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**CITY OF RIVIERA BEACH  
PALM BEACH COUNTY, FLORIDA  
MINUTES OF THE CITY COUNCIL WORKSHOP  
HELD AUGUST 27, 2020, 6:00 p.m.**

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

(The audio is very garbled in spots and many words were lost)

**I. CALL TO ORDER**

CHAIRPERSON BOTEL: -- 27<sup>th</sup>; the time is 6:02 p.m. Madam Clerk, please call the roll.

**II. ROLL CALL**

CITY CLERK ANTHONY: Mayor Ronnie Felder.

MAYOR FELDER: Here.

CITY CLERK ANTHONY: Chairperson Julia Botel?

CHAIRPERSON BOTEL: Here.

CITY CLERK ANTHONY: Chair Pro Tem Douglas Lawson? Councilperson Tradrick McCoy?

COUNCILPERSON McCOY: Here.

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

COUNCILPERSON MILLER-ANDERSON: Present.

CITY CLERK ANTHONY: Councilperson Shirley Lanier? City Manager Jonathan Evans?

CITY MANAGER EVANS: Present.

CITY CLERK ANTHONY: City Clerk Claudene Anthony is present. City Attorney Dawn Wynn?

CITY ATTORNEY WYNN: Here.

CITY CLERK ANTHONY: That concludes roll call.

47 CHAIRPERSON BOTEL: Thank you. We'll have a moment of silence followed  
48 by the Pledge of Allegiance led by Mayor Felder.

49  
50 **III. INVOCATION/PLEDGE OF ALLEGIANCE**

51  
52 (Everyone stood for a Moment of Silence with the Pledge of Allegiance being led  
53 by Mayor Felder).

54  
55 CHAIRPERSON BOTEL: Thank you. Do we need a motion to adopt this  
56 agenda, Madam Clerk?

57  
58 CITY CLERK ANTHONY: Miss Wynn, if I am correct the answer is no. This is  
59 the workshop. We don't adopt --

60  
61 CHAIRPERSON BOTEL: I thought so. Just --

62  
63 CITY CLERK ANTHONY: -- (unintelligible).

64  
65 CHAIRPERSON BOTEL: -- just checking. So Mr. Evans? Take it away.

66  
67 **IV. INTRODUCTION/PURPOSE OF WORKSHOP**

68  
69 CITY MANAGER EVANS: Thank you, Madam Chair, and members of the city  
70 council. The intent behind this workshop is to go through a couple of things that we have  
71 previously discussed, as well as to allow for additional departments to present their  
72 budgets to you for the fiscal year 2020/2021 budget. The first items that we will be  
73 discussing is the health insurance presentation. And if I can have representatives from  
74 the Gehring Group, as well as Aetna activate their cameras, because we will be working  
75 together through these particular slides. After that presentation, we'll get into a  
76 presentation from our rate consultant from our Utility District, and then we'll get into the  
77 presentations from Parks and Recreation, Procurement, Information Technology, Human  
78 Resources, the Office of the City Clerk, City Attorney's budgets, as well as the Library  
79 budget.

80  
81 All this is going to come back to you in certain forms and certain fashions. So the  
82 conversation and the discussion we have today is not a final discussion with the city  
83 council, as you will have another opportunity to discuss nuances of the budget at your  
84 Saturday workshop and then when it comes back before you for first and then ultimately  
85 second and final reading. These items will come back to you whether it's the health  
86 insurance in the form of a resolution, and if it's the rate study and moving forward with the  
87 rate, that will also come back before you as a Utility District. So the discussions and the  
88 conversation that we have today is not your last, quote, unquote, bite of the apple. You  
89 will have another opportunity to have discussions about the items that are contained in  
90 the presentation. So I'm going to go ahead and activate my screen here.

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92 CHAIRPERSON BOTEL: Mr. McCoy.

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COUNCILPERSON McCOY: Thank you, Madam Chair. Mr. Evans, so the presentation regarding the -- the USD rate study, if we have to adopt USD's district -- I'm sorry, Utility Special District's budget separate, why would we have that conversation a part of this -- these presentations?

CITY MANAGER EVANS: Because the USD doesn't have its own standalone budget. It's incorporated as part of the fiscal year 2020/2021 budget. So it's always been incorporated in part of the budgetary process. But we're discussing it as the budget is contingent on the rate study or the rates being implemented in fiscal year 2020/'21.

COUNCILPERSON McCOY: But I know we convened and we've adopted a budget solely for USD. I don't know understand what that means.

CITY MANAGER EVANS: The -- the -- the -- the document itself and how the - - it is put together, it is still -- it's a separate district, but it's a dependent district of the City of Riviera Beach. So the process that we have undertaken for quite a bit of time is that even the capital projects are all reviewed in unison with all city other projects. It's not a separate and apart budget process. It is incorporated in the entire discussion. And we did not want to create multiple meetings if we can go ahead and address all those items as part of the budget process. And this is something that we did last year and also in previous years. It was incorporated in its own -- it incorporated in the overall budget presentations citywide.

COUNCILPERSON McCOY: Thank you, Mr. -- Mr. Manager. But we do vote on their budget separately. Am I correct?

CITY MANAGER EVANS: Yes. Yes.

COUNCILPERSON McCOY: Okay.

CITY MANAGER EVANS: You do vote -- yes.

COUNCILPERSON McCOY: So we have a representative here that's going to offer some information regarding the rate study. I guess visitors are first. So, okay. All right. Good enough. I -- it seemed a little confusing but okay. I gotcha. Thank you for clearing that up.

CITY MANAGER EVANS: Yes, sir. Get in and -- so everyone should be able to see my screen at this particular point -- okay. Again, this is the operational budget for fiscal year 2020/2021, and we have a pretty lengthy agenda. There's 108 slides. We don't anticipate spending copious amounts of time on certain slides, but there are some slides that will warrant some conversation and discussion as they are substantive issues on those particular slides. So the first presentation we'll get into is the health insurance presentation with Aetna, the Gehring Group, and the City of Riviera Beach. I'll tee it up, and then I will allow for our consultants to assist in facilitating the conversation.

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**V. FISCAL YEAR BUDGET WORKSHOP DISCUSSION**

**VI. PRESENTATIONS**

**Health Insurance Presentation - Aetna and the Gehring Group**

CITY MANAGER EVANS: So we looked at benefits for our employees. And in last budget cycle we discussed a lot of different elements associated with the cost of doing business. And when we look at our employee benefits and the number of employees we have, we look at it from a level of service perspective as well as what is the needs of the community? Government entities offer two types of services: services that are mandated by the state and federal government and those that are requested by your constituents and the community as it relates to the services that are provided. So we were able to grab information from multiple municipalities looking at their personnel, population, personnel per thousand residents, taxable value and square miles. And so if you look at the City of Riviera Beach personnel wise, we're at about 500 FTEs with a population of 32,000 and 15.38 employees per thousand residents. Our taxable value in our community is close to \$6 billion and our square miles are 8.2 square miles. But when you look at other municipalities and other entities, you can see that depending on the level of service, depending on the things that those communities prioritize, shows you the staffing level and the complement, so you can see a situation where Palm Beach Gardens that has a larger taxable value and a larger population has less employees per thousand residents. But if you look at another community such as the Town of Palm Beach and look at their staffing complement, it all depends on level of service and what the community is willing to pay for and what is the services that are being requested by the constituents and the governing bodies.

So as we move to the next slide, we went and we broke in and broke down the wage composition in our agency to get a good understanding of what the makeup of your staff complement looks like. And so you see the numbers that -- here's 455 which excludes part-time employees, but you have employees that are less than 45,000, about 124 employees, employees that are 45,000 to 60,000, 71 employees. You have 151 employees that are from 60,000 to roughly about 80,000, and then 80,000 to 99,064 and then those that are greater than 100,000 at 42 employees. And -- and remember, last year we did pass a resolution that anyone that works for the City of Riviera Beach will be making a livable wage of \$15 an hour so that is the starting rate of pay for any particular position in the City of Riviera Beach, because we did want to make a concerted effort to make sure that we have individuals that are making a livable wage as they join this agency.

The next slide I think is important because it speaks to specifically even some of the comments that Councilman McCoy has made in previous meetings as it relates to compression in a lot of our management group and some of our other labor groups. If you see the union contracts and the wages that have been provided as it relates to increases, you'll see that in most cases you have your collective bargaining units that see

185 10 percent increases, for instance, the IAFF, International Association for Firefighters,  
186 three-year contract with 10 percent in each of those years. PWA, 15 percent year one.  
187 Year two is 6 percent. Year three, 6 percent. PMSA, 12 percent and then two 2 percents  
188 in year two and year three. And then SEIU, 12 percent and then 2 percent in year two  
189 and year three. And then your nonaffiliated has consistently been around 3 percent. And  
190 then you have 5 percent year two and -- and year three. When -- when you have those  
191 increases that occur, you have a lot of situations where you cause compression. And we  
192 have situations specifically -- and just to name one specific instance in your police  
193 department where you have individuals that are in the rank of sergeant that are exceeding  
194 what their captains are making, and their captains may have significant amount of tenure  
195 in the agency. And so there is some compression that needs to be addressed as part of  
196 the budget process. And that is something that we are going to do. The deputy city  
197 manager is already looking at the study and is going to have further conversations with  
198 administration and ultimately bringing it back to the board for subsequent conversations  
199 as how do we address the internal compressions and make sure that there's equity in the  
200 pay plan.

201  
202 CHAIRPERSON BOTTEL: Mr. McCoy?

203  
204 COUNCILPERSON McCOY: Mr. Evans, what year is these representing? Is this  
205 '18, '19, '20? Or '20 going forward?

206  
207 CITY MANAGER EVANS: Mr. Sherman, could you please speak to the -- the  
208 dates the -- or the years that you pulled?

209  
210 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Sure.  
211 So for Fire, they're -- we are currently in year three for Fire. So that's really -- if you're  
212 going forward, it's '18, '19 and '20. For PBA, we just entered into their new contract so  
213 that's '20, '21 and '22. PMSA and SIEU will be enter -- or just entered into their third year  
214 so it's really '19, '20 and '21. And then the nonaffiliated would be '18, '19 and '20.

215  
216 CHAIRPERSON BOTTEL: Mr. McCoy, your mike is off.

217  
218 COUNCILPERSON McCOY: Sorry. I got -- I'm juggling a couple of things here.  
219 That was a lot of information. I'll just follow up offline. I'm interested in that slide. So Mr.  
220 Evans, Mr. Sherman, can we -- can you kind of just take a bookmark to that so I can ask  
221 the questions later? 'Cause that went pretty fast and I want to make sure I can capture  
222 it. But if you can proceed with your presentation, please.

223  
224 CITY MANAGER EVANS: No problem, sir. So the next slide is a slide that we talk  
225 about a lot when we talk about the hidden paychecks. And I'd like for Mr. Sherman, the  
226 Finance Director, to kind of speak to the hidden paychecks that says that an employee  
227 may take home \$50,000 a year, but as an employer, there's a lot of other costs associated  
228 with it. So it may cost us \$75,000 or \$80,000 to employ that particular employee. But Mr.  
229 Sherman, if you can speak to the hidden paycheck when we talk about fringe benefits?

230

231 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Sure.  
232 Thank you. Yeah. Two slides earlier we presented the employee counts within certain  
233 pay ranges. But that is their base salary. That's what you're going to find on a salary  
234 schedule. But that, as this schedule kind of shows you, is really only a fraction of the  
235 story. So what we did, we actually picked four actual city employees and kind of tried to  
236 break down, again, all of the items that don't either get talked about or that individuals  
237 don't see. So what we have on the first line is -- is regular wages. Now, I've taken a  
238 general employee so that would either be a nonaffiliated employee or an SEIU employee  
239 or a PMSA employee. One that is on FRS. That's in the first column. And one that is on  
240 the city -- old city pension plan. And then I have taken a police sergeant and a firefighter.  
241 So as you can see, you know, going across that first line, that's their regular wages. That  
242 is their base wages. 53,000, 48,000, 105 for the sergeant and 74 for the firefighter. But  
243 then you start to add in all of the other items that are out of the pocket of the city going  
244 down. So some of these employees received overtime. Some of the employees receive  
245 what we call additional pay. So if you look at the police sergeant, that is an educational  
246 incentive. That is part of their contract that certain officer -- police sergeant receives. And  
247 if you look at the firefighter, that's their EMS pay that they receive.

248  
249 Going down, you have two of the employees have been long-time employees so they  
250 actually receive a longevity. So then you look at that general employee's city pension,  
251 it's \$48,000 is the base pay but the longevity is over \$7,100. Okay? Then obviously we  
252 pay for FICA; we pay for Medicare. The pension contribution is a very large number that  
253 the City contributes to. So if you look at the FRS employee making 53,000, our pension  
254 cost is about 5,400. But if you take the general employee who makes 48, makes a little  
255 bit of overtime, has the longevity, okay, under the old city pension it's \$13,000. So that's  
256 one of the reasons why, since 2015, we have been trying to move out of the city pension  
257 plans over to the FRS pension plan, 'cause that's -- you know, that's an \$8,000 swing on  
258 those two employees. And then you see the police sergeant, it's a \$26,000 contribution  
259 and the firefighter is a \$34,000 contribution to their pension. Every one of these  
260 employees received health insurance, dental and the life insurance that the City  
261 contributes. So the general employee that's in FRS may say, Hey, I make 53,985, but  
262 the cost to the City on the bottom line is \$75,000. (Unintelligible) across the line, you  
263 know, the general employee on the City pension starts at 48 but costs the City \$89,000.  
264 Police sergeant is at 105; bottom line is \$157,000 to carry a police sergeant. And then  
265 the firefighter who actually starts lower than the police sergeant at 74,000 has more  
266 opportunity for overtime, gets their EMS stipend and their total cost doubles from \$74,000  
267 to \$153,000.

268  
269 Now, the only one little other item that I point out is that the police PBA Union does not  
270 receive longevity. So even though you have a sergeant who's been, you know, a number  
271 of years with the City, notice that they do not have longevity, but they have a higher base.  
272 But what this schedule is showing you, again, it's not just the regular wages. It's not what  
273 you see on the pay scale. That is the cost to the City. All of these items, again, that aren't  
274 shown on all those schedules, you know, really add up to the cost. So when we talk about  
275 adding three firefighters, you know, it's not \$225,000 we're adding to the Firefighters, you  
276 know, it is \$450,000 we're adding to the cost of three firefighters. So I think, you know,

277 that's the, you know -- what we're trying to show here is that, again, there's a lot of costs  
278 when we add a body, you know, to our complement that the City incurs.

279  
280 CHAIRPERSON BOTEL: Mr. McCoy?

281  
282 COUNCILPERSON McCOY: Mr. Sherman, so you said the City employee  
283 pension that we're trying to move from, you're speaking of new employees. Not current  
284 employees, right?

285  
286 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
287 Correct.

