

1 helping launch that because you started the City  
2 off as being the trendsetter. Now I see everybody  
3 walking around with Palm Beach County COVID 19  
4 masks, so I give you (indiscernible) for that  
5 initiative.

6 And thank you for all that you've done  
7 relative to, you know, the -- what we've had to  
8 encounter during the pandemic.

9 CITY MANAGER EVANS: Thank you, Councilman.  
10 I appreciate that.

11 So as we moved into the strategic focus  
12 areas -- and this was the direction that the City  
13 Council wanted to make sure that was the foundation  
14 for the budget and the budget priorities. So as we  
15 look to build out budget priorities and initiatives  
16 moving forward, all these elements are key into the  
17 decision making process of staff and items that we  
18 look to bring forward to you all.

19 And from the staff's standpoint, if what  
20 we're trying to accomplish does not fit into the  
21 strategic areas, we then ask ourselves should we be  
22 in the business of doing it.

23 So achieving a sustainable economy, we've  
24 talked about the importance of economic  
25 development, redevelopment, how do we look to

1 leverage our assets in our community for the  
2 purposes of achieving a sustainable economy but  
3 also raising the needle in the expectations that we  
4 have.

5 Building great neighborhoods. One of the  
6 things that you will see is that we will be  
7 bringing forward some ideas and some concepts and  
8 having discussions as to how do we go to  
9 owner-occupied dwellings; and then how do we try to  
10 address the nuisance that we have in our community  
11 and taking more aggressive steps to address those  
12 nuisance properties that we have in our community;  
13 and holding our landlords, our absentee landlords,  
14 accountable.

15 Accelerate operational excellence. We are  
16 moving a lot of departments into the queue for the  
17 purposes of being prepared to go through the  
18 accreditation process to bring our operations up to  
19 par with the industry's best.

20 Enhanced government stewardship. We are  
21 looking to incorporate transparency portals. The  
22 City's new website should be up and operational in  
23 about the next month. The website right now is  
24 down, and we apologize for that. IT is working  
25 feverishly with our -- one of our providers.

1           There's no security breach or anything like that,  
2           it's just the website is down. And we are very  
3           proud on what the mock of the new website looks,  
4           and it really brings us into the 21st century, and  
5           the community is going to be really excited about  
6           that.

7           Our strengthening community engagement.  
8           We've got a lot of community engagement that's on  
9           the horizon. A community value survey, Ms. Noel  
10          will be doing a presentation sharing the community  
11          value survey that we will provide to the community.  
12          We also have a couple of community meetings that we  
13          will be facilitating.

14          When it comes to the sanitation services  
15          contract, that will look to be going out in the  
16          next year.

17          Street projects, that we are going to be  
18          looking at doing digital engagement.

19          The virtual Citizens Leadership Academy. All  
20          those programs are going to move to a virtual  
21          platform so we can reconnect with our community.

22          We will get back into doing coffee with the  
23          manager in a digital format.

24          So we're looking at ways over the next couple  
25          of months to really reengage our community and get

1           them involved in what's going on in the City of  
2           Riviera Beach.

3           And thank you for the Board for allowing us  
4           to hire a dynamic individual to compliment  
5           Mr. Stevens' team. And I don't know if you all  
6           have known, since Mr. Stevens has been -- as I  
7           digress for a moment -- with the City, he has never  
8           taken one week off. So he is going to have the  
9           depth and the ability to take one week off. But  
10          that's if he requests it, and I have to approve it,  
11          so that still may -- we may keep that streak alive.

12          But, nonetheless, we're excited about the new  
13          additions to the team.

14          So, you know, the backdrop is Riviera Beach  
15          2030, to let the community know that this elected  
16          body is not looking at 2021 but is looking at 2021,  
17          2022, 2023, all the way to 2030, because we are  
18          definitely going to move the needle and address  
19          some of the challenges that should have been  
20          addressed a long time ago.

21          So as we get into --

22          COUNCILPERSON LANIER: Madam Chair. I just  
23          wanted to ask, what about the, you know, about all  
24          of our stuff with the new facilities and  
25          everything?

1 CITY MANAGER EVANS: That is -- we are going  
2 to be surprising the community with that. And I  
3 will take a brief time -- what we're doing is,  
4 staff is securing the services of an architect.  
5 The architect will be meeting with each of you, and  
6 you will be having that discussion with them and  
7 then coming up with your bubble diagram and your  
8 presentation.

9 Once that happens, we'll bring you all back  
10 together; and then we'll have you all talk about  
11 which parts do you like, don't like, of each  
12 others; and then being able to come up with three  
13 concepts that we can share to the community. So  
14 that's already in the process. And so that's going  
15 to be an exciting time for us to move that forward.

16 COUNCILPERSON LANIER: Oh. Good. Good.  
17 Good.

18 CITY MANAGER EVANS: So some of the major  
19 initiatives that we look into fiscal year 2021 is a  
20 fire assessment. And we've had the conversation  
21 with the Board at the last budget sessions that we  
22 had last year, about what needs to occur in order  
23 for us to move forward with a fire assessment.

24 I have been in an agency, and probably one of  
25 the first agencies, to move forward with a fire

1 assessment. And the fire assessment really is a  
2 tax equity tool. You have a situation where in a  
3 lot of municipalities the fire assessment is  
4 utilized to bring more payers to the table.

5 So in our community we have three percent of  
6 the properties that don't pay anything for any  
7 municipal services. Well, if you did levy an  
8 assessment on those properties of a hundred  
9 dollars, just to say, you would generate \$20,000  
10 annually. But you can look at taking that \$20,000  
11 and you can pledge that for capital infrastructure  
12 associated with the provision of fire service, or  
13 to effectively look to buy apparatus and the like.

14 One of the things that the fire assessment,  
15 and the statute says that it has to be fair in  
16 apportionment and it has to -- the property owner  
17 has to derive a benefit from the assessment.

18 When doing an assessment, and when we did the  
19 assessment when I was the manager in Haines City,  
20 the intent behind that was that a large portion of  
21 our properties did not pay property taxes. And we  
22 knew we needed to address some of the failing  
23 infrastructure as it relates to municipal  
24 facilities. And so we went through a fire  
25 assessment process and was able to generate

1 approximately three million dollars. And that was  
2 able to take the burden off of the general fund.  
3 That money can only be utilized for the provision  
4 of fire service.

5 And then we went through a bond validation  
6 hearing, where the courts actually -- we filed a  
7 lawsuit against ourselves so in the event that it  
8 was ever challenged, we had a judgment that said  
9 that the City did move in the appropriate action,  
10 fulfill the appropriate notice.

11 In the event that -- one of the things we  
12 did, as well, is we exempted religious institutions  
13 and we created hardship provisions. If individuals  
14 do have a hardship, what would happen is the  
15 assessment would have to be paid for by the general  
16 fund because the, the way the assessment was  
17 established.

18 We believe that if we're able to generate 2.5  
19 million dollars, we can address some of the  
20 personnel requests that have been asked by the fire  
21 department; but also it will generate enough  
22 revenue that the City of Riviera Beach can go out  
23 to the bond market and we can construct all four  
24 municipal fire stations today. And that is  
25 something that we certainly want to do and move

1 forward with addressing our public safety assets;  
2 as well as, that provides additional relief to the  
3 general fund.

4 And so when you look at -- and when I was in  
5 Haines City, I was able to reduce the millage rate  
6 by a quarter mill because of instituting the fire  
7 assessment, because it brought more folks into  
8 paying for the collective service.

9 And so Mr. Sherman will get into the  
10 specificities as to what happened in 2012, the  
11 methodology, and then kind of go into what the  
12 formulas would look like.

13 And this is something we've already got an  
14 RFP out on the streets for a consultant to assist  
15 us in the process in the event that this is a  
16 direction that the Board would like to go in.

17 And realize that, again, it can only be  
18 utilized for fire service.

19 An economist actually looks at your municipal  
20 budget, and specifically your fire budget, and they  
21 extract what is specific for fire service. And  
22 that's your availability fee.

23 They do not levy an assessment for EMS,  
24 because not everybody ends up for EMS.

25 We have hard costs that are associated with



1 the provision of fire service that the availability  
2 says when somebody picks up the phone and dials  
3 911, the fire crews can roll out and they take the  
4 wet stuff and put it on the red stuff.

5 And so that is the same thing similar to that  
6 of your United States military, there's a hard cost  
7 for carrying those assets.

8 And so we have to be prepared to respond, and  
9 so that is the availability fee for the service.  
10 And that's how most entities do it, you have a flat  
11 rate that everyone pays, and then it's based either  
12 on square footage or relative improvement value, et  
13 cetera.

14 So I'm going to turn this part over to  
15 Mr. Sherman to provide a little bit more  
16 information and some context.

17 MR. SHERMAN: You're also going to change the  
18 slide, right?

19 Thank you.

20 What seems like a life time ago, back in  
21 December we were at the community center on Singer  
22 Island and we made a full presentation of the fire  
23 assessment fee.

24 Back in 2011, 2012 is when the report  
25 actually came out. City of Riviera Beach actually

1 hired a consultant and went through the process of  
2 apportioning out the fire costs. And that was the  
3 presentation that in essence I just repeated back  
4 in December.

5 Tonight I just want to kind of refresh some  
6 of the options that were laid out in that fire  
7 assessment fee. And as the manager said, this  
8 would absolutely have to be refreshed; these  
9 numbers are very stale at this point; and we're  
10 required by statute to do that anyway.

11 I believe that back in 2011, if you look at  
12 option one -- and we'll just really focus on the  
13 residential rate, because everything else kind of  
14 feeds off of where you set your residential rate.  
15 They determined back then that \$365 would pay for a  
16 hundred percent of the fees, or of the costs  
17 related to the fire service. So that's why that  
18 365 dollar number is on the sheet; that was all in.  
19 The number today is obviously higher than that.  
20 But we wanted to use the three sixty-five that they  
21 presented back in 2011.

22 If you go down that column, as the manager  
23 said, you apportion out -- there's various  
24 methodologies to do the apportionment, but they did  
25 it on a square footage basis. And the \$365 would

1 have raised seven and a half million dollars of  
2 revenue.

3 As the manager said, there are properties  
4 that end up being exempt. Typically it's the  
5 religious organizations. Government is typically  
6 exempt. And when they did the analysis back then,  
7 they took out \$800,000 worth of a fire fee, leaving  
8 them with 6.7 million dollars.

9 So what could the City do with 6.7 million  
10 dollars, if we chose to go down option number one?  
11 We would put \$750,000 into the operating budget.  
12 And what that in essence does is it pays for three  
13 fire fighters and two EMS captains. We would still  
14 be able to put 3.2 million dollars into fire  
15 capital. So that would not only be for fire  
16 stations but also rolling stock. And we would be  
17 able to reduce the millage rate down to 8.1 mills,  
18 giving property tax relief of 2.7 million dollars.

19 Option two, which is where most people are  
20 today. In the next slide I'll show you where some  
21 of the other communities are. This is kind of a  
22 low end at a hundred dollars. That generates two  
23 and a half million dollars of net. And again, we  
24 have that two and a half million dollars, we would  
25 pay for the three fire fighters, the two EMS

1 captains, and leaving us with 1.7 million dollars  
2 for fire capital.

3 What we've done for the four fire stations is  
4 we figure that we need about 13 million dollars to  
5 be able to -- that would come from that fund. And  
6 that's debt service of around a million dollars.  
7 So the million seven would not only be able to  
8 cover the debt service, it would also still be able  
9 to provide some dollars to rolling stock. But you  
10 would actually have to go out and borrow those  
11 funds secured by these revenues.

12 We also then have option three, which is at  
13 \$25 a unit; and option four, which would just be  
14 \$10 per residential unit. As you can see, that  
15 generates \$627,000 and \$216,000. And then from  
16 that we would use that all in operations to either  
17 fund two fire fighters and the two EMS captains or  
18 just two fire fighters. And no capital under  
19 options three and four, there would be no dollars  
20 for capital.

21 Now going to the next slide, what we did is  
22 we actually pulled some comparative fire assessment  
23 fees. Actually, Boca Raton actually publishes  
24 their preliminary budget, and they had the  
25 comparatives within their budget, so I pulled it

1 out of their presentation.

2 And as you can see, West Palm Beach is at a  
3 hundred dollars. Boca Raton is at one forty-five.  
4 And going all the way up to \$313 in Hollywood. And  
5 there's various numbers in and out of there.

6 What's interesting is, I was able to go back  
7 and find the amount of revenue that Boca Raton  
8 actually generates from their fire fee. And as the  
9 manager mentioned early on, part of the issue when  
10 we're talking about our millage rate is because we  
11 really don't have a very diversified source --  
12 revenue source streams coming in.

13 If Boca Raton was to take that 145 dollar  
14 fire fee and eliminate it, that's 12.6 million  
15 dollar hit to their budget, which is about 15  
16 percent of their property taxes. So they would  
17 actually have to add that \$12.6 million dollars to  
18 their property tax rate and they would be looking  
19 at a millage rate going up 15 percent. So it's  
20 interesting when you go back and you look at Boca  
21 Raton, where the city has maintained the same  
22 millage rate since 2015, Boca Raton has actually  
23 had their millage rate increase every year over the  
24 last five years. Along with this fire fee,  
25 they're -- you know, it allows them to keep their

1 millage rate down, but they're still seeing  
2 increases in that millage rate.

