In 2014. Now the issue is -- and the reason we were looking at that scenario -- remember, in 2014, we had issued the bonds for the marina in dealing with, you know, the CRA and that deal. We didn't have -- we had some bonding capacity, and we would have had enough bonding capacity to do the library but we didn't want to use the entire bonding capacity. Get it all tied up and then have no wiggle room to do any other projects. We have capacity to make lease payments. We don't have the ability to make a debt service payments. Now, again, they may be the same dollar amount but, again, if you remember, the taxes -- you can't use property taxes to pay debt service.

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

**DIRECTOR OF FINANCE SHERMAN:** Unless you do a voter referendum. So we were looking at the design build finance. In essence that takes the financing of the library and takes it off of our balance sheet and puts that debt on somebody else's balance sheet. And then we would have just entered into a capital lease, made the lease payments and at the end of the term, you know, you pay the dollar and you own the library.

**CHAIRPERSON DAVIS JOHNSON:** So then what prevents us from entering into this design build scenario at this point?

**DIRECTOR OF FINANCE SHERMAN:** Nothing. Nothing. And one of the -- the issues that I -- I pointed out earlier today to Mr. Horton, any time that you see a, We'll build to suit, sign, that's a design build finance. Somebody else is going to build the building and you go and you lease it from them. You know, you give them your minimum design criteria and that's a design build finance.

Um, it -- it does work and I'm sure, you know, we could find a contractor that would come in and -- and -- and do that. It's just a matter of getting the RFP out on the street and having a location. 'Cause the one -- the one issue -- and I'll piggyback on something Miss Cobb said. The -- the one frustration that the Brakeley Briscoe had in trying to do fundraising, we didn't have a site. We didn't have a look. We didn't have a program. So it was very difficult for him to communicate with potential donors because he really didn't have a lot to -- to -- to show.

And, you know -- and I'll tell you, we didn't even get -- we got a \$5 million for the library down in West Palm Beach but that was after the library was built. I mean, that -- people want to see the brick and mortar and then they'll open up their checkbooks and do that. So we were -- we were kind of struggling in that time.

Again, 2014 to 2018, I mean, it's -- it's been a while and you can understand why some people kind of, you know, getting frustrated along the way. But no, the design build finance, I think, is still the way to go on this. I'd preserve the FPL money. I'd preserve the -- the penny sales tax money for some of those other projects. You know, and I think the number was 104 million. Some of those projects are already funded. You know, other revenue sources, you know, we do have land. You know, vacant land that we're -- you know, that we can sell and those types of issues.

So again, Mr. Horton showed the puzzle and that's really what you'd have to do. You have to get creative. You'd have to use the money where it best can be used. And then, you know, kind of put this thing together. It's not going to happen overnight. But I think over, you know, a five-to eight-year period, I think you could probably get most of those projects done.

**COUNCILPERSON BOTEL:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** One -- one second, Councilwoman. With regards to not having a site prior to Councilwoman Botel coming aboard, we had discussion.

**COUNCILPERSON DAVIS:** Yes, we did.

**CHAIRPERSON DAVIS JOHNSON:** And we talked about placing the library across the street.

**DIRECTOR OF FINANCE SHERMAN:** We did.

**CHAIRPERSON DAVIS JOHNSON:** We had conversation placing City Hall across the street and pushing Wells a little further back because we had all of the vacant property that would allow us to go back. And I remember that conversation.

**DIRECTOR OF FINANCE SHERMAN:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** And so we had -- we had an idea of a site. We may not have had a design in mind, but we had a site. We had a discussion. And then the structure of it took on a life of its own and became something that we had not discussed but, you know, it had components of what we discussed but it had other pieces that we were not necessarily ready to -- to fund.

So if design build is the way to go and we decide to put that RFP out there, we need to now include Councilwoman Botel in the discussion about the potential placement of our facilities based on prior discussions with the -- with the previous council. But she needs to be brought up to speed so that we could have that conversation about the move.

**DIRECTOR OF FINANCE SHERMAN:** Right.

**CHAIRPERSON DAVIS JOHNSON:** And -- and the identification of the property. Because we -- we agreed that the Wells property is --

**DIRECTOR OF FINANCE SHERMAN:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** -- voluminous and a lot of it is underutilized space.

**DIRECTOR OF FINANCE SHERMAN:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** So if we have to take into consideration the total rebuild of Wells, that is the time to do it so that we can then talk about if we push Wells back, how does the campus for City Hall now look and what does the library look like? Because you then have two components where children are engaged and involved. You've got the library and you've got parks. And there's no need to, you know -- you've got library over here. So if I want to go over to the park, I've either got to go to the light - but we know our children don't use the light. They run right across the middle of the street. So if we put that, we're dealing with an element of safety.

**COUNCILPERSON DAVIS:** Correct.

**CHAIRPERSON DAVIS JOHNSON:** We are dealing with the utilization of land that is already underutilized that we own and we can have that conversation to talk a little more about it in that regard. But there was full discussion about --

**COUNCILPERSON DAVIS:** Absolutely.

**CHAIRPERSON DAVIS JOHNSON:** -- the relocation.

**COUNCILPERSON MILLER-ANDERSON:** Madam -- Madam Chair?

**DIRECTOR OF FINANCE SHERMAN:** Plus -- and like you said, it then kind of took on another life.

**CHAIRPERSON DAVIS JOHNSON:** It did. It did.

**DIRECTOR OF FINANCE SHERMAN:** And we took Wells and we put Wells back by Inlet Grove. You know, and we kind of tried to --

**CHAIRPERSON DAVIS JOHNSON:** Yes. Yes. There was --

**DIRECTOR OF FINANCE SHERMAN:** -- you know, look at a -- a larger picture.

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman -- Councilman Davis, you're recognized.