288  
289 COUNCILPERSON McCOY: And current employees have the option to move to  
290 FRS if they so choose, correct?

291  
292 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
293 Correct. The general employees and the firefighters moved back in 2015. PBA will be  
294 moving in 2020.

295  
296 COUNCILPERSON McCOY: Okay. And the health insurance that you have,  
297 \$11,400, is that employee only the City's portion?

298  
299 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: That  
300 is the City's --

301  
302 COUNCILPERSON McCOY: Not -- that's --

303  
304 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: I'm  
305 sorry. Didn't mean to cut you off but, yes, that is the City portion only.

306  
307 COUNCILPERSON McCOY: Okay. That's what I had. Thank you.

308  
309 CITY MANAGER EVANS: Next slide speaks to the health insurance costs and  
310 medical claims experience. And so I'm going to attempt to jump into this and then  
311 certainly the folks from the Gehring Group can -- can assist in this. But just to tee it up,  
312 when we look at the loss ratio and we look at claims-to-premium ratio, we look to -- to  
313 determine that loss ratio, it's the losses incurred in claims plus the adjusted expenses  
314 divided by the premiums earned in the period. And so in order for us to see a situation  
315 where our numbers don't increase as it relates to the cost for health insurance, we  
316 certainly want to be below that 80 percent. You know, if -- if you're doing outstanding,  
317 you're within that 40 to 60 percentile as it relates to claims-to-premium ratio. And as you  
318 can see when we look to get to that loss ratio and it exceeds that 88 percent and it  
319 continues to go up over those years in 2017 and 2018 and then the last 12 months, the  
320 book of business is actually costing the insurance provider more than we're paying into  
321 the system. And so that creates for some of the challenge.

322

323 And this is basically done on actuarial science. So they look at our -- our history. They  
324 look at the exposures that we've had as an agency for the last, you know, five plus years.  
325 And there's somebody way smarter than me that is in there calculating exactly what they  
326 think the cost should be for the insurance provider to cover the claims. And as it -- as  
327 they come up with that formula, that's when you get the renewal rates that we have been  
328 challenging and things that we have been doing to effectively try to drive down the costs.  
329 And today was the first day that we released our Get Fit Challenge where we're  
330 encouraging our employees to go out there and be active, to eat healthy, to participate in  
331 physical activity, because we need to do something to change the -- the numbers. And  
332 so Christian, if you want to go ahead and maybe expand on this particular slide or provide  
333 any context that I may have left out, I think it's important to -- to talk about this.

334  
335 CHRISTIAN BERGSTROM: Sure, Mr. Evans, thank you. Good evening,  
336 everyone. The -- one other aspect that you take into account when we're looking at a  
337 premium-to-loss ratio, really, under the Affordable Care Act, the ACA established that  
338 insurance companies have to use 85 percent of their premiums dollars towards claims  
339 and towards their disease management programs. Then they have 15 percent, the  
340 remaining availability up to 100 percent -- so 15 percent to administer the plan. So to  
341 have a network, to have customer service, to have their marketing materials. So they  
342 have 15 percent to administer the plan. So at an 85 percent loss ratio, that's what they  
343 call a desirable or desired loss ratio. So with that said, people think, well, I'm just going  
344 to have no increase if I'm at 85 percent. Well, there's one other big component and that's  
345 trend. So trend is also known as inflation in the insurance world. So medical inflation  
346 greatly exceeds that of the general inflation in our country. Primarily for two reasons: Our  
347 pharmaceutical costs and our desires as Americans to have the highest and greatest  
348 technology available. So as new R&D comes out, new prescriptions come out, all of that  
349 is borne on commercial health plans such as this. So that is an escalator. So at an 85  
350 percent we would typically see a trend increase of about 8 to 10 percent year over year.  
351 So Mr. Evans was correct in speaking that you want to have a loss ratio below 80, even  
352 closer into that 70 range when we can start talking about not having increases in the  
353 premium rates.

354  
355 CITY MANAGER EVANS: Moving into the next slide. The next slide looks at the  
356 -- the future five-year trends as it relates to our medical experience. You can see the  
357 existing plan is the plan that we currently have now that shows that if we were to accept  
358 the plan with no modifications, the increase from the existing plan to what is being  
359 proposed, the existing plan is \$7 million where the proposed plan is 6.4 million. But I do  
360 want to encourage the board to take a look at is if we don't make changes and we continue  
361 to stay in the existing plan, that you're going to have a situation in 2024 that you're going  
362 to be expending over \$10 million for health insurance. And that's assuming that  
363 everything goes based on how the actuarial science and the modeling has been -- has  
364 been trending. If you have any situation like we've had in this particular year where you've  
365 had those anomalies, it creates for additional challenges for the City. So this really looks  
366 at the existing plan, two proposed plans, a 15.9 percent increase, an 8.9 percent increase,  
367 and then the difference between that 15 and that 9 percent shows you over the period  
368 that's here from 2020 to 2025, you're looking at a \$2.4 million difference in those particular



369 plans. The next slide I'm going to ask for Aetna to go ahead --

370

371 COUNCILPERSON McCOY: Now --

372

373 CITY MANAGER EVANS: Oh, sorry.

374

375 COUNCILPERSON McCOY: I'm sorry. Can -- are we on a single screen or  
376 something? Because I was trying to get your attention on the last slide.

377

378 CHAIRPERSON BOTEL: Oh. Yeah, go ahead, Mr. McCoy.

379

380 CITY MANAGER EVANS: Oh, no. I -- I couldn't see you so I'll go back.

381

382 CHAIRPERSON BOTEL: Go ahead.

383

384 COUNCILPERSON McCOY: I was really looking at the percentage increase. One  
385 more for me, please. Okay. And -- okay. So I -- I just wanted to see the 88 to 90 -- so  
386 I'm looking at 2016 to 2017 and that's about a -- a 9 percent increase. And then again  
387 another 11 percent increase and another 10 percent increase. I was just trying to take  
388 notes of those numbers. But when we're saying last 12 months, those are the calendar  
389 years, correct, Mr. Gehring -- or Christian?

390

391 CHRISTIAN BERGSTROM: The last 12 months is May of 2019 through April of  
392 2020.

393

394 COUNCILPERSON McCOY: Okay. Thank you.

395

396 CITY MANAGER EVANS: Okay. All right. And this particular slide I'm going to  
397 ask representatives from the Gehring Group to kind of speak to this particular slide.

398

399 CHRISTIAN BERGSTROM: Sure. So this is very similar to what we just reviewed  
400 two slides back. So you have your -- the number of employees is the subscriber month,  
401 and then you have your member months which is the number of total lives that are  
402 covered under the plan. So that would include your dependents. Then we have your  
403 premium payments followed by what was actually paid in claims. And then that sets up  
404 the medical loss ratio or your MLR that we -- that we reviewed. But also one thing that  
405 we like to review on a regular basis is our claims cost per employee per month. So really  
406 is the issue of our increases as the result of our claims increasing. It's not just that; it's  
407 also about, you know, how you have received your rates from the insurance companies  
408 over the course of several years.

409

410 So Mr. Evans, I hate to ask you to go back to the two slides that Mr. McCoy had us looking  
411 at just a moment ago, but I think it's a good representation on the far right. If you look at  
412 2017 to 2018, your claims costs increased 11 percent from \$10,596 to 11,760. But you  
413 only got a 3 percent premium increase. So there was not enough premium there to offset  
414 that claims cost. Then the following year, the claims increased from 11,760 to 13,621.

415 So those actually -- those increased 15.6 percent, but your premium only increased 5.  
416 And then same thing in the past 12 months. So this is a classic example of -- of strong  
417 negotiation between the City and Aetna that you're able to -- to receive substantially lower  
418 premiums, but the premiums are not there to offset those claims increase. That's why  
419 there's continual rate increases year over year.

420

421 CHAIRPERSON BOTEL: Mr. McCoy.

422

423 COUNCILPERSON McCOY: Thank you. And I'm -- bear with me. I'm trying to --  
424 I don't have a dual screen tonight so I'm trying to look at everything on a screen and take  
425 notes, as well. So Christian, you -- you spoke of the trends. And I wrote 8 to 10 percent.  
426 So obviously if we look at this slide just, for instance, the 2018/2019 fiscal year, 15.6  
427 percent. I mean, what would you estimate if this is even something -- and it may be  
428 nebulous to even get this in detail with it. But the premium increase only representing 5  
429 percent, the claims increased, but how much of that is attributable to the actual trends?  
430 Like, of that 15.6 percent? Did I hear you say because of R&D and a number of different  
431 obviously new merging new technologies? But I mean, is there a way to determine  
432 exactly how much is attributed to higher -- higher medical costs just across the board or  
433 just across the industry all together?

434

435 CHRISTIAN BERGSTROM: Yes. You are correct. So a typical trend right now in  
436 the area is around 8 to 10 percent. In South Florida we tend to have a little bit higher  
437 trend. Because of our large Medicare population. So as Medicare suppresses their  
438 reimbursements to the health care providers, the hospitals, the doctors, they have to pass  
439 along their costs to commercial health plans. So that's why we tend to have a little --  
440 generally a higher trend. But then coupled with the trend that you had of about 8 to 10  
441 percent in the industry or within the -- in the networks, the City unfortunately has had  
442 some -- some catastrophic claims which has caused that trend to escalate.

443

444 COUNCILPERSON McCOY: Mr. Christian, so would that be -- I -- I guess would  
445 it be an assumption to suggest that on average it's anywhere from 8 to 10 percent, the  
446 amount of claim increases associated with the trends? Because obviously that wouldn't  
447 obviously be the case in the last scenario of last 12 months. But is that something that's  
448 consistent -- that's been consistent over the past -- since 2016? So over the past five  
449 years?

450

451 CHRISTIAN BERGSTROM: Yes. That's consistent within the industry across all  
452 fully insured carriers.

453

454 COUNCILPERSON McCOY: So in the last example, if that's true -- and I'll lend  
455 with you and say even 7 percent that we would associate with trends, in any event, it's  
456 still a claim. But I -- I'm just trying to understand the actual increase medical demand.  
457 How much of the increase in medical demand for my employees that flows through Aetna  
458 is actually -- like, what that number really looks like? So it -- you would estimate it would  
459 be anything above 8 percent?

460

461 CHRISTIAN BERGSTROM: Yes. We have some slides that talk to that effect in  
462 a couple of other --

463  
464 COUNCILPERSON McCOY: Okay.

465  
466 CHRISTIAN BERGSTROM: -- slides that --

467  
468 COUNCILPERSON McCOY: And sorry to put you -- I -- I'm just trying to make  
469 sure that I understand that obviously we're going to expect the 8 to 10 percent claims  
470 increase just because of the very nature of the business and the industry, you know,  
471 trends and increased insurance costs. I just wanted to make sure that we don't exactly  
472 make it or suggest that it's solely about our -- our particular plan or our group of members  
473 that participate in this plan. So thank you.

474  
475 CITY MANAGER EVANS: Yes. And -- and -- and Madam Chair, to Councilman  
476 McCoy's point, when we get into this particular slide and then we get into more  
477 specificities, you will see that it is situations that are attributable to our prescription drug  
478 use and the numbers that have gone up there and then the 19 catastrophic claims that  
479 we -- we've had. So in our particular case you have a small segment of our workforce  
480 that drives up the experience that that's why you're having the increases that are being  
481 discussed with you this evening. So I -- at this time, you know, Christian, if you can speak  
482 on the -- the claims attributable to modifiable health behaviors? 'Cause this is something  
483 that when we look to push out our wellness initiatives, these are the things that we wanted  
484 to try to attack because there's some things that we can put in place as wellness, change  
485 in lifestyle, those types of things that we -- we believe that by putting in some particular  
486 stopgap measures, that we can see some things go down. And we can start benefitting  
487 from some of the savings, and our employees will then be healthier, happier and live  
488 longer-lasting lives. So Christian, if you want to speak on this slide?

489  
490 CHRISTIAN BERGSTROM: Sure. So -- so these are the modifiable behaviors  
491 within the health plan that we have worked with Aetna to identify of individuals that are --  
492 that have a means or a way of modifying their behavior and/or being compliant with taking  
493 their medication or having even as simple as, you know, down at the bottom: Asthma is  
494 a modifiable behavior with making sure that people have their rescue inhalers with them.

495  
496 COUNCILPERSON MILLER-ANDERSON: Madam Chair, please --

497  
498 CHAIRPERSON BOTEL: Could -- could whoever is typing mute your microphone,  
499 please? Somebody is typing and it's coming through in our sound. Thank you.

500  
501 CHRISTIAN BERGSTROM: So for example, we'll talk about hypertension which  
502 is the number you have 212 claimants covered by your plan that have been diagnosed  
503 with hypertension. So that's 25 percent of the population, including the dependents that  
504 are covered under the plan. When Aetna looks at it across their book of business, the  
505 norm is 21½ percent. So that tells us that we have a gap that we can fill in terms of  
506 helping people, you know, modify their behaviors to help drive down their hypertension

507 or their high blood pressure. And then we see how much these --

508

509 CHAIRPERSON BOTEL: Christian, we lost your sound. Christian?

510

511 CHRISTIAN BERGSTROM: -- individuals --

512

513 CHAIRPERSON BOTEL: We lost your -- oh. You're back.

514

515 CHRISTIAN BERGSTROM: -- having claim and then a claimant with the disease.  
516 And then here we can definitely see that, you know, individuals with hypertension are --  
517 are costing the plan around 2.7 million. But what happens when your hypertension is not  
518 controlled, it typically leads to things like strokes where you're going to end up in the  
519 hospital, more than likely the ICU. So that leads to, you know, costs that exceed \$100,000  
520 per event. So this is where wellness is really important and to engage the population to  
521 live healthier lifestyles. Or maybe they are living a healthy lifestyle, but maybe there is a  
522 behavioral change that they need to make or modify. So these are the targeted ones that  
523 we've worked with Aetna that really could provide some great savings to the City. If --  
524 even if we're able to, you know, prevent half of these, there would be substantial savings  
525 to the City.

526

527 COUNCILPERSON McCOY: So Mr. Evans and members, you know, I'm  
528 particularly concerned. I -- I appreciate Mr. Evans for bringing forth that healthy initiative.  
529 I think we first seen it last week and then the e-mail that rolled out today. But it would  
530 really be something. Like, I'm looking at depression. And obviously I know we have an  
531 EAP program and much of those EAP -- none of those EAP services are rolled through  
532 this insurance, correct, as claims?