3 And it puts the City -- again, if we're  
4 talking about the hundred dollars, which would  
5 allow us to fund the positions that the chief has  
6 requested, and fund the replacement of the four  
7 fire stations, at the low end of this scale, right  
8 where West Palm Beach is, at the hundred dollars.

9 My understanding is, from Mr. Little today,  
10 is that today was the due date for the proposals.  
11 I do not know how many proposals we actually  
12 received today. I haven't seen them yet. But we  
13 certainly will come back and inform you what we  
14 find in those proposals.

15 CHAIR BOTEL: Mr. McCoy.

16 COUNCILPERSON McCOY: Thank you. Thank you,  
17 Madam Chair.

18 So if we can go back, Mr. Evans,  
19 (indiscernible) these figures. And, you know,  
20 right there. So it appears that if you're looking  
21 at option one and option two, and we're talking  
22 about none ad valorem, we have, I believe I seen  
23 276 properties that would not be paying this.  
24 Correct? I seen that maybe somewhere.

25 MR. SHERMAN: That's correct based on the

1 2011. Again, we would have to get those numbers  
2 refreshed.

3 COUNCILPERSON McCOY: So here's -- well, I  
4 think this is a good idea, because if you're  
5 looking at option two, you know, for that matter,  
6 of -- and these are just based on the 2012 numbers.  
7 If I'm understanding you correctly, the RFP that we  
8 have out would lead someone else to come up with, I  
9 guess, a new pro forma, if you will, regarding  
10 these -- regarding, you know, I guess our various  
11 options. Is that correct?

12 MR. SHERMAN: Correct.

13 COUNCILPERSON McCOY: Okay. Well, if we just  
14 take these numbers for example. And, you know, I'm  
15 not sold on us particularly increasing taxes but,  
16 you know, if you take a residential property and  
17 you say -- and I don't know exactly what defines  
18 residential. Is that inclusive of condominiums, or  
19 is that considered commercial, or what. But we're  
20 talking about the west end, anywhere around ten,  
21 maybe a little more, eleven bucks per month, at  
22 that hundred dollar a unit rate. And, obviously,  
23 \$30 a month. Which would be essentially added on  
24 to the tax bill. So, you know, I'm very much open  
25 for that.

1           But wouldn't it be, I guess, a better -- and  
2 I'm probably not going to say this correctly, but  
3 shouldn't we be working backward? Shouldn't we  
4 identify where we want to be, as far as how much we  
5 should be contributing to, you know, the capital  
6 investment fund? And also, if at all possible, if  
7 we wanted to take an approach of saying we're going  
8 to lower the millage rate, should we -- I guess, is  
9 that going to be a part of the pro forma? Is that  
10 a way that we can work backwards?

11           MR. SHERMAN: Yeah, if we -- I mean, again,  
12 it's -- I hate to put it this way, but it's math at  
13 the end of the day. And you're right, we can just  
14 decide whether we have sufficient dollars, what we  
15 want that millage rate to be. And you're right,  
16 it's formula math, you know, we would just deal  
17 with the formulas and come up with the amount of  
18 dollars that you want for capital, you want to put  
19 in operating, and you want to hit the millage rate.

20           COUNCILPERSON McCOY: Okay. And, obviously,  
21 this would be something for, I believe, 20 -- that  
22 would go in effect in 2022, correct, if this is  
23 adopted in '21?

24           MR. SHERMAN: It could go in in 2021. We  
25 would have to do a direct mailing of the invoices.



1           Because we, obviously, would have missed the, you  
2           know, putting it on the tax bills for the first  
3           year. But it would all depend on how quickly, you  
4           know, we could get the study done and adopted.

5           CITY MANAGER EVANS: And to that point, we  
6           did the direct billing; and when the consultant  
7           shared with me that 85 percent of the individuals  
8           that received the bill from the City will pay the  
9           bill, I wasn't too sure about that. But sure  
10          enough, actually 85 and 90 percent of individuals,  
11          when we did do the direct billing, paid the  
12          assessment; and then we then added it on to the tax  
13          rolls.

14          So it would be something that we could roll  
15          out in 2021. Plus, we would build a module on the  
16          website that Jonathan can go in, type in his  
17          address, you can see exactly the assessment; the  
18          residents get to see all their assessments if they  
19          put in the address and all that. So it's a very  
20          transparent portal, so you can see the calculation,  
21          what the bill is, those types of things.

22          And that was something that the residents  
23          appreciated, because as we know the most  
24          inequitable system is the property tax system that  
25          we have. You have two residential properties, one

1 that benefitted from Save Our Home since its  
2 inception; and somebody that bought their property  
3 yesterday, they're paying 1500 dollar difference  
4 and they're getting the same police officer, same  
5 trash truck, and all that. Where this particular  
6 item says everybody pays a flat rate and then you  
7 pay based on a sliding scale.

8 So, you know, I know people don't like to  
9 hear that the fairest tax is really an income tax.  
10 But, you know, the fire assessment works similar to  
11 that.

12 COUNCILPERSON McCOY: What's the sliding  
13 scale in this, in this scenario? I don't  
14 understand that.

15 CITY MANAGER EVANS: So you would have a  
16 situation for instance in the formula here, let's  
17 go option two, everyone will have a base rate of a  
18 hundred dollars. Now the Board can say that the  
19 base rate is a hundred dollars and you did not want  
20 to charge, you know, residential -- because we  
21 charged a hundred dollars, and then we did  
22 eighty-five cents per thousand dollars of relative  
23 improvement value; and then you had situations  
24 where you had commercial facilities, like here it's  
25 eighteen cents per square foot, but then you can

1 set a cap. So realistically it's like putting a  
2 spigot in the wall and then you as the Board  
3 annually determine how much you want to generate as  
4 it relates to the fire assessment, and what are the  
5 ways in which you choose to use it.

6 So if you say that it's a flat rate and no  
7 relative improvement values, and commercials are to  
8 be handled like this, the economists will build out  
9 the system how the Board wishes to have it  
10 implemented.

11 COUNCILPERSON McCOY: Okay.

12 CHAIR BOTEL: Anything else?

13 CITY MANAGER EVANS: So we'll go into the  
14 fiscal year 2020 assumptions. We were successful  
15 in negotiating the PBA contract. And we have began  
16 the discussions at it relates to IAFF, which is our  
17 fire union. We anticipate being able to wrap this  
18 contract up pretty quickly. We're not too far  
19 apart. So we can anticipate bringing this to a  
20 resolution.

21 We're also recommending in this particular  
22 budget all employees receive a three percent  
23 increase.

24 The health and dental insurance. I did  
25 provide the Board with a memorandum that the claims

1 to premium ratio for the City of Riviera Beach is  
2 quite high. And our plan is running about 31  
3 percent over what it should be running to run flat.  
4 So basically for every dollar that we send to  
5 Aetna, it costs them a dollar thirty-one to handle  
6 our book of business.

7 The renewal rate that they proffered to the  
8 City of Riviera Beach was a 31 percent increase.  
9 And so we did go back and tell them that that was a  
10 nonstarter. We have worked with them and done some  
11 plan changes and modifications, and are going to be  
12 sharing with you-all tomorrow what the plan  
13 modifications are, where we got the actual health  
14 and dental insurance renewals to an 8.9 percent  
15 increase. Which is a significant savings to the  
16 City. With no modifications as it relates to  
17 physicians or the network.

18 We are looking to transition wholistically to  
19 a high deductible health plan. And we did notice  
20 that. And it's an in-network plan. And 97 percent  
21 of our employees utilize in-network services.

22 So the broker is slated to make a  
23 presentation to you all tomorrow to share the  
24 elements contained in the health and dental  
25 insurance renewals.

1           And we believe that the plan will function  
2 similar to the existing plan, insert additional  
3 consumerism and keep the costs for the City lower.  
4 Because if we did have that 20 or 25 percent  
5 increase, it would certainly impact our ability to  
6 continue to operate without making some additional  
7 revenue enhancements or reductions.

8           The general liability insurance. We've got a  
9 20 percent increase. Staff is working on making  
10 some modifications to that number and seeing if we  
11 can get that number below that as much as we  
12 possibly can.

13           And operational increases of two percent.  
14 Revenue increases of about four percent.

15           And then the Utility District will be  
16 prepared to provide some information to the Board  
17 to move forward with a six percent rate increase as  
18 recommended by the rate consultant. And this is  
19 basically one of the first steps as we look to  
20 address the water quality in our community and move  
21 towards a long-term solution for our water  
22 treatment facility.

23           The next one here is just looking at the  
24 health insurance, which is one of the largest line  
25 items in the budget. As you can see, over the

1 years the insurance has increased. There has been  
2 fluctuations. You'll see in 2020 we did have that  
3 decrease because we made the move to a high  
4 deductible health plan. But right now our agency  
5 is split, some are on the high deductible health  
6 plan and some are on the buy up plan. And so by  
7 making the switch to the high deductible health  
8 plan, that's where we see the nine percent  
9 increase. And we believe with some of the changes  
10 that are being proffered, that we can conceivably  
11 get to a situation where the increases are modest,  
12 and not seeing the 20 or 30 percent increases in  
13 subsequent budget cycles. Because we really want  
14 to get our handle on this.

15 And I know that one of the things that we did  
16 propose, when we were looking at going to that  
17 8.2000 mills, was a situation whereby we would ask  
18 the employees to contribute for the provisions of  
19 health insurance, which is not uncommon with other  
20 employers. Because I think there is some  
21 contractual language that allows for us, if we get  
22 over a certain threshold, you can pass the  
23 additional cost for health insurance on to the  
24 employee. So as it stands right now that's not  
25 what we're recommending, but we have to take some

1 swift and decisive actions here.

2 Traditionally, we've had four catastrophic  
3 claims. This year we have 13. We have a situation  
4 where one particular individual in the organization  
5 has utilized \$500,000 worth of benefits. And out  
6 of the 13 individuals that are on that list,  
7 they -- there's an anticipation that the costs for  
8 medical care will continue to go up, as well as the  
9 impacts associated with COVID.

10 So we're trying to do what we can to still  
11 offer a good product, but a product that's  
12 affordable to the City of Riviera Beach; and one  
13 that addresses the needs of the employees. But the  
14 group will be presenting tomorrow.

15 Councilman McCoy, I think you had a question.

16 COUNCILPERSON McCOY: Yes. So I -- I think  
17 it's just about their presentation tomorrow. So  
18 I'm really interested to see what those numbers are  
19 as far as the claim numbers.

20 And what period are we talking about?

21 Because it seems like this can't be -- first of  
22 all, this can't coincide with our fiscal year,  
23 that's obvious, because it seems like we had this  
24 conversation right around, just before the fiscal  
25 year ended in 2019. I'm sorry. Before the last

1 fiscal year, for the 1920 year. I'm sorry. Not  
2 fiscal year. What period is (audio interference)  
3 when they do the claim (audio inteference).

4 CITY MANAGER EVANS: The calendar year.

5 COUNCILPERSON McCOY: Okay. And I think I  
6 heard you say we want to look to go to a high  
7 deductible, I think you said comprehensively or  
8 wholistically?

9 CITY MANAGER EVANS: High deductible health  
10 plan would be the plan that we offer. And then  
11 there will be a buy up option, but that would be  
12 something that the cost would be borne by the  
13 employees, the increased cost. So that the base  
14 plan that the City would offer is the high  
15 deductible health plan. Which is the same plan  
16 that we offer this year. But I think our numbers  
17 are split right down the middle, half the employees  
18 took the high deductible, half of them took the buy  
19 up option.

20 COUNCILPERSON McCOY: And that was my next  
21 question, what's the percentage of who opted in.  
22 So it's about 50 percent?

23 CITY MANAGER EVANS: Yeah, it's pretty much  
24 right down the middle.

25 COUNCILPERSON McCOY: Okay. Well, Mr. Evans,



1 I certainly am open and I'm looking forward to  
2 their presentation.

3 Has staff explored the idea of going back out  
4 to, I guess to put this back out to the different  
5 carriers, to see if they can come in at a better  
6 rate because...

7 CITY MANAGER EVANS: We did. And we pushed  
8 back on Aetna very hard. And the reason that we  
9 did not recommend going out to the market is  
10 because of the -- of COVID and the concern that we  
11 had with regards to if we went to United and  
12 physicians changing and all that.

13 So we thought in the abundance of caution, in  
14 light of this, let's see what we can work out with  
15 Aetna.

16 The broker also thinks that based on our  
17 really bad numbers, that we're not going to be the  
18 sweethearts in the market, because we have a really  
19 bad claims to premium ratio and we do have those 13  
20 high dollar claims. So it would not have rendered  
21 any positive number, and we would have probably  
22 found ourselves back in the same situation. And we  
23 were very conscientious about service disruption  
24 for the employees.

25 COUNCILPERSON McCOY: Thank you. And I

1 appreciate that.

2 Now, that kind of sparked my interest when  
3 you started speaking about health insurance. And I  
4 don't know if I missed what necessitated I believe  
5 the 20 percent increase in liability insurance. Do  
6 you have anything to add on that?

7 CITY MANAGER EVANS: Mr. Sherman, do you have  
8 any remarks or comments with regards to liability,  
9 because I was looped in towards the end of those  
10 conversations?