**COUNCILPERSON BOTEL:** Oh.

**COUNCILPERSON MILLER-ANDERSON:** That was me.

**CHAIRPERSON DAVIS JOHNSON:** No, no. He --

**COUNCILPERSON DAVIS:** That was me. I did.

**COUNCILPERSON MILLER-ANDERSON:** Yeah, he said something?

**COUNCILPERSON DAVIS:** I did. I did.

**COUNCILPERSON MILLER-ANDERSON:** Okay.

**COUNCILPERSON DAVIS:** Just to be real brief. You know, last year -- and Mr. Bailey's in the room. Last summer you recall I made three attempts to call facilities meetings. And folks was taking those conversations a whole different direction, and it was about the facilities. Just what we're discussing now. It was all about (unintelligible) individual versus this entire city.

And every time we try to make a decision, other folks make political issues out of it and the people are suffering. Like for instance, when we tried to raise money, it was a referendum discussed about stopping what was going on. And it was said that the library was going to get put in the warehouse district when we was discussing the library here or across the street. So when you've got investors out in the community looking at this stuff happening from the outside, they don't want to come and get involved with that.

We have to make a decision that's based upon the people. Look at all three options. Like the chairwoman said, we was having discussions and all of a sudden a design came up on the street -- up on the TV that we didn't even have input on. We as a council. And we want to know how did that happen, how did that take place? You know, a whole design was put together without any council input. And that happened over a year ago.

And all I'm saying is look at all the options. Like what Mr. Sherman is saying, design build. Look at the P-3. We've had three meetings here in this council chambers over the course of 18 months. ULI came twice. Another company came one time. And we went through a series of discussions whether people agree with it or not to talk about the pros and the cons of P-3. I pass information out to my colleagues where FAU did a free workshop recently. Boynton Beach had a workshop as they're working on 11 acres. We just need to come together and look at all the options and move aggressively to give staff something they can move forward on.

We talked about a library that will have a museum, digital museum component, a dance studio for, like, ballet stuff for young children so we can change the mind-set and the culture of our community. Because the -- the original design for the two stories didn't include all that stuff. So we had to find a way to get even more creative to draw in more funding. We got all those acres over there that we can put out on the street for someone -- and that's when the residential portion came into play. It will pay for itself. You know?

And just allow staff to do what they're doing. Sherman had some great ideas. We had some great ideas. But it was about the betterment of the city. And we must make a decision for those in front of us and just work and get it done. Two years to discuss facilities. All I'm asking, my colleagues on this board, if you didn't -- if you wasn't here for those three meetings, I'm sure that staff can give y'all information. And it was a series of questions. Miss Larson was there. She asked questions. A lot of -- and there might be a lot of questions that we all may have that wasn't there. Three meetings here that we can provide you with the information to go through what ULI did. Some folks came to the meeting -- one elected official, and attacked the people from ULI because they were

trying to spur -- I mean, it was -- let's put the people, the seniors, the young people, the folks that's going to college, coming home from college, the ones that's coming out of -- re-entry back into society who need a place to get résumés, to get training, to change this culture. And let's work together on that and move forward. But don't kick this around.

Let's set a date to do the -- look at the P-3. Come back. Look at the design build. Come back and look at all three options and just make a decision. We had too many -- we had more than enough public -- I mean, not too many. But more than the public -- enough public meetings to hear what folks have to say. And we did a great job with just listening to what folks had to say. And let's just move forward. That's all I'm asking. You know? We have to make a decision. It's been two years and no serious decisions have been made and followed through till the end. The people deserve that. Don't let referendum stop us from making decisions. If you don't agree with it, guess what? It's a professional opinion. As long as it's based upon facts, don't lie to the people, don't manipulate the people. Tell the folks the truth about what's going on. You know, we talked about the first site was on Broadway for the library. No one liked it. I -- listen, I was one of the folks that was with it. Then when it went the other way, I said, Cool. They wanted to go across the street and I supported that. But I didn't take a referendum because I didn't get my way. I didn't run to Channel 5 because I didn't get my way.

We must work together and make sure that folks from the outside can see it. And then they'll just start giving money and supporting us. We cannot expect money when we're not supporting each other as one team. I wouldn't give 5 and \$10 million for a library when you have one leader running around with referendums all the time. Wouldn't do it. Wouldn't do it.

**CHAIRPERSON DAVIS JOHNSON:** Does that finish your comments, Mr. --

**COUNCILPERSON DAVIS:** Done, ma'am.

**CHAIRPERSON DAVIS JOHNSON:** Thank you. Councilwoman

Miller-Anderson, I believe, or was it --

**COUNCILPERSON MILLER-ANDERSON:** What is the --

**CHAIRPERSON DAVIS JOHNSON:** -- was it? I'm --

**COUNCILPERSON MILLER-ANDERSON:** Yes. Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** I -- you -- you two are sounding alike so please forgive me. Who -- who spoke first?

**COUNCILPERSON BOTEL:** I think I did.

**COUNCILPERSON MILLER-ANDERSON:** Oh, I didn't never --

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Botel, you're recognized.



**COUNCILPERSON BOTEL:** Thank you. Mr. Sherman, there is sufficient space over by Wells to have a library there, yes?

**DIRECTOR OF FINANCE SHERMAN:** Yes.

**COUNCILPERSON DAVIS:** Uh-huh.

**DIRECTOR OF FINANCE SHERMAN:** Oh, yeah. Absolutely.

**COUNCILPERSON BOTEL:** And so the issue is what do we do with Wells, yes? So is it appropriate for us to have a conversation here about our conversation with Shirley Lanier and Dr. Robinson?

