

1 jobs. They don't have the health insurance. They
2 don't get to go to the doctors for their regular
3 checkups, see a specialist, follow up with a
4 cardiologist, do a stress test. What they do is
5 they wait until their condition becomes unbearable
6 and they call 911. And oftentimes it's too late
7 for that individual because that disease or that
8 preexisting condition has gotten to a point where
9 it's ultimately going to take their life.

10 You can also see here in some of the other
11 slides, we're going to have some subsequent
12 conversations about that. But this is basically
13 talking about residential structure fires, what our
14 responsibilities are. I won't read a PowerPoint to
15 you. We've seen all of this. But our job is
16 basically to get to the fear and put the wet stuff
17 on the red stuff.

18 What is very important is this slide here.
19 This is a version of a time temperature curve, but
20 this is a time property destruction curve. At ten
21 minutes -- and you can see where our curve is based
22 on when the fire started to a hundred percent of
23 property damage.

24 We strive and we've done a very good job of
25 maintaining our response times under six minutes.

1 You can see where that puts us on the curve. We
2 usually can keep a residential structure in that 20
3 to 40 percent damage range and not lose the whole
4 structure.

5 Once you eclipse that nine to ten-minute
6 window, you then lose control of the fire in the
7 room of origin and it then spreads to the rest of
8 the structure. That's when you start seeing
9 significant damage. But more importantly, despite
10 the significant damage -- I've lost my controls
11 here. Have you taken them from me, Mr. Evans?

12 There we go.

13 This is the number of civilian deaths and the
14 flame spread rate. So when we're on scene in that
15 six-minute window, with the appropriate number of
16 people, we'll tend to see fires confined to the
17 container of origin, which is a cooking fire, pot
18 on the stove, dryer fire, or we can contain the
19 fire to the object and/or the room of origin. So
20 we're talking anywhere from 1.91 civilian deaths to
21 zero deaths per thousand.

22 If we don't have crews, adequate number of
23 crews in place within the first ten minutes, we
24 know that that fire extends beyond the room of
25 origin. You can see on the fourth one down, beyond

1 the room or contained to the floor, it goes up to
2 22.73 deaths per thousand.

3 We've been very fortunate -- and I'll knock
4 on wood -- we have never even come close to the
5 1.9, and I want to keep it that way. But we are in
6 a very fragile state in the fire service, and we're
7 bending but we refuse to break.

8 These are the personnel that are needed for
9 different types of fires. Fifteen is basically our
10 whole city. When we talk about open strip malls,
11 garden style apartments or high-rise condominiums,
12 you can clearly see we are nowhere near the
13 staffing numbers needed to combat these type of
14 fires. We are able to do so with our mutual aid
15 agreements. But we have to understand that those
16 units are coming only if they are available and
17 they are coming from remote locations.

18 These are some of the initial critical tasks
19 that our fire personnel can accomplish once they
20 arrive on scene.

21 What bothers me is this next slide. This is
22 when we exceed the number of personnel that we
23 have. We can't, and we are not doing these things.
24 We don't have a safety officer. We are not
25 conducting an immediate secondary search.

1 Our crews that do salvage and overhaul are
2 the same crews that fought the fire. They go back
3 out, they get some water, they put another bottle
4 on their back, they go back in the fire. That's
5 not the way we should be doing business.

6 We have very little exposure protection
7 capabilities. These are those additional bodies
8 that we're going to be talking about that are
9 needed for us to be able to provide that full
10 service.

11 Now add in one civilian that we pull out of a
12 fire in cardiac arrest or that has severe burns, we
13 don't have the manpower on scene to be able to
14 treat these individuals.

15 We'll get into some of these station designs.
16 You've seen some of these renderings. This was a
17 rendering of station 86 on Singer Island, what it
18 could look like in our community. We've also
19 talked with Mr. Sherman and Mr. Evans about some
20 possibilities of relocation of this station; and
21 looking at some additional funding options to maybe
22 entertain some P3s. That might help us subsidize
23 these costs.

24 This is fire station 88 that we're looking to
25 build on the corner of Military Trail and Congress.

1 This is what is indicative of what a fire station
2 should look like in our community.

3 Our fire department issues. I beat you-all
4 up with this over and over again, the mold and
5 mildew issues that I've had to stand in front of
6 multiple news cameras discussing. That bottom left
7 picture right there, that's where our oxygen is
8 housed, that goes on our trucks; that we are no
9 longer housing there, but these are some of the
10 issues that we've dealt with. And this is just
11 unacceptable.

12 To the right is mold and mildew seeping
13 through the administrative offices.

14 These are our bathrooms. One of the two
15 stalls is functional. Our firefighters come back,
16 they got one shower to use.

17 We launder our contaminated PPE in our locker
18 rooms.

19 As you've seen in some of the other slides,
20 our bunker gear is exposed to diesel exhaust and
21 emissions, which is unacceptable.

22 Our kitchen is also our living room. So
23 during the day it's your kitchen. They move the
24 table out of the way and it becomes their day room
25 at night, so they can relax, decompress a bit.

1 This here, some of the issues with our
2 stations -- I don't really need to beat you-all
3 over the head with this anymore. Our stations are
4 older, antiquated. I apologize to my firefighters,
5 especially my female firefighters, when they come
6 to work every day, to not be able to provide them
7 with the facilities that they need. And our
8 firefighters for not being able to protect them
9 from the effects of the carcinogens that they're
10 exposed to. Not to mention COVID-19 has taught us
11 so much on what a new station needs to look like.

12 I ask that Council take a really good hard
13 look at what some of our funding options are.

14 None of the information in these slides is
15 disputable. These are facts. What's to be
16 disputed now is what level of service you want to
17 provide to your community.

18 I can run this fire station with one
19 ambulance. This whole city. But it's a level of
20 service that our residents have come to expect and
21 deserve is what we're going to be talking about
22 moving over.

23 And, Mr. Evans, that concludes my
24 presentation to Council. Thank you for your time.

25 CHAIR BOTEL: Thank you, Chief.

1 Mr. Evans.

2 CITY MANAGER EVANS: Well, I know it's ten
3 minutes until ten, and so we wanted to open it up
4 if there is any questions or comments from the
5 Board concerning Chief Curd's presentation; or any
6 additional items you would like for us to look at
7 as it relates to fire services and, you know, the
8 discussion that we had with regards to the fire
9 assessment and what that resource could be utilized
10 for.