11 MR. SHERMAN: Yeah, there were a couple  
12 impacts causing the liability to go up; primarily  
13 the active hurricane season. I think after last  
14 year with the Dorian scare, I think people are  
15 revisiting that.

16 The other impact is our worker's comp claims  
17 have increased significantly, which is driving  
18 those numbers as well. So, again, with increased  
19 salaries and increased claims, you know, we're  
20 seeing some higher numbers both on the worker's  
21 comp and the general liability side.

22 And then part of what our rate is is our  
23 reserves, and funding our reserves. We've been  
24 funding our reserves -- so we pay our premiums and  
25 then we add about a million six. Next year they

1 want close to two million dollars based on the  
2 activity that (audio interference).

3 CITY MANAGER EVANS: In addition to, I  
4 believe, our cyber security did go up as well.

5 MR. SHERMAN: It did.

6 COUNCILPERSON McCOY: Okay. So I think there  
7 was a conversation that at least touched on -- I  
8 think Mr. Evans mentioned if -- speaking to our  
9 insurance carrier, how much of the loss that we can  
10 absorb through our disaster fund. As a matter of  
11 fact, I'll just ask that question. I think I don't  
12 want to ask that question publicly, because I don't  
13 want to get to talking about exposure and that sort  
14 of thing. So that's all I have regarding that.  
15 Thank you.

16 CHAIR BOTTEL: Thank you, Mr. Evans.

17 CITY MANAGER EVANS: All right. We'll move  
18 to the next two slides. And Mr. Sherman will  
19 present, because there are some challenging colors  
20 in these wheels.

21 MR. SHERMAN: All right. We'll work on that.

22 So this is the 2021 general fund projected  
23 revenues. The budget that has been submitted by  
24 the city manager is \$81,388,698.

25 As you see from the revenue slide, 60 percent

1 of the revenues are still coming from the property  
2 tax. And as we've talked about in the past,  
3 there's very little diversity on the other side of  
4 the ledger there.

5 Again, our state revenues are down. Our  
6 charges for services are down. A lot of that comes  
7 from programs such as Parks and Rec.

8 But for the most part, you know, licenses  
9 tended to hold; permits tending to hold. It is  
10 that other tax number that, in intergovernmental  
11 that actually took a small hit.

12 And then on the expense side, again, we've  
13 broken these down primarily by department. We do  
14 have other slides as we progress through the other  
15 budget meetings that we will break it down more so  
16 by expense types, such as payroll and operating and  
17 debt service and the like.

18 But this is the operational breakdown. As  
19 you can see, primarily the police department gets  
20 27.86 percent of the budget and the fire department  
21 gets 19.01 percent of the budget. So combined, you  
22 know, 46 percent of the budget goes to the public  
23 safety departments.

24 Now, when you compare what police and fire  
25 get, that alone eats up 79 percent of your property

1 taxes. And then the balance of the departments, as  
2 you see, have been laid out on this budget.

3 I would point out, too, that two items -- the  
4 CRA TIF in the upper right-hand side is at 7.29  
5 percent. So in our property taxes we bring in the  
6 TIF revenues and then we distribute that to the  
7 CRA.

8 And then the other number at the top is the  
9 transfer to the debt service. So that, again, is  
10 8.55 percent, a significant part of the budget.  
11 And that, again, does pay for the pension  
12 obligation bonds, but it also pays for the 20  
13 million dollars that was used for the street  
14 projects; and it pays for what we have been  
15 borrowing through capital leases for our public  
16 safety fleet, trying to bring that back up to  
17 current status.

18 We are transferring four million dollars over  
19 to the capital projects fund. That is the money  
20 that we have been receiving from FPL since 2015,  
21 that we've been putting into our pay as you go  
22 capital.

23 And again, as we go through each successive  
24 budget meeting, each department will present to the  
25 council the detail of their individual budgets.

1 COUNCILPERSON McCOY: Question. I'm sorry.  
2 What's the difference between general  
3 administration and city administration? Is there a  
4 difference there? What's that about?

5 MR. SHERMAN: Yeah, the city administration  
6 is actually the, the staff. That's the operational  
7 stuff for the staff. What we put under the general  
8 is sort of those things that are citywide; so that  
9 would include things like transfers to the other  
10 funds, unemployment; all those things that really  
11 don't belong to a particular department, you know,  
12 so we put them all in that one budget.

13 And again, we can break that down as we move  
14 through the budget. It is broken down line item in  
15 the documents that you were provided.

16 CHAIR BOTEL: Anything else? Okay.

17 CITY MANAGER EVANS: All right. So this is  
18 the budget calendar that we implemented on the  
19 onset of the budget process. We see that we have a  
20 budget workshop of -- for tomorrow, with the city  
21 council --

22 COUNCILPERSON LANIER: I'm sorry, Mr. Evans.  
23 Madam Chair, I -- I'm sorry, I didn't mean to cut  
24 you off. I wanted to ask a question before we get  
25 into the calendar.

1           What is (audio interference) in terms of the  
2           money that the CRA owes the city?

3           CITY MANAGER EVANS: The -- for the Ocean  
4           Walk, we'll bring that part of -- that will be part  
5           of your subsequent budget discussions. Staff is  
6           doing a little bit more research and wants to have  
7           all the details to be able to share that with you.

8           COUNCILPERSON LANIER: Yeah, because that  
9           could make up a lot of the deficit that the budget  
10          has in terms of what is owed to us. Okay.

11          CITY MANAGER EVANS: Yes.

12          Madam Chair and Members of the Board, I know  
13          that we have a meeting scheduled for tomorrow, but  
14          one of your colleagues has expressed some concerns  
15          with the 17th and 18th, and I wanted to see if the  
16          Board would indulge staff to send out a Doodle  
17          calendar poll to see if you're amenable to moving  
18          those particular dates, because we really do want  
19          to have the balance of the council present for the  
20          budget conversations.

21          CHAIR BOTEL: When potentially would we be  
22          moving them to?

23          CITY MANAGER EVANS: The dates that I believe  
24          we looked at -- and Ms. Noel, are you on the line?

25          MS. NOEL: Yes, I'm here.

1 CITY MANAGER EVANS: Okay. What are the  
2 dates that we were looking at from staff's  
3 standpoint?

4 MS. NOEL: All right. I'm pulling it up  
5 right now. Just one second. But it would -- it  
6 would certainly be before September. So we're  
7 looking at dates for this month, the remainder of  
8 the month. I'm sorry, just one second as I'm going  
9 through.

10 CHAIR BOTTEL: Are you looking at the 24th and  
11 the -- well, we can't do it on the 25th because we  
12 have a CRA budget workshop.

13 MS. NOEL: Right.

14 COUNCILPERSON MILLER-ANDERSON: Didn't we --  
15 Madam -- didn't we have an e-mail about the virtual  
16 ethics, trying to reschedule that?

17 There's a bunch of dates being thrown out  
18 here and it's becoming a very complicated mess  
19 trying to, you know, put all this in here.

20 I mean, I thought we had kind of agreed on  
21 the 17th and 18th. Is it just one or two people  
22 missing or -- I mean, is it the majority of the  
23 people can't come?

24 CITY MANAGER EVANS: No, it's just one  
25 missing. But I don't know if we can look at the



1 20th and 21st, or the --

2 COUNCILPERSON LANIER: Yeah, but I've already  
3 set these dates that I have. I mean, we working  
4 people already got our dates set, so it's real hard  
5 now to try and change this midstream.

6 COUNCILPERSON MILLER-ANDERSON: It's not even  
7 a working situation for me. It's just that you're  
8 running out of days here, trying to switch up, when  
9 we already kind of committed, and then CRA and  
10 then -- it's just a lot of people asking for days,  
11 and we don't have that many more days left before  
12 September.

13 CITY MANAGER EVANS: Okay.

14 CHAIR BOTEL: And the 21st is scheduled for  
15 that hearing on the second reading of the  
16 ordinance.

17 COUNCILPERSON MILLER-ANDERSON: I don't have  
18 that on my calendar.

19 CHAIR BOTEL: That hasn't gone out yet, but  
20 that's the only -- I'm just cautioning us not to  
21 put anything else on there.

22 COUNCILPERSON LANIER: I just think -- for my  
23 say-so, I'm telling you now, I've got these dates  
24 set. It took a lot for me to be able to set these  
25 dates and to be able to make sure I don't have

1 anything to conflict with it. And I understand if  
2 a member can't do (audio interference). I had to  
3 rearrange a whole lot to get these dates in, to put  
4 in the CRA dates. I have, you know, some evenings  
5 I have other issues going on.

6 So, you know, I appreciate the City making  
7 sure that we have these dates well in advance. So  
8 it's really hard at this point to be able to go  
9 back and rearrange these dates, the CRA dates, the  
10 workshop dates. You know, we're talking about  
11 looking -- we got city council meetings, we got CRA  
12 meetings. That's a lot.

13 CHAIR BOTEL: Mr. Lawson.

14 VICE CHAIR LAWSON: Thank you. Well, I do  
15 have a question. When were these dates actually  
16 issued? And did we agree as a council on these  
17 dates? Or were these just the dates that were just  
18 given to us?

19 COUNCILPERSON LANIER: No, they sent us  
20 e-mails and asked us about these dates.

21 VICE CHAIR LAWSON: Okay. So these were the  
22 dates that we selected?

23 COUNCILPERSON LANIER: Yes.

24 VICE CHAIR LAWSON: Because I don't -- I  
25 guess I must have missed that e-mail because I

1 didn't --

2 COUNCILPERSON LANIER: Yeah.

3 COUNCILPERSON McCOY: They weren't selected  
4 by us.

5 VICE CHAIR LAWSON: I don't think that I  
6 selected any of these dates, Ms. Lanier.

7 COUNCILPERSON LANIER: Well, they sent out  
8 the dates and said are you okay with these dates;  
9 and nobody said no, so that's what the dates that  
10 they gave to us. And then too --

11 VICE CHAIR LAWSON: I just think that --  
12 sorry, Councilwoman Lanier, I think they just sent  
13 the dates out saying that these were going to be  
14 the dates we were having the budget. So that's  
15 why, once I saw the e-mail arising a discrepancy  
16 with those two dates, as Mr. Evans stated, being  
17 that I'm not available, and I would love to be a  
18 part of the budget discussions -- so those two  
19 dates I'm not actually available, the 17th and the  
20 18th, and since we're talking about the council  
21 workshop budget meetings.

22 So if we can find a date that can  
23 accommodate, that would be good. But if not, then  
24 I would love for my colleagues to go on forward  
25 with it. But I would like to be there as well for

1 the budget discussion.

2 COUNCILPERSON LANIER: Thank you.

3 And then too, also, Councilman Lawson, I  
4 understand, I perfectly understand, but, you know,  
5 we also have to make sure that the public is  
6 noticed of these dates as well. So I sympathize, I  
7 certainly do. But I've got these dates set.

8 MS. NOEL: This is Marsha. I found the dates  
9 that I was (audio interference). I did consider  
10 perhaps the ethics training was trying to be  
11 scheduled -- and Ms. Anthony feel free to, you  
12 know, chime in if anything conflicts -- but the  
13 dates I have to reschedule, the 17th and 18th, two  
14 is going to be Thursday, August 20th; Friday,  
15 August 28; and/or Monday, August 31st.

16 CHAIR BOTEL: The 20th doesn't work for me  
17 because we have the Palm Beach State College  
18 ceremony for the graduates of our (audio  
19 interference) program.

20 COUNCILPERSON LANIER: And the 21st doesn't  
21 work for me because I'll be -- I won't be  
22 available.

23 COUNCILPERSON McCOY: Well, here's what I'll  
24 tell you. This is our obligation, so I'm going to  
25 make it happen. In fact, I see two of these dates

1 that I won't even be in the state but I'm going to  
2 make sure I can log on to participate.

3 But I'm lost, because I was looking back at  
4 my e-mail and I don't even know if I remember even  
5 getting any of these dates so...

6 I don't even see it. I was looking back, and  
7 I don't know who they would have come from; but I  
8 only found out about today's meeting when we had  
9 our meeting last --

10 COUNCILPERSON LANIER: I think they came from  
11 Noel. I think they came from Noel, if I'm not  
12 mistaken.

13 CHAIR BOTEL: I think so too.

14 COUNCILPERSON McCOY: Okay. Well, I'm going  
15 to be there. I'll be there.

16 CHAIR BOTEL: You said the 28th? The 28th  
17 looks okay for me. How about everybody else?  
18 Maybe we could move at least one of these dates,  
19 the 17th and 18th, push this back. On one of the  
20 dates, to the 28th. Does that look good for  
21 everybody?

22 COUNCILPERSON McCOY: But here's the bigger  
23 issue. So if you want to consider the 28th, and  
24 that's for the virtual training, for the ethics  
25 training?

1 CHAIR BOTEL: No, no. In order to  
2 accommodate Mr. Lawson, take one of the dates, the  
3 17th or 18th and eliminate it, and create a meeting  
4 for the budget on the 28th instead.

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

6 COUNCILPERSON MILLER-ANDERSON: (Audio  
7 interference) five meetings that week. So we have  
8 a meeting Tuesday, Wednesday, Thursday, Friday.  
9 All that week? Because --

10 COUNCILPERSON LANIER: I can't do Fridays.  
11 (Audio interference) all this month. I knew that  
12 August is (audio interference) and so when I got  
13 those dates, I set those dates and -- so I have  
14 other obligations on those other days. And I was  
15 waiting for these dates so that I could make sure I  
16 could schedule around these dates.