533

534 CHRISTIAN BERGSTROM: No. Those are not affiliated in claims, no.

535

536 COUNCILPERSON McCOY: Okay. And, you know, I had the idea to explore --  
537 and Mr. Evans, I want to ask to see if this is obviously something we can do after we finish  
538 budget for this year. But perhaps -- Councilman Lawson started a very unique initiative  
539 regarding mental health. And I think that's very much important. And you know, I don't  
540 want to create a situation where I'm asking all of the employees to go to, you know,  
541 Psychologist John Smith for that matter, that's by the City. But obviously I would like to  
542 see if we can kind of do more in terms of, you know, mental-health related wellness and  
543 that sort of -- you know, that sort of thing, as well as even perhaps having some sort of  
544 nurse practitioner that can kind of address -- now, hypertension is something I would  
545 expect you to go to your primary and obviously a cardiologist. But there are a number of  
546 different things that I noticed just from complaints and -- well, not complaints, but just  
547 from, you know -- through the rumor mill about individuals having various, you know,  
548 ailments and needing treatment.

549

550 And the first thing, because even with insurance, they don't even have a primary doctor.  
551 They go to the emergency room. So I think it might be important to at least try to have  
552 the conversation about, you know -- we already have an in-house physician that oversees

553 our fire department and the paramedic units. But perhaps try to think outside the box.  
554 Because you know, I think if it's literally claims that's attributed to us having these  
555 increases in premiums, perhaps we can kind of hit that off or cut that off at the head by  
556 having something in-house or more -- a more reasonable source that employees can  
557 utilize as opposed to, you know, necessarily using their insurance. And I'm not suggesting  
558 that they shouldn't, but a lot of times I see that some of those things can be done through  
559 wellness events and obviously having some of those proactive and mental health  
560 discussions that could very well prevent some of these large claims. Because I -- you  
561 know, I'm just still pressed to believe -- I'm looking at depression. And that line item says  
562 average amount paid per claimant with disease, 23,634. And I imagine that's probably a  
563 series of costs including, you know, obviously visits and perhaps even psycho and  
564 psychiatrists and even maybe prescriptions. But certainly I think if there's something that  
565 we can do on the front end, including what some of the services that's offered by EAP, I  
566 would much rather see that we do that.

567  
568 RENTHIA JACKSON: Councilman McCoy, hi. This is Renthia Jackson from  
569 Aetna.

570  
571 COUNCILPERSON McCOY: I'm sorry. Did --

572  
573 RENTHIA JACKSON: First of all, thank you very -- huh?

574  
575 COUNCILPERSON McCOY: What was your name?

576  
577 RENTHIA JACKSON: Renthia Jackson from Aetna.

578  
579 COUNCILPERSON McCOY: Okay.

580  
581 RENTHIA JACKSON: Thank you very much for allowing us the opportunity to be  
582 here tonight. I just wanted to kind of chime in on the mental health piece. Depression is  
583 certainly an issue that we see growing more and more in America across the country in  
584 light of COVID, the epidemic, people losing their jobs. And even when you look here at  
585 the disease descriptions, when people have chronic illnesses, a lot of times they suffer  
586 from depression, you know, not being able to have certain healthy lifestyles.

587  
588 But I wanted to chime in and let you know as part of your benefits, you have telemedicine.  
589 And with telemedicine you can go through that for your primary care needs, medical  
590 needs, as it relates to physical or different -- hypertension and things like that. But as it  
591 relates to mental health or mental wellness, we have a program called AbleTo. And this  
592 program is also -- members are able to access it via telemedicine. It allows members to  
593 reach out to a provider in the privacy of their home, in their office or wherever they feel  
594 most comfortable, in addition to seeing a counselor in their office. We do address mental  
595 health and mental wellness seminars on site. Typically you can't do a lot of one-on-one  
596 because people with mental health still having such a stigma attached to it, people tend  
597 to not want to really engage in that around their  
598 co-workers or their employers because they're afraid of how this may impact them in the

599 workplace. But I agree with you. It is something that is very important. But we do have  
600 different methods of how employees can engage more. And we can focus more on that  
601 through the wellness and how they can, just in a general sense and talking about mental  
602 wellness -- but also how they can tap into their benefits under the plan and through the  
603 telemedicine, which is called AbleTo.

604  
605 CHAIRPERSON BOTEL: Thank you. Madam Clerk, would you please let the  
606 record show that Councilpersons Lanier and Lawson have joined the meeting. Mr.  
607 McCoy.

608  
609 COUNCILPERSON McCOY: Thank you, Madam Chair. And Miss Jackson, was  
610 it? Thank you for that.

611  
612 RENTHIA JACKSON: Yes.

613  
614 COUNCILPERSON McCOY: You know, I -- I want to go back to our -- our internal  
615 insurance specialist, Mr. Steve Gude, and also to the manager. You know, looking at --  
616

617 CHAIRPERSON BOTEL: Mr. McCoy, you froze. Are you -- we can't hear you.  
618 We -- we -- we've lost your sound, Mr. McCoy.

619  
620 COUNCILPERSON McCOY: -- frozen. Hello?

621  
622 CHAIRPERSON BOTEL: You're back. You're back. You're back.

623  
624 COUNCILPERSON McCOY: Is this over one year?

625  
626 CHAIRPERSON BOTEL: I think you might have to --

627  
628 CHRISTIAN BERGSTROM: Yes. This is over the past 12 months.

629  
630 COUNCILPERSON McCOY: Okay. And, you know, that's 50 that went and  
631 actually got -- that went and sought treatment, service, and that seems pretty alarming,  
632 because I can tell you there's a lot of people that probably didn't go for whatever reason.  
633 So, yeah, I'm very much concerned, and I want to, again, commend Councilman Lawson  
634 for his efforts in the mental health field. But I want to see if we can really promote that,  
635 even if it's through our EAP.

636  
637 But, you know, those kind of numbers is pretty alarming to have that much -- 'cause I --  
638 you know, I -- I don't know what exactly encompasses an average of \$23,600. But that  
639 seems like quite a bit in terms of mental health treatment. And especially if it's more than  
640 212 who go to see a professional regarding hypertension, as far as the average costs.  
641 So that's something I think that would be one of those modifiable health behaviors that I  
642 think we can really begin to address with minimal expense on the front end but just making  
643 sure that those services are disseminated and available to the members and which  
644 members equvalate to our employees so that we don't have those costs.

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CHAIRPERSON BOTEL: Thank you.

CITY MANAGER EVANS: Well, Councilman, to your -- to your point, I think it's important. And -- and the reason that this slide was inserted into the presentation is that invariably all these items that are contained in this slide, there's something that we as an agency or we as an employer or we as a community can do to attempt to address these. Because every specific issue here has an adverse impact in our ability to provide service to the residents of this community. So if we have situations where 50 of our colleagues are dealing with depression, that's going to impact their ability to operate in their particular job responsibilities. If it's somebody that's a firefighter or a police officer or a Utility District employee, those things are -- are certainly concerning because we want them to be of good sound mind and -- and -- and not have to deal with some of those things. So we have to, as an agency, get comfortable with being uncomfortable and talking about how do we move the needle on that. And the wellness initiative that was rolled out today is just one of many other initiatives that we would look to bring forward to have those conversations, because we want to attack the issue head on, and what can we do to help move the needle forward so we don't have these situations where our employees are suffering from these ailments that we can possibly assist them in providing some resources and some guidance.

STEVE GUDE: I'd like to add to that, just to add to what you were saying. That number, that 50 is a high number, but it's based on our subscribers, also, too. It's just not our individual employee only. That's including the dependents, everybody that's on the plan. And we have about a thousand subscribers when you look at the total number.

COUNCILPERSON McCOY: Okay. Well, thank you for clearing that up. Well, that makes it even more concerning because I can imagine there are some that -- well, let me tell you. Hold on. I'm sorry. I know there's some. You know how I know? Because they call me. And -- and I'm not necessarily saying that they deal with depression, but I think that there are a lot of issues with just serving the public. We see it and we experience it as elected officials ourselves, how important it is to have a balance. And I know a number of employees often stop us as members of the city council to go on about, you know, their way of employment, the things that they have going on in their community and their lifestyle. So I would certainly believe that that number could be very much higher, because, you know, I don't think that there's been a week that I've not been elected that I've had to deal with two or three people out in the public that -- who -- who serve our City being in a retiree compassion -- in -- in a retiree position or even as an employee. So I - I think it could be much higher. But in any event, I want to make sure that we can focus more on that. Thank you. I can't say thank you again, Councilman Lawson, but thank you for bringing forth that initiative.

CHAIR PRO TEM LAWSON: Madam Chair?

CITY MANAGER EVANS: All right. Moving -- oh.

691  
692 CHAIRPERSON BOTEL: Mr. Lawson?

693  
694 CHAIR PRO TEM LAWSON: Just to piggyback on that. I -- I do believe that with  
695 the initiative that Mr. Evans rolled out, the health and wellness, trying to normalize the  
696 conversations with mental health in our community, those are what's going to help just  
697 drive these premiums down. So if we can continue, I believe Mayor Felder and I have  
698 spoken to some of the therapists, local therapists, about trying to get bulk rating for a  
699 therapist to come on site, to possibly speak to our -- our employees on a regular basis,  
700 just that consistent. I understand that Miss Jackson did reference the group -- the group  
701 sessions aren't as impactful as the individual one-on-ones. But if we can at least start by  
702 normalizing the conversation with those group sessions, I think if we as a council offered  
703 those potential -- that's what we started months ago where we did group sessions, and  
704 we had close to 50, 60 residents coming on a monthly basis. And they were excited for  
705 the actual group session, and that allowed for us to normalize that discussion. Once we  
706 can normalize the discussion, the need for mental health in a minority community, then  
707 that will kind of push and utilize their insurance to have the one-on-ones and utilize the  
708 time and benefits that they have that can actually drive these premiums down. So thank  
709 you, Councilman McCoy, and Mr. Evans, I did really enjoy the program that you rolled  
710 out. I think we just need to really focus on -- on going a little deeper into the foundation  
711 of health and wellness for our employees that will have our operation running a lot  
712 smoother. Mental health within our community, that's just something that we to normalize,  
713 so thank you. Thank you, Madam Chair.

714  
715 RENTHIA JACKSON: Now, Mr. -- hi, Mr. Lawson. This is Renthia again from  
716 Aetna. I certainly did not -- I hope I did not come across as meaning that on-site is not  
717 impactful. I definitely think it is because I think that we deal with this stigma in our  
718 community when it comes to mental health. So I do agree that when we -- the more we  
719 put that information out and share how this is just part of -- mental health is part of -- of  
720 wellness in general for your good physical body, I think it does help people to feel more  
721 comfortable with reaching out. I was just meaning the one-on-ones, sometimes there's a  
722 barrier when people worry about their co-workers seeing them go a -- a doctor one-on-  
723 one. But I certainly think education and the more we educate employees and people  
724 about mental wellness, and even in a group setting, I think is very impactful.

725  
726 CHAIR PRO TEM LAWSON: Well, no. That's exactly what I took from your  
727 comments, Miss Jackson. Thank you. I'm -- there was no clarity needed on my behalf.  
728 I believe that you are very adamant about getting this done and group sessions are  
729 impactful.  
730 One-on-ones are just as impactful. And I just want us to just normalize that conversation.  
731 So I do agree with you. Thank you for your comments.

732  
733 CHAIRPERSON BOTEL: Thank you. Mr. Evans?

734  
735 CITY MANAGER EVANS: All right. Moving into the major factors contributing to  
736 the high claims is we have this year 19 catastrophic claimants and then the medical



737 pharmaceutical costs. And so when I get into the next slide I'm -- I'm going to ask for  
738 Christian to kind of go into some of the challenges and basically the primary reason that  
739 you're seeing us having to make the modifications that are being up for consideration this  
740 evening.

741  
742 CHRISTIAN BERGSTROM: Right. So on this slide, we take a look at all claimants  
743 combined, and then we look at claimants that have costs that exceed \$50,000 during this  
744 time period. So when we spread it out amongst the entire membership of the plan, we've  
745 actually had a slight reduction in the number of claimants. So about a 2 percent less in  
746 claims per thousand members. And then what we do like to see here is that the medical  
747 paid amount for your -- all claimants combined is a 7.7 percent increase some of the that  
748 is right there, a little bit below trend, as trend is around 8 to 10. So around 7.7, so that's  
749 good news. But what's driving the renewal is these 19 individuals on top of this 7.7 so  
750 we've had two more individuals have claims over \$50,000 in this period. So that's 12  
751 percent increase. But also the cost associated with these individuals has increased 44  
752 percent from \$1.8 million to 2.6. And then when we spread it out amongst each individual  
753 claimant, that increase is actually increased 29 percent from 107,000 to close to 139,000.

754  
755 CITY MANAGER EVANS: This particular slide, Christian, if you can jump in?  
756

757 CHRISTIAN BERGSTROM: Sure. A lot of this has actually been driven through  
758 Specialty Pharmacy. There have been a lot of medications released in the past two years  
759 to treat conditions such as cancer or rheumatoid arthritis that you see on -- on television  
760 night after night that are advertised. These are life-saving treatments. They do replace  
761 the need for individuals to be in a hospital setting so that actually lowers the cost. But  
762 that does attribute to more higher claims costs when we're treating these large claimants  
763 that have, you know, these conditions that are catastrophic in nature. So another cost  
764 driver within the plan is the pharmacy increased 47 percent in this time period versus the  
765 prior. Good news is is that you actually had a decrease in overall the number of pharmacy  
766 claims that you had, a 3 percent decrease. And then you actually had those that -- per  
767 utilizing member having a claim, you had a 6 percent decrease. So that's always good  
768 news there. We did see that the copay amount did increase per claim. But I have a  
769 feeling more than likely that that's a result of introducing the high deductible health plan  
770 in October of 2019 which put on more cost share to those that are enrolled in that plan.

771  
772 COUNCILPERSON McCOY: Thank you. Can I ask a question, Christian?  
773

774 CHAIRPERSON BOTEL: Go right ahead. Your mike just went off. Your mike is  
775 off, Mr. McCoy.  
776

777 COUNCILPERSON McCOY: Okay. So that was pharmacy. What about provider  
778 services? And I think this was mentioned the first time we seen this. If there's a 47  
779 percent increase in pharmacy, do you know just around about, did that stay consistent  
780 with, you know, individuals going to see, you know, a provider, be it a primary or some  
781 specialist?  
782

783 CHRISTIAN BERGSTROM: No. Those were -- your primary care claims are down  
784 2 percent.

785  
786 COUNCILPERSON McCOY: Okay. Thank you. Well, I -- I'm sorry. So let --  
787 before I go far -- but just something to think about for our -- our brokers. You know, I -- I  
788 -- I brought this idea up before and it was just really, you know, a pie-in-the-sky idea, but  
789 the truth is, yeah, I -- I want to know if us -- like, 'cause I'm looking back at that and I wrote  
790 that number down, 50 individuals, \$23,000 for mental health. Having a nurse practitioner  
791 or some medical professional or someone that's authorized to administer medicine and  
792 do, you know -- obviously you have the same privileges that a normal physician would.  
793 Being on site, would it, you know -- almost seemed like to me over a course of three or  
794 four years would not only pay for itself but show a very significant cost savings; that way  
795 we don't have to send those individuals -- well, those individuals would -- wouldn't have  
796 to go to a medical professional, wouldn't have to go to the emergency room for a minor  
797 laceration or something of that sort if it occurred during the business hours.