11 CHAIR BOTEL: I think Mr. Lawson.

12 VICE CHAIR LAWSON: Thank you, Madam Chair.

13 Chief Curd, thank you for the presentation.
14 With us being considered high risk occupancy or a
15 high risk community, what efforts are we putting in
16 place to make sure these hazardous targets are
17 protected against significant structural fires.

18 CHIEF CURD: Well, one of the positions that
19 unfortunately due to budget constraints that is not
20 being funded is a community risk reduction. If
21 you-all remember, in December we talked about
22 community risk reduction. This is being able to
23 get out into the community, make a more robust fire
24 prevention division to get out to some of these
25 facilities.

1 Currently we have two inspectors right now
2 for the whole city, and we have no community risk
3 reduction officers.

4 We are making every attempt that we can.
5 We've met with members on Singer Island to talk
6 about hurricanes. We've met with different
7 community groups to discuss COVID. But,
8 unfortunately, we haven't had the success that I
9 would like to see moving forward.

10 VICE CHAIR LAWSON: Okay. And then just a
11 follow-up to that. Increasing personnel. Is that
12 going to reduce our call volume or service times?

13 CHIEF CURD: It won't reduce our call volume.
14 Community risk reduction is the attempt to reduce
15 call volume. Being able to get out into the
16 community, being able to educate people on
17 hypertension, being able to make sure that when
18 individuals are released from the hospital that
19 they have the ability to go pick up their
20 medication, transportation to get their medication.
21 These are some of the important things that we're
22 going to be talking about. And it won't
23 necessarily reduce our response time. What it will
24 do is get the appropriate number of resources on
25 scene in the appropriate amount of time.

1 I hate to say this, Mr. Lawson, but it's
2 smoke, Councilman Lawson, it's smoke and mirrors.
3 I can get a fire truck to a scene in four minutes.
4 But I got two dudes in a truck stepping off that
5 truck. That is not adequate fire fighting. That
6 is me simply looking to hit a stopwatch so I can
7 appease the community in saying we have a
8 six-minute response time, one of the best in the
9 county. But I got one truck with two people
10 stepping off of there, with a person in cardiac
11 arrest. Starting an IV, CPR, innervation,
12 medication administration, loading them on the
13 stretcher, all of these things take resources. And
14 that's what bothers me the most. And I want to
15 make sure that it's very clear on how much it
16 bothers me and how passionate I am about this.

17 VICE CHAIR LAWSON: So -- and that was
18 actually to the point of us taking a look at our
19 staffing and the operations, because that's
20 something that you've been consistent on since I've
21 been in office. And we do not have adequate
22 staffing. And the issue we're running into is, we
23 need to find the reasons and the resources, but
24 essentially we just need to provide the right
25 support for our firefighters, you know, first

1 responders that are being put into these positions
2 that are essentially, as you say, life or death.
3 So right now for them to be undermanned is just not
4 acceptable but we have to find the funding.

5 And I am in support of the fire assessment,
6 and I want us to move forward with it as long as it
7 can provide that support for our department. But
8 it's finding out how we can effectively grow
9 without as aggressively as possible. COVID has
10 kind of delayed the ability to get it out to their
11 residents. And that's been our issue, the
12 community involvement, and the charrettes and the
13 engagement of letting them know this is essential
14 to operating effectively and efficiently. But I
15 just need us to find a solution to fund it.

16 Because as you've stated since day one, that
17 we have to provide adequate support for all of our
18 firefighters.

19 And I'm not really worried about the
20 reduction or the increase or the decrease of the
21 call times. I'm just worried about keeping our
22 firefighters and our community safe.

23 So if we can get that down and shave it down
24 ten seconds, five seconds, that's great. That's
25 wonderful. I don't care.

1 I want to make sure that our residents are
2 safe. I want to make sure that our firefighters
3 are safe. So how do we fund it is the concern.
4 That's going to be left for Mr. Evans and
5 Mr. Sherman.

6 But I just don't want to draw up, you know, a
7 hundred, two hundred, three hundred dollar fee on
8 the lowest median income residents in Palm Beach
9 County.

10 So that's just my concern, of how to fund it,
11 and finding additional streams of -- I really want
12 us to be aggressive with finding some additional
13 streams to fund it, and getting you the support you
14 need.

15 So I'm completely in support of the
16 assessment, but it's just how do we roll it out
17 quickly and aggressively and responsibly.

18 Thank you, Chief, for your excellent --

19 CHAIR BOTEL: Sorry. Thought you were done.
20 I'm sorry.

21 Ms. Miller-Anderson.

22 COUNCILPERSON MILLER-ANDERSON: I know -- I
23 could hear the passion in Chief Curd's voice. And
24 that's because he's been talking about this, either
25 him or Chief Duren has been talking about this

1 pretty much since I've been here.

2 And the fire assessment has come up a couple
3 of times over the years. And that has been a can
4 that's been kicked for a while now.

5 And, you know, I'd certainly support the
6 addition of those -- the firefighters to be added
7 to this position -- to this area, because we don't
8 want to burn them out. I mean, obviously they're
9 doing what they can do because they want to get the
10 job done. But you don't want to put people in
11 positions of, you know, either getting hurt or
12 hurting someone else or, you know, being negligent
13 because of -- you know, maybe they're tired for
14 whatever reason.

15 So I think, you know, no one ever wants to
16 add taxes, especially when they have a possible
17 election coming up. So that, you know, is never
18 something good you want to say during that time
19 but, you know, if we're unable to find the monies
20 in other areas, we have a lot of choices that we
21 need to make; and they are very tough choices that
22 we have to make, and decisions that we have to
23 make. And I don't, I don't -- at this point I
24 don't believe that fire should be one of them that
25 we're, we're, we're trying to pinch the pennies on.

1 I certainly am not in support of just putting
2 everything on our residents. Just like I'm not in
3 support of putting everything on my employees with
4 the insurance issue. But we definitely need to see
5 how we can educate the community on what their fire
6 assessment is about, how that can work without
7 putting a serious burden on our residents.

8 But if that is the only way we can get it
9 done, I would be in support of it; obviously trying
10 to minimize the impact that the residents would
11 feel from it. But I definitely believe it's time
12 for us to go ahead and make the additions to this
13 department because this has been going on for a
14 very long time and unfortunately no one or no
15 council group has ever wanted to take on that, to
16 be the one to make it happen.

17 So, you know, unfortunately it's going to be
18 a tough decision. And if we can find ways to
19 minimize the impact, I think that would be the best
20 thing to do. But we definitely need to do
21 something to make it happen.