**DIRECTOR OF FINANCE SHERMAN:** Uh-huh. Sure.

**COUNCILPERSON BOTEL:** So would you share that?

**DIRECTOR OF FINANCE SHERMAN:** Yeah. We met Friday, impromptu meeting. Dropped by my office. And again, it was a discussion about general -- you know, putting a complete park sports complex again on the school property west of Inlet Grove.

A member of the school, from what I understand -- it was long before me -- bought that property with the intent at some point to build a high school so they have land over there that they are not using. And that they seemed very intrigued by the -- the proposition of, again, a -- a joint partnership and creating a real sports complex over there including possibly even, you know, the entire complex as they try to figure out what to do with -- with that Inlet Grove property. But again, it was impromptu. It wasn't very in-depth.

It was really just a -- a feeling-out process on -- on whether it was worth, you know, having further discussions at that point. And again, that was the -- the proposal that we had put back that the architects came up with back in, I guess it was June. And again, that then created more space on the south side of Blue Heron so you could put city hall, the police and fire departments over there.

**COUNCILPERSON BOTEL:** So what would be the most expeditious way to move forward with the library? Design build?

**DIRECTOR OF FINANCE SHERMAN:** Yeah. The -- again, the architects have -- have said that they probably -- they -- they need to finish the program. They need to get consensus on the programming. And then once they get that consensus, they've already done all of the space analysis. So now it's a matter of moving that space around and creating a building that you'd want. To get it ready for design build, they thought that, you know, in the four- to six-month period that they really would be ready with some documents that -- that we could issue. So what that would do is give us the opportunity to draft the RFP and again, get it out on the street. What -- what month are we in? July.

**COUNCILPERSON BOTEL:** July.

**DIRECTOR OF FINANCE SHERMAN:** You know, before the end of -- certainly before the end of the year. And then if you could, you know, get under contract in four to six months, with that analysis that gives you in essence 18 months to build the library, and I think that -- I think that's doable to save the -- if you wanted to save the 500,000, I think that's -- that's doable.

**COUNCILPERSON BOTEL:** I think it's really important that we save the 500,000. I mean, the 500,000 that we also have as a match set aside.

**DIRECTOR OF FINANCE SHERMAN:** Yeah.

**COUNCILPERSON BOTEL:** And move forward as quickly as we can.

**DIRECTOR OF FINANCE SHERMAN:** And again, if you look at that schedule, that means they wouldn't even be turning dirt for 12 months.

**COUNCILPERSON BOTEL:** Uh-huh.

**DIRECTOR OF FINANCE SHERMAN:** So that gives you 12 months to figure out what you want to do with Wells, you know? And again, so maybe we use the penny sales tax to do the Wells. We do the design build on the library, that way we could move forward on the sports --

**COUNCILPERSON BOTEL:** Right.

**DIRECTOR OF FINANCE SHERMAN:** -- portion of it or the athletic and -- and, you know, youth recreation portion of it. In the meantime while we're trying to get, you know, the library settled out.

**CHAIRPERSON DAVIS JOHNSON:** Well, I will say this. Since it was an impromptu meeting, perhaps we need to invite Dr. Robinson here to speak to the board in its entirety to further discuss what they're offering, and then we can make a decision as it relates to what we ultimately want to do either across the street, on the Wells property or joining in partnership with the school district.

I can say that I've reached out to the superintendent and requested a meeting to discuss with him the plans for a community high school here in Riviera Beach. So we'll be able to talk more about that once that meeting is held and the conversation is had so that we could fully understand what direction the school district is going as it relates to a school here, a high school here in the City of Riviera Beach.

So I'll extend an invitation to -- and -- and we can -- I -- I don't know if we want to workshop it or if we wanted to just have her come and make a presentation. But we want to be respectful of the meeting -- the meeting agendas that we have scheduled and the business that we need to have to discuss. So I think that it would be prudent and important to bring her and perhaps Wanda -- I think her -- their new facilities person that

could further engage in the conversation as to what -- what the potential plan could be and -- and how it may suit our needs. I think that that would be important for the full board to hear.

**COUNCILPERSON BOTEL:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Okay. Who's "Madam Chairing"?

**COUNCILPERSON BOTEL:** I -- that was me. No, I'm Madam Chairing.

**CHAIRPERSON DAVIS JOHNSON:** Thank you. Councilwoman Botel.

**COUNCILPERSON BOTEL:** I think that Dr. Robinson --

**CHAIRPERSON DAVIS JOHNSON:** You are recognized.

**COUNCILPERSON BOTEL:** -- Dr. Robinson might prefer to wait until after -- wait until September.

**CHAIRPERSON DAVIS JOHNSON:** Well, you've already had a conversation so why would -- why do we need to pause it until after September? After the election, you're saying?

**COUNCILPERSON BOTEL:** (Nods head).

**CHAIRPERSON DAVIS JOHNSON:** We'll -- I'll reach out to her and -- and we'll ask and she can decide. Is there anyone else?

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIR PRO TEM HUBBARD:** Madam -- I was waiting till after KaShamba --.

**CHAIRPERSON DAVIS JOHNSON:** Chairperson -- I mean, Chair Pro Tem.

**COUNCILPERSON MILLER-ANDERSON:** No. I'll pass.

**CHAIR PRO TEM HUBBARD:** That's you -- you can -- okay.

**CHAIRPERSON DAVIS JOHNSON:** What'd you -- what -- I'm sorry?

**COUNCILPERSON MILLER-ANDERSON:** I said I pass.

**CHAIRPERSON DAVIS JOHNSON:** You pass. Okay. Chair Pro Tem?

**CHAIR PRO TEM HUBBARD:** The sports complex was brought up, I know, in grave detail a while back in -- combining our efforts with those of the school board. The only thing -- one of the things that I'd like to say, I'd like to see us have a presentation on both the P -- the P-3 and the design build as far as the library is concerned. So we can

make an educated decision about what way that we are going to go in moving forward with the library.