17 CITY MANAGER EVANS: Madam Chair, if I may.  
18 We can look at, you know, maybe sending out just a  
19 Doodle poll. If it works, then it works. If it  
20 doesn't -- we'll look at, though, the clerk's  
21 schedule, we'll look at the council's schedule, and  
22 then we can bring it up as part of our discussion  
23 tomorrow and see if there was, you know, any way to  
24 conceivably address that. If not, and it's the  
25 board's pleasure to move on, you know, that's

1 something that staff will comply, whichever  
2 direction the Board wants to go. But I did want to  
3 express that request.

4 CHAIR BOTTEL: So you'll get us a Doodle poll  
5 tomorrow morning?

6 CITY MANAGER EVANS: Yes.

7 COUNCILPERSON McCOY: Well -- I would  
8 appreciate that.

9 Madam Chair.

10 CHAIR BOTTEL: Mr. McCoy.

11 COUNCILPERSON McCOY: So I'm fine with this,  
12 but this is a lot of maintenance for just our  
13 part-time elected calendar, right. So whatever  
14 happens, can our staff at the city work with the  
15 CRA staff, make sure that there is some -- you  
16 know, so we can kind of at least be consistent,  
17 because I'm telling you there is so many different  
18 dates and then there is so many different  
19 commitments that we all have individually. But I  
20 just want to make sure that it all works.

21 Because now I'm only looking at what's before  
22 me and not -- I think this afternoon I did get some  
23 correspondence from the CRA, so I don't even know  
24 what those dates are.

25 So I just want to make sure it works and it's

1 kind of collaborated with the CRA.

2 COUNCILPERSON MILLER-ANDERSON: That's what  
3 I've just mentioned, is we do have -- she put it  
4 for the 25th and the 26th. And so we have a  
5 meeting that Tuesday, that Wednesday, and then the  
6 city budget that Thursday. And then I even have a  
7 question mark by the 29th, that Saturday. Is that  
8 still on for this meeting?

9 CHAIR BOTEL: I have it as a (audio  
10 interference) in here too.

11 COUNCILPERSON MILLER-ANDERSON: (Audio  
12 interference) right? If needed.

13 CITY MANAGER EVANS: That's if necessary,  
14 yeah.

15 COUNCILPERSON MILLER-ANDERSON: So, I mean --  
16 yeah, I mean, there has to be some coordination  
17 between the ethics, the City and the CRA, because  
18 some of these dates that are being thrown out here  
19 are in conflict with another e-mail that came not  
20 too earlier about the ethics. So I'll wait for the  
21 Doodle poll.

22 CITY MANAGER EVANS: Okay.

23 CHAIR BOTEL: Okay.

24 CITY MANAGER EVANS: And any questions that  
25 the Board may have, or any other action items?



1           What I've been able to jot down here is the process  
2           that the City would have to undertake as it relates  
3           to the major disaster fund and what that impact  
4           would be as a result of a millage rate swap or  
5           decrease or what have you.

6                   And then some additional information as it  
7           relates to our business tax receipt program.

8                   And we have the request for the information  
9           about the borrow that the City provided for the CRA  
10          as it relates to the Ocean Walk.

11                   And I think that's -- and then the, of course  
12          the staffing, the proposed staffing modifications,  
13          you'll definitely see that.

14                   CHAIR BOTEL: Mr. Evans, you mentioned that  
15          if we were to reduce the millage rate it would mean  
16          that FP&L would pay a significantly less amount of  
17          money. Could you give us the impact to the FP&L  
18          contribution if we reduced the millage rate but put  
19          into place the fire assessment? What would --  
20          would that ameliorate the loss, because of the  
21          reduction of the millage rate, the loss of (audio  
22          interference).

23                   CITY MANAGER EVANS: Okay. And then  
24          Councilwoman Botel, you wanted the taxable value  
25          sheet extended.

1 CHAIR BOTEL: Yes.

2 CITY MANAGER EVANS: Okay. All right.

3 CHAIR BOTEL: Anyone else? Questions?

4 COUNCILPERSON McCOY: Madam Chair.

5 So, I'm sorry if this sounds repetitive. I  
6 just heard a lot more information than I expected  
7 to come to this meeting to get. But even if we  
8 take that scenario of implementing this fire  
9 assessment, how is that possible for us to get out  
10 notice and market this to our (audio interference)  
11 in the next -- I guess we would have to make a  
12 determination on this now. I mean, I don't  
13 understand how that's possible if we're just  
14 getting RF -- the responses from the RFPs, and be  
15 able to levy that in the 2020-2021 fiscal year.

16 CITY MANAGER EVANS: As far as your  
17 collection for it and getting it out, you're going  
18 to probably most likely -- it will take a couple  
19 months for the process to begin, so let's just say  
20 conceivably it started in October, January would be  
21 when you would be putting out documentation and  
22 information about the direct billing process.

23 And so you conceivably could start seeing,  
24 you know, revenue collections in the month of, you  
25 know, March or shortly after that. It just depends

1 on how the process is.

2 Because we've been able to -- in my past  
3 experience, I've been able to do it in a year. But  
4 you're not going to collect -- you may only collect  
5 50 or 60 percent; and then the people that didn't  
6 pay, it will roll on the taxes for the next -- the  
7 following year.

8 COUNCILPERSON McCOY: Yeah, but, you know,  
9 it's easy for us to sit here and say that we can  
10 collect or we can even relieve almost at least two  
11 million dollars off of what is contributed to  
12 general funds. But, you know, I think I understand  
13 it, I mean looking at this. But I think there has  
14 to be a very competitive organized effort to sell  
15 this to the community, as opposed to just sending  
16 out a bill.

17 And as much as I want to see some of that  
18 strain come off, I just -- you know, we have to be  
19 able to sell this to the community. And I don't  
20 know how we're going to be able to do that in such  
21 a short time period.

22 And when you put a bill -- I'm sorry. Go  
23 ahead.

24 CITY MANAGER EVANS: And to your point,  
25 Councilman, when we did this in the past we worked

1 with the fire union, we worked with our marketing  
2 team to get the information out. We had unity  
3 meetings to, you know, share about what the  
4 assessment is, so people weren't -- you know, we  
5 actually engaged the press to help communicate, A,  
6 this is what we're going on.

7 So it's going to take a conservative effort.  
8 But we can map out a timeline and share that with  
9 the Board as to what the intent is in the event  
10 that the Board says, hey, move forward in this  
11 particular direction.

12 COUNCILPERSON McCOY: Okay. Just to respond  
13 on that. So looking at those slides, those  
14 provisions for institutions, is that like (audio  
15 interference) institutions or -- what other kind of  
16 institutions would you be referring to? Hospital  
17 institutions?

18 CITY MANAGER EVANS: As far as -- yeah --  
19 well, it's for -- you have the religious  
20 institutions, so they would be exempt, but you  
21 would establish a cap.

22 So if you had a property, for instance, like  
23 the Marriott, and you had a sliding scale that you  
24 would say their assessed value would not be over 15  
25 million dollars or what have you, because you

1 didn't want a situation where you had your  
2 commercial entities paying more in the assessment  
3 than they were paying in property tax. So, you  
4 know, the sliding scale has to be adjusted  
5 accordingly.

6 COUNCILPERSON McCOY: Okay. That's all I  
7 have for that.

8 CHAIR BOTEL: Wait. We lost Ms. Lanier.  
9 Mr. Lawson.

10 VICE CHAIR LAWSON: Thank you, Madam Chair.

11 And those sentiments, Mr. Evans -- Mr. Evans,  
12 if you could take the screen sharing off.

13 That -- those sentiments that Councilman  
14 McCoy stated in reference to the fire assessment  
15 were the ones that I wanted to address, because  
16 it's going to be a tough push to get that done  
17 without being able to engage the community and the  
18 residents as much as we would like to right now.

19 And then my other concern is that we're  
20 talking about lowering the millage rate, but then  
21 we're going to add the assessment. So I'm a little  
22 bit worried with how we're going to actually be  
23 able to still sustain the budget that we're looking  
24 to capitalize on with a lower millage rate.

25 And then also it's going to

1 disproportionately affect our residents when you  
2 have comparable homes that may be a hundred fifty  
3 to two hundred thousand dollars versus a million,  
4 million five, when they're going to lower the  
5 millage rate, which is going to directly affect and  
6 help FP&L and those larger homes; but yet we're  
7 going to assess all the residents at that same  
8 hundred, two hundred or three hundred dollar fire  
9 assessment. So I really want us to vet this before  
10 we roll there out to our residents.

11 And I think trying to push this in to this  
12 budget cycle is going to be a little aggressive for  
13 us. I know you're up for the challenge and you can  
14 get us all the information and we'll vet it  
15 quickly. But my concern is really pitching it to  
16 the community and making sure that they're aware of  
17 what's going on with it.

18 The second concern is going to be that  
19 millage rate. I wouldn't be inclined to reducing  
20 the millage rate if we're adding on that  
21 assessment. I would want to kind of split the baby  
22 and find somewhere in the middle, that we could  
23 kind of work on a number that actually helps us  
24 when it comes to analyzing how the assessment is  
25 going to directly affect over the next one or two

1 years with the community.

2 And then the last concern is also the  
3 homesteaded properties. I want us to make sure  
4 that we can try to give an incentive for those  
5 homesteaded residents to have a reduced or no fire  
6 assessment, if we do go forward with the fire  
7 assessment, so that we can kind of encourage home  
8 ownership and then homesteaded properties in the  
9 community. So adding as many incentives as we can  
10 for them.

11 CITY MANAGER EVANS: We can create any type  
12 of carve-out provision but it would have to be paid  
13 for by the general fund. So let's say we exempted  
14 the homesteaded properties, the general fund would  
15 have to pay that money into the fire assessment.  
16 So in essence you negate that.

17 But we can look at situations that -- income  
18 thresholds. We've had situations where those are  
19 deferred, and those types of things. We can look  
20 at what other communities have done for seniors or  
21 what have you. That's something that we can look  
22 to build out some models for consideration.  
23 Because these firms are used to moving through  
24 these processes pretty quickly and getting those --  
25 the data to us where we can make informed

1 decisions.

2 VICE CHAIR LAWSON: Yeah, because once you  
3 said that we could move forward with getting those  
4 four fire stations built and moving, I was -- I'm  
5 excited with that opportunity; but I want to make  
6 sure that we roll it out the right way so...

7 And also have our residents engaged so...

8 That's just difficult, I know, with COVID,  
9 because this would have been something that we  
10 could have rolled out for them months ago. But  
11 essentially we're stuck in a bubble right now.

12 So trying to get this out to them and educate  
13 them without just, you know, popping up with a bill  
14 on their doorstep, is what I want to make sure that  
15 doesn't happen.

16 CHAIR BOTEL: Mr. Evans, if you could -- the  
17 presentation that Chief Curd gave at one of my  
18 Singer Island town hall meetings was very  
19 compelling. It was a little long, but it was  
20 really compelling. And, you know, it convinced me  
21 that this was a good thing to do. Could we  
22 videotape that? Could you make that part of -- you  
23 know, can you package that so that we can have the  
24 entire community take advantage of that?

25 CITY MANAGER EVANS: Well -- and Chief Curd



1 will -- we can certainly do that. And Chief Curd  
2 is going to give you that compelling argument again  
3 because I told him that it's incumbent upon him and  
4 I to work together to sell this assessment. So you  
5 can prepare for his budget presentation to talk  
6 about the importance as it relates to addressing  
7 some of these challenges so...

8 But, yeah, we will make sure that we create  
9 the communication pieces and have the conversation  
10 with the community about what this is.

11 And I can tell you the biggest thing that  
12 folks appreciate is that this money doesn't go to  
13 bureaucrats and administration, it goes straight to  
14 public safety; and that has always been the big  
15 selling point to it, is that it is not for -- you  
16 can't use it for anything else but for the  
17 provision of fire service, as it has a stipulation.

18 CHAIR BOTEL: Mr. McCoy.

19 COUNCILPERSON McCOY: Thank you, Mr. Evans.

20 Speaking of -- I'm sorry. Seems like  
21 Councilwoman Lanier was --

22 COUNCILPERSON LANIER: I was next.

23 CHAIR BOTEL: Were you next?

24 COUNCILPERSON LANIER: Yes.

25 That's okay. I just wanted to say that we're

1 talking about a fire assessment and -- but I also  
2 want to have you to bring back a scenario where we  
3 have a quick recoup of the money that the CRA owes  
4 the City. I think the financial people call it  
5 extend and pretend. We've been doing this since  
6 2000, for this money. And we need to figure out  
7 right here and now how we're going to recoup that  
8 money quickly.

9 Because even if we're going to ask the public  
10 about a fire assessment, we have to have some  
11 accountability in our own shop, to be able to say  
12 that we're doing what we're supposed to do so we  
13 want to present this to the public.