798  
799 I -- I just wanted to kind of see if there's enough data to support that this is something  
800 worth exploring. But you know, in any event, I -- I think I -- I would like to see what that  
801 looks like going forward. And my question is, based on what you see here, are there  
802 organizations that do that? Because, you know, we have a pretty significant demand.  
803 And this, what we're reviewing, is only what we have through Aetna, and there's some  
804 other medical services that we have to rely on for our public safety officers that could very  
805 well be streamlined into this process. But in -- in your experience industry wide, is there  
806 a trend or organizations that tend to have their own  
807 in-house nurse practitioners or even physicians that, you know, do, you know, regular  
808 routine -- like almost like an urgent care type thing?

809  
810 CHRISTIAN BERGSTROM: Yeah, yes. There are many that do. But in those  
811 particular scenarios, those are employers that are self-insured. They self-insure their own  
812 plan.

813  
814 COUNCILPERSON McCOY: Okay. Well --

815  
816 CHRISTIAN BERGSTROM: So that one --

817  
818 COUNCILPERSON McCOY: -- no, we're not --

819  
820 CHRISTIAN BERGSTROM: -- that -- that would be the first conversation to have  
821 then is you'd need to look at self-insuring first and then talking about opening up wellness  
822 centers or having your own providers on staff.

823  
824 COUNCILPERSON McCOY: Thank you.

825  
826 CHAIRPERSON BOTEL: Miss Miller-Anderson?

827  
828 COUNCILPERSON MILLER-ANDERSON: I believe the City of Palm Beach

829 Gardens has, like, an urgent care center that they send their employees to. But they have  
830 their own regular insurance, as well, though. But they --

831  
832 CHRISTIAN BERGSTROM: Yes, they do.

833  
834 COUNCILPERSON MILLER-ANDERSON: -- can go there, and I believe their  
835 prescriptions are free if they go through them. So -- but they do provide -- they do have  
836 insurance, as well. They're not -- I don't think they're self-insured.

837  
838 CHRISTIAN BERGSTROM: They are. They're self-insured.

839  
840 COUNCILPERSON MILLER-ANDERSON: Okay. But they can go outside, as  
841 well, though, if they want to, right? They don't have to go to urgent care?

842  
843 CHRISTIAN BERGSTROM: Correct.

844  
845 COUNCILPERSON MILLER-ANDERSON: Okay. Thank you.

846  
847 CITY MANAGER EVANS: Okay. The next slide is data that the Gehring Group  
848 was able to put together when you look at comparison of employer-sponsored plans, so  
849 I'm going to allow for them to get into some specifics as it relates to these plans and self-  
850 insured and the premiums. But one of the things that we do want to -- to show as it relates  
851 to some of these plans is that a lot of -- it's very common now, especially for that single  
852 coverage, that employees contribute to the cost for health insurance. And you can see  
853 even when you look at the premiums that other entities are paying, they're having their  
854 employees contribute to health insurance and their health insurance is not as -- as much  
855 as ours. So, you know, I do think it's important for us to -- you know, we -- we do want to  
856 reduce the expenditure for the city, and we're not asking for the employees, the individuals  
857 that -- to start contributing. But in the event that we don't do something to curb the  
858 increases, it would be something that we would certainly have to look at. So Christian, if  
859 you can get into the next couple of slides as it relates to the comparison of employee-  
860 sponsored health plans.

861  
862 CHRISTIAN BERGSTROM: Well, sure. I just -- I want to go ahead and caveat  
863 here that just looking at the cost to the employee or the premium is not necessarily an  
864 actuarially scientific accurate objection or expression of what the benefit is, because there  
865 are quite a number of different factors that you have to take into consideration. Number  
866 one, you have to take into consideration whether or not the plan is fully insured or self-  
867 insured. Then you also have to take a look at the medical population, how many  
868 employees are covered. But not just associated with how many employees are covered,  
869 but what services are these cities, towns, villages offering? Do they have a full  
870 complement of full-service cities? Do they have police and fire? Do they have  
871 wastewater? Do they have sanitation? Do they have Parks and Rec? So it's a whole  
872 slew of demographic and workforce demographics that take into consideration of a  
873 premium rate.

874

875 So this is not, you know, 100 percent accurate. And then we just wanted to put in here  
876 that -- of whether or not part-time employees are included in the plan. Also, this doesn't  
877 take into consideration the schedule of benefits. So that's your copays. So it doesn't take  
878 into account if a city has a \$5 copay, a \$30 copay or \$100 copay. So that -- that's -- that's  
879 not reflective here. So just when you're reviewing this information, you know, it's not 100  
880 percent in terms of -- of a full picture of this. And with all of that information said, you  
881 would never be able to compare yourself with every single one of these agencies to an  
882 exact science. And also, if the benefits are bargained or not is -- is a big part of it, as well.  
883 This example here, this is employee only. You'll see that the Riviera Beach, Boynton  
884 Beach, Greenacres, North Palm, Tequesta and Palm Beach Gardens have a no-cost  
885 employee plan. And then the Delray Beach and then going down into Juno of the cost  
886 for the employee only to be enrolled in the plan. And the --

887  
888 CITY MANAGER EVANS: So Christian --

889  
890 CHRISTIAN BERGSTROM: -- they greatly vary.

891  
892 CITY MANAGER EVANS: -- if I'm -- and if I'm not mistaken, the -- the North Palm  
893 Beach where it says -- it looks like some of them only offer that high-deductible health  
894 plan. Is that correct?

895  
896 CHRISTIAN BERGSTROM: Right. So you'll see those lower premiums  
897 associated with Boynton Beach, North Palm, that have a hundred percent high-deductible  
898 health plans. And so when all of your membership is covered by a high-deductible health  
899 plan, it reduces the cost.

900  
901 CITY MANAGER EVANS: All right. We're going to go to the next slide.

902  
903 CHRISTIAN BERGSTROM: This is the employee plus one. And the contribution  
904 to those individuals, the cost to the employer. On -- in general the cost to the employee  
905 is higher for a City of Riviera Beach employee. That is because you do not contribute  
906 towards dependent premium. You only contribute 100 percent of -- of the employee-only  
907 premium. So the employee has to make up the rest of the difference. Now then you have  
908 to then -- that's when you get into that whole salary conversation that Mr. Evans was  
909 talking to at the beginning of the presentation is to you -- what salary levels are these  
910 different agencies charging and then of course a lot of these agencies have bargained  
911 unit benefits.

912  
913 CITY MANAGER EVANS: And we'll move on to the family plan.

914  
915 CHRISTIAN BERGSTROM: And then the family plan then again, same scenario.  
916 The family here at Riviera Beach pays 100 percent of the cost; whereas some of these  
917 other agencies, they do have contributions towards the family coverage. You will see  
918 that, you know, the next highest one or the highest one as compared to you is Lake Park  
919 at \$871 for family coverage per month.

920

921 COUNCILPERSON McCOY: Hey, can you guys send us this? 'Cause I know  
922 you're going through pretty quickly and I know we gotta move. But I would certainly like  
923 to kind of take a look at this when we get done here. Thanks.

924  
925 CITY MANAGER EVANS: Certainly, Councilman. So this next slide speaks to the  
926 -- to the different plans. Our current plan, our proposed plan and then the two options are  
927 that in front of you for consideration. So Christian, if you can kind of go into the -- the  
928 difference as it relates to the plan, and then we'll go through subsequent slides that will  
929 explain it in little bit more specificities down on a granular level for the employees.

930  
931 CHRISTIAN BERGSTROM: Yes. So to renew all of your health plans as is, the  
932 cost would increase from \$950 per employee per month to \$1,130.80. So that's a 19  
933 percent increase or overall a 1.47 -- a \$1.4 million increase to the City. There are some  
934 proposed changes that would -- sorry. I'm advancing to another screen on mine -- would  
935 increase the deductibles for the high-deductible health plan as well as the buy-up plan.  
936 This brings the cost to \$1,035 and 64 percent per employee so that's an 8.99 percent  
937 increase. And then there is another option. So that 8.99 percent is around \$534,000 to  
938 the City. If you do not want to change your benefits in terms of additional deductibles and  
939 out-of-pocket maximums, there is an option to eliminate out-of-network benefit on the  
940 high-deductible plan. Your -- a majority of your population that's already enrolled in the  
941 HMO plan does not have out-of-network benefits. So eliminating that, the increase goes  
942 from 19 percent to 15.9. So from \$1,130 to 1,001, and that keeps all the benefits the  
943 same and that's a \$943,000 increase.

944  
945 CITY MANAGER EVANS: And Christian, correct me if I'm wrong that when we did  
946 the research, about 97 to 98 percent of our employees' services are all in network.

947  
948 CHRISTIAN BERGSTROM: That is correct. And 100 percent of all hospitals and  
949 outpatient facilities are in network. So it's a very small grouping of physicians.

950  
951 CHAIRPERSON BOTEL: And Christian, could you remind us what -- what does -  
952 - what does an employee get to help offset the deductible?

953  
954 CHRISTIAN BERGSTROM: The employee receives \$500 to offset the deductible  
955 if they have single coverage. So they would still be receiving that \$500, but they would  
956 then have an additional \$500 out of their pocket because of that -- that change.

957  
958 CHAIRPERSON BOTEL: Okay.

959  
960 CHRISTIAN BERGSTROM: Then if they have family coverage they would have -  
961 - they would still receive the \$1,000, but because the deductible is increasing from 3,000  
962 to 4,000, so today, after that \$1,000, they pay 2,000. And so with this change they would  
963 pay 3,000.

964  
965 CHAIRPERSON BOTEL: Okay. Thank you.

966

967 CITY MANAGER EVANS: Right. The next slide speaks to the 15 percent increase  
968 and then subsequent slides will speak about the other plans.  
969

970 CHRISTIAN BERGSTROM: So in this example here, this is if you selected to go  
971 with the high -- the 15.9 percent option so no plan changes. The employee-only and the  
972 high-deductible health plan would still have a no increase. The employee plus one would  
973 have an increase per pay of \$30 and a family would have an increase per pay of around  
974 \$44. Those that are in the buy-up, the copayment buy-up plan are about 50 percent of  
975 the population. Employee only would have a \$7.28 increase per pay. The employee plus  
976 one would see a \$40 increase per pay, and then a family a \$55 increase per pay. And  
977 then in the 8.99 percent option where we're asking them to pay a little more out of their  
978 own pocket when services are rendered, you would see the employee-only again is at 17  
979 -- or is at no increase and then employee-plus-one is \$17.08 and then a family would be  
980 \$24.76. And then if they want to stay in the copay plan, they -- instead of having a \$7.28  
981 increase, they would have a \$17 increase so that's to incentivize them to try to enroll in  
982 the high-deductible plan. And then the costs are very similar for those that have  
983 employee-plus-one or family. Instead of a \$40 increase it would be \$42 and then if they  
984 have family coverage, they would actually save a little bit from \$55 increase to \$52.  
985

986 CHAIRPERSON BOTEL: Mr. McCoy, you're recognized.  
987

988 COUNCILPERSON McCOY: Thank you, Madam Chair. Christian, you're going  
989 very fast but -- and I'm -- I guess I -- I -- I would much rather have this information before  
990 because I'm literally trying to follow along and make sense of it. But not -- not even  
991 considering that just for a moment. The mathematics just doesn't sound right. So if we  
992 can offer a reduced premium for an employee if they elect the high-deductible plan, we're  
993 betting that they don't get -- well, I guess we're essentially as an organization -- and  
994 perhaps not you because you're the broker. But, you know, it would be our best-case  
995 scenario that they don't utilize the insurance benefits. And that's the only way to keep it  
996 at this rate, because the claims won't -- the claims ratio obviously wouldn't increase. But  
997 I -- I'm just -- you know, obviously I understand what it is that we're trying to do.  
998

999 But essentially, you know, we -- we don't even offer employees the regular traditional  
1000 health plan unless they buy up. And you know, I guess we -- we -- you know, the way it's  
1001 presented, they don't really have an option. And having an H -- a health savings account  
1002 -- I'm sorry, an HRA doesn't even give them -- I -- I guess -- I don't know. This is becoming  
1003 a little confusing to me, Christian. It -- it just seems to me that we're betting that -- we're  
1004 -- we're betting in a best-case scenario that they don't use the health insurance and having  
1005 this HSA there would then mitigate the cost for the employee. But it's -- in essence it still  
1006 is raising the claims ratio. That doesn't really seem like apples to oranges. We're betting  
1007 on the front end and hoping they don't use the HSA on the back end to keep our, I guess  
1008 -- this insurance the way it is.  
1009

1010 CITY MANAGER EVANS: Madam Chair, if I may. I think the --  
1011

1012 CHAIRPERSON BOTEL: Yes, Mr. Evans.

1013  
1014 CITY MANAGER EVANS: -- the intent behind -- the -- the intent behind the -- the  
1015 plan design changes are a couple of elements. One is that we do want to insert more  
1016 consumerism into the process to whereby if individuals are needing help that they don't  
1017 utilize the emergency room as triage; that there is more preventative care that is provided;  
1018 that there's more regular visits that are provided. In addition to, you know, we've heard  
1019 from our insurance provider, as well, that there has been situations to those 19 individuals  
1020 that are catastrophic claims that there are some other alternatives that they may want to  
1021 consider that can treat their particular ailment, and they have not been responsive.

1022  
1023 And so what's happening is 20 -- 20 people or 20 situations are really driving the costs  
1024 for the plan. And based on what we can anticipate with COVID and the treatment  
1025 protocols and all these different things is that the costs are going to continue to go up  
1026 exponentially. And that's why you've seen the other municipalities that were provided in  
1027 the list earlier make the change to the high-deductible health plan because it inserts  
1028 consumerism into the plan. It provides for in-network services so it's not outside of  
1029 network. There is seed money that is provided via -- I believe it's an FSA. And that  
1030 money is -- Aetna provides 500 for the individuals and \$1,000 for families. And that  
1031 money does roll over. So if a family does not utilize it, it goes to \$1,000. And before you  
1032 know it, if individuals don't utilize that plan, they can have 2 or \$3,000 saved up to where  
1033 they have their out-of-pocket max already there. And in essence, health insurance  
1034 doesn't end up costing them -- them anything. But if we continue to do the plan as is  
1035 without making any modifications, we're going to see ourselves in a situation where the  
1036 cost for health insurance is going to be so much that it -- it's not going to be sustainable  
1037 in the long term. And so that's why we made the first step last year to go to a high-  
1038 deductible health plan. Now we're seeing that the data is showing that in order to -- based  
1039 on the actuarial science and the information that we have, that the next step is to go to a  
1040 high-deductible health plan. And if individuals are interested in the buy-up plan, then they  
1041 have to pay the additional cost to be able to get that particular plan.