Secondly it has always concerned me since we had Brightline coming through the city about all of our new structures and buildings being built so close to that, the railroad. And especially the Utility -- the Utility Division and we're going to put all this money in, and I -- I'm -- I just think we need to find out what impact will that vibration actually have or is going to have to -- to us over the years. That was why one of the things that -- that I thought would be prudent for us to explore as far as the library and City Hall, my concern is the -- if we were getting ready to redo E Avenue and that vacant land that we owned that we have there, and it -- in a circular manner as this campus is kind of set but facing E Avenue, might have been a good place, I think, and I would move to say a safer place, you know?

So I -- I'm thinking anything we build, the pylons would have to be really deep to continue that many railroad trains going by day after day. I just see the vibration, the shaking, the moving of the building. It's not gonna be built half as well as this building is built and you can still feel the vibration sometime in this building as it is. So that's always been a concern for me with this magnitude of an investment right here near -- near to the railroad track. But I'd also like to see us have a clear presentation on the

P-3 and the design build for moving forward with our building needs.

**MAYOR MASTERS:** Madam -- Madam -- Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Mr. Mayor, you're recognized.

**MAYOR MASTERS:** Thank you. And just for the record, I'm -- I guess I'm from the -- the old school. I -- I love the complex. It's -- when people come from other places and they visit the city, they like the fact that we're -- we have everything right here. And I'm -- I -- I still -- I'm still with that, particularly City Hall. It's just a wonderful thing that you have City Hall and there's police and there's the library and there's the fire. Very few cities have the benefit of having a campus. We have a campus. And I like it. And you know, I'm not kicking if they move something across the street, so be it, I guess, if that's what the will of the council, the will of the people may be. But I like the fact that our -- our city government is -- is where it is. And with the complex here, it's a unique thing across the country. And when people come and visit that's the first thing they say, Oh, it's right here. It is. So I -- I'm from the old school and I still stand on that side of the equation. Thank you, Madam Chair.

**CHAIRPERSON DAVIS JOHNSON:** Thank you, Mr. Mayor. Any further comments? Madam City Manager?

**CITY MANAGER HOSKINS:** So based on your direction, we will have a P-3 type design build workshop. Next step.

**CHAIRPERSON DAVIS JOHNSON:** 3-P presentation.

**CITY MANAGER HOSKINS:** Right. Right. Right. Or presentation.

**CHAIRPERSON DAVIS JOHNSON:** Not with the -- not with the design build but the -- the -- what -- what the tenets of the 3-P is.

**CITY MANAGER HOSKINS:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** She has to be brought to speed on what a 3-P is and how it actually works and how it -- it affects government.

**CHAIR PRO TEM HUBBARD:** Madam Chair, I'd like to see a comparison --

**COUNCILPERSON MILLER-ANDERSON:** Microphone. Microphone.

**CHAIR PRO TEM HUBBARD:** -- so that we can see which one is the -- is best for us.

**COUNCILPERSON MILLER-ANDERSON:** Mike.

**CHAIRPERSON DAVIS JOHNSON:** A comparison of -- of -- of what?

**CHAIR PRO TEM HUBBARD:** The benefits of a -- the benefits of one as opposed to the other or benefits laid out of a P-3 ,and as you said, the tenets thereof and also the benefits of the design build so that we can then be able to make a clear decision with all the facts about both -- both choices that we have.

**CHAIRPERSON DAVIS JOHNSON:** Is that the consensus of the board?

**COUNCILPERSON MILLER-ANDERSON:** Yes.

**COUNCILPERSON BOTEL:** Yes. I think --

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Councilman Davis, you're recognized.

**COUNCILPERSON DAVIS:** Thank you so much. I support that but I'm still going to keep discussing -- we spend a lot of time talking with other agencies and other facts for the last 16 months discussing a P-3 tour. And this is something I definitely have taken dearly to my heart, serious about. This is a community that we all grew up in and the people deserve the option to go and see if they choose to, they choose not to. But don't -- I want to make sure that we follow through and we discuss over 16 months ago about the potential P-3 tour and setting a date. That's all .

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair? Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Thank you, Mr. Davis. Councilwoman Miller-Anderson.

**COUNCILPERSON MILLER-ANDERSON:** How does that work with us all going on a tour together in -- in regards to Sunshine? It -- it would have to be open to the public to go, as well, right, Mr. DeGraffenreidt?

**CITY ATTORNEY DeGRAFFENREIDT:** That would be my advice.

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

**COUNCILPERSON MILLER-ANDERSON:** Okay.

**COUNCILPERSON DAVIS:** And we did --

**MAYOR MASTERS:** And be announced.

**COUNCILPERSON DAVIS:** -- and -- and --

**CITY ATTORNEY DeGRAFFENREIDT:** And be announced. Yes.

**COUNCILPERSON MILLER-ANDERSON:** And be announced.

**COUNCILPERSON DAVIS:** -- and we discussed having two buses, one for the public and -- and the council to -- to go on to take the public there because we wanted to bring them on with the experience and --

**COUNCILPERSON MILLER-ANDERSON:** Well, they would need to be on the bus with us, right?

**COUNCILPERSON DAVIS:** That's why we have two buses 'cause you may have 30, 40 people so you're going to need more than one bus.