14 But I really want you to bring back something  
15 that shows how we're going to recoup that money  
16 quickly.

17 CITY MANAGER EVANS: Okay.

18 CHAIR BOTEL: Now, Mr. McCoy.

19 Thank you, Ms. Lanier.

20 COUNCILPERSON McCOY: So, I mean, it's not  
21 like they're being deferred. They're still making  
22 their payments. We were looking to restructure --

23 COUNCILPERSON LANIER: They just refinanced  
24 it.

25 MR. McCOY: I'm sorry?

1 COUNCILPERSON LANIER: I said they just  
2 refinanced it.

3 CITY MANAGER EVANS: Councilman McCoy, they  
4 haven't made any payments. It's been deferred.

5 COUNCILPERSON McCOY: Oh, really? For how  
6 long, Mr. Evans?

7 CHAIR BOTEL: Since the beginning.

8 CITY MANAGER EVANS: Mr. Sherman, since the  
9 onset, when did that start?

10 MR. SHERMAN: Since 2009.

11 COUNCILPERSON LANIER: Since 2009.

12 COUNCILPERSON McCOY: Okay. All right. I  
13 think that I agree that's worth revisiting. But I  
14 would love to have that discussion.

15 But two other things, Mr. Evans. Speaking  
16 of -- here's a great segue from your point about  
17 the public safety. Now, if that's the case, I want  
18 us to explore -- actually, no, I don't want us to  
19 explore. I want us to go right into an ordinance  
20 discussion, because if we're going to levy a fire  
21 assessment, then we need to make the police  
22 department and the fire department charter  
23 departments. Because there's no way that I want to  
24 see us adding an additional fire assessment to  
25 every, basically property within the City and

1 then -- we need to solidify that in the charter if  
2 that's going to be something that we're doing going  
3 forward, because that gives everybody reassurances  
4 that our people in our fire department and in our  
5 police department are going to remain in our  
6 department. So I would like that to be done  
7 simultaneously with the conversation regarding the  
8 disaster fund.

9 And, you know, I would support us, you know,  
10 exploring that and bringing that back to some  
11 language. But that's very important, especially if  
12 we're going to talk about potentially presenting or  
13 proposing a tax to go indefinitely.

14 And then, you know, I guess -- here's an even  
15 better question. Right? If we're going to do a  
16 fire assessment, how do we do that? Is that going  
17 to be solidified by ordinance?

18 CITY MANAGER EVANS: Yes, sir. And you have  
19 to vote on it every year. You have to vote on it  
20 every year. So there is situations whereby you can  
21 say no fire assessment or reduce the fire  
22 assessment. You have the ability, like I said  
23 earlier, it's just like a spigot in the wall, you  
24 can turn it on, turn it off. The elected body has  
25 total control over that. On an annual basis.

1           COUNCILPERSON McCOY: Well, I would like to  
2 see what the sentiments and the position of the  
3 Board about solidifying our police and fire in the  
4 charter. I know that is something you brought  
5 before, Mr. Evans, and I think it's definitely a  
6 part of the conversation that should be a part of  
7 the conversation.

8           The other item I had was -- and I requested  
9 this from you and Mr. Sherman today, this  
10 afternoon, was the sector dollars. In looking at  
11 those numbers, Mr. Sherman, was that about 2015 or  
12 so when those dollars were initially made available  
13 to not the council members but to the four  
14 districts?

15          MR. SHERMAN: I think it was 2015.

16          COUNCILPERSON McCOY: Okay. And there's a  
17 guy from the first district, he seems to have a lot  
18 of money in his district so...

19          But, in any event, we know Councilman Lawson  
20 doesn't have a specific allotment. But I want to  
21 see if there is an opportunity, since this was done  
22 by way of budget, to perhaps repurpose a small  
23 quantity of that to do some other initiatives that  
24 I think has kind of put the city in perspective.

25          But in order to repurpose something like,

1 Mr. Sherman, is that -- and I don't mean all the  
2 dollars, but just a certain allotment, is that  
3 something that we can -- I guess I can -- I mean,  
4 obviously, I sent Mr. Evans a memo that I wanted to  
5 discuss it. But is this the time to at least  
6 consider that, during this budget process, since  
7 this was done by way of adopting a budget?

8 MR. SHERMAN: Those projects are in the  
9 capital improvement plan. So if you're going to  
10 adopt the next five-year capital improvement plan,  
11 that would be the time do it.

12 COUNCILPERSON McCOY: So you mean to tell me  
13 the dollars that's sitting in the sector funds are  
14 already, are already allocated to a specific  
15 project?

16 MR. SHERMAN: No, they're allocated to a  
17 sector plan, which does have some detail behind it,  
18 or an intent behind it.

19 But, again, if you're going to reprogram it,  
20 when you readopt the five-year plan that would be  
21 the time to change that purpose.

22 COUNCILPERSON McCOY: Okay. Well, I want --

23 MR. SHERMAN: Well, I was going to say the  
24 money that's in district four was allotted to the  
25 bridge project over on Singer Island, to kind of

1 supplement the dollars that the City had. So those  
2 dollars are kind of already spoken for towards that  
3 project.

4 But, again, that was the councilperson  
5 bringing it forward and saying they wanted to use  
6 their sector dollars towards that project. So that  
7 was done through the capital program.

8 COUNCILPERSON McCOY: Okay. And -- yeah, I  
9 want to try to continue the conversation, but it's  
10 a small amount, but I would like to kind of compose  
11 an idea of offer the dollars that are already tied  
12 in the general fund but something I think is very  
13 much needed here in the City, so I will meet with  
14 the manager on that concept and that part of the  
15 program so...

16 Thank you. That's all I have.

17 CHAIR BOTEL: Ms. Lanier.

18 COUNCILPERSON LANIER: I have a question I  
19 wanted to ask, too, is that, you know, looking  
20 through the budget -- and I know we're going to  
21 probably get to this -- but just, you know,  
22 Mr. Sherman, just off the top of my head, why are  
23 all the legislative budgets different?

24 MR. SHERMAN: The budgets are very -- using  
25 the payroll projection module and the Tyler, they

1 are very specific calculations. So if someone  
2 doesn't have a body in a position right now, that's  
3 going to change the calculation. If they don't  
4 have a body with health insurance, that's going to  
5 change the calculation.

6 So it's interesting you ask that, because I  
7 was actually going through today and looking at  
8 those budgets and trying to bring them all in line  
9 today.

10 But that's why -- the salary projections,  
11 again, depending on where everybody is with their  
12 staffing, it would change the numbers.

13 COUNCILPERSON LANIER: Okay. And then also I  
14 just want to be clear that, you know, we need to  
15 make sure that the, you know, the CRA is on notice  
16 that -- you know, we're talking about ten million  
17 dollars here. We're talking about \$2,000 that was  
18 borrowed in the year 2000. And then they came back  
19 and borrowed more in 2009. So I think to recoup  
20 our money -- because we're looking at trying to  
21 figure out how we're going to do our budget here.

22 That's it. Thank you.

23 CHAIR BOTEL: Anything else?

24 CITY MANAGER EVANS: Not from staff, Madam  
25 Chair.



1 CHAIR BOTEL: Comments from the city attorney  
2 or the city manager?

3 Comments from the city attorney?

4 MS. WYNN: Nothing from me, Madam Chair.  
5 Thank you.

6 CHAIR BOTEL: In that case, we are adjourned.

7 COUNCILPERSON McCOY: One last question. So  
8 tomorrow all we have is health insurance?

9 CITY MANAGER EVANS: No, sir, we have health  
10 insurance and then the department presentations. I  
11 believe there was an e-mail -- we got into the  
12 departments. I believe there was an e-mail that  
13 was sent out this afternoon.

14 COUNCILPERSON McCOY: Okay. Thank you.

15 CHAIR BOTEL: Thank you. We're adjourned.  
16 You have a good night. Thank you.

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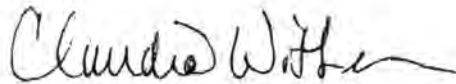
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CERTIFICATE

THE STATE OF FLORIDA  
COUNTY OF PALM BEACH

I, Claudia Price Witters, RPR, Registered Professional Reporter, do hereby certify that I was authorized to and did transcribe the foregoing proceedings from a digital recording, and that the foregoing is a true and correct transcription of said recording to the best of my ability.

IN WITNESS WHEREOF, I have hereunto set my hand this 17th day of January 2021.



\_\_\_\_\_  
Claudia Price Witters  
Registered Professional Reporter

**WORD LIST**

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<b>bucks</b> (2)	<b>Center</b> (3)	<b>clearly</b> (1)	<b>comp</b> (2)
<b>Budget</b> (98)	<b>centers</b> (2)	<b>Clearwater</b> (1)	<b>companies</b> (1)
<b>budgeted</b> (11)	<b>cents</b> (2)	<b>clergy</b> (1)	<b>comparable</b> (1)
<b>budgeting</b> (1)	<b>century</b> (2)	<b>Clerk</b> (14)	<b>comparative</b> (3)
<b>budgets</b> (10)	<b>ceremony</b> (1)	<b>clerk's</b> (1)	<b>comparatives</b> (1)
<b>build</b> (8)	<b>certain</b> (6)	<b>close</b> (7)	<b>compare</b> (4)
<b>building</b> (6)	<b>Certainly</b> (22)	<b>closer</b> (1)	<b>compared</b> (1)
<b>built</b> (2)	<b>CERTIFICATE</b> (1)	<b>coastal</b> (3)	<b>comparing</b> (1)
<b>bunch</b> (2)	<b>certified</b> (1)	<b>CO'd</b> (1)	<b>comparison</b> (1)
<b>burden</b> (1)	<b>certify</b> (1)	<b>code</b> (1)	<b>comparisons</b> (1)

<b>compelling</b> (3)	<b>context</b> (1)	<b>Curd</b> (3)	<b>depreciating</b> (1)
<b>compensate</b> (1)	<b>continue</b> (7)	<b>curious</b> (1)	<b>depth</b> (1)
<b>compensated</b> (2)	<b>continuing</b> (2)	<b>current</b> (5)	<b>Deputy</b> (1)
<b>compensation</b> (3)	<b>continuity</b> (2)	<b>currently</b> (6)	<b>derive</b> (1)
<b>competitive</b> (2)	<b>contract</b> (4)	<b>cut</b> (4)	<b>derived</b> (2)
<b>complement</b> (2)	<b>contracts</b> (1)	<b>cuts</b> (2)	<b>desire</b> (7)
<b>complete</b> (1)	<b>contractual</b> (1)	<b>cutting</b> (1)	<b>despite</b> (1)
<b>completed</b> (2)	<b>contribute</b> (3)	<b>cyber</b> (1)	<b>detail</b> (5)
<b>compliance</b> (1)	<b>contributed</b> (2)	<b>cycle</b> (1)	<b>details</b> (1)
<b>complicated</b> (1)	<b>contributing</b> (1)	<b>cycles</b> (1)	<b>determination</b> (1)
<b>compliment</b> (1)	<b>contribution</b> (4)	<b>&lt; D &gt;</b>	<b>determine</b> (1)
<b>comply</b> (2)	<b>control</b> (1)	<b>daily</b> (1)	<b>determined</b> (2)
<b>compose</b> (1)	<b>convenience</b> (1)	<b>data</b> (2)	<b>Developed</b> (1)
<b>composition</b> (2)	<b>conversation</b> (11)	<b>date</b> (3)	<b>developing</b> (1)
<b>comprehensive</b> (1)	<b>conversations</b> (12)	<b>dates</b> (44)	<b>development</b> (1)
<b>comprehensively</b> (1)	<b>convinced</b> (1)	<b>Dawn</b> (2)	<b>devices</b> (1)
<b>comprised</b> (1)	<b>coordinated</b> (1)	<b>day</b> (3)	<b>diagram</b> (1)
<b>computer</b> (2)	<b>coordination</b> (1)	<b>days</b> (6)	<b>dialogue</b> (1)
<b>computing</b> (1)	<b>core</b> (2)	<b>de</b> (1)	<b>dials</b> (1)
<b>conceivably</b> (6)	<b>Corona</b> (2)	<b>deal</b> (3)	<b>difference</b> (6)
<b>concept</b> (1)	<b>Corporation</b> (1)	<b>dealing</b> (3)	<b>different</b> (14)
<b>concepts</b> (2)	<b>correct</b> (11)	<b>debt</b> (8)	<b>difficult</b> (1)
<b>concern</b> (13)	<b>correctly</b> (3)	<b>December</b> (5)	<b>Digital</b> (6)
<b>concerned</b> (1)	<b>correspondence</b> (1)	<b>decide</b> (1)	<b>digress</b> (2)
<b>concerning</b> (2)	<b>cost</b> (9)	<b>decided</b> (1)	<b>direct</b> (4)
<b>concerns</b> (5)	<b>costs</b> (8)	<b>decision</b> (2)	<b>direction</b> (4)
<b>conditions</b> (1)	<b>Council</b> (13)	<b>decisions</b> (2)	<b>directly</b> (2)
<b>condominiums</b> (1)	<b>Councilman</b> (11)	<b>decisive</b> (1)	<b>Director</b> (1)
<b>conflict</b> (2)	<b>Councilperson</b> (120)	<b>decrease</b> (4)	<b>disaster</b> (13)
<b>conflicts</b> (1)	<b>council's</b> (1)	<b>decreased</b> (2)	<b>discounts</b> (1)
<b>confused</b> (2)	<b>Councilwoman</b> (5)	<b>deductible</b> (8)	<b>discrepancy</b> (2)
<b>conjunction</b> (1)	<b>counselor</b> (1)	<b>defer</b> (2)	<b>discuss</b> (2)
<b>conscientious</b> (6)	<b>count</b> (1)	<b>deferred</b> (4)	<b>discussed</b> (3)
<b>conscious</b> (1)	<b>County</b> (21)	<b>deficit</b> (3)	<b>discussion</b> (9)
<b>conservative</b> (1)	<b>county's</b> (1)	<b>deficits</b> (1)	<b>discussions</b> (8)
<b>consider</b> (6)	<b>couple</b> (12)	<b>defines</b> (1)	<b>dispatch</b> (1)
<b>considerable</b> (2)	<b>course</b> (5)	<b>definitely</b> (3)	<b>disproportionately</b> (1)
<b>consideration</b> (4)	<b>courses</b> (1)	<b>deliver</b> (1)	<b>disruption</b> (1)
<b>considered</b> (2)	<b>courts</b> (1)	<b>Delray</b> (1)	<b>distribute</b> (1)
<b>consistent</b> (2)	<b>cover</b> (1)	<b>dental</b> (3)	<b>distributed</b> (1)
<b>consistently</b> (2)	<b>COVID</b> (12)	<b>department</b> (20)	<b>distributing</b> (1)
<b>constituents</b> (3)	<b>CRA</b> (20)	<b>departments</b> (12)	<b>distributions</b> (3)
<b>constituting</b> (1)	<b>create</b> (4)	<b>depend</b> (1)	<b>District</b> (11)
<b>construct</b> (1)	<b>created</b> (5)	<b>dependent</b> (1)	<b>districts</b> (2)
<b>construction</b> (1)	<b>creating</b> (1)	<b>depending</b> (2)	<b>District's</b> (1)
<b>consultant</b> (4)	<b>crews</b> (1)	<b>depends</b> (2)	<b>diversified</b> (3)
<b>consume</b> (1)	<b>crime</b> (1)	<b>deployed</b> (1)	<b>diversify</b> (1)
<b>consumerism</b> (1)	<b>critical</b> (1)	<b>depreciate</b> (1)	<b>diversity</b> (1)
<b>contained</b> (1)	<b>crossing</b> (2)		<b>documentation</b> (1)