1042  
1043 COUNCILPERSON McCOY: And I understand that, Mr. Evans. And I wasn't  
1044 looking for you to respond. But since you go ahead -- you went ahead and took the helm,  
1045 I'll go ahead and say this to you. My -- my issue is that the benefit cost to the employees  
1046 doesn't commensurate with the amount of pay that they're getting. So if we're telling our  
1047 employees we're going to give them a 7 percent increase over the years, then okay. Then  
1048 I can understand that. But that's not going to -- that's not true in all situations.

1049  
1050 And the other point that I was trying to make was that even with this plan -- and you know,  
1051 and I understand it. This is a tough decision that we have to make. But that's only true  
1052 for an employee or an employee plus one. So if you're having a family or employee plus  
1053 a family, \$1,500 is not going to be a whole lot in terms of getting you towards meeting  
1054 that family deductible when in -- when it comes to -- when that plan actually kicks in. So  
1055 even now, if you go with the buy-up plan -- and this is just based on this slide. Gosh, I  
1056 don't know what it was before. But an employee would basically contribute an additional  
1057 \$45. And we're at 24 pay periods, correct? That would be 20 -- that would be every two  
1058 weeks they'd be contributing \$45.70 or 80 cents, I should say. Every two weeks. You

1059 know? And when I looked at the costs -- so a few slides back, and you guys went pretty  
1060 quickly -- it seemed that if we stay where we were, that would increase us based on the  
1061 number of members we had at about \$130 each month. Can you go back a few slides?  
1062 I'm not sure. I'm on 19. It must have been about 16 or 17. Oh, yeah. So -- go back. So  
1063 maybe it's this one. Monthly cost to city per employee. The current plan and then the  
1064 proposed plan, which puts us at a -- actually, it's not even -- I can't see. Let me zoom in  
1065 here.

1066  
1067 CITY MANAGER EVANS: Yeah.

1068  
1069 COUNCILPERSON McCOY: So --

1070  
1071 CITY MANAGER EVANS: This is the --

1072  
1073 COUNCILPERSON McCOY: -- this is 80 bucks additional. Is that \$80 a year? I  
1074 mean, \$80 additional per month under the --

1075  
1076 CITY MANAGER EVANS: Yeah. Yes. Under -- under these plans, yeah, these  
1077 are the costs to the City. And so this is what -- this is the proposed plan with no  
1078 modifications. That's a 19 percent increase. So we go from the 950 to 1,130.

1079  
1080 COUNCILPERSON McCOY: Under the new proposed plan?

1081  
1082 CITY MANAGER EVANS: If we -- if we go with the proposed plan without any  
1083 modifications, if we take the exact same plan that we have now and -- and just migrate it  
1084 over to this particular fiscal year with no plan design changes.

1085  
1086 COUNCILPERSON McCOY: Okay. Question for Aetna. What's the percentage  
1087 of -- and -- and I guess the -- what's the total census -- C-E-N-S-U-S, census of the  
1088 member population -- and maybe Mr. Gude could answer this -- that's actually in our  
1089 program? And I know we've seen this at our last meeting. And I want to know who's  
1090 electing the traditional HRA plan and then who's in the high-deductible.

1091  
1092 CATHY AGUIRRE: Gabby can answer that. Gabby, can you talk to --

1093  
1094 CHRISTIAN BERGSTROM: I -- I have that right here. I have that right here.

1095  
1096 CATHY AGUIRRE: Oh.

1097  
1098 UNIDENTIFIED SPEAKER: All right. Go ahead.

1099  
1100 CHRISTIAN BERGSTROM: So there are 259 individuals enrolled in the  
1101 high-deductible plan. And there's 251 individuals in the buy-up plan.

1102  
1103 COUNCILPERSON McCOY: So it's about split?

1104



1105 CHRISTIAN BERGSTROM: Yes.  
1106  
1107 COUNCILPERSON McCOY: Do we know of the two what the composition is?  
1108 Like, who elects employee-only or is there a --  
1109  
1110 CHRISTIAN BERGSTROM: Yes.  
1111  
1112 COUNCILPERSON McCOY: -- number -- okay. Let's go for it. Do you have it  
1113 readily --  
1114  
1115 CHRISTIAN BERGSTROM: Yes. There are 197 employee-onlys in the high-  
1116 deductible plan.  
1117  
1118 COUNCILPERSON McCOY: 197?  
1119  
1120 CHRISTIAN BERGSTROM: 197. And 136 in the buy-up. There's 24  
1121 employee-plus-one in the high-deductible. And there's 41 employee-plus-one in the buy-  
1122 up. There are 38 families in the high-deductible and there are 74 families in the buy-up.  
1123  
1124 CITY MANAGER EVANS: And Christian, correct me if I'm wrong, is that for -- for  
1125 us as an employer, to have a situation where 50 percent of our work population, our  
1126 employees, going into the high-deductible the first year that's offered, that -- that's pretty  
1127 good considering that usually it takes about, you know, two years to see that amount of  
1128 folks that have opted into that particular plan. Those kind of plans.  
1129  
1130 CHRISTIAN BERGSTROM: Yes. That -- that was a -- that was -- that was -- that's  
1131 a good enrollment shift.  
1132  
1133 COUNCILPERSON McCOY: I'm sorry, Mr. --  
1134  
1135 CHAIRPERSON BOTEL: Mr. --  
1136  
1137 COUNCILPERSON McCOY: -- I didn't even -- I didn't even hear that. Can you  
1138 repeat what you asked?  
1139  
1140 CITY MANAGER EVANS: The -- the question was that since our employee  
1141 population is basically split as far as those that are in the buy-up and those that are in the  
1142 high-deductible health plan, in most cases when you do roll out a high-deductible health  
1143 plan, you get the enrollment numbers -- they trickle in. And usually it takes a couple years  
1144 for folks to migrate completely over to that high-deductible health plan because of the,  
1145 you know -- it's just something that's different. But there -- there is obviously a lot of  
1146 benefits associated with it and folks that -- it -- it mitigates against some risk and -- for the  
1147 employer as well as, you know, most of your prevent -- all your preventable care is -- is  
1148 free of cost with most of your plans anyway. But it's not something that I would have -- if  
1149 you would have asked me last year, if we would have gotten 50 percent of our employees  
1150 in there. I probably said that 30 percent would have been a -- a win for the City. But you

1151 know, for us to have 50 percent, that's a -- that's a good shift.  
1152  
1153 CHAIRPERSON BOTEL: Mr. Evans --  
1154  
1155 COUNCILPERSON McCOY: Okay.  
1156  
1157 CHAIRPERSON BOTEL: Excuse me, Mr. McCoy. One second. Mr. Evans, I  
1158 don't want to denigrate the importance of this topic. It's extremely important. But it's  
1159 almost 7:30. Can you let us know, are the other -- we have nine more presentations. Are  
1160 the others much less lengthy than this one?  
1161  
1162 CITY MANAGER EVANS: The others are except the next one is probably about  
1163 an hour conversation because it's concerning the utility revenues --  
1164  
1165 CHAIRPERSON BOTEL: Okay.  
1166  
1167 CITY MANAGER EVANS: -- efficiency study.  
1168  
1169 CHAIRPERSON BOTEL: All right. Okay. Thank you. Mr. McCoy, you're  
1170 recognized.  
1171  
1172 COUNCILPERSON McCOY: Okay. And for the high-deductible, it's \$1,500 that's  
1173 going on the HSA?  
1174  
1175 CHRISTIAN BERGSTROM: \$1,500 is the deductible. And 5 --  
1176  
1177 COUNCILPERSON McCOY: No, no. I'm sorry. I'm sorry. For the family plan.  
1178 I'm looking at --  
1179  
1180 CHRISTIAN BERGSTROM: The -- the deductible is \$3,000 and they get \$1,000  
1181 in the health reimbursement account.  
1182  
1183 COUNCILPERSON McCOY: I'm sorry. Are we -- is that not what I'm seeing right  
1184 here on proposed plan FY '20/'21? What, you said \$1,000 on the family?  
1185  
1186 CITY MANAGER EVANS: Are you Looking -- Councilman, are you looking at the  
1187 -- 'cause there's a proposed plan FY '21, then there's a proposed 8.9 percent, then there's  
1188 a proposed 15.9. Which of those proposed --  
1189  
1190 COUNCILPERSON McCOY: I'm in the single column.  
1191  
1192 CITY MANAGER EVANS: Okay. Proposed FY -- that's -- that's the 19 percent  
1193 increase, and so the deductible is 1,500 and then 3,000; 1,500 for individuals and 3,000  
1194 for family. And they get \$500 from Aetna and then families get \$1,000.  
1195  
1196 COUNCILPERSON McCOY: And that is the same for --

1197  
1198 CITY MANAGER EVANS: All three options.  
1199  
1200 COUNCILPERSON McCOY: -- if you go --  
1201  
1202 CITY MANAGER EVANS: Yes. That's -- that's the same for all three options.  
1203  
1204 COUNCILPERSON McCOY: No, I just -- I -- I'm just curious to see exactly how  
1205 many employees -- and I -- I wrote it down at 38 that are actually electing the high-  
1206 deductible plan that has employee plus family. So I just was curious to see exactly how  
1207 that work. So I -- I mean, you know, more or less it's a -- it's about an even split down --  
1208 down, you know, across the organization. I just was curious to see those numbers. And  
1209 I would ask if you could just provide those slides to me so we can review this at a later  
1210 point. So thank you, Christian and Mr. Evans.  
1211  
1212 CHRISTIAN BERGSTROM: No problem. My pleasure.  
1213  
1214 CITY MANAGER EVANS: Okay. If there's no other questions from the council  
1215 certainly we can move on to the next topic. And then revisit some elements contained in  
1216 this in our workshop on -- on Saturday to get some direction from the board as to how  
1217 you wish to proceed.  
1218  
1219 CATHY AGUIRRE: This is Cathy Aguirre. I'd like to make one comment if  
1220 possible.  
1221  
1222 CHAIRPERSON BOTEL: Go ahead, Miss Aguirre.  
1223  
1224 CATHY AGUIRRE: I -- I am with Aetna and we appreciate being able to be part  
1225 of the this meeting. I do know that there was a lot of discussion about cost share and  
1226 benefits. I -- I want to make a point. Aetna has CVS Minute Clinics that can provide care,  
1227 not only for routine care, urgent care, but also for on-site wellness counseling, weight-  
1228 loss counseling, high blood pressure management, cholesterol management. All those  
1229 conditions you described today, there are three Minute Clinics within three to six miles  
1230 away from your Heron Boulevard address. So I wanted to put that out there, and I think  
1231 we /should start promoting those because there are -- they do have low copays. And I  
1232 also want to just remind everyone that due to the Affordable Care Act, members do get  
1233 access to preventative annual screenings at 0 dollar copay. So for those that high -- have  
1234 the high deductible plan, you know, they do get services at 0 dollars to go see their  
1235 physician once a year. And then they can use the \$500 after that. So those were a  
1236 couple of points that I wanted to put out there. Thank you for your time and let us know  
1237 what we can do for you.  
1238  
1239 CHAIRPERSON BOTEL: Thank you.  
1240  
1241 CITY MANAGER EVANS: All right. Thank you, everyone, from the Gehring Group  
1242 and Aetna for being on the GoToMeeting. And we certainly will come back and -- and

1243 seek direction from the board as to how they wish to proceed as it relates to the plans  
1244 that were discussed this evening.

1245  
1246 CATHY AGUIRRE: Thank you. Have a good evening.

1247  
1248 CHRISTIAN BERGSTROM: All right. Good night.

1249  
1250 CHAIRPERSON BOTEL: Thank you. Good night.

1251  
1252 CITY MANAGER EVANS: All right. I will go ahead and turn this part of the  
1253 presentation over to Mr. Ryan Smith, if you are there, Ryan. Ryan is our rate consultant  
1254 and has put together the study that we have before you this evening to talk about the  
1255 increases that are contemplated as part of the fiscal year 2020 and 2021 budget. And so  
1256 I've given Ryan the controls to be able to -- to move through the slides. And so Ryan,  
1257 whenever you're ready, you should be able to -- to go.

1258  
1259 **Utility Special District Rate Study Presentation - Ryan Smith, Rafetelis Financial**  
1260 **Consultants**

1261  
1262 RYAN SMITH: Okay, great. Thank you. Hold on. It doesn't seem like -- can --  
1263 can y'all hear me okay?

1264  
1265 CHAIRPERSON BOTEL: Yes.

1266  
1267 CITY MANAGER EVANS: Yes.

1268  
1269 RYAN SMITH: Okay, great. I got some new headphones so hopefully we won't  
1270 have any background noise this time. I'm here to present the -- well, first of all, thank you  
1271 very much for having me. I'm here to present the results of the fiscal year 2020 Utility  
1272 Sufficiency Study. This is the same presentation that was presented to y'all about a  
1273 month ago so we're here to -- to show it one more time. Give you an idea -- let me go  
1274 back one -- hold on, guys. I'm -- here.

1275  
1276 CITY MANAGER EVANS: And that concludes Ryan's presentation. No, just  
1277 kidding.

1278  
1279 RYAN SMITH: Trying to save time. Okay. Thanks. There we go. All right. Okay.  
1280 So the purpose of the revenue sufficiency study is really to -- to look at the total inflows,  
1281 revenues of the system, and match them to our revenue requirements and identify our  
1282 revenue requirement. Really, our revenue requirements are -- they really come in three  
1283 major things: First one is operating expenses. Second, debt and capital, which is really  
1284 the biggest driver for y'all's utility over our next five years. And then any kind of  
1285 compliance or reserve issues. And then looking at both, what are all of our needs and  
1286 where are our revenues to balance that -- that forecast and balance that -- the level of  
1287 revenues that are being collected with those requirements over the five-year period.