22 Thank you.

23 CHAIR BOTEL: Thank you. Anything else?

24 Okay. Well, thank you, Chief Curd.

25 Mr. Evans, it looks like it's almost 10:00.

1 Are we going to call it a night and postpone the
2 rest of this, or what?

3 CITY MANAGER EVANS: I don't think, I don't
4 think Chief Osgood can do it in two minutes so...

5 CHAIR BOTEL: Councilwoman Miller-Anderson.

6 COUNCILPERSON MILLER-ANDERSON: I mean, I'm
7 okay -- I know we put the time at ten, but I'm okay
8 with hearing police; and that would be it for the
9 night, right? Just police, you're trying to get
10 through?

11 CITY MANAGER EVANS: We can get through
12 pretty quickly.

13 COUNCILPERSON MILLER-ANDERSON: That's just
14 going to add on to the others, right, that will add
15 on to the other nights?

16 CITY MANAGER EVANS: That is correct.

17 CHAIR BOTEL: Well, how much time does Chief
18 Osgood need?

19 COUNCILPERSON MILLER-ANDERSON: I don't think
20 we should rush -- I don't think we should put a
21 time limit on people.

22 CHAIR BOTEL: I just want to know how much --
23 well, if he needs an hour and a half, then I have a
24 different opinion about it; if he needs half an
25 hour or 45 minutes, it makes a difference. It's

1 just a simple question, how much --

2 CITY MANAGER EVANS: I'd say prepare for an
3 hour.

4 COUNCILPERSON MILLER-ANDERSON: Remember,
5 we're trying to cut back some days here. I mean,
6 remember that. I mean, we're already having
7 trouble trying to fit in the extra time. So we
8 need to make it happen while we're available.

9 CHAIR BOTTEL: Right. Councilwoman Lanier.

10 COUNCILPERSON LANIER: No, I certainly
11 understand that. But I want this presentation to
12 be able to go on as long as it need to. And we're
13 talking about the fire department -- I mean the
14 police department. Which means that this could be
15 an hour or two, based on the fact that there are a
16 lot of issues that we need to address when it comes
17 to fire -- I mean, I'm sorry, I keep saying fire --
18 when it comes to police. So if you're willing to
19 go two more hours, then that is probably where
20 we're going to (audio interference).

21 COUNCILPERSON MILLER-ANDERSON: I make a
22 motion -- well, I can't make a motion, it's a
23 workshop. (All talking at once.)

24 CHAIR BOTTEL: Let's get started. I mean, if
25 it gets to be midnight, then it's -- you know, then

1 we might say, hey --

2 COUNCILPERSON LANIER: Well, yeah, but can we
3 at least take a five-minute break before we get
4 started?

5 CHAIR BOTEL: Yeah. And I might have to
6 start passing the gavel a little bit once in a
7 while, Mr. Lawson, in case I need to take a break,
8 because I haven't been off this camera yet. So,
9 yeah, let's --

10 COUNCILPERSON LANIER: I need to take about a
11 five-minute break.

12 CHAIR BOTEL: Mr. McCoy.

13 COUNCILPERSON McCOY: I'm sorry. So,
14 Mr. Evans, how long are we talking about here?

15 CITY MANAGER EVANS: Chief Osgood's
16 presentation is probably about an hour.

17 COUNCILPERSON McCOY: Well, Members, I don't
18 know if you ever had a conversation with Chief
19 Osgood, but I think I was on the phone with him --

20 COUNCILPERSON LANIER: That's why I said two
21 hours. It's going to be two hours, I'm telling
22 you-all, it's going to be two hours.

23 COUNCILPERSON MILLER-ANDERSON: Well, let me
24 just say this. At least you -- look, guys, I think
25 our Chair Botel, Chair Pro Tem Lawson and myself

1 were actually at the workshop. So, you know, we're
2 kind of getting a replay, so I don't think the two
3 of you probably -- you're going to get the
4 first-hand experience in person as much as
5 possible.

6 COUNCILPERSON McCOY: What workshop?

7 COUNCILPERSON MILLER-ANDERSON: We had this
8 at the workshop, the same presentation. So --

9 COUNCILPERSON LANIER: What workshop?

10 COUNCILPERSON McCOY: What workshop?

11 COUNCILPERSON MILLER-ANDERSON: The one the
12 two of you-all weren't able to come to, that the
13 three of us --

14 COUNCILPERSON McCOY: I'm sorry. Did you not
15 see COVID-19 numbers go up?

16 COUNCILPERSON MILLER-ANDERSON: I'm just
17 saying.

18 CHAIR BOTEL: Okay. All right. We're going
19 to -- unless there's -- unless Mr. Evans would like
20 to --

21 COUNCILPERSON LANIER: I really would like to
22 hear Chief Osgood. And I would like to give him
23 the two hours that he's going to take. But
24 midnight, I'm telling you people, I can't -- I'm
25 not going to be able to do midnight. It's late.

1 It's after ten now.

2 CITY MANAGER EVANS: Chief Osgood has told me
3 he can do it in 45 minutes.

4 COUNCILPERSON LANIER: I'm telling you --
5 (All talking at once.)

6 CHAIR BOTEL: The sooner we get started, the
7 sooner it will be done. Take it away, Chief
8 Osgood.

9 COUNCILPERSON LANIER: All right. So I'm
10 taking five minutes. So you-all can go ahead.

11 COUNCILPERSON McCOY: I would have much
12 rather that we -- even if we would have switched
13 the order -- Mr. Evans, do you have these folks
14 that's on the agenda on standby?

15 CITY MANAGER EVANS: We have the
16 administration and finance can be able to present.
17 But those are, those are, you know, those are
18 probably 10, 15 minutes.

19 CHAIR BOTEL: Well, you want to knock those
20 off and call it a day?

21 CITY MANAGER EVANS: Whatever the pleasure of
22 the board is.

23 COUNCILPERSON LANIER: I would like that
24 better. I would like to get those other two,
25 because I want some time with the police.

1 CHAIR BOTEL: Yeah. I don't want to --

2 COUNCILPERSON LANIER: And we've been sitting
3 here for three and a half hours. And I would like
4 to be fresh. And I want to be able to have some
5 time to ask my questions and be able to, you know,
6 talk about some innovative things.

7 I think if we could get the admin and the
8 other one out of the way, and we can start at the
9 top of the hour tomorrow, at our next meeting, with
10 the police, because I really want to give this the
11 time that it deserves.

12 CHAIR BOTEL: So Mr. Evans, would this be the
13 last two on the bulleted list, the legislative
14 department's budget presentation and the city
15 administration department, those two, and that way
16 everybody else could go home?