**CHAIRPERSON DAVIS JOHNSON:** We can work out the logistics.

**COUNCILPERSON DAVIS:** To take the public.

**CHAIRPERSON DAVIS JOHNSON:** We -- we don't need to debate that.

**COUNCILPERSON DAVIS:** We've been discuss --

**CHAIRPERSON DAVIS JOHNSON:** We can work out the logistics of --

**COUNCILPERSON DAVIS:** I'm trying to (unintelligible) --

**CHAIRPERSON DAVIS JOHNSON:** -- transportation for --

**COUNCILPERSON MILLER-ANDERSON:** Well, I'm just asking about Sunshine. That's what I'm asking about.

**CHAIRPERSON DAVIS JOHNSON:** -- but -- but Sunshine, we have to publicly notice. We have to publicly notice that this meeting will be taking place. It will be a mobile tour, correct, Mr. DeGraffenreidt?

**CITY ATTORNEY DeGRAFFENREIDT:** It will be an information gathering.

**CHAIRPERSON DAVIS JOHNSON:** Information gathering, publicly noticed, invitation to the public those that would like to attend, as well.

**COUNCILPERSON MILLER-ANDERSON:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** That -- that covers that. Okay. So we will do -- we will have the presentation. I'm send -- I will send a request to Administrator Baker, asking her to provide us with a staff person that can bring information specifically on the 3-P and then we will schedule the tour, as well. And with the 3-P you want a comparison as to 3-P versus design build.

**COUNCILPERSON DAVIS:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Mr. Davis, you're recognized.

**COUNCILPERSON DAVIS:** So -- so do we -- can we start looking at the dates now as we start rolling into August, September and October?

**CHAIRPERSON DAVIS JOHNSON:** We will allow staff to provide some dates or if you want to provide dates, we can -- we can do that. But I -- I think that staff would be very capable of coordinating the efforts. We would just have to work with you for -- for the name of the contact down in Miami-Dade County.

**COUNCILPERSON DAVIS:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** And we would reach out to them to schedule.

**COUNCILPERSON DAVIS:** Okay. That's no problem.

**CHAIRPERSON DAVIS JOHNSON:** I think that that would be most appropriate.

**COUNCILPERSON DAVIS:** Yeah.

**CHAIRPERSON DAVIS JOHNSON:** Okay.

**COUNCILPERSON DAVIS:** No problem.

**CHAIRPERSON DAVIS JOHNSON:** All righty. So staff will obtain the information from Councilman Davis as it relates to the contact for the tour. The

fact-finding -- what'd you call it? A --

**UNIDENTIFIED SPEAKER:** Fact-finding mission.

**CHAIRPERSON DAVIS JOHNSON:** -- a fact-finding mission? Okay. So we will schedule the fact-finding mission. And we will ask for a presentation of 3-P and design build. Madam Clerk, you have cards in your hand?

**CITY CLERK ANTHONY:** Madam Chair, I have one public comment card for item number 2. And I believe that the public was under the impression that they were going to also be able to make public comments outside of these items.

**CHAIRPERSON DAVIS JOHNSON:** We said that we would allow comments after each item. That was the consensus. Carry on. Bonnie Larson.

**BONNIE LARSON:** This was to be a discussion regarding all city facilities, and we spent over an hour and a half just on the library. I think what we need to do, we need to prioritize. We have a list of things which we need to do and redo and rebuild. Let's prioritize them and then go from there.

We wasted an hour and a half on one building. We had -- just for informational purposes, we had a \$500,000 grant previously. We got extension after extension after extension and then it just went away. All of a sudden that \$500,000 we were to get or hope to get turned into a \$10 million library. Now tonight it's up to \$14 million library. So, you know, we have to spend our money wisely. We don't have unlimited funds here.

Things that we need to determine when we're looking at all our facilities, we have to find out how much money we have? How much money do we have to spend on renovation and rebuilding? We need -- you talked about moving things from the port center over to the industrial area. You need to find -- I've talked about this for years and years. We're -- we're spending a lot of money on rent. We need to build our own facilities and -- and spend it on us, not on somebody else's income. So we need to know when those lease terms are up for all those other buildings that we're talking about where we have staff.

We have extra space right now at the CRA. Are we utilizing that? I don't think so. It's nice to dream. But you have -- you have to -- reality has to be one of the ingredients in dreaming. Let's see here. Public Works. We need to tear that down. That was condemned while Mr. Jonathan Evans was here, and we got the people out of there so they wouldn't get sick and whatever. That building's a condemned building full of mold and whatever. It's still over there. So that needs to be torn down.

And as far as can people talk at workshops, residents here are willing -- some of us are willing to give our time and present ideas that you may not have thought of, of things you may not have thought of. But when you say no, residents can't speak, that says to us that you don't want to hear from the general public. You don't care what the residents have to say about our city. That's what comes across. I'm sure you don't mean it that way but that's what comes across.

As far as a vote, you can't work at -- you can't vote at a workshop, I've been told. And as Miss KaShamba Miller-Anderson said, you do a consensus instead. That's the same thing as a vote because by doing a consensus, you're telling staff, Yeah, go ahead



with that idea. Go ahead and do that. That's the same thing as a vote. So you either can or you cannot vote at workshops. Residents are under -- residents need to know can they or can they not speak when they get here. It can't be a -- it can't be like, Well, maybe tonight you can; maybe tomorrow night you can't. Oh, I had more to say than in 12 minutes. I'm very surprised that Mr. Horton was here tonight giving all this. I thought he worked for the Water Utility Department. We have big problems in the Water Utility Department, and I don't think legally you can cross over from Utility District to the City. So Mr. DeGraffenreidt, if you can comment on that. I don't think you can do that and we really need him in the Water Utility. So I was very, very concerned about him being here tonight presenting on behalf of the City. Thank you.