1288  
1289 To give you an idea about your revenues, your gross revenues for the system are 28 -- a

1290 little over \$28 million. The majority of that, 96 percent, is from our rate revenues. So the  
1291 monthly charges to our -- our retail customers. About \$16 million of it is from water  
1292 revenues and 11 million from wastewater. The other miscellaneous revenues which are  
1293 kind of our penalty, connections, any kind of interest income, this only represents about  
1294 \$1.2 million in total. So the -- if we need additional revenues, really our main source is  
1295 going to come from our existing rate revenues.  
1296

1297 Your operating expenses for fiscal year 2020 were \$19.5 million. That makes up about  
1298 72 percent of our revenues goes just to pay for operating expenses. Of that \$10 million  
1299 or \$10.6 million is our personnel costs. The next biggest item is our cost for wastewater  
1300 treatment at the ECR, \$3.5 million. So a really significant portion there. We see that  
1301 levelizing over the next five years, 'cause they've done a lot of substantial capital  
1302 improvements out there. And that is coming to an end, their biosolids projects. They kind  
1303 of increased the cost over the last five years.  
1304

1305 Our fund balance. One thing to note about the utility is right now we've got almost \$78  
1306 million in the bank. However, we went through those cap balance to say what's restricted  
1307 and what do we have available? How much is left over to pay for future capital  
1308 improvements? When we back out our customer deposits, our restricted impact fee  
1309 funds, our Series 16 bond proceeds that are already identified and appropriated for other  
1310 capital uses, our operating reserves of 180 day, which is really kind of a -- a kind of light  
1311 operating reserve, and a capital reserve usually with a one-year's depreciation, \$2 million,  
1312 we're left with a restricted total, about \$46 million in total leaving one appropriated monies  
1313 of 31, almost \$32 million. However, when we compare it to our CIP, which not -- excluding  
1314 any kind of projects that were going to be funded from the '16 proceeds, was \$152 million.  
1315 Remaining that we still have a shortfall over the next five years that was identified of  
1316 almost 121 million in total. So that's where we're -- we're looking for how are we going to  
1317 fund that over the next five-year period.  
1318

1319 The biggest driver of that \$121 million deficiency was the water treatment plant, which  
1320 right now we've stuck at the last year of our forecast window. This -- this represents our  
1321 new or improved water treatment plant. In order to provide funding for this, the forecast  
1322 included a proposal to issue -- excuse me.  
1323

1324 COUNCILPERSON LANIER: Madam Chair, could that -- could that be a little  
1325 bigger? I'm -- I can't --  
1326

1327 RYAN SMITH: Yeah. Absolutely. Let me see if I can zoom it in. I'm not sure I  
1328 have a way to zoom it in.  
1329

1330 CHAIRPERSON BOTEL: Councilwoman Lanier, on the right-hand side of your  
1331 screen --  
1332

1333 COUNCILPERSON LANIER: Oh, I see. I -- yeah, I see it. I see it. I see it. Yeah.  
1334 Yeah.  
1335

1336 RYAN SMITH: Are we good?

1337  
1338 CHAIRPERSON BOTEL: Yeah. Yeah.  
1339  
1340 RYAN SMITH: Okay. So in order to fund the whole capital improvement plan,  
1341 including the new water treatment plant, what we had to do was use bond proceeds out  
1342 in 2025, approximately 112 million -- \$111 million in total. Well, let me see here. I'm  
1343 trying to --  
1344  
1345 CITY MANAGER EVANS: I'll go ahead and drive real quick. Let me get you set  
1346 back up here.  
1347  
1348 RYAN SMITH: Oh, thank you. Sorry. I can't --  
1349  
1350 CITY MANAGER EVANS: All right. There you go.  
1351  
1352 RYAN SMITH: It's gone blank on me.  
1353  
1354 CHAIRPERSON BOTEL: We can't see anything, Jonathan --  
1355  
1356 CITY MANAGER EVANS: Oh.  
1357  
1358 CHAIRPERSON BOTEL: -- on the screen.  
1359  
1360 CITY MANAGER EVANS: Let's see. All right. Let me --  
1361  
1362 CHAIRPERSON BOTEL: Who's banging?  
1363  
1364 CITY MANAGER EVANS: -- fix this here. Please stand by as we're experiencing  
1365 some technical difficulties. Let's see. Let me take off the screen-share mode and then  
1366 reinitiate it. All right. PowerPoint. Okay. Let's see.  
1367  
1368 RYAN SMITH: Okay, great. It's right where we were.  
1369  
1370 CITY MANAGER EVANS: All right. Perfect. All right. You should have control.  
1371  
1372 RYAN SMITH: Thank you.  
1373  
1374 CITY MANAGER EVANS: And let me give you over --  
1375  
1376 COUNCILPERSON LANIER: Is Mr. Sherman trying to -- is Mr. Sherman trying to  
1377 say something?  
1378  
1379 CHAIRPERSON BOTEL: No. No. He (unintelligible).  
1380  
1381 CITY MANAGER EVANS: All right.  
1382  
1383 COUNCILPERSON LANIER: Oh, I thought you were talking.

1384  
1385 CITY MANAGER EVANS: All right. Ryan, I'm sending you the control over so you  
1386 should be able to -- to drive.

1387  
1388 RYAN SMITH: Okay, great. Okay. So what you're looking at here is our total  
1389 revenue requirements for the forecast period. The bar is being the requirements that  
1390 we're trying to provide funding for, and the red line being our projection of our rate  
1391 revenues under our existing rates. You can see we're sufficient for a number of years  
1392 until we issue debt for the water treatment plant. So we're trying to provide funding for  
1393 that improvement out there in the future. (Coughing). Excuse me. The results of the  
1394 analysis were we utilized as much cash as we could to pay for our capital improvement  
1395 plan and our R&R and used all of our R&R fund deposits above those required or  
1396 identified minimum targets that we wanted to keep, and then we issued the 2025 bonds.  
1397 Then based on those -- those -- issuing those bonds we developed the rate plan to fund  
1398 it with linear-rated investments. It included a rate index of 2.8 percent per year and then  
1399 an additional investment of 3.2 percent on top of the inflationary adjustments, to come up  
1400 with a total adjustment of 6 percent for five years. Just to give you an idea of kind of  
1401 where you're at and -- today, your average customer using 6,000 gallons of water is using  
1402 69 -- is their combined bill, \$69.21. And with the 2021 6 percent adjustment, you'd be at  
1403 73.37, which is still under the average of \$74.24 for our other neighboring utilities.

1404  
1405 Now, as of right now, of that \$69 bill, what makes -- what it's comprised of is \$47 for  
1406 operating expenses, \$10 for wastewater treatment at the ECR, and \$11 for debt. Based  
1407 in 2025 once we issue debt for the new water treatment plant, you can see our operating  
1408 expenses contribute \$10 to the required rate at that point in time. ECR bumps up to \$12.  
1409 Existing debt is still 11, but now we're going to have the new debt which would be another  
1410 \$18 a month. Our net revenue margin. This kind of measures how much money is left  
1411 over after we pay operating expenses. This is one of Fitch Median's key credits ratings -  
1412 - (coughing) -- excuse me -- that they look at. Right now our -- we're at like about a 32  
1413 percent. We would increase to almost 40 percent and the Fitch Median for all -- all double-  
1414 A credit rating -- double-A rated credits is 42 percent.

1415  
1416 In our all-in-debt service coverage -- another key ratio looked at with the credit rating  
1417 agencies -- see, right now we look really, really strong. However, we would need those  
1418 rate investments in order to build up some substantial revenue to be able to mount our  
1419 targets out there in 2025, as well. Next steps and questions.

1420  
1421 CHAIRPERSON BOTEL: Mr. McCoy, you're recognized.

1422  
1423 COUNCILPERSON McCOY: Could you go back to your initial slides? I think it  
1424 was maybe the first one or two.

1425  
1426 RYAN SMITH: Yes, sir. Right here, sir?

1427  
1428 COUNCILPERSON McCOY: Actually, no. Maybe I missed it. Go forward. But I  
1429 guess my question is, we have currently out 2016 bond issuance, correct, Mr. Randy  
1430 Sherman?

1431  
1432 RYAN SMITH: Yes, sir. You had bond proceeds for the 2016 bonds.  
1433  
1434 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
1435 Correct.  
1436  
1437 COUNCILPERSON McCOY: Okay. And are we currently under, I guess -- going  
1438 forward, already set to have gradual increases based on that bond increase -- I mean,  
1439 based on that bond issuance going forward now?  
1440  
1441 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: No.  
1442 That -- that bond issuance was covered by the rate increase we did in 2015.  
1443  
1444 COUNCILPERSON McCOY: Right. So that -- that rate increase in 2015, how  
1445 many years going forward?  
1446  
1447 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: It --  
1448 it -- it was five years so when we get to 2020 we did not have a rate increase.  
1449  
1450 COUNCILPERSON McCOY: Okay. So while I appreciate your slides, Mr. Smith,  
1451 I'm just trying to make sure I put everything in perspective here. So we're already having  
1452 gradual increases. Mr. Sherman, you're saying this year was not the year that we had a  
1453 rate increase?  
1454  
1455 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
1456 Correct.  
1457  
1458 COUNCILPERSON McCOY: Okay. So if we move forward in your slides, Mr.  
1459 Smith, you're suggesting rate increases that are going to be compounded on top of the  
1460 prior year increases. So it's not just 6 percent. It's -- right here. That's it. The perfect  
1461 slide, right there. So we're not doing any rate increases. So we're going to have --  
1462 obviously the 6 percent is not consistent because it's going to increase -- is that 6 percent  
1463 compounded every single year on top of the existing rate?  
1464  
1465 RYAN SMITH: Right. So that would produce about 34, almost 35 percent in  
1466 compound total rate adjustment over the five-year period.  
1467  
1468 COUNCILPERSON McCOY: I'm sorry. Say that again. Thirty what?  
1469  
1470 RYAN SMITH: Over the five-year period, your increase rate's almost 34, almost  
1471 35 percent.  
1472  
1473 COUNCILPERSON McCOY: Okay. Go back. I can't hear. My -- I'm getting  
1474 feedback.  
1475  
1476 RYAN SMITH: You would increase your rates in total on a -- on a -- by the end of  
1477 2025 from today's dollars, that you'd increase about 34 to 35 percent.



1478  
1479 CHAIRPERSON BOTEL: Mr. McCoy, your mike is off.

1480  
1481 COUNCILPERSON McCOY: I -- I'm sorry. I was muting 'cause I keep hearing  
1482 him almost twice. But I guess the development of this projected plan which would have  
1483 us in place of 100 and -- what was that? 118 -- what --

1484  
1485 RYAN SMITH: \$111 million.

1486  
1487 COUNCILPERSON McCOY: \$111 million in 2025?

1488  
1489 RYAN SMITH: That's correct.

1490  
1491 COUNCILPERSON McCOY: I -- I -- I really would like these slides ahead of time.  
1492 I feel like I'm stretching my brain, and then I'm being literally asked to follow along and  
1493 interpret the numbers at the same time. But I -- what I did know was that this wasn't to  
1494 be -- this wasn't to be confused that this is just going to be over five years 30 percent. I -  
1495 - I just knew that this amount would be compounded on top of the existing rate increases.  
1496 So I -- and I guess that didn't -- wasn't provided for in this tentative annual budget. But,  
1497 you know, I'm okay and I almost, under protest, have to recognize that this is something  
1498 that we're going to have to a rate increase. But if this is based on \$111 million, you know,  
1499 my question is, which came first, the chicken or the egg or the cart or the horse? So, like,  
1500 do we develop a plan and build around a new water treatment facility and our  
1501 infrastructure needs based on \$111 million? Or do we have a comprehensive plan on  
1502 how we address our water treatment needs and then, you know, like -- and I'm trying to  
1503 figure out how we go first on this. Mr. Evans, Mr. Sherman or who -- whoever can answer,  
1504 or Mr. Johnson. Hey, good to see you, sir.

1505  
1506 CITY MANAGER EVANS: So certainly I can tell you from -- from what we've  
1507 looked at from the staff level and based on the condition of our water treatment facility,  
1508 we know that we conceivably have, you know, seven to 10 good years left at that  
1509 particular facility. And so we know that the process in constructing a water treatment  
1510 facility and the permitting associated with it is anywhere between a three-to five-year  
1511 process. And so we knew that there's no way for us to make investments at our existing  
1512 facility to be able to accommodate the ability to provide potable water in our community  
1513 because of the age of our infrastructure.

1514  
1515 And in the event that we wanted to -- if we didn't move forward with a treatment plant,  
1516 then we're in a situation where you're going to have to look to work with Seacoast and  
1517 other municipalities to acquire water at a wholesale rate. And in essence, you are  
1518 downsizing your water treatment facility and operations. And -- and that's a whole 'nother  
1519 discussion. And so we looked at what do we have to do in the immediate time we're in  
1520 now to put in the revenue streams for us to go out to market to pledge for the construction  
1521 of a new water treatment facility. We are going to seek out opportunities, whether it be  
1522 through the federal government and grants and situations through the state government  
1523 for funding to assist in facilitating the cost so the residents of Riviera Beach and the rate  
1524 payers don't have to absorb the brunt of this cost.

1525  
1526 But we're -- we're planning to move forward with the construction of a new water treatment  
1527 facility. And so this is the first step in the process. If we don't move forward in such a  
1528 fashion, Mr. Sherman and -- and our rate consultant can tell you that we -- we run the risk  
1529 of having a situation when we do go to the bond market that our rating won't be as  
1530 favorable and it then is going to -- if we kick the can down the road, nobody wanted to  
1531 move forward with a 35 percent rate increase in 2025. And at that point it's kind of too  
1532 late, and it's going to prolong our ability to move forward with the construction of a new  
1533 plant. Dr. Johnson, you've had an opportunity to take a look at the system, and based on  
1534 your experience, I think your insight and perspective as to how long and how much, you  
1535 know, Band-Aid we can continue to put on this system allows for and why we need to  
1536 look at -- at this particular construction of a new facility, if you can speak to that.

1537  
1538 UTILITY DISTRICT DIRECTOR JOHNSON: Right. Good evening, Madam Chair  
1539 and council members. Good to see you all. Just in evaluating the existing structures at  
1540 the water treatment facility, I can understand why we are under consent decree. And  
1541 that's some of those requirements to be back in compliance is in 2021. We are making  
1542 some emergency --

1543  
1544 COUNCILPERSON McCOY: Madam Chair, can I interrupt? I -- I'm not interested  
1545 in -- you know what? Mr. Johnson, I'm saying this respectfully.

1546  
1547 UTILITY DISTRICT DIRECTOR JOHNSON: Yes.

1548  
1549 COUNCILPERSON McCOY: I -- I -- I want to just pause you for a second. My  
1550 question is the \$111 million that we're anticipating on raising, how did we arrive at that?  
1551 I mean, I -- you -- Mr. Johnson, thank you for coming to the City of Riviera Beach. I think  
1552 all of the members have toured the plant. But I want to find out how we arrived at \$111  
1553 million. Was that based on our projected plan? Like, how -- you know, help me  
1554 understand --

1555  
1556 RYAN SMITH: That -- I think I may be able to answer that. That number to -- to  
1557 be honest, like, what we built into the forecast was \$121 million in total for the water  
1558 treatment plant. We were able to fund \$10 million with existing cash balances based on  
1559 this rate plan. It built up some cash that allowed us to buy down the amount. However,  
1560 just to give you a rule of thumb, typically -- and -- and banks in South Florida have been  
1561 really, really expensive recently. But \$10 a gallon is kind of a -- a general rule of thumb  
1562 for water treatment plant construction. So even at \$120 million, you're still kind of under  
1563 that amount. So while I don't know if the treatment plant is going to be under \$100 million,  
1564 at the same time, I don't know if it's going to cost you -- it could cost \$150 million. So --

1565  
1566 COUNCILPERSON McCOY: Thank you for your -- I -- I got my answer. You know,  
1567 I'm not trying to be rude but literally we've got a very lengthy agenda. I just want to get  
1568 to, you know, a couple of these slides. I don't know if it's forward or backwards, but you  
1569 projected a \$2 increase, and I'm just trying to figure out was that for ECR or was that for  
1570 wastewater? I didn't -- I wasn't able to follow that quickly.