17 CITY MANAGER EVANS: We need --

18 CHAIR BOTEL: We need staff.

19 CITY MANAGER EVANS: We can do legislative
20 and city admin and finance. Those are small ones.

21 CHAIR BOTEL: Okay. I think -- do we have
22 consensus? Let's do a thumbs up if we think that's
23 okay. I see two, three -- now, KaShamba wants to
24 hear the police. Well, I know we're not voting,
25 but it looks to me like the feeling of the majority

1 is that we see three shorter ones and save our
2 strength and energy for police on another night.

3 Mr. Evans.

4 CITY MANAGER EVANS: All right. We'll go
5 into --

6 CHAIR BOTEL: Thank you, Chief. Thank you,
7 Chief Os -- where did he go? He's gone. Thank
8 you, Chief.

9 CITY MANAGER EVANS: So we're going to go
10 into the legislative department, which is the City
11 Council. We did --

12 COUNCILPERSON McCOY: I'm sorry. Mr. Evans.
13 That's not the City Council. I prefer if you say
14 that's the smallest budget of the entire city.
15 Because people seem to tell me in the community,
16 you guys make a hundred thousand dollars a year. I
17 said, this is Tradrick McCoy, not Randy Sherman.

18 CITY MANAGER EVANS: We -- in the legislative
19 budget, the -- well, actually, looking at the
20 numbers, it's not the smallest. Actually,
21 procurement and the clerk's office actually has it
22 beat. But the quality that we get from this
23 department is hands down the best.

24 COUNCILPERSON LANIER: And please start out,
25 Mr. Sherman, with why these budgets are so

1 different and why I have the smallest amount. So
2 let's start with that first.

3 CITY MANAGER EVANS: Okay. So I'll go ahead
4 and start it, and then Mr. Sherman can speak on the
5 numbers.

6 Legislative. The legislative branch of the
7 agency is the City Council and Mayor. Under the
8 City Council is city administration, the city
9 attorney --

10 CHAIR BOTEL: Councilwoman Miller-Anderson
11 has her hand up.

12 COUNCILPERSON MILLER-ANDERSON: I don't see
13 anything. Are you showing a slide?

14 CITY MANAGER EVANS: Oh. Am I not --

15 COUNCILPERSON MILLER-ANDERSON: It's a blank
16 page.

17 CITY MANAGER EVANS: It should be -- hold on
18 one second. Share screen application. Let's see.

19 CHAIR BOTEL: There you go. Thank you.

20 CITY MANAGER EVANS: Yes. Here we go.

21 So legislation -- our legislative branch is
22 the City Council, Mayor; and under that is city
23 administration and the legal department, the two
24 individuals that within the structure of the City
25 that report directly to the City Council.

1 This particular budget is -- has 3.5 FTEs,
2 and that represents the legislative aides that are
3 in the particular budget. You can see that the
4 tentative fiscal year 2021 budget is an increase of
5 3.72 percent; and that usually is predicated on the
6 increase of whether it's insurance or other
7 ancillary costs that the City would increase. So
8 it's a modest increase with regards to operations.

9 The budgets are consistently remaining the
10 same; there has not been any deviations or
11 modifications; and we are keeping -- we are not
12 reducing any council members; we're keeping all six
13 council members as part of the budget process here,
14 so there's no staff reductions in this budget.

15 COUNCILPERSON McCOY: Mr. Evans, (inaudible)
16 I think I'm on that short list.

17 CITY MANAGER EVANS: Mr. Sherman, if you want
18 to communicate a little bit with regards to the
19 specificities of the legislative budget, and to
20 address Councilperson Lanier's question.

21 MR. SHERMAN: Sure. Good evening, everyone.
22 Randy Sherman.

23 As I mentioned last night, we're using the
24 Tyler budget module to load salaries and benefits.
25 And the system is very sophisticated. And of

1 course, this is the first year we've been using it.

2 But what the -- the reason you see a little
3 bit of variance between the budgets is it depends
4 on whether you had a vacancy or not. It depends on
5 what position the individual is in. So for example
6 in district four, the individual when we loaded
7 this information was not listed as a legislative
8 assistant, was listed as a youth worker, so of
9 course that has a different calculation.

10 The only real factor you'll see once we go
11 back in and make some of these modifications is
12 really in the health insurance line, and that's
13 dependent on which individual health insurance each
14 councilperson has. Because the City pays a hundred
15 percent, there could be variations of the amount of
16 money that you'll see in the health budgets.

17 But overall, as the City Manager said, the
18 line items are not changing, the position counts
19 aren't changing, and the budgets will be fully
20 loaded. So at the end of the day you're going to
21 see budgets in the 120,000 dollar range per council
22 member.

23 CHAIR BOTEL: Councilwoman Miller-Anderson.

24 COUNCILPERSON MILLER-ANDERSON: I had a
25 question about, how did the Citizen Leadership

1 Academy get back in my budget, in this -- well, not
2 in my budget. District two's budget.

3 COUNCILPERSON LANIER: Why? And if she has
4 that, then I want something too.

5 COUNCILPERSON MILLER-ANDERSON: No, ma'am,
6 that --

7 CHAIR BOTEL: She doesn't want it in her
8 budget.

9 COUNCILPERSON MILLER-ANDERSON: It wasn't in
10 my budget last time, because it was supposed to be
11 a City function. So is it no longer a City
12 function?

13 CITY MANAGER EVANS: No, it will be modified
14 and placed under the City Manager's office; that's
15 one of the things we'll go back in and correct.

16 COUNCILPERSON MILLER-ANDERSON: Okay. I just
17 was wondering if it was being put back on my plate
18 again.

19 Thank you.

20 MR. SHERMAN: No. Yeah, your budget is the
21 only one that actually has that line item, and we
22 didn't want to lose track of it so...

23 We'll move it over to the City Manager's
24 budget.

25 CHAIR BOTEL: Where are the car allowances?

1 Did they get put under regular salaries and wages?

2 MR. SHERMAN: Yes, ma'am.

3 CHAIR BOTEL: Have we taken a look -- and
4 I've asked this before, I know -- at examining
5 other cities, other comparable cities, and what
6 kind of car allowances they afford their
7 legislators? I think that was something I asked
8 many months ago. I think it's important for us to
9 take a look at what other cities, that are
10 comparable cities, provide in terms of
11 transportation to their legislators.