documented (1)  
documents (1)  
doing (16)  
dollar (15)  
dollars (83)  
Doodle (4)  
doorstep (1)  
Dorian (2)  
double (1)  
Douglas (2)  
downsize (1)  
downturn (1)  
dozen (1)  
drag (1)  
drive-through (1)  
driving (1)  
dual (1)  
due (2)  
duration (1)  
duties (1)  
dwellings (4)  
dynamic (1)

## &lt; E &gt;

earlier (6)  
early (3)  
Easiest (1)  
easy (1)  
eats (1)  
economic (3)  
economist (1)  
economists (1)  
economy (6)  
educate (1)  
education (1)  
educational (1)  
effect (1)  
effectively (3)  
effectuate (1)  
efficiencies (1)  
effort (3)  
eight (2)  
eighteen (1)  
eighty-five (1)  
either (4)  
elected (5)  
election (2)  
elections (2)  
elements (7)

eleven (1)  
eliminate (3)  
eliminating (1)  
e-mail (9)  
e-mails (1)  
embarked (1)  
emergency (3)  
emotions (1)  
employee (2)  
employees (14)  
employers (1)  
employing (1)  
EMS (5)  
encounter (1)  
encourage (1)  
endeavor (1)  
ended (2)  
ends (2)  
engage (1)  
engaged (2)  
engagement (3)  
enhance (1)  
Enhanced (1)  
enhancements (1)  
ensure (5)  
entering (1)  
entire (7)  
entirety (1)  
entities (12)  
entity (2)  
entrusted (1)  
enumerate (1)  
envision (1)  
equalization (1)  
equipment (1)  
equity (1)  
ERP (3)  
especially (5)  
essence (5)  
essential (1)  
essentially (3)  
establish (1)  
established (3)  
estimate (1)  
estimates (1)  
et (6)  
ethics (5)  
evaluating (1)  
Evans (129)

evening (3)  
evenings (1)  
event (10)  
Events (1)  
eventually (1)  
everybody (9)  
everybody's (1)  
exactly (4)  
example (1)  
exceed (1)  
excellence (1)  
excellent (1)  
excited (4)  
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exempt (3)  
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expenditures (11)  
expense (6)  
expenses (2)  
experience (2)  
experiences (1)  
explains (1)  
explore (2)  
explored (2)  
exploring (1)  
exponentially (1)  
exposure (1)  
express (1)  
expressed (2)  
extend (1)  
extended (1)  
extract (1)

## &lt; F &gt;

facilitate (1)  
facilitating (1)  
facilities (8)  
facility (1)  
fact (6)  
factor (2)  
factors (1)

failing (1)  
fair (2)  
fairest (1)  
fairly (1)  
fall (1)  
familiar (1)  
family's (1)  
far (12)  
fashion (2)  
fashions (1)  
Fast (1)  
federal (1)  
fee (8)  
feeds (1)  
feel (1)  
feeling (1)  
feelings (1)  
fees (4)  
Felder (1)  
feverishly (1)  
fifth (1)  
fifty (2)  
fifty-five (1)  
fighters (6)  
figure (3)  
figures (1)  
file (1)  
filed (1)  
fill (2)  
filled (1)  
Finance (6)  
financial (3)  
find (6)  
fine (3)  
finger (1)  
fire (72)  
firms (1)  
first (13)  
fiscal (11)  
fit (1)  
five (10)  
five-year (2)  
flat (6)  
fleet (1)  
Florida (2)  
flu (1)  
fluctuated (1)  
fluctuations (1)  
fly (1)

**focus** (4)  
**focusing** (1)  
**folks** (6)  
**follow** (1)  
**followed** (1)  
**following** (4)  
**food** (2)  
**foot** (1)  
**footage** (2)  
**forefront** (1)  
**foregoing** (2)  
**forget** (1)  
**forgive** (1)  
**form** (3)  
**forma** (2)  
**format** (1)  
**forms** (1)  
**formula** (2)  
**formulas** (2)  
**forth** (1)  
**fortunate** (1)  
**Fortunately** (1)  
**forty-five** (1)  
**forward** (24)  
**found** (5)  
**foundation** (1)  
**four** (16)  
**FP&L** (3)  
**FPL** (13)  
**FPL's** (1)  
**Frances** (1)  
**free** (1)  
**Friday** (2)  
**Fridays** (1)  
**FRS** (1)  
**FTE** (2)  
**FTEs** (4)  
**fulfill** (1)  
**full** (2)  
**fully** (2)  
**function** (3)  
**fund** (70)  
**funded** (3)  
**funding** (6)  
**funds** (5)  
**future** (1)  
**FY** (1)

&lt; G &gt;

**gaps** (1)  
**Gardens** (2)  
**gem** (1)  
**general** (43)  
**generate** (6)  
**generated** (2)  
**generates** (4)  
**generating** (1)  
**generous** (1)  
**geographical** (1)  
**germane** (1)  
**getting** (11)  
**GFOA** (3)  
**give** (7)  
**give-away** (1)  
**give-aways** (1)  
**given** (1)  
**gives** (2)  
**giving** (2)  
**glaring** (1)  
**global** (1)  
**go** (73)  
**goals** (2)  
**goes** (12)  
**going** (111)  
**gold** (1)  
**good** (18)  
**government** (13)  
**governments** (3)  
**grab** (1)  
**graduates** (1)  
**grants** (1)  
**great** (4)  
**greater** (2)  
**green** (1)  
**green/blue** (1)  
**gross** (3)  
**group** (2)  
**grow** (1)  
**growth** (1)  
**guards** (2)  
**guess** (14)  
**guessing** (1)  
**guidance** (2)  
**gun** (1)  
**guy** (1)  
**guys** (2)

&lt; H &gt;

**Haines** (2)  
**half** (9)  
**hall** (2)  
**hand** (9)  
**handle** (3)  
**handled** (1)  
**hands** (1)  
**handy** (1)  
**happen** (4)  
**happened** (2)  
**happening** (1)  
**happens** (4)  
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**head** (1)  
**heads** (1)  
**health** (19)  
**healthy** (2)  
**hear** (4)  
**heard** (6)  
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**heavily** (1)  
**heavy** (1)  
**held** (1)  
**help** (5)  
**helping** (2)  
**helps** (1)  
**hereunto** (1)  
**hesitation** (1)  
**hey** (1)  
**hidden** (1)  
**high** (11)  
**higher** (5)  
**highest** (2)  
**highlighted** (1)  
**highlights** (2)  
**hire** (2)  
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**historically** (1)  
**hit** (4)  
**hits** (1)  
**hold** (3)  
**holding** (1)  
**Hollywood** (1)  
**home** (3)  
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**homes** (5)  
**homestead** (1)

**homesteaded** (6)  
**hoops** (1)  
**hope** (1)  
**hopefully** (2)  
**horizon** (1)  
**Hospital** (1)  
**Hospitality** (1)  
**hot** (1)  
**hours** (1)  
**house** (1)  
**housed** (1)  
**households** (1)  
**housing** (4)  
**HR** (1)  
**human** (3)  
**hundred** (24)  
**Hurricane** (2)  
**hypothetical** (1)

&lt; I &gt;

**IAFF** (1)  
**idea** (4)  
**ideas** (1)  
**identify** (1)  
**IFF** (1)  
**imagine** (1)  
**immediately** (1)  
**impact** (18)  
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**impacting** (1)  
**impacts** (2)  
**implemented** (3)  
**implementing** (1)  
**importance** (2)  
**important** (3)  
**improvement** (5)  
**improvements** (2)  
**incentive** (1)  
**incentives** (1)  
**inception** (1)  
**incident** (1)  
**inclined** (1)  
**include** (2)  
**includes** (1)  
**inclusive** (1)  
**income** (2)  
**incorporate** (1)  
**incorporated** (1)  
**increase** (25)



<b>increased</b> (11)	<b>invested</b> (1)	<b>large</b> (4)	<b>long-term</b> (1)
<b>increases</b> (7)	<b>investing</b> (1)	<b>larger</b> (4)	<b>look</b> (66)
<b>increasing</b> (2)	<b>investment</b> (1)	<b>largest</b> (4)	<b>looked</b> (11)
<b>incumbent</b> (1)	<b>investments</b> (3)	<b>launch</b> (1)	<b>looking</b> (57)
<b>indefinitely</b> (1)	<b>invoices</b> (1)	<b>law</b> (1)	<b>Looks</b> (5)
<b>independent</b> (1)	<b>involved</b> (3)	<b>Lawson</b> (30)	<b>looped</b> (1)
<b>in-depth</b> (1)	<b>Island</b> (4)	<b>Lawson's</b> (1)	<b>loss</b> (4)
<b>indiscernible</b> (3)	<b>issue</b> (4)	<b>lawsuit</b> (1)	<b>losses</b> (1)
<b>individual</b> (8)	<b>issued</b> (2)	<b>lay</b> (1)	<b>lost</b> (2)
<b>individually</b> (1)	<b>issues</b> (6)	<b>lead</b> (1)	<b>lot</b> (23)
<b>individuals</b> (12)	<b>item</b> (8)	<b>leadership</b> (3)	<b>love</b> (3)
<b>indulge</b> (1)	<b>items</b> (8)	<b>learning</b> (1)	<b>low</b> (5)
<b>industrial</b> (1)	<b>its</b> (6)	<b>leases</b> (1)	<b>lower</b> (7)
<b>industry</b> (1)	<b>&lt; J &gt;</b>	<b>leaving</b> (2)	<b>lowering</b> (1)
<b>industry's</b> (1)	<b>January</b> (2)	<b>led</b> (1)	<b>lowest</b> (1)
<b>inequitable</b> (1)	<b>Jeanne</b> (1)	<b>ledger</b> (1)	<b>&lt; M &gt;</b>
<b>inequities</b> (1)	<b>job</b> (1)	<b>left</b> (1)	<b>machinery</b> (1)
<b>inform</b> (1)	<b>joined</b> (2)	<b>legislative</b> (1)	<b>Madam</b> (26)
<b>information</b> (17)	<b>Jonathan</b> (3)	<b>legislatively</b> (1)	<b>mailed</b> (1)
<b>informative</b> (1)	<b>jot</b> (1)	<b>letter</b> (1)	<b>mailing</b> (1)
<b>informed</b> (2)	<b>judgment</b> (1)	<b>level</b> (4)	<b>maintain</b> (1)
<b>infrastructure</b> (3)	<b>Julia</b> (2)	<b>levels</b> (1)	<b>maintained</b> (1)
<b>initial</b> (1)	<b>jump</b> (4)	<b>leverage</b> (1)	<b>maintainance</b> (3)
<b>Initially</b> (2)	<b>jumping</b> (1)	<b>levy</b> (4)	<b>major</b> (13)
<b>initiative</b> (4)	<b>jurisdiction</b> (1)	<b>liability</b> (6)	<b>majority</b> (1)
<b>initiatives</b> (6)	<b>jurisdictions</b> (2)	<b>libraries</b> (1)	<b>making</b> (12)
<b>inland</b> (1)	<b>jurisdiction's</b> (1)	<b>library</b> (1)	<b>managed</b> (1)
<b>in-network</b> (2)	<b>&lt; K &gt;</b>	<b>licenses</b> (1)	<b>management</b> (2)
<b>insert</b> (1)	<b>KaShamba</b> (2)	<b>lied</b> (1)	<b>Manager</b> (108)
<b>inside</b> (3)	<b>keep</b> (7)	<b>lieu</b> (1)	<b>managers</b> (1)
<b>insight</b> (4)	<b>key</b> (1)	<b>life</b> (1)	<b>manager's</b> (1)
<b>inspected</b> (1)	<b>kick</b> (2)	<b>light</b> (3)	<b>mandated</b> (1)
<b>inspection</b> (3)	<b>kind</b> (33)	<b>limit</b> (1)	<b>map</b> (3)
<b>instance</b> (4)	<b>kinds</b> (2)	<b>limited</b> (1)	<b>March</b> (5)
<b>institute</b> (1)	<b>knew</b> (3)	<b>limits</b> (1)	<b>marching</b> (1)
<b>instituting</b> (1)	<b>know</b> (125)	<b>line</b> (9)	<b>Marina</b> (2)
<b>institutions</b> (6)	<b>known</b> (1)	<b>linear</b> (1)	<b>mark</b> (1)
<b>insurance</b> (16)	<b>knows</b> (1)	<b>lines</b> (2)	<b>market</b> (10)
<b>insurmountable</b> (1)	<b>kudos</b> (1)	<b>lion's</b> (1)	<b>marketing</b> (1)
<b>inteference</b> (1)	<b>&lt; L &gt;</b>	<b>list</b> (6)	<b>Marriott</b> (3)
<b>intended</b> (1)	<b>lack</b> (1)	<b>listed</b> (1)	<b>Marsha</b> (2)
<b>intent</b> (8)	<b>lacking</b> (1)	<b>litany</b> (1)	<b>masks</b> (3)
<b>interest</b> (4)	<b>laid</b> (3)	<b>little</b> (15)	<b>mass</b> (2)
<b>interested</b> (1)	<b>landlords</b> (3)	<b>local</b> (10)	<b>master</b> (2)
<b>interesting</b> (5)	<b>language</b> (3)	<b>located</b> (1)	<b>math</b> (2)
<b>interference</b> (15)	<b>Lanier</b> (38)	<b>locations</b> (1)	<b>matter</b> (2)
<b>intergovernmental</b> (1)		<b>log</b> (1)	<b>maximum</b> (1)
<b>interrupt</b> (1)		<b>long</b> (6)	<b>Mayor</b> (2)
<b>invariably</b> (3)		<b>longer</b> (2)	