1571

1572 RYAN SMITH: This right here, sir?  
1573  
1574 COUNCILPERSON McCOY: Yes. Is that wastewater? That's going to be --  
1575  
1576 RYAN SMITH: Yeah. The -- the \$10 to \$12? Yes. That was for wastewater  
1577 treatment at ECR. So that's inflation at ECR.  
1578  
1579 COUNCILPERSON McCOY: Inflation at ECR. And that's determined by the ECR  
1580 board?  
1581  
1582 RYAN SMITH: Yes, sir.  
1583  
1584 COUNCILPERSON McCOY: Mr. Evans?  
1585  
1586 RYAN SMITH: Yes, sir. And the ECR board publishes a 10-year CIP that we built  
1587 into this forecast. And I -- I'm the rate consultant for the ECR. They've done a substantial  
1588 amount of capital improvements over the last five years. And that's why their rates have  
1589 gone up so significantly, which you guys, you know, have seen over the last number of  
1590 years. But I think that's going to stabilize for the foreseeable future.  
1591  
1592 COUNCILPERSON McCOY: Okay. That's all the questions I had. And I -- and I  
1593 really was just trying to get to those two answers. So thank you, Mr. Smith and Dr.  
1594 Johnson.  
1595  
1596 RYAN SMITH: Yes, sir. Thank you for having us. And I think the main thing is  
1597 that, you know, I don't want to sell a rate increase that you don't need, but the worry that  
1598 I have is that long term, you know, if we don't start making some sort of incremental  
1599 adjustments now, that we're going to run into this, you know -- this point where we're  
1600 going to have to do a 30 or a 40 percent rate adjustment. And that's going to be -- it's  
1601 going to be really, really horrible (unintelligible). And so I personally feel like the right  
1602 thing to do is that we know that we need an adjustment at some point in the future, and  
1603 so I would rather do small incremental adjustments to move us in the right direction versus  
1604 waiting and -- and having a -- an increase of, you know, 20 or -- \$20 to an average  
1605 customer per month. Thank you.  
1606  
1607 CHAIRPERSON BOTEL: Thank you, Mr. Smith. Dr. Johnson?  
1608  
1609 UTILITY DISTRICT DIRECTOR JOHNSON: Madam Chair, I just wanted just to  
1610 add a couple of sentences real quick. That's a very robust capital improvement plan that  
1611 -- that has been put together that is to sustain operations that we currently have in addition  
1612 to the new treatment plant that's coming aboard. And some of these items have to be  
1613 completed by consent decree. So it's not -- it's -- it's not in our foreseeable future to ask  
1614 for dollars we don't -- we don't professionally feel like is -- is necessary. So thank you for  
1615 the opportunity.  
1616  
1617 CHAIRPERSON BOTEL: Thank you. Any questions from other council members?  
1618 Thank you, Mr. Smith. Have a good evening. Mr. Evans, Parks and Rec.

1619  
1620 CITY MANAGER EVANS: Yes. All right. We'll get back into it here. Let's make  
1621 sure everyone can see my screen.

1622  
1623 CHAIRPERSON BOTEL: Yes.

1624  
1625 CITY MANAGER EVANS: Okay. Perfect. All right. So as we get into some of  
1626 the other nuances associated with the budget process, we're going to go over a brief  
1627 financial overview, talk about the Ocean Mall loan. Department directors will get into their  
1628 departmental budgets. We'll talk about staffing changes and then the budget calendar.  
1629 So when we talk about the financial overview -- we shared this slide with the board  
1630 previous when it was discussed as to what would have to occur in order for us to get from  
1631 that 8.45 to -- mills down to that 8.200 mills. And so staff did some research and -- and  
1632 had the discussion with regards to what list of reductions or modifications that the City  
1633 would have to undertake to be able to get to that particular \$1.2 million in budget  
1634 reductions.

1635  
1636 Going into the budget process, we were about \$1.9 million off, and so we had to make  
1637 some reductions in the budget to -- to present to you a balanced budget with the millage  
1638 rate of 8.452 mills. And so the next slide that we're going to be sharing with you here  
1639 speaks to in the event that the board wanted to make reductions of any services to  
1640 effectively reduce the millage rate, here is a list of items that the board can look to  
1641 consider as part of a proposed budget reductions. Obviously the number is \$2.1 million  
1642 so it's not -- it's -- it's over and above that \$2 million. But we did want to show that staff  
1643 did go through the exercise to effectively bring options that the board may want to  
1644 consider as part of additional budget cuts if it was a desire to effectively reduce the millage  
1645 rate.

1646  
1647 It is staff's recommendation that at this particular moment with economic uncertainty that  
1648 we don't reduce the millage rate and that we certainly look at ways throughout the next  
1649 fiscal year to reduce spending, to look as attrition occurs in the agency to remove  
1650 positions, and then just making sure that we're utilizing technologies in a way to offset  
1651 operational costs and better cost containment. And so this list was just a list that staff put  
1652 together to go through the exercise as directed by the council to bring what it would look  
1653 like in the event that we wanted to make a reduction in the millage rate.

1654  
1655 CHAIRPERSON BOTEL: You're recognized, Councilman McCoy.

1656  
1657 COUNCILPERSON McCOY: Thank you, Mr. Evans. Thank you, Madam Chair.  
1658 So the very first item, closing down Barracuda Bay. I imagine we probably saved that  
1659 much this year alone since they've been essentially closed, because it seems like to me  
1660 the whole entire operating year would have been closed because of COVID. Like how --  
1661 what's the current situation with that? Like -- like, how much costs do we -- do we incur?  
1662 Well, what costs have we incurred since COVID is shut down and how much was -- was  
1663 saved in respect to COVID?

1664  
1665 CITY MANAGER EVANS: I -- I can -- would certainly have to defer to -- to Mr.

1666 Sherman and Mr. Blankenship. I can tell you that we did not save the \$769,000, because  
1667 in that particular proposal it anticipates you eliminating the personnel that's associated  
1668 with the program; whereby, we've kept the personnel whole and they've been assigned  
1669 to different duties and responsibilities. But there has been some savings associated with  
1670 not operating Barracuda Bay. And so I don't know if Mr. Sherman has that information  
1671 handy or Director Blankenship can -- can provide some insight to that. Director  
1672 Blankenship?

1673  
1674 COUNCILPERSON McCOY: It -- it was rhetorical, Mr. Evans. I don't want to dive  
1675 too much in it. I just wanted to know that we were not having a whole large expense  
1676 because they were closed. But I did know that we were reapportioning. But if he wants  
1677 to speak to it -- but I really wasn't asking --

1678  
1679 CHAIRPERSON BOTEL: Mr. McCoy, we lost your sound.

1680  
1681 COUNCILPERSON McCOY: I -- I really wasn't looking for a specific answer. I  
1682 just wanted -- it was rhetorical in nature, and I wanted us to just kind of know that --  
1683 obviously I hope that there were some savings that as we closed, that we recognize a lot  
1684 of those folks had been reapportioned to different assignments.

1685  
1686 CITY MANAGER EVANS: Yes, sir. We have.

1687  
1688 COUNCILPERSON McCOY: I -- I -- I liked the proposal that you brought forth, Mr.  
1689 Evans, and I really wanted us to kind of think outside the box, you know, as far as this  
1690 being that -- that this has been something that I -- I'm particularly concerned with the  
1691 millage rate. But you know, you -- you're putting me in a bad spot, 'cause I -- I don't think  
1692 that I would want to see any of those programs be the ones that we have to cut. But  
1693 obviously I would hope (unintelligible) the things going forward, Barracuda Bay. And in  
1694 fact, for the whole entire recreation program, because I don't want to be the first city out  
1695 of the gate to reopen recreation programs at all. And I'm okay with that. I'm -- you know,  
1696 I think we can do exactly what you proposed in your wellness initiative.

1697  
1698 Let's do something virtual and more of an online setting as opposed to the traditional  
1699 recreation programs, that that, quote -- not -- not for the savings of money, but for the  
1700 obvious human safety aspect. But you know, I certainly think, you know, we -- we have  
1701 some programs that we have to fund. And I know how important the Civil Drug Court is  
1702 and of course the Re-entry Program. And I -- I mean, I -- I don't think there's anything in  
1703 here that I'm willing to, you know, make a sacrifice for. But I wanted to really see if we  
1704 can curtail some of the spending. But I do have some ideas that I want to bring to the  
1705 board before this budget workshops conclude. So that's it for now.

1706  
1707 CHAIRPERSON BOTEL: Councilwoman Lanier, you're recognized.

1708  
1709 COUNCILPERSON LANIER: I just wanted to say that I -- I know that, you know,  
1710 I'm -- I'm definitely a big proponent of trying to stay safe. But the County emergency order  
1711 today allowed for the opening of parks and recs. So what is going to happen is that, you  
1712 know, maybe -- not maybe, but I know for sure that all of the County's parks and recs

1713 programs will be open starting Monday. So that means that I'm sure other cities will  
1714 follow. And I'm sure that, you know, they're taking the necessary precautions to be able  
1715 to do that. But we are going to have to be able to not so much follow suit, but to be  
1716 prepared to be able to open up our parks and recs for the residents in the city.

1717  
1718 CHAIRPERSON BOTEL: Thank you. Anyone else? Thank you, Mr. Evans.  
1719

1720 CITY MANAGER EVANS: Okay. All right. Moving into the -- the next slide. I did  
1721 want to take some opportunity to speak a little bit about the City of Riviera Beach  
1722 assessed taxable value and the CRA tax increment value since the inception of -- of the  
1723 CRA. And for those folks at home that may not understand how CRA operates, basically  
1724 it's a snapshot in time that you establish the CRA and there is a baseline that is  
1725 established. And the baseline says for all intents and purpose the properties in this  
1726 particular area are worth \$1 billion. And so as the properties increase in value, assessed  
1727 value, the contribution that the City would normally collect as it relates to the growth and  
1728 the contribution in which the County would normally get, that money gets funded -- that  
1729 money gets placed into the CRA intended to address slum and blight in the CRA area.  
1730 So it is really a tool that a lot of municipalities utilize for the purposes of economic  
1731 redevelopment and revitalization. And there's examples all throughout the State of  
1732 Florida and all throughout the nation for that matter. So this just shows to the City that  
1733 since the inception of the CRA you have had substantial growth in the value of the  
1734 properties in the CRA. And that's a positive thing. And -- and I'll -- and that's why it's so  
1735 important that reinvest into the CRA, because the more investments that are made, the  
1736 more economic opportunities that are presented in the CRA, the more value that the City  
1737 and the CRA will see as a result of -- of people locating their businesses, operations or  
1738 developments within that particular area of our community.

1739  
1740 So one of the things that was presented as part of the budget process was the -- a loan  
1741 between the City of Riviera Beach and the CRA. And just to provide some historical  
1742 context as it relates to that item, back in October of 20 -- or 2009, the City and the CRA  
1743 came to terms with regards to an agreement that the City would loan the CRA \$10.4  
1744 million for the construction improvements of the Ocean Mall and the municipal beach.  
1745 And so the City utilized money and provided that money to the CRA, and the CRA granted  
1746 that to the Ocean Mall Redevelopment, LLC. The City made the -- the payment out of its  
1747 risk or general liability insurance fund as that fund was very healthy. The total cost for  
1748 the project or the contribution from the City was \$10 million. The number in which the  
1749 developer brought to the table, we don't have that number at this particular juncture. But  
1750 it is something that staff is looking to obtain. That particular project was a catalyst for  
1751 development to occur at the Ocean Mall, to include the Ritz Carlton, and it was the largest  
1752 tax increment revenue generation for properties in the CRA boundaries. So there was  
1753 economic development and redevelopment that occurred as a result of that investment.

1754  
1755 So as we look to the terms of the loan back in October of 2009, there was an interest rate  
1756 of 4.75 percent that was established. And the payments were to be \$985,000  
1757 commencing on March 31<sup>st</sup>, 2010, and over a 15-year period, the City would, in essence,  
1758 recoup its money plus the interest. Lo and behold, there was a modification to the  
1759 agreement that reduced the interest rate in April of 2011 to 2 percent and that effectively

1760 the payments to the City of \$985,000 would not occur till July 31<sup>st</sup> of 2017, and a balloon  
1761 payment would be provided as of July 1<sup>st</sup>, 2026. And that was to be over a 15-year period.  
1762 The next modification that occurred was in February 2016 that reduced the interest rate  
1763 to 0. Deferred the payments till October 1<sup>st</sup> of 2023 and carried the debt out for 15 years.  
1764 And the first scheduled payment was to be \$679,000 payable October 1<sup>st</sup>, commencing  
1765 in October 2023. The principal outstanding is over \$10 million.  
1766

1767 The CRA has not made any payments to the City of Riviera Beach. The funds were  
1768 drawn from the City's general liability insurance fund. Upon receipt of the funds, the funds  
1769 would be returned to the insurance fund, not the general fund, and that money is utilized  
1770 for general liability which claims total approximately \$3.5 million in 2009. In my  
1771 conversations with the CRA director and as we were going through the budget process, I  
1772 asked the CRA director if they would be inclined as they were going out for a new bond  
1773 issuance to acquire parcels within the CRA, if they would look to pay the City back as I  
1774 believe that it would be a good gesture that you have to get the CRA aboard and then in  
1775 essence the city council to approve the issuance of a bond or acquiring monies. And so  
1776 it is only appropriate that you fulfill or pay the debt that is owed to the City as a result of  
1777 this development before you incur additional debt.  
1778

1779 From the period of 2009 to 2019, the CRA tax revenue has grown from 3.8 million to 8.4  
1780 million, which is an increase of about 119 percent. By the modifications that occurred  
1781 with the loan agreement, the City has forfeited over \$4.3 million in earnings based on the  
1782 modification to the loan. Those monies were anticipated to be set aside for capital  
1783 acquisitions for the City as a result of the interest earned on the money that the City of  
1784 Riviera Beach loaned the CRA. So incorporated in the fiscal year 2021 budget is that the  
1785 CRA would start paying the City back the monies that is owed associated with the  
1786 payment that was proffered back in 2009.  
1787

1788 And so I just wanted to provide a little bit of historical context as to why we're asking for  
1789 those monies to be returned back to the City and the payment not continue to be deferred.  
1790 If it is the desire of the board to see the City look to invest in home ownership and down  
1791 payment assistance, we believe that we have the capacity and the ability through some  
1792 of the mechanisms internally to create such a program and utilize some of our fund  
1793 balance for one-time acquisition to assist in accomplishing the board's desires as it relates  
1794 to affordable housing and workforce housing in the City of Riviera Beach. So I -- I did  
1795 want to, you know, provide some additional context and -- and share some information  
1796 with you all concerning that, and -- and certainly we can discuss that in more specificities  
1797 at your Saturday budget workshop or I could address any questions that you may have.  
1798

1799 CHAIRPERSON BOTEL: Thank you. Mr. McCoy, you're recognized.  
1800

1801 COUNCILPERSON McCOY: Thank you. Mr. Evans, you -- you -- you started  
1802 saying -- and I don't know if I understood what exactly that meant. You said you had  
1803 conversations with the CRA regarding acquiring parcels. What does that mean? I -- I  
1804 just -- I think that we --  
1805

1806 CITY MANAGER EVANS: Yes. I -- I did have conversations with the -- the CRA

1807 director talking about the acquisition of the Yachtsman as well as the property, the Miami  
1808 Subs property and some other parcels that they were looking to effectively acquire. And  
1809 so when they did have that discussion and were having that discussion, the question then  
1810 came to, well, you know, the City loaned the CRA \$10 million in 2009. Is there a possibility  
1811 that we can see the City start receiving its payments sooner than what was deferred to  
1812 2023 as this has been deferred back since 2009.