12 Councilwoman Miller-Anderson?

13 COUNCILPERSON MILLER-ANDERSON: Well, as you
14 all know, for the past two or three budget sessions
15 I have cut my travel and promotional. So that is
16 certainly something that everyone could take a look
17 at their own, their own budget, if they want to cut
18 back on their budget. I've cut my travel in half,
19 and my promotional was cut in half. This is
20 probably the third year, maybe, I think. And so
21 that is certainly an opportunity -- I mean, you can
22 cut any of these items down other than, you know,
23 the taxes, the salaries, and your retirement and
24 health insurance. Well, you can with the health
25 insurance, if you don't take it. So there are

1 other items there that you-all can certainly
2 maneuver with if you want to. So I'm fine with
3 keeping mine the same way this time as well.

4 COUNCILPERSON McCOY: Madam Chair.

5 COUNCILPERSON MILLER-ANDERSON: Ms. Lanier, I
6 just wanted to point out, I didn't see you say
7 anything about me having less than you in those
8 areas. You talked about the others being more than
9 yours.

10 COUNCILPERSON McCOY: Madam Chair.

11 CHAIR BOTEL: Councilman McCoy.

12 COUNCILPERSON McCOY: I want to respond to
13 the gentlewoman from the second district. I
14 think -- I want to go ahead and give her kudos for
15 cutting her budget. But if you look at my budget,
16 I just don't spend the money. So while I think
17 it's good on your part, on the front end to do it,
18 I just don't think it's important for me to turn
19 around and cut off something that we may need. If
20 there is an emergency that we may need to go up and
21 lobby our legislators, guess who won't be
22 travelling. Probably the gentlewoman from the
23 second district. And I think that is great, but it
24 almost kind of puts us in the light that we're not
25 being fiscally responsible.

1 But I can tell you, I actually looked at
2 Tyler Munis and seen some stuff, I almost called
3 finance; and I realized it actually existed from
4 the prior councilwoman from district one before I
5 got here. Because I make it a point that it's not
6 a priority for me to make -- do a whole lot of
7 travelling, do a whole lot of these other
8 promotional events, because I want to be
9 conscientious about taxpayer dollars.

10 So I certainly commend what you're doing, but
11 it doesn't necessarily reflect that because you're
12 taking cuts on the front end that in some way the
13 other members of the City Council are making these
14 expenditures, because I don't. There's more money
15 that's returned back to the general fund from my
16 district, just as much as it is for yours, madam
17 from the second district.

18 CHAIR BOTEL: Councilwoman Miller-Anderson,
19 do you want to reply?

20 COUNCILPERSON MILLER-ANDERSON: Yeah, of
21 course. And, of course, by no means is it to say
22 who's done what. But my point was, we have
23 options. So that is an option that I took. That
24 is not something that everyone has to do. But you
25 have an option, just like Dr. Botel mentioned about

1 changing the car allowance. So my point in saying
2 that is that everyone has an option to manipulate
3 their own budget if they want to. And, and a lot
4 of it I don't necessarily use either, even when I
5 cut it.

6 And please keep in mind, you know, the CRA
7 side, the commissioners on the CRA side has travel
8 money and other monies as well. So there's some on
9 both sides.

10 So, you know, I appreciate your comment.
11 However, you know, it's just to say that you do
12 have options. So if you choose not to do that,
13 that's certainly up to you.

14 COUNCILPERSON McCOY: Madam Chair, can I ask
15 Mr. Sherman to go ahead and distribute that extra
16 money to the five other elected since she doesn't
17 want to use it. Let's go ahead and do that now
18 before we get started.

19 CHAIR BOTTEL: I just want to get back to my
20 original question, which was do we have any sense
21 of what other municipalities do with regard to
22 travel? I don't mean travel. I mean the car
23 allowance. Mr. Evans, have we ever done an
24 analysis of that?

25 CITY MANAGER EVANS: I would have to defer to

1 finance. I don't think we have. But that's
2 probably something that we can obtain.

3 Mr. Sherman.

4 MR. SHERMAN: Yeah, two years ago under City
5 Manager Hoskins they actually did an analysis.
6 I'll have to go back and try to locate that, that
7 study; and obviously it would need to be refreshed
8 but -- it's been a couple of years since we've
9 looked at it.

10 CHAIR BOTEL: I think we should at least look
11 at that.

12 Yes, Councilwoman Lanier.

13 COUNCILPERSON LANIER: Councilwoman
14 Miller-Anderson said that we have some on the CRA
15 side. We got money at the CRA for --

16 CHAIR BOTEL: Yes. For travel, yes. It's
17 larger, actually, I think than this allocation --

18 COUNCILPERSON LANIER: What?

19 CHAIR BOTEL: -- from the city. I think it's
20 in the neighborhood of ten, rather than --

21 COUNCILPERSON LANIER: Wow.

22 CHAIR BOTEL: Yeah, we do.

23 COUNCILPERSON LANIER: I didn't even know
24 that.

25 COUNCILPERSON McCOY: Well, don't worry about

1 it, Councilwoman Lanier, I didn't use it either.
2 So, you know, I don't need to boast about it, but
3 me and you --

4 COUNCILPERSON LANIER: I didn't even know it
5 existed.

6 COUNCILPERSON MILLER-ANDERSON: I haven't
7 used mine either, but it's there.

8 COUNCILPERSON LANIER: Oh, wow.

9 COUNCILPERSON McCOY: But in any event, can I
10 just throw this in there?

11 Madam Chair, I certainly respect and
12 understand what you're saying, but I literally was
13 brainstorming today with someone, I've not found a
14 municipality that shared the same responsibilities
15 and duties that the City of Riviera Beach. And I
16 think I was speaking to someone on staff at the
17 City of Riviera Beach, and the closest that they
18 came up with was the City of West Palm Beach, that
19 also doubles in the role as the CRA. But also the
20 utility --

21 COUNCILPERSON LANIER: Yeah.

22 COUNCILPERSON McCOY: I beg your pardon?

23 COUNCILPERSON LANIER: No, I was like, yeah,
24 you're right.

25 COUNCILPERSON McCOY: -- in the county who

1 also sits as county administrators in the Solid
2 Waste Authority.

3 So I mean it really sounds good on the
4 surface but, Members, I tell you, we are very much
5 demanding in our elected roles, which encompasses
6 three hats. So, you know, if you guys want to have
7 some desire to take our budget further down than
8 the very minor -- what is it, 2 percent of the
9 grand budget of the -- not even 2 percent of the
10 entire City's budget -- then I'm okay with it. But
11 just know that we're asked a lot and expected for a
12 lot.

13 CHAIR BOTTEL: I appreciate that. I think I'd
14 just like to have the data about that so we can
15 consider it at least. All I'm asking for is an
16 analysis of comparable municipalities, if we could
17 take a look at that.