**CHAIRPERSON DAVIS JOHNSON:** Thank you.

**CITY CLERK ANTHONY:** H. Ben Frazier.

**CHAIRPERSON DAVIS JOHNSON:** Is he still here?

**UNIDENTIFIED SPEAKER:** He left.

**CITY CLERK ANTHONY:** Madam Chair, that concludes public comment cards for item number 2.

**CHAIRPERSON DAVIS JOHNSON:** Some items do take a little longer discussion based on history and -- and information that needs to be provided, and there are times when it appears that the discussions are going on at length. But I think that we would be doing a disservice if we didn't have the conversations and we didn't bring the information forward that the public may not have been aware of. And so I don't see it as a waste. I think that it's important for us to vet it out and to have the conversations since this is the only public forum that we have in order to have these types of conversation and to exchange. And so it's important for us to be able to ask the questions that we need to and to be able to have the discussions that we need to.

And Mrs. Larson, let me say to you and to all of the citizens that attend the meetings, we -- we value your opinions. We hear you. You may not get the immediate response, but we hear you and we take into consideration the time that you spend with us. We know that you could be with your families and we know that you could be doing other things but you choose to be very active in your government and we appreciate that. We appreciate that from every constituent that comes to each and every one of our meetings. And with that said, thank you for participating in your government. It is important. You have the direction from council. And we have -- do we have the presentation with each slide for -- for us? I -- I didn't --

**CITY MANAGER HOSKINS:** No, we didn't make copies.

**CHAIRPERSON DAVIS JOHNSON:** Okay.

**CITY MANAGER HOSKINS:** But I can E -- well --

**CHAIRPERSON DAVIS JOHNSON:** Would you please?

**CITY MANAGER HOSKINS:** -- well, the e-mail is pretty big so I may have to do it on a thumb drive or make copies.

**CHAIRPERSON DAVIS JOHNSON:** Do we have a share file or something like that?

**CITY MANAGER HOSKINS:** Do you all have access to the X drive? I don't believe so.

**CHAIRPERSON DAVIS JOHNSON:** I don't -- I don't know that I do.

**CITY MANAGER HOSKINS:** Okay. So I'll -- I'll make copies for you.

**CHAIRPERSON DAVIS JOHNSON:** Put mine on the jump drive.

**CITY MANAGER HOSKINS:** Yeah.

**CHAIRPERSON DAVIS JOHNSON:** Thank you. So that we can have it. Okay.

**UNIDENTIFIED SPEAKER:** On a jump drive?

**CITY MANAGER HOSKINS:** Jump drive.

**CHAIRPERSON DAVIS JOHNSON:** On a jump drive.

**CITY MANAGER HOSKINS:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** Each one of us will get a jump drive with the information.

**CITY MANAGER HOSKINS:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** Okay.

**COUNCILPERSON MILLER-ANDERSON:** Madam Chair?

**CHAIRPERSON DAVIS JOHNSON:** Was that you?

**COUNCILPERSON MILLER-ANDERSON:** Yes.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson, you're recognized.

**COUNCILPERSON MILLER-ANDERSON:** So I know we were going to do the -- have them do the presentation and -- and look at doing their tour. When are we going to talk a little more about the other -- prioritizing those facilities? Is that going to be -- 'cause that presentation is just addressing the library, correct?

**CHAIRPERSON DAVIS JOHNSON:** So I believe. No. It wasn't just solely the -- the library. We just got into discussion after we talked about the 500,000.

**COUNCILPERSON MILLER-ANDERSON:** Oh, okay. So --

**CHAIRPERSON DAVIS JOHNSON:** But there was a list of all of those -- all of those items that need to be addressed.

**COUNCILPERSON MILLER-ANDERSON:** -- so we're looking at potentially doing a P-3 or design build the other facilities, as well?

**CHAIRPERSON DAVIS JOHNSON:** Well, I think that once you hear the presentation and we have a better grasp of what it actually can do --

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** -- we can then make that decision.

**COUNCILPERSON MILLER-ANDERSON:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** I would also suggest that once we get our thumb drives and we look at the -- the priority -- well, they're not in priority form. But once we look at everything that has been laid out for us, perhaps we can prioritize. You -- you know, we're not all probably going to have the same thing as one. I -- I don't know. But maybe that would be a starting point for the discussion as it relates to what we believe the priorities are for the -- the buildings. I -- I'll reserve comment beyond that, but I think that that's probably a good place to start and then we can further discuss. We can probably -- after the P-3 presentation along with design build, we could continue this conversation about the facilities and where we want to go and see them moving forward.

**COUNCILPERSON MILLER-ANDERSON:** Right. And then what about the -- in our budget that we did, our FY '18 budget, we did prioritize. Are we going to scrap that and -- are we going to look that again? 'Cause in the budget it has the different priorities.

**CHAIRPERSON DAVIS JOHNSON:** Right.

**COUNCILPERSON MILLER-ANDERSON:** That were set for some of them.

**CHAIRPERSON DAVIS JOHNSON:** That was for some of them. It wasn't inclusive of everything in the capital --

**COUNCILPERSON MILLER-ANDERSON:** No.

**CHAIRPERSON DAVIS JOHNSON:** -- in the -- in the capital budget, as I remember it.

**CITY MANAGER HOSKINS:** No, it -- it was not.

**CHAIRPERSON DAVIS JOHNSON:** So we can look at those things that have been prioritized in the budget and look at the things that we need --

**COUNCILPERSON MILLER-ANDERSON:** Uh-huh.

**CHAIRPERSON DAVIS JOHNSON:** -- to consider for our 2019 budget.

**COUNCILPERSON MILLER-ANDERSON:** Okay.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Botel, you -- you --

**COUNCILPERSON BOTEL:** Yeah. I would appreciate having a recommendation from both City Manager and Finance and perhaps other departments as to what they believe the priorities should be and what they believe the funding source should be.