<b>McCoy</b> (81)	<b>months</b> (7)	<b>number</b> (29)	<b>originally</b> (1)
<b>McCoy's</b> (2)	<b>morning</b> (1)	<b>numbers</b> (21)	<b>outlived</b> (1)
<b>meals</b> (1)	<b>mountain</b> (1)	<b>Nurse</b> (1)	<b>out-of-pocket</b> (1)
<b>mean</b> (22)	<b>move</b> (24)	< O >	<b>outperformed</b> (1)
<b>means</b> (3)	<b>moved</b> (4)	<b>obligation</b> (4)	<b>outside</b> (1)
<b>measures</b> (1)	<b>movements</b> (1)	<b>obligations</b> (1)	<b>overall</b> (5)
<b>medical</b> (2)	<b>moving</b> (22)	<b>obtaining</b> (2)	<b>oversight</b> (1)
<b>meet</b> (3)	<b>MSTU</b> (1)	<b>obvious</b> (1)	<b>overview</b> (1)
<b>meeting</b> (11)	<b>multiple</b> (7)	<b>obviously</b> (22)	<b>owed</b> (1)
<b>meetings</b> (13)	<b>multitude</b> (1)	<b>occur</b> (3)	<b>owes</b> (2)
<b>member</b> (2)	<b>municipal</b> (7)	<b>occurred</b> (1)	<b>owned</b> (2)
<b>Members</b> (6)	<b>municipalities</b> (5)	<b>ocean</b> (3)	<b>owner</b> (1)
<b>memo</b> (1)	<b>municipality</b> (2)	<b>October</b> (1)	<b>owner-occupied</b> (7)
<b>memorandum</b> (1)	< N >	<b>offer</b> (5)	<b>ownership</b> (1)
<b>mental</b> (1)	<b>name</b> (2)	<b>offered</b> (1)	< P >
<b>mentioned</b> (6)	<b>nation</b> (1)	<b>office</b> (3)	<b>package</b> (1)
<b>mentioning</b> (1)	<b>necessarily</b> (6)	<b>officer</b> (1)	<b>paid</b> (7)
<b>mess</b> (1)	<b>necessary</b> (2)	<b>Officers</b> (4)	<b>Palm</b> (20)
<b>methodologies</b> (1)	<b>necessitated</b> (1)	<b>offices</b> (1)	<b>pandemic</b> (5)
<b>methodology</b> (1)	<b>need</b> (11)	<b>officials</b> (1)	<b>par</b> (1)
<b>middle</b> (3)	<b>needed</b> (3)	<b>oh</b> (9)	<b>park</b> (1)
<b>midstream</b> (1)	<b>needle</b> (2)	<b>Okay</b> (61)	<b>parking</b> (1)
<b>military</b> (1)	<b>needs</b> (4)	<b>old</b> (1)	<b>parks</b> (2)
<b>mill</b> (3)	<b>negate</b> (1)	<b>once</b> (4)	<b>part</b> (28)
<b>millage</b> (43)	<b>negotiating</b> (1)	<b>one-person</b> (1)	<b>partially</b> (1)
<b>Miller-Anderson</b> (23)	<b>negotiations</b> (1)	<b>ones</b> (2)	<b>participate</b> (1)
<b>million</b> (80)	<b>neighborhoods</b> (2)	<b>online</b> (1)	<b>particular</b> (23)
<b>mills</b> (10)	<b>net</b> (2)	<b>onset</b> (2)	<b>particularly</b> (2)
<b>mind</b> (1)	<b>network</b> (1)	<b>open</b> (7)	<b>partner</b> (2)
<b>minimis</b> (1)	<b>never</b> (4)	<b>opened</b> (1)	<b>parts</b> (2)
<b>missed</b> (5)	<b>new</b> (12)	<b>opening</b> (1)	<b>part-time</b> (2)
<b>missing</b> (2)	<b>night</b> (2)	<b>operate</b> (6)	<b>pass</b> (1)
<b>mission</b> (1)	<b>nine</b> (1)	<b>operating</b> (5)	<b>pay</b> (23)
<b>mistaken</b> (1)	<b>nineteen</b> (2)	<b>operation</b> (3)	<b>paycheck</b> (1)
<b>Mmhmm</b> (1)	<b>Noel</b> (10)	<b>operational</b> (7)	<b>payers</b> (1)
<b>mock</b> (1)	<b>non-assigned</b> (1)	<b>operations</b> (7)	<b>paying</b> (9)
<b>model</b> (2)	<b>non-homesteaded</b> (1)	<b>opportunities</b> (1)	<b>payment</b> (2)
<b>models</b> (1)	<b>non-Riviera</b> (1)	<b>opportunity</b> (5)	<b>payments</b> (2)
<b>modest</b> (1)	<b>nonstarter</b> (1)	<b>opposed</b> (2)	<b>payroll</b> (2)
<b>modifications</b> (5)	<b>norm</b> (1)	<b>opted</b> (1)	<b>pays</b> (7)
<b>modified</b> (1)	<b>normality</b> (1)	<b>option</b> (11)	<b>PBA</b> (2)
<b>modify</b> (1)	<b>note</b> (2)	<b>options</b> (3)	<b>PD</b> (1)
<b>module</b> (2)	<b>notice</b> (4)	<b>order</b> (5)	<b>peer</b> (1)
<b>moment</b> (5)	<b>noticed</b> (2)	<b>orders</b> (1)	<b>pennies</b> (1)
<b>Monday</b> (2)	<b>notify</b> (1)	<b>ordinance</b> (4)	<b>pension</b> (9)
<b>money</b> (19)	<b>novel</b> (1)	<b>organization</b> (2)	<b>people</b> (21)
<b>monies</b> (10)	<b>nuances</b> (1)	<b>organizations</b> (1)	<b>percent</b> (76)
<b>monitored</b> (1)	<b>nuisance</b> (2)	<b>organized</b> (1)	<b>percentage</b> (2)
<b>month</b> (10)			

<b>perfectly</b> (1)	<b>potentially</b> (2)	<b>projections</b> (4)	<b>raise</b> (1)
<b>perform</b> (1)	<b>power</b> (1)	<b>projects</b> (5)	<b>raised</b> (2)
<b>performance</b> (1)	<b>PowerPoint</b> (2)	<b>promenade</b> (1)	<b>raising</b> (1)
<b>performed</b> (2)	<b>PPE</b> (1)	<b>properly</b> (2)	<b>ran</b> (2)
<b>period</b> (5)	<b>Practitioners</b> (1)	<b>properties</b> (20)	<b>Randy</b> (1)
<b>permissible</b> (1)	<b>precious</b> (1)	<b>property</b> (40)	<b>rate</b> (63)
<b>permits</b> (1)	<b>predicated</b> (1)	<b>proposals</b> (4)	<b>rated</b> (1)
<b>permitting</b> (1)	<b>preliminary</b> (4)	<b>propose</b> (1)	<b>rates</b> (10)
<b>personal</b> (2)	<b>premium</b> (2)	<b>proposed</b> (2)	<b>rating</b> (4)
<b>personnel</b> (3)	<b>premiums</b> (1)	<b>proposing</b> (2)	<b>ratio</b> (2)
<b>persons</b> (1)	<b>prepare</b> (1)	<b>protection</b> (1)	<b>Raton</b> (6)
<b>perspective</b> (4)	<b>prepared</b> (5)	<b>protocols</b> (1)	<b>raw</b> (2)
<b>phone</b> (1)	<b>Present</b> (9)	<b>proud</b> (2)	<b>reading</b> (1)
<b>physicians</b> (2)	<b>presentation</b> (20)	<b>provide</b> (23)	<b>readings</b> (1)
<b>picks</b> (1)	<b>presentations</b> (1)	<b>provided</b> (13)	<b>readopt</b> (1)
<b>pie</b> (2)	<b>presented</b> (5)	<b>provider</b> (2)	<b>real</b> (6)
<b>pieces</b> (1)	<b>presenting</b> (3)	<b>providers</b> (1)	<b>realistically</b> (1)
<b>pinch</b> (2)	<b>press</b> (1)	<b>provides</b> (1)	<b>reality</b> (1)
<b>pitching</b> (1)	<b>presumptuous</b> (1)	<b>providing</b> (1)	<b>realize</b> (3)
<b>place</b> (2)	<b>pretend</b> (1)	<b>provision</b> (5)	<b>realized</b> (1)
<b>plan</b> (28)	<b>pretty</b> (6)	<b>provisions</b> (3)	<b>really</b> (36)
<b>plans</b> (9)	<b>previous</b> (1)	<b>Public</b> (18)	<b>rearrange</b> (2)
<b>plant</b> (1)	<b>previously</b> (1)	<b>publicly</b> (1)	<b>reason</b> (4)
<b>platform</b> (3)	<b>Price</b> (3)	<b>publishes</b> (1)	<b>Reasonableness</b> (2)
<b>play</b> (1)	<b>pricing</b> (1)	<b>pull</b> (5)	<b>reasoning</b> (1)
<b>plays</b> (2)	<b>primarily</b> (5)	<b>pulled</b> (2)	<b>reassurances</b> (1)
<b>please</b> (1)	<b>prior</b> (2)	<b>pulling</b> (1)	<b>rebound</b> (1)
<b>pleasure</b> (1)	<b>priorities</b> (2)	<b>purchased</b> (1)	<b>re-budgeted</b> (1)
<b>Pledge</b> (3)	<b>priority</b> (1)	<b>purpose</b> (1)	<b>Rec</b> (1)
<b>plus</b> (2)	<b>pro</b> (3)	<b>purposes</b> (2)	<b>recall</b> (4)
<b>point</b> (27)	<b>probably</b> (15)	<b>push</b> (4)	<b>receipt</b> (9)
<b>police</b> (9)	<b>probing</b> (1)	<b>pushed</b> (1)	<b>receipts</b> (4)
<b>policies</b> (1)	<b>problem</b> (3)	<b>put</b> (31)	<b>receive</b> (2)
<b>policy</b> (1)	<b>proceedings</b> (1)	<b>puts</b> (1)	<b>received</b> (2)
<b>poll</b> (4)	<b>process</b> (18)	<b>putting</b> (8)	<b>receiving</b> (2)
<b>poorly</b> (1)	<b>processes</b> (1)		<b>recession</b> (5)
<b>popping</b> (1)	<b>Procurement</b> (2)	<b>&lt; Q &gt;</b>	<b>recited</b> (1)
<b>population</b> (2)	<b>product</b> (2)	<b>quality</b> (1)	<b>recognized</b> (3)
<b>populations</b> (1)	<b>Professional</b> (2)	<b>quantity</b> (1)	<b>recommend</b> (1)
<b>portal</b> (1)	<b>proffered</b> (2)	<b>quarter</b> (1)	<b>recommendations</b> (2)
<b>portals</b> (1)	<b>profound</b> (1)	<b>Question</b> (22)	<b>recommended</b> (1)
<b>portion</b> (3)	<b>profoundly</b> (1)	<b>questions</b> (8)	<b>recommending</b> (2)
<b>poses</b> (1)	<b>program</b> (7)	<b>queue</b> (1)	<b>reconnect</b> (1)
<b>position</b> (6)	<b>programs</b> (6)	<b>queued</b> (2)	<b>reconstituted</b> (1)
<b>positions</b> (8)	<b>progress</b> (1)	<b>quick</b> (4)	<b>record</b> (2)
<b>positive</b> (1)	<b>project</b> (14)	<b>quickly</b> (10)	<b>recording</b> (3)
<b>possible</b> (3)	<b>projected</b> (9)	<b>quite</b> (4)	<b>recoup</b> (4)
<b>possibly</b> (3)	<b>projecting</b> (3)		<b>recover</b> (1)
<b>post</b> (1)	<b>projection</b> (2)	<b>&lt; R &gt;</b>	<b>recreational</b> (1)