18 COUNCILPERSON McCOY: And my point, Madam
19 Chair, is there is no comparable municipality.

20 CHAIR BOTTEL: Well, maybe they can find one.

21 Okay. Moving right along, Mr. Sherman. Who
22 is doing this now? Mr. Evans or finance? Great.

23 CITY MANAGER EVANS: For Mr. Sherman to get
24 into his departments?

25 MR. SHERMAN: Yes. And, okay, so next slide.

1 Or did you turn it over to me?

2 CITY MANAGER EVANS: I can turn it over to
3 you.

4 MR. SHERMAN: It's three slides so -- okay.
5 Yeah, finance department is broken down into three
6 areas. We have our customer service group, which
7 really does the utility billing and dealing with
8 the (audio interference) and the customer calls.

9 We have the treasury services division, which
10 deals with all of the cash issues, dead issues,
11 BTR.

12 And then what we consider our financial
13 services division, which is payroll, accounts
14 payable, grants; and then any financial reporting
15 that is required by the City.

16 Our 2021 budget, we are making some
17 significant -- oh, I'm sorry. Is this me, I can --

18 CITY MANAGER EVANS: You should be able to --

19 MR. SHERMAN: Too late in the day for that.

20 CITY MANAGER EVANS: All right. There we go.

21 MR. SHERMAN: Okay. Right now the finance
22 department has 30 positions. We're actually
23 looking to reduce that to 24 positions for next
24 year. We are moving a couple of people around into
25 some vacant positions and then eliminating their

1 positions.

2 The first thing that we're looking to do
3 though is actually reclassify three positions.
4 When I first joined the City, we had one manager
5 who oversaw both the customer service group and the
6 treasury group; and at that point I created a
7 second manager position. Now that we have moved
8 forward, we have the new AMI meters, we have Tyler
9 in place, those positions really need to be
10 redefined. So we're going to come in and redefine
11 the treasury manager position and the customer
12 service manager position, and then the assistant
13 customer service manager position; and again, come
14 back with new job descriptions and classifications
15 as determined through the human resource.

16 After that, though, there are six positions
17 that we will be unfunding in the department. The
18 billing collection technician position. Again,
19 with the new meters and the new billing system
20 that's a position that is vacant and we'll no
21 longer require. We have one business tax receipt
22 specialist position that is vacant, we'll be
23 eliminating that position. Two customer service
24 rep positions that are vacant, and we'll be
25 eliminating that.

1 And then we have two individuals that we are
2 looking to transfer to assist in other departments.
3 Currently I have six people in -- six gentlemen in
4 the field crew. Again, with the new meters they
5 will not be out in the field meter reading anymore,
6 they will really be just responding to
7 notifications that the system is telling us about
8 irregularities in the system.

9 We took on an individual who was transferred
10 out of public works at one point, and it's that
11 position again that we are looking to transfer over
12 to the parks department.

13 I also have an accounting specialist --

14 COUNCILPERSON McCOY: Can you speak to what
15 position that is? Because that seems like a whole
16 lot of moving.

17 MR. SHERMAN: I'm sorry?

18 COUNCILPERSON McCOY: Can you -- are you at
19 liberty to tell us that position, to go from public
20 works to the utility building, now over to parks
21 and rec?

22 MR. SHERMAN: I prefer to keep the name off
23 line. If you want to talk about it, we can. I'm
24 not sure we want to talk names in the budget
25 session. I can, if everybody wants to know. But I

1 think --

2 COUNCILPERSON McCOY: No. No, thank you.

3 Oh, oh, there's Ms. Wynn; she said no. But, no, I
4 just -- that seems like a whole lot of movement.

5 MR. SHERMAN: Well, again, the position that
6 was trans -- I had six positions. One was vacant
7 due to a retirement. We were trying to live with
8 the five but we had the six vacancies. So we had
9 an opening to move this individual into. And
10 again, after the evaluation, five is certainly
11 sufficient; so we're again looking to move that
12 person back to another vacant position and then we
13 would eliminate.

14 CITY MANAGER EVANS: And I think it's
15 important to note that their salary will be held
16 harmless; so we're keeping them gainfully employed,
17 we're just moving them in another department. And
18 you'll see that that was a lot of the movement that
19 we did, is that we did want to keep people employed
20 if at all possible. And so we moved them to
21 different departments and different operations if
22 they had the skill set to be able to work within
23 that particular operation, and the City would
24 benefit as a result of the transfer.

25 MR. SHERMAN: I also --

1 COUNCILPERSON McCOY: Question. Before you
2 go too far.

3 CHAIR BOTEL: Yes. Go ahead.

4 COUNCILPERSON McCOY: The billing and
5 collection technician, is that the field person
6 that goes out?

7 MR. SHERMAN: No. That is the individual
8 that -- that's a desk job. Under the old utility
9 billing system, it was very -- quite a lot of
10 manual intervention to come up with those bills
11 every month. Now, with the two new systems that we
12 have, that is no longer necessary. So that
13 individual is actually -- will be the assistant
14 customer service manager.

15 The assistant moved up, the billing tech
16 moved up, leaving the billing tech position vacant.

17 COUNCILPERSON McCOY: My apologies. I was
18 actually wrong. The business tax receipt
19 specialist, that's in the building, that's not
20 somebody that works in the field, is it?

21 MR. SHERMAN: Correct. In the building.

22 COUNCILPERSON McCOY: Do we have any field
23 workers or do they double in that capacity to go
24 out and do field work?

25 MR. SHERMAN: We do have one person that goes

1 out occasionally if we get a complaint or a
2 question. But it's not very, not very often that
3 that individual goes out.

4 COUNCILPERSON McCOY: Well, and this is a
5 whole other conversation, Mr. Evans, but I would
6 like to see -- because we're finding out businesses
7 that didn't meet -- we didn't even know were
8 businesses; or even, I guess, classifications we
9 didn't know exist; perhaps that's somebody that can
10 be -- I guess it's more probably appropriate to be
11 done from code compliance. But certainly I want to
12 make sure that we have somebody that's keeping
13 track of whose in business in that respect.

14 Okay. I just wanted to make sure.

15 MR. SHERMAN: Okay. And then my sixth
16 position is, I actually have two accounting
17 specialists positions and we're looking to transfer
18 one of those individuals over to the procurement
19 department to assist with the entire P card and any
20 analysis that Ms. Pimzil (phonetic) may require.

21 So, again, rather than purge the position
22 from the City, we're trying to find locations and
23 have had those conversations about moving one
24 individual into the procurement department with
25 some good accounting experience and certainly good

1 knowledge of the Tyler system.