**CHAIRPERSON DAVIS JOHNSON:** I'm not opposed to hearing that.

**CITY MANAGER HOSKINS:** Okay.

**COUNCILPERSON DAVIS:** I thought we did that already.

**COUNCILPERSON BOTEL:** I haven't seen it.

**COUNCILPERSON DAVIS:** We did it, like, a year ago.

**CHAIRPERSON DAVIS JOHNSON:** Okay.

**COUNCILPERSON DAVIS:** 2009.

**CHAIRPERSON DAVIS JOHNSON:** Okay. You don't have anything -- Madam Clerk, we didn't have anything further after the discussion of item number 2?

**CITY CLERK ANTHONY:** No, ma'am.

**CHAIRPERSON DAVIS JOHNSON:** Okay. There being no further business, okay. Comments from the Mayor and Council, starting with the Mayor.

**MAYOR MASTERS:** Thank you. Thank you, Madam Chair. I do want to thank the -- the Recreation Department for coordinating and bringing forth the celebration of July 4<sup>th</sup>. Ladia [phonetic] and the director, Mr. Blankenship, thank you for bringing that to us and others who participated in making it happen. The staff was great and it was a great celebration. And on behalf of the Office of the Mayor, we just want to thank the City and the -- your -- your department for spearheading it and bringing it into fruition. You did a good job.

Also for the benefit of those who missed the first meeting, the job fair was a tremendous success. Today we must have had 250 to 300 and they -- and young people were still coming. Just kept coming. And the room was totally filled. We had about 30, 35 employers, major employers. I heard from the -- the Rapids and they were to be one

of the employers there. The young lady said she fired four employees today in the parking lot. And I said, "Well, okay. We got four to replace them with." So we're going to get some of our young people working there. And we will be letting you know at the appropriate time, the employers and how many young people were hired from the job fair. And then of course, as the months go, there will be others that will be hired, as -- as well, or given an opportunity one way or the other.

There's training programs that -- that -- that were there today, as well. The next job fair will be in about three weeks, and that will be only for ex-offenders who we call returning citizens. If you don't have a criminal background you can't come. It's only for those people who have offended one time or the other, and we will have employers there as we've had before who will be committed to hiring ex-offenders. So look -- look -- get ready, get ready, get ready for that one. Thank you, Madam Chair. That's it for the Mayor.

**CHAIRPERSON DAVIS JOHNSON:** Thank you, Mr. Mayor. Chair Pro Tem?

**CHAIR PRO TEM HUBBARD:** Earlier in the first half of our meeting, I wanted -- we spoke about the cleanup that we had. And I wanted to thank the Alphas for

co-sponsoring that event with -- with the City of Riviera Beach. Also we had the fire department -- the fire department was there, our assistant -- our manager and assistant manager was there. We had the police department that was there. And we -- and I named some of the other persons, departments that was there. We had 68 volunteer, and we want -- and we also would have to say that we had the Utility Department there, as well. So we had 68 volunteers, and I want to continue to get the City's buy-in, the citizens' buy-in on getting Riviera Beach clean, on keeping Riviera Beach clean. And we're going to put out educational material to tell the residents how they can help us with that effort, things that they can do to move that along.

Also on July the 20<sup>th</sup> and July the 21<sup>st</sup>, that weekend, Anthony Goldwire and the class of 1990 will be here. During that time at Suncoast, they went -- went 36 and oh in basketball here and there was never a banner hung for them. So they're going to have a celebrity basketball game to start raising funds for scholarships. And at that game, there will be an unveiling of the banner for the team that went 36 and oh in 1990. So Anthony Goldwire, some of his classmates, some celebrity team -- teammates and players will be here. So we want you to come out for that. It's going to be at Suncoast High School on the 21<sup>st</sup> at 7:00 p.m. So if you were into sports or just lived here or maybe was not into sports but you remember the class of 1990, and you remember the presentation that Sheray Gaffney did to tell us and educate us about that time period in Riviera Beach, I think it's a historical event and please come out and support the team. Thank you.

**CHAIRPERSON DAVIS JOHNSON:** One moment before we proceed. I believe the clerk missed a card?

**CITY CLERK ANTHONY:** Yes, ma'am. Miss Lanier has checked off Public Comments but wrote Library at top so -- I only pay attention to the box so I'm requesting that Miss Lanier be allowed to make her public comments.

**CHAIRPERSON DAVIS JOHNSON:** Sure. Miss Lanier, come forward, please.

**SHIRLEY LANIER:** Good evening. My name is Shirley Lanier, Riviera Beach. I came to speak on behalf of support of the new library here.

I joined the Library Board back in November of last year because I was very excited about the new library coming to the city. Mrs. Cobb, who's the library director, gave me a lot of information about what has been happening with the library, and I just wanted to read off to you some of the timeline that I put together from the documents that she sent me.

In January, as Mr. -- the Finance Director said, they applied for this grant back in 2014. January of 2015 there was a Resolution 515 that the council accepted the \$500,000 grant from the State of Florida. In April 2016 the City issued a design criteria consultant for the development of the public library design criteria package. On May 2016 the City issued the RFP for fundraising consultant of the public library capital campaign. In August of 2016 Resolution 111.1 -- 111.16, the City awards the contract to provide consulting services for the development of a design criteria package to BE-8 [phonetic] Architects in an amount not to exceed 396,000.

August 2016, there was a scope of services that the consultant will service a design criteria professional for architectural and engineering services in support of the city's efforts to procure state funding and additional funding for and ultimately to develop and construct a new library. In September 2016 the city council approved the five-year capital plan to include the \$500,000 match for the library construction. In November 2016 the City approved a general site for the location of the new library, Wells Recreation Complex. December 2016 Resolution 184.16, the City awards the contract to Brakeley Briscoe, Incorporated to provide consulting services as the fundraising consultant for the public library capital campaign. Four months later they quit because they said the City was not moving. Nothing was happening. They could not get anything from the city council in terms of how they were going to proceed in building the library. So they actually quit.