<b>red (4)</b>	<b>repurpose (2)</b>	<b>role (1)</b>	<b>segue (1)</b>
<b>redevelopment (1)</b>	<b>request (3)</b>	<b>roll (6)</b>	<b>selected (3)</b>
<b>reduce (7)</b>	<b>requested (3)</b>	<b>rolled (2)</b>	<b>sell (3)</b>
<b>reduced (6)</b>	<b>requests (5)</b>	<b>rolling (3)</b>	<b>selling (1)</b>
<b>reducing (3)</b>	<b>required (2)</b>	<b>rolls (1)</b>	<b>send (4)</b>
<b>reduction (8)</b>	<b>requirements (1)</b>	<b>Ronnie (1)</b>	<b>sending (2)</b>
<b>reductions (1)</b>	<b>reran (1)</b>	<b>room (1)</b>	<b>senior (3)</b>
<b>reengage (1)</b>	<b>reschedule (2)</b>	<b>roughly (5)</b>	<b>seniors (2)</b>
<b>refer (1)</b>	<b>research (2)</b>	<b>rounds (1)</b>	<b>sense (2)</b>
<b>reference (4)</b>	<b>reserves (6)</b>	<b>RPR (2)</b>	<b>sent (5)</b>
<b>referendum (1)</b>	<b>reside (1)</b>	<b>run (2)</b>	<b>sentiments (3)</b>
<b>referring (1)</b>	<b>resident (5)</b>	<b>running (3)</b>	<b>separate (4)</b>
<b>refinanced (2)</b>	<b>residential (16)</b>	<b>&lt; S &gt;</b>	<b>September (2)</b>
<b>reflect (1)</b>	<b>residential (1)</b>	<b>safe (1)</b>	<b>serve (1)</b>
<b>reflective (1)</b>	<b>residents (16)</b>	<b>safely (2)</b>	<b>service (20)</b>
<b>reflects (1)</b>	<b>resilient (2)</b>	<b>Safety (17)</b>	<b>services (17)</b>
<b>refocus (1)</b>	<b>resistance (1)</b>	<b>sake (1)</b>	<b>session (1)</b>
<b>refresh (1)</b>	<b>resolution (2)</b>	<b>salaries (3)</b>	<b>sessions (1)</b>
<b>refreshed (2)</b>	<b>Resort (1)</b>	<b>salary (4)</b>	<b>set (12)</b>
<b>regarding (4)</b>	<b>resorts (1)</b>	<b>sales (1)</b>	<b>seven (4)</b>
<b>regards (9)</b>	<b>resource (5)</b>	<b>sanitation (1)</b>	<b>seven-year (1)</b>
<b>Registered (2)</b>	<b>resources (2)</b>	<b>Saturday (1)</b>	<b>share (11)</b>
<b>related (1)</b>	<b>respect (2)</b>	<b>save (7)</b>	<b>shared (1)</b>
<b>relates (26)</b>	<b>respond (2)</b>	<b>savings (12)</b>	<b>sharing (5)</b>
<b>relative (4)</b>	<b>responses (1)</b>	<b>saw (2)</b>	<b>sheet (3)</b>
<b>reliable (1)</b>	<b>responsibilities (1)</b>	<b>saying (9)</b>	<b>Sherman (71)</b>
<b>reliant (3)</b>	<b>responsibility (3)</b>	<b>says (6)</b>	<b>Shirley (2)</b>
<b>relief (3)</b>	<b>responsibly (1)</b>	<b>say-so (1)</b>	<b>shop (1)</b>
<b>relieve (1)</b>	<b>rest (2)</b>	<b>scale (5)</b>	<b>shoreline (1)</b>
<b>religious (3)</b>	<b>restaurants (1)</b>	<b>scare (1)</b>	<b>short (2)</b>
<b>remain (2)</b>	<b>restructure (1)</b>	<b>scared (1)</b>	<b>shortfall (1)</b>
<b>remainder (1)</b>	<b>result (2)</b>	<b>scenario (5)</b>	<b>shortly (3)</b>
<b>remained (1)</b>	<b>retain (1)</b>	<b>scenarios (1)</b>	<b>shot (1)</b>
<b>remarks (2)</b>	<b>Retirement (2)</b>	<b>schedule (3)</b>	<b>show (8)</b>
<b>remember (2)</b>	<b>retrench (1)</b>	<b>scheduled (3)</b>	<b>showed (2)</b>
<b>remit (1)</b>	<b>return (1)</b>	<b>school (11)</b>	<b>showing (1)</b>
<b>remitted (5)</b>	<b>revenue (56)</b>	<b>scraped (1)</b>	<b>shows (2)</b>
<b>remote (1)</b>	<b>revenues (20)</b>	<b>screen (4)</b>	<b>side (18)</b>
<b>rendered (1)</b>	<b>Review (5)</b>	<b>scrutinizing (1)</b>	<b>significant (8)</b>
<b>renewal (1)</b>	<b>reviewed (1)</b>	<b>season (1)</b>	<b>significantly (2)</b>
<b>renewals (2)</b>	<b>revisiting (2)</b>	<b>second (6)</b>	<b>silence (2)</b>
<b>reopening (1)</b>	<b>Reynolds (1)</b>	<b>sector (5)</b>	<b>similar (3)</b>
<b>repeated (1)</b>	<b>RF (1)</b>	<b>secured (2)</b>	<b>simple (1)</b>
<b>repetitive (1)</b>	<b>RFP (2)</b>	<b>securing (1)</b>	<b>simultaneously (1)</b>
<b>replacement (2)</b>	<b>RFPs (1)</b>	<b>security (2)</b>	<b>Singer (4)</b>
<b>report (3)</b>	<b>right (47)</b>	<b>see (84)</b>	<b>sir (11)</b>
<b>Reporter (2)</b>	<b>right-hand (2)</b>	<b>seeing (9)</b>	<b>sit (1)</b>
<b>representatives (1)</b>	<b>Riviera (53)</b>	<b>seen (7)</b>	<b>site (1)</b>
<b>reprogram (1)</b>	<b>road (1)</b>		<b>sits (2)</b>

<b>sitting</b> (1)	<b>stand</b> (3)	<b>successfully</b> (1)	<b>tending</b> (1)
<b>situation</b> (14)	<b>standard</b> (1)	<b>successive</b> (1)	<b>ten-year</b> (1)
<b>situations</b> (7)	<b>standards</b> (1)	<b>sufficient</b> (1)	<b>term</b> (1)
<b>six</b> (2)	<b>standings</b> (1)	<b>suggesting</b> (1)	<b>terms</b> (2)
<b>sixty-five</b> (1)	<b>standpoint</b> (3)	<b>suit</b> (1)	<b>testament</b> (1)
<b>sizable</b> (3)	<b>stands</b> (2)	<b>summer</b> (2)	<b>tested</b> (1)
<b>slated</b> (1)	<b>start</b> (7)	<b>supervisor</b> (2)	<b>testing</b> (8)
<b>slide</b> (45)	<b>started</b> (7)	<b>supplement</b> (1)	<b>Thank</b> (42)
<b>slides</b> (10)	<b>starting</b> (1)	<b>support</b> (3)	<b>thing</b> (6)
<b>sliding</b> (4)	<b>starts</b> (1)	<b>supposed</b> (1)	<b>things</b> (40)
<b>small</b> (4)	<b>state</b> (19)	<b>sure</b> (33)	<b>think</b> (59)
<b>smaller</b> (1)	<b>stated</b> (2)	<b>surprising</b> (1)	<b>thinks</b> (1)
<b>sold</b> (1)	<b>statement</b> (1)	<b>surroundings</b> (1)	<b>third</b> (1)
<b>solidified</b> (1)	<b>States</b> (1)	<b>survey</b> (4)	<b>thirteen</b> (2)
<b>solidify</b> (1)	<b>stating</b> (1)	<b>sustain</b> (1)	<b>thirty-one</b> (1)
<b>solidifying</b> (1)	<b>stations</b> (5)	<b>sustainable</b> (2)	<b>thought</b> (6)
<b>solution</b> (1)	<b>status</b> (1)	<b>swap</b> (1)	<b>thousand</b> (3)
<b>somebody</b> (4)	<b>statute</b> (3)	<b>sweethearts</b> (1)	<b>three</b> (20)
<b>soonest</b> (1)	<b>staunch</b> (1)	<b>swift</b> (1)	<b>threes</b> (1)
<b>Sorry</b> (19)	<b>stay</b> (2)	<b>switch</b> (3)	<b>threshold</b> (2)
<b>sort</b> (2)	<b>stays</b> (4)	<b>sympathize</b> (1)	<b>thresholds</b> (1)
<b>sounds</b> (1)	<b>steps</b> (3)	<b>system</b> (11)	<b>threw</b> (1)
<b>source</b> (2)	<b>Stevens</b> (2)	<b>systems</b> (1)	<b>thrown</b> (2)
<b>sources</b> (3)	<b>stewardship</b> (1)	< T >	<b>Thumbs</b> (1)
<b>sparked</b> (1)	<b>stipulated</b> (1)	<b>table</b> (2)	<b>Thursday</b> (3)
<b>speak</b> (7)	<b>stipulation</b> (1)	<b>take</b> (26)	<b>tied</b> (1)
<b>SPEAKER</b> (1)	<b>stock</b> (3)	<b>taken</b> (7)	<b>TIF</b> (2)
<b>speaking</b> (4)	<b>stop</b> (1)	<b>takes</b> (4)	<b>tight</b> (1)
<b>speaks</b> (2)	<b>stores</b> (1)	<b>talk</b> (10)	<b>time</b> (24)
<b>spearheading</b> (1)	<b>storm</b> (3)	<b>talked</b> (6)	<b>timeline</b> (1)
<b>specific</b> (5)	<b>storms</b> (1)	<b>talking</b> (15)	<b>times</b> (1)
<b>specifically</b> (3)	<b>straight</b> (1)	<b>talks</b> (3)	<b>today</b> (13)
<b>specificities</b> (3)	<b>strain</b> (1)	<b>tangible</b> (2)	<b>today's</b> (2)
<b>spending</b> (3)	<b>strategic</b> (2)	<b>target</b> (1)	<b>told</b> (2)
<b>spent</b> (1)	<b>streak</b> (1)	<b>targeting</b> (1)	<b>tomorrow</b> (9)
<b>spigot</b> (2)	<b>stream</b> (1)	<b>tax</b> (45)	<b>Tonight</b> (1)
<b>split</b> (4)	<b>streams</b> (6)	<b>taxable</b> (12)	<b>tool</b> (1)
<b>spoke</b> (2)	<b>Street</b> (2)	<b>taxes</b> (18)	<b>top</b> (12)
<b>spoken</b> (1)	<b>streets</b> (1)	<b>taxing</b> (1)	<b>total</b> (4)
<b>spots</b> (2)	<b>strengthening</b> (1)	<b>taxpayers</b> (5)	<b>totality</b> (3)
<b>spotter</b> (1)	<b>strong</b> (1)	<b>team</b> (6)	<b>touched</b> (2)
<b>spread</b> (3)	<b>stuck</b> (1)	<b>technology</b> (3)	<b>tough</b> (2)
<b>square</b> (3)	<b>study</b> (2)	<b>teens</b> (1)	<b>tourism</b> (1)
<b>staff</b> (25)	<b>stuff</b> (5)	<b>telecommuting</b> (1)	<b>town</b> (1)
<b>staffing</b> (7)	<b>submitted</b> (2)	<b>tell</b> (7)	<b>track</b> (1)
<b>staff's</b> (2)	<b>subsequent</b> (9)	<b>telling</b> (4)	<b>tracked</b> (1)
<b>stage</b> (1)	<b>substantial</b> (1)	<b>ten</b> (3)	<b>traditionally</b> (2)
<b>stages</b> (1)	<b>success</b> (1)	<b>tended</b> (1)	<b>Tradrick</b> (2)
<b>stale</b> (1)	<b>successful</b> (8)		<b>training</b> (5)

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**APPROVED:**

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**TRADRICK MCCOY**  
**COUNCILPERSON**

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**KASHAMBA MILLER-ANDERSON**  
**COUNCILPERSON**

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**MOTIONED BY:** \_\_\_\_\_

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**DATE APPROVED:**     **FEBRUARY 3, 2021**