2 Moving to the upper right-hand box of the
3 operating budget, as you can see the actual budget
4 that has been proffered for the department is going
5 from 3.1 million dollars to about 3.05 million
6 dollars; so it's about an 80,000 dollar reduction
7 in the operating budget. As you can see, most of
8 that is in the personnel line. So despite the
9 projected increases, the six positions that are
10 being unfunded has caused our salaries to actually
11 drop five percent.

12 There is a slight increase in the operating;
13 that is primarily our IT budget. There really is
14 no increase in any of our other line items.

15 And then capital, in 2020 we had money in
16 there for a copier, which we are not funding
17 obviously again in 2021.

18 Our goals continue to be as they have been
19 for the past couple of years. We're trying to
20 generate more reports, have more transparency. I
21 know you probably have seen like our debt report
22 and our quarterly treasurer's report. And we want
23 to do more of that as we move forward.

24 We would like to get the GFOA certificate for
25 the CAFR but, you know, that's a long process. A

1 number of years, we have -- well, we did submit the
2 CAFR last year, and they gave us comments; they
3 didn't pass us but they did provide us comments
4 that we will incorporate into future CAFRs.

5 The biggest issue down in our section with
6 goals, it's really the continued implementation of
7 Tyler. Tyler is just -- it's very powerful, it's
8 very in-depth; and to be honest with you, we have
9 really just scratched the surface of what the
10 system can do. We're learning new things every
11 day. It's giving us good information in timely
12 fashion. But as we know, you have to have the data
13 in the system to be able to get the data out.

14 So earlier, like when you were looking at
15 health insurance, I was able to run the numbers and
16 we have 34 CRA employees who are on our health
17 insurance and a hundred pensioners. And I could
18 get that information, you know, that quickly as we
19 were talking. So we'll continue to build that
20 system out.

21 Shortly you should see for the P card program
22 that that will be in Tyler and no longer in BMO.
23 It's not that we're changing providers, it's just
24 that the information will feed over from BMO into
25 Tyler so the users will only have one system.

1 We'll also be shortly opening up the employee
2 expense accounts in Tyler. That is not a personal
3 expense account, but that is for things like travel
4 and tuition reimbursement. So again, rather than
5 using Cue Alert for your travel requests you'll be
6 actually doing those in Tyler.

7 So those are the types of things, you know,
8 we'll be pushing out in 2021. And at that point I
9 think what we're going to need to do, because a lot
10 of our policies are seven or eight years old at
11 this point and they're all geared towards our old
12 systems, one of the things that we're going to be
13 focusing on is redrafting, you know, rewriting all
14 of our policies so that they match up with the
15 current program.

16 As far as capital projects, finance
17 department does not have any capital projects. I
18 will be back at one of your subsequent meetings to
19 talk about the marina. I'm trying to arrange for
20 John Sprague to come back in and talk about the
21 Phase III of the marina project. But that will be
22 at a separate meeting.

23 And if there are any questions, I certainly
24 can answer them; but that concludes the finance
25 budget.

1 CHAIR BOTEL: Any questions?

2 Okay. Thank you, Mr. Sherman.

3 MR. SHERMAN: You're welcome.

4 CHAIR BOTEL: And then anything else,

5 Mr. Evans, for this evening? Did you want to do

6 city administration? Well, you did legislative.

7 Do you want to do your -- or would you rather wait?

8 It's 10:31. It's up to you, Mr. Evans.

9 CITY MANAGER EVANS: We can, if it's the
10 pleasure of the Board, we can go through it or, you
11 know, call it --

12 CHAIR BOTEL: I'm okay with getting it out of
13 the way. I mean, how do others feel? Do you want
14 to get it out of the way?

15 VICE CHAIR LAWSON: I'm okay with Mr. Evans's
16 department.

17 CHAIR BOTEL: Yeah, me too.

18 Ms. Miller-Anderson, are you okay with
19 hearing this tonight?

20 COUNCILPERSON MILLER-ANDERSON: I'm here for
21 the long haul.

22 CHAIR BOTEL: Okay. Ms. Lanier? Same with
23 you?

24 Good. All right. Let's go for it.

25 COUNCILPERSON McCOY: You didn't ask me.

1 CHAIR BOTEL: You're not -- your picture is
2 not -- oh. There you are. I didn't see you on the
3 screen.

4 COUNCILPERSON McCOY: I've been here.

5 CHAIR BOTEL: I figured you took a break.
6 If you didn't want to -- yes, how are you
7 with it, Mr. McCoy? Are you okay?

8 COUNCILPERSON McCOY: I guess I want to get
9 clarification, because general administration and
10 city administration are two different things,
11 correct?

12 CITY MANAGER EVANS: Yes. We're doing city
13 administration.

14 COUNCILPERSON McCOY: And this is purely your
15 department and under your supervision?

16 CITY MANAGER EVANS: That is correct.

17 COUNCILPERSON McCOY: Okay. All right. Good
18 enough.

19 CITY MANAGER EVANS: All right. So we're
20 getting into city administration. So under city
21 administration you have economic development,
22 internal audit, the departments, and the grant
23 function for the City of Riviera Beach.

24 Getting into the proposed budget. The budget
25 modifications are to unfund a vacant media

1 specialist position and a vacant receptionist
2 position that will take the complement down from 22
3 to 20.

4 The other side is to create an economic
5 development division under city administration that
6 will be responsible for the items that are
7 enumerated there. Those functions will primarily
8 rest in the City Manager's duties and
9 responsibilities as well as the Deputy Manager's
10 duties and responsibilities.

11 As some of the projects that we have going
12 forward, whether it's looking for the P3 or the
13 capital project administration, a lot of those
14 projects are going to have to be in close
15 collaboration with City administration. So that
16 particular function is going to be a tag team
17 approach from those that reside within the
18 administrative department.

19 Looking at the goals. Obviously, to
20 facilitate the budget process, for us to be more
21 transparent in the budgetary process, we do want to
22 create a transparency portal that allows for
23 residents to get real-time information related to
24 the City's budgeting, its expenditures, and being
25 able to see how we compare to other government

1 entities.

2 We do want to move forward with reinstating
3 an active fraud, waste and abuse line, that will be
4 provided by a third party entity. And then that
5 information will be funneled to the internal
6 auditor, who would then make the determination with
7 administration what inquiries or investigations
8 that should ensue as a result of that information.
9 Also working in close collaborations with the
10 office of the inspector general to address any
11 inquiries or audits that may be ongoing or
12 outstanding.