Back in 2016 there was a letter from the City asking for the State to grant them -- to grant them certification to build the new library, to proceed with it. And it was through the compliance of a flood plan for management. December 2016 also there was a progress report to the State which included the report at the request for the historical evaluation and a draft of the proposed site plan for the library. That was in December 2016 and nothing has happened since. The City has -- city council, the City has not -- I don't know if you guys seen the designs that the architect had put together. They have designs. They have a site. They have proposed locations but nothing has ever been done here. So I came to the library advisory committee because I thought that something was going to move. And apparently not. So now we're having conversations about a new municipal complex, and you guys talked about a new municipal complex back in 2008.

And so you keep bogging the library down with all these added facilities. And I understand. Trust me. I was born and raised in this city. I understand all these things

need to be done. But when you have a situation where you have requested, you have gotten grant from the state, the state will no longer give you any money if you don't spend it, because they figure if you don't spend it, then apparently you don't need it.

**CHAIRPERSON DAVIS JOHNSON:** Miss Lanier?

SHIRLEY LANIER: Thank you very much.

**CHAIRPERSON DAVIS JOHNSON:** Thank you.

**MAYOR MASTERS:** Thanks for clarifying that, too, Miss Lanier.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Miller-Anderson?

**COUNCILPERSON MILLER-ANDERSON:** No.

**CHAIRPERSON DAVIS JOHNSON:** Any comments?

**COUNCILPERSON MILLER-ANDERSON:** No.

**CHAIRPERSON DAVIS JOHNSON:** Councilwoman Botel?

**COUNCILPERSON BOTEL:** (No audible response).

**CHAIRPERSON DAVIS JOHNSON:** Council member Davis?

**COUNCILPERSON DAVIS:** Yes, ma'am. I just want to reiterate what a wonderful experience it was, the July 4<sup>th</sup> celebration in the great city of Riviera Beach. Job well done for staff and the residents. We had a great event. This Thursday Team Elam 11<sup>th</sup> Annual Charity Weekend Classic, July 12<sup>th</sup> through the 14<sup>th</sup>. The kickoff reception bowling challenge will be conducted at Revolutions off of 477 S. Rosemary. From 7:30 to 10:00 this Thursday the Elam Foundation kickoff will begin. On Friday, the 707 will be conducted right here at Wells Gymnasium. We have the 707 tournament. It will be with different high school players. Tommy Lee Lewis of the New Orleans Saints. Nick O'Leary of the Buffalo Bills. Curt Maggitt who played for the Indianapolis Colts. Emmanuel Lamur, linebacker, and many other NFL stars will be here in your city, in Riviera Beach, at the Wells Complex starting at 9:45 Friday.

And on Saturday they always kickoff and finalize this great event at a Day in the Park at the Dan Calloway Complex from 11 a.m. to 7 p.m., so be a lot of great fun activities. NBA and NFL stars will be there on this Friday at the Dan -- this Saturday at the Dan Calloway Complex. So once again for 11 years, a great celebration for the Team Elam charity. Eleven years. What a wonderful job.

I just want to iterate also I have a flier here that we passed around and it reads, "You're invited to chat with your commissioner. Do you have questions? Want to help your community? Change your neighborhood with your voice. Every second Tuesday of the month --" you can see it here --"right here in the council chambers from 6:30 to

8 -- 8:00, you can come and have an intimate conversation with your commissioner here at Riviera Beach, Councilman Terence Davis and staff."

So we will be here at the time. Once we do it we'll not be going live. Just to have you a chance to come sit down for 15, 20 minutes to have an -- intimate conversations, your concerns with your city. So this Tuesday, July 10<sup>th</sup>, from 6:30 to 8:00. So I'm going to say thank you all. Please come out every second Tuesday. These fliers will be going around so you have July 10<sup>th</sup>, August 14<sup>th</sup>, September 11<sup>th</sup>, October 9<sup>th</sup>, November 13<sup>th</sup> and December 11<sup>th</sup>.

So every Tuesday no matter what happens, you have an opportunity to sit down for 90 minutes to just get some time with your councilperson, to have some conversation on how you can help your community and how you can participate, being positive. We're changing the way things have been done in this city. Thank you.

**CHAIRPERSON DAVIS JOHNSON:** Thank you. I have no comment.

## **ADJOURNMENT**

**CHAIRPERSON DAVIS JOHNSON:** There being no further business we stand adjourned.

(CONCLUSION OF WORKSHOP)



**APPROVED:**

\_\_\_\_\_  
**THOMAS A. MASTERS**  
**MAYOR**

\_\_\_\_\_  
**TONYA DAVIS JOHNSON**  
**CHAIRPERSON**

**ATTEST:**

\_\_\_\_\_  
**CLAUDENE L. ANTHONY**  
**CERTIFIED MUNICIPAL CLERK**  
**CITY CLERK**

\_\_\_\_\_  
**LYNNE L. HUBBARD**  
**CHAIR PRO TEM**

\_\_\_\_\_  
**KASHAMBA MILLER-ANDERSON**  
**COUNCILPERSON**

\_\_\_\_\_  
**JULIA A. BOTEL, Ed.D**  
**COUNCILPERSON**

\_\_\_\_\_  
**TERENCE D. DAVIS**  
**COUNCILPERSON**

**MOTIONED BY:** \_\_\_\_\_

**SECONDED BY:** \_\_\_\_\_

**L. HUBBARD** \_\_\_\_\_

**K. MILLER-ANDERSON** \_\_\_\_\_

**T. DAVIS JOHNSON** \_\_\_\_\_

**J. BOTEL** \_\_\_\_\_

**T. DAVIS** \_\_\_\_\_

**DATE APPROVED:**   **AUGUST 1, 2018**