13 We are still moving forward to hiring
14 competent and capable individuals with regards to
15 the managerial team as well as the support staff.
16 We are looking at building matrixes for pay for
17 performance, as well as making sure that annual
18 performance evaluations are done in a timely and
19 consistent manner and that there is an expectation
20 that eventually the wage system will be tied to
21 those situations as it relates to performance.

22 The other side is to look to develop a
23 workforce housing initiative to assist home buyers,
24 really trying to transition our community from
25 renters to owner-occupied. That's a project that

1 me and the Deputy Manager are going to be working
2 on and bringing some solutions for the Board to
3 consider on how we can make that, make that
4 successful.

5 Then enjoining relationships with local
6 lending institutions, CRA, Palm Beach County, to
7 look at addressing some of the challenges that we
8 have in our community, and really making us the
9 community of choice; doing everything that we can
10 to spruce up the esthetics. I believe Councilman
11 Lanier talked about the landscaping on the left
12 side of the community needs to be consistent as the
13 landscaping standards that we have throughout the
14 community. So it's really going to be a concerted
15 effort at beautifying our community.

16 This -- another initiative is to move forward
17 with an aggressive public art in public places, and
18 how do we roll that out to make sure that it
19 becomes a symbolism of our community's value of the
20 arts and how the arts plays a significant role in
21 creating spaces and improving the quality of life.

22 We do want to move forward with utilizing
23 code compliance measures to drive nuisance -- our
24 nuisance abatement process; and really changing the
25 types of renters that are in our community, and

1 holding those absentee landlords accountable.

2 And then developing a community esthetic plan
3 is something that was communicated in the community
4 values survey, that's a major initiative for us.

5 As it relates to some other items that are
6 not on this particular 2020 goal is that City
7 administration will be managing the initiatives to
8 move forward with some of the modular facilities
9 that we talked about, moving forward with the new
10 utility district, rebranding the city's marketing
11 collateral as well as its website.

12 And I'm proud to report that our website, the
13 new website, should be up and operational probably
14 in the next 30 to 45 days; you'll see a new look
15 for the City of Riviera Beach.

16 We are going to work with the community as it
17 relates to what the next phase of these long-term
18 City facilities are. So facility management,
19 looking to build out financial matrix that speaks
20 to how we're going to pay for these facilities and
21 how we're going to make long-term investments in
22 our community to continue to promote diversity and
23 inclusion.

24 And I think one of the things that we're
25 going to make sure is that we proceed forward with

1 getting a disparity study to address some of the
2 concerns that have been articulated by the Board.

3 With respect to the operating budget, you can
4 see the specific departments and the modifications
5 that were attributable to moving some of the
6 operating expenses into other accounts where they
7 should probably be better reflected, but in
8 totality the change was about 4.3 percent to the
9 City Manager's budget.

10 CHAIR BOTEL: Questions?

11 I can't see -- Mr. Evans, could you -- if
12 that's the last slide, could you get rid of it?

13 COUNCILPERSON MILLER-ANDERSON: McCoy has his
14 hand up. McCoy.

15 CHAIR BOTEL: Thank you. Mr. McCoy.

16 COUNCILPERSON McCOY: Thank you.

17 Mr. Evans, so the budget modifications -- it
18 went off -- accounted for economic development
19 division, but it didn't specify -- it seemed to
20 suggest some initiatives. Are there additional
21 positions that's going to be associated with that?

22 CITY MANAGER EVANS: No, sir, there's no
23 additional positions. No, sir.

24 COUNCILPERSON McCOY: So what's the impact of
25 creating that department? Because I guess it

1 wasn't very clear from the slide.

2 CITY MANAGER EVANS: There's no fiscal impact
3 by creating that particular division. But what
4 would happen is as we look to move forward with
5 more activity as it relates to economic
6 development, and if any positions are moved around
7 or any vacancies are found and we can then create
8 that division, we would do it with existing staff
9 complement to backfill that particular division.
10 So it's not something that conceivably would add
11 for additional personnel or what have you, we would
12 deal with it with the existing staffing complement.

13 COUNCILPERSON McCOY: Okay. I don't have
14 that -- I guess I don't have that spreadsheet.

15 But I particularly am concerned -- and let me
16 be clear -- I don't want any of your positions,
17 other than the City Manager, dealing with the CRA.
18 Not one person. And I think it's very important
19 because the division and the separation of the two
20 different entities get confused and it creates
21 potential problems.

22 So I don't have it up on my screen because I
23 think you are no longer sharing it. But I promise
24 you I will go at very great lengths to make it
25 available publicly and to the members of this body

1 why I don't agree with it. And it creates a
2 problem.

3 And until we can sweep around our own porch,
4 nobody from economic development, other than the
5 manager, needs to be concerned what goes on at the
6 CRA. And if this is something that obviously we
7 don't understand, I would love to bring it to a
8 voting meeting and I can lay all the facts out.

9 So, Mr. Evans, we meet again next week; I
10 would love to have that on the agenda.

11 But I don't want anybody from the City of
12 Riviera Beach, other than administration, meaning
13 the manager or the deputy or the assistant, to deal
14 with the CRA. And that's all I have on that.

15 And I would love to bring it to the meeting
16 and lay out the facts and present it as an agenda
17 item.

18 But that is not something that I support.
19 And I see that I seem to be getting some resistance
20 from some members. I guess I'll just go ahead and
21 add it to (audio interference).

22 CHAIR BOTEL: Well, I just don't really
23 understand how you can function --

24 COUNCILPERSON McCOY: That's why that's
25 explained at our agenda meeting.

1 CHAIR BOTEL: Mr. Lawson.

2 Your microphone, Mr. Lawson.

3 VICE CHAIR LAWSON: Sorry about that.

4 Thank you, Madam Chair.

5 Mr. Evans, I know we had some brief
6 discussions in regards to possibly looking at a
7 management analyst position, kind of a level of a
8 training position. What department would that fall
9 under if that was something that was looking to be
10 created?

11 CITY MANAGER EVANS: If we would look to
12 create that management analyst position, that would
13 be a position that would reside in administration.
14 Usually those particular positions are positions
15 that are groomed to work in multiple -- work with
16 multiple departments, and then look to eventually
17 move into the management structure as they look to
18 eventually become department directors, assistant
19 city managers and managers in the long-term. So
20 that would be something that in most cases would
21 reside in the manager's office; but they would be
22 assigned -- in most cases what they do is they get
23 assigned to different departments to be able to get
24 a good breadth of experience as it relates to
25 municipal management.