1813

1814 COUNCILPERSON McCOY: Okay. So if you go back a slide, what was it? I  
1815 thought I seen something that said deferred until 2026.

1816

1817 CITY MANAGER EVANS: That was a balloon payment that was going to be --  
1818 and I'll do that right now. That was a balloon payment. Yes, July 2026 was the first  
1819 modification that a balloon payment was going to be provided in 2026.

1820

1821 COUNCILPERSON McCOY: And -- and what -- what amount was that going to  
1822 be? The entire amount?

1823

1824 CITY MANAGER EVANS: I -- I believe that was going to be the remaining amount  
1825 that -- once they commenced the payments starting on July 31<sup>st</sup>, 2017, once they got to  
1826 2026 they will pay off the remaining balance.

1827

1828 COUNCILPERSON McCOY: Okay. And the conversations that you had with the  
1829 CRA, thank you for explaining it, but I think I need you to explain it a little further. What  
1830 was the nature of it? Are you -- were -- were you interested in the CRA purchasing the  
1831 Yachtsman and the other parcels?

1832

1833 CITY MANAGER EVANS: We -- we supported the -- the CRA's desire to acquire  
1834 the Yachtsman as we are paying, I think, \$100,000 a year to continue to lease the property  
1835 and effectively that parcel squares off the -- the parcel for us to move forward with the  
1836 development that the City has had conversations about. Our intent as it relates to why  
1837 the City was saying, you know, We'd like to recoup the \$10 million, is because the CRA  
1838 was looking to issue additional debt to acquire additional capital. And we wanted the  
1839 CRA to effectively make sure that our investment that we made in the Ocean Mall is  
1840 recovered and that the payment is not continually deferred. And finding us -- finding us  
1841 in a situation where we had to plug a 1.9 budget short -- \$1.9 million budget shortfall. Our  
1842 intent was to say if we got that money on an annual basis, that \$670,000, that helps --  
1843 that reoccurring revenue helps to replenish the fund and doesn't create for the number to  
1844 be as large as we originally discussed as part of our budget process.

1845

1846 COUNCILPERSON McCOY: Okay. So was there any consideration and is this  
1847 even palatable -- I -- well, let me ask this question. I -- we have so many meetings we --  
1848 it becomes a blur and some things kind of become kind of sketchy. What was the  
1849 purchase price for the Yachtsman? Was it like 6.7 or just under 7 million?

1850

1851 CITY MANAGER EVANS: I -- I -- I think it was 4 million. I -- I think the number  
1852 was 4 --

1853



1854 COUNCILPERSON McCOY: Well --

1855

1856 CITY MANAGER EVANS: -- 4 million, yeah. And -- and based on my last  
1857 conversation with -- with the executive director, that that was also contemplated that there  
1858 was going to be anywhere between 10 to 15 single-family lots that were going to be  
1859 brought to the table as part of the arrangement. But you know, again, I -- I haven't been  
1860 involved in the conversations and discussions and negotiations as it relates to that. But I  
1861 know the number's about 4 or \$3.8 million if I'm not mistaken, between that price range.

1862

1863 COUNCILPERSON McCOY: Follow-up. So Mr. Evans, so outstanding, aside  
1864 from the permits, and this went very quickly. So they owe us no interest, correct? We  
1865 just chose to refinance a --

1866

1867 CITY MANAGER EVANS: They -- the -- that is correct, Councilman.

1868

1869 COUNCILPERSON McCOY: And the principal amount is how much? Ten million?

1870

1871 CITY MANAGER EVANS: \$10,194,621. And -- and Councilman and city council  
1872 members, I -- I am sorry. I did send you the PowerPoint. I had it in a draft and I never hit  
1873 Send. So you will have this in your inbox to look at and -- and certainly to discuss with  
1874 staff at, you know, your next budget session.

1875

1876 COUNCILPERSON McCOY: So here -- here's what I'm concerned with.  
1877 Obviously I -- I think from a cash flow perspective I could understand why you would want  
1878 to see us do that. But the loan would have normally come due at 2023 and obviously the  
1879 prior boards, for whatever reason, that was a decision that they made. But being that the  
1880 CRA is basically under contract now for the Yachtsman, if they actually take possession  
1881 and close on this Yachtsman deal, and they convey that to the City of Riviera Beach along  
1882 with the 15 properties, does that produce a better situation when we have contiguous  
1883 lots? Because if the City already owns the marina event center and the -- I guess the first  
1884 half of the parking lot, and the only thing is remaining is the Yachtsman, would we be able  
1885 to reduce the -- the principal amount, I guess, based on whatever that pro rata is of the  
1886 \$4 million deal along with those 15 properties and take possession of it and then I guess,  
1887 do that in lieu of? Because literally, the CRA is not a  
1888 revenue-generating organization. And if you look back in 2009, I can tell you there's not  
1889 been one thing that I've seen the CRA do that had actually increased or contributed to  
1890 the tax base other than the few operations down at the event center.

1891

1892 CITY MANAGER EVANS: We wouldn't be opposed to some -- you know, some  
1893 modifications or -- or -- or some type of negotiations as it relates to what is the -- what is  
1894 an optimal solution for -- for both entities. When we came to the conversation it was, you  
1895 know, any investment that occurs in the CRA, if there's \$200 million worth of economic  
1896 investment that occurs in CRA, that stays in the CRA. And we don't in essence see the -  
1897 - the -- the taxable value or the growth in that particular situation. So it is a pretty  
1898 precarious situation that we -- that we're in. But nonetheless, you know, we certainly want  
1899 to work with the CRA to find the most optimal way to kind of get us to a point that the City  
1900 can get some type of tangible asset or value for the -- the commitment that was -- that

1901 was proffered. And -- and certainly I think looking back at the modifications in the  
1902 agreement, it's something that I would have hoped that, you know -- that those -- those  
1903 particular modifications didn't occur. Because at this particular moment -- and -- and from  
1904 staff's perspective, the CRA has gone out and asked for monies and is going to get new  
1905 monies for acquisition. But we are still left with \$10 million that still hasn't been returned  
1906 back to the City. And we don't know -- or actually, our -- our rating agencies have actually  
1907 asked us, "What's going on with this, because you have an agreement that you've  
1908 deferred a couple of times, and is this something that you're inevitably gonna write off or  
1909 the CRA's not going to pay and -- and those kind of things." So it does cause for some  
1910 explanation and some challenging. But it's -- it's not something that's outside of the realm  
1911 of possibility, us finding a -- some solution that makes sense for both parties. But we --  
1912 but we do want to bring it to some type of resolution.

1913  
1914 COUNCILPERSON McCOY: Okay. That's it for now. Thank you.

1915  
1916 CITY MANAGER EVANS: Okay. The next slide goes into department overview.  
1917 So we will start with the Recreation Department and Director Blankenship.

1918  
1919 **Parks and Recreation Budget Presentation - Mr. Blankenship**

1920  
1921 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Good evening, Mayor,  
1922 (unintelligible), City Manager. Richard Blankenship, your Parks and Recreation Director.  
1923 I'm here to give you our proposed budget for 2021. Next slide, Mr. Evans. Parks and  
1924 Recreation Department is made up of two divisions, Aquatics and Parks. Next slide.  
1925 Some of the modifications that we're proposing for 2021 include eliminating 12 -- unfund  
1926 12 positions: park superintendent, two program aides full time, eight program aides part-  
1927 time, and a summer program coordinator. Some of the goals for 2021 include completing  
1928 the Parks' master plan, and I'm really thankful we haven't completed it to this point  
1929 because the scope and the -- the tenor of that plan is -- would be completely probably  
1930 irrelevant if we'd done that at this point. And then another goal upcoming and which you  
1931 kind of mentioned earlier in some comments was rebrand and reconfigure how recreation  
1932 programming is delivered in the City of Riviera Beach moving forward.

1933  
1934 You know, the -- with the support of city administration, we were kind of out front in  
1935 canceling things early on because we just didn't feel like, you know, summer camp and  
1936 football and all that -- and slowly other communities followed suit. But, you know, it was  
1937 pretty obvious to us that we could not provide a -- a safe atmosphere for the kids of Riviera  
1938 Beach so that's why we moved forward with that. So we have to figure out a different way  
1939 to provide those programs because the community really needs them. As far as the  
1940 budget goes, our 2021 budget is quite a bit less than the -- our '19/'20 budget. We're  
1941 eliminating seven and a half positions. And for capital projects, our main goal is to  
1942 complete the -- the Parks' master plan. We will begin again with meetings and configuring  
1943 some public meetings that we would do through Zoom or however we do them for the first  
1944 of October. We kind of backed off on doing any meetings or surveys because of so much  
1945 emphasis on census and elections and other things that were going on. So -- but now  
1946 we are geared up with our consultant to kick that off again beginning in September and  
1947 concluding the -- the needs assessment process sometime in mid October. So with that

1948 said I'll answer any questions that you may have.

1949

1950 CHAIRPERSON BOTEL: Mr. McCoy, you're recognized.

1951

1952 COUNCILPERSON McCOY: Thank you, Madam Chair. Mr. Sherman -- I'm sorry,  
1953 excuse me. Mr. Sherman, I'm -- I'm -- you're right in the center of my screen. Mr.  
1954 Blankenship, the \$75,000 that's called for in your tentative budget for professional  
1955 services, can you speak to what that is?

1956

1957 PARKS AND RECREATION DIRECTOR BLANKENSHIP: That's the fireworks.  
1958 We had 125,000 this year, and we've reduced that to \$75,000 for next year.

1959

1960 COUNCILPERSON McCOY: Fireworks?

1961

1962 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Yes, sir.

1963

1964 COUNCILPERSON McCOY: Okay. And I'm looking on page 52 of this, and I  
1965 guess I didn't really get a chance to -- obviously I'm not looking at something correctly.  
1966 But I'm trying to find out, you've got a tentative 2021 budget of operating costs of  
1967 2,065,000. I don't see that on page 6 -- 52. Am I missing something?

1968

1969 PARKS AND RECREATION DIRECTOR BLANKENSHIP: I'll have to defer to Mr.  
1970 Sherman for that.

1971

1972 COUNCILPERSON McCOY: Because your total budget shows 2 million --  
1973 2,001,433.

1974

1975 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Yes, sir.

1976

1977 COUNCILPERSON McCOY: I'm -- and I'm -- I'm in the binder that we received.  
1978 So -- oh, I'm sorry. I'm actually looking at the wrong page. I'm looking at activities. Is  
1979 that what it is? No? Or -- okay. I think it's broken down in several pages. Oh, gosh.  
1980 This -- yeah. I'm sorry. I'm -- it -- it's broken down over several pages so I -- I -- I guess  
1981 I didn't see that. But in any event, here's what I don't understand. So we still have a 6  
1982 percent increase even though Parks and Rec has been essentially closed for over the  
1983 last six months. And to provide some context to what I heard Commissioner Lanier say,  
1984 I pulled up the executive order and I don't know if that exactly puts us back in the position  
1985 of operating. It was very clear on the seven points regarding Parks and Rec. And I can  
1986 just run through them real quick just for the purposes of looking at your budget.

1987

1988 But the first thing says, "Reopening including all (unintelligible) associated with utilizing  
1989 activities such as skate parks, bicycle raceways, bicycle tracks, all parks, playgrounds,  
1990 water playgrounds, play and exercise equipment may be open. Water fountains may be  
1991 open. Volleyball courts may be open. Campgrounds may begin taking reservations.  
1992 Supervised sport facilities with high -- with lights may be open after sunset. Adult sports  
1993 activities and leagues are permitted." So while I see that the County is allowing it at the  
1994 discretion using terminologies like "may," which is included in every single one, how is it

1995 that we've not taken any consideration of what COVID is doing to our whole entire  
1996 program? And I'm particularly concerned to see a 6 percent increase in operating. That  
1997 I don't understand.

1998  
1999 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Well, let me address  
2000 the -- the executive order first. That really doesn't impact our budget, those items that  
2001 you just spoke of. That really doesn't have an impact on our budget. The increased  
2002 percent, I would assume, is over something to do, you know -- the -- the cost of fees going  
2003 up based on a trend over the last several years. But what I can tell you is what we did  
2004 eliminate in our budget were those operating costs associated with -- we know we're not  
2005 going to be doing big special events. We know we're not going to have a lot of overtime.  
2006 We know we're not going to have activities that were going to require (unintelligible). So  
2007 we reduced in those areas. What we will have is we've still got to maintain 13, 14 parcels  
2008 in the City. We still have to maintain Barracuda Bay. Although we've reduced operating  
2009 costs there, we still have to maintain it. So those are the -- those are all the -- you know,  
2010 we've reduced based on what we know we're not going to be doing. But the -- the  
2011 operating costs going up, that would have to do with insurance, utilities, those type of  
2012 things that we don't have any control over.

2013  
2014 COUNCILPERSON McCOY: Okay. So perhaps someone can provide some  
2015 insight on page 55. There's almost a -- I mean, it -- I'm looking at health and dental  
2016 insurance and I'm hoping that this is a typo. But how could it increase almost nearly 10  
2017 times? It goes from just under 10,000 to 107,000 for Barracuda Bay. And I thought the -  
2018 - the -- most of those employees were part-time.

2019  
2020 PARKS AND RECREATION DIRECTOR BLANKENSHIP: They are. We only  
2021 have two full -- I -- full -- two full-time employees at Barracuda.

2022  
2023 COUNCILPERSON McCOY: Well, you got salaries and wages of 357,000 for  
2024 Barracuda Bay. But I -- I'm going to see what -- I don't know. That seems very unusual.  
2025 Health and dental alone? That has to be something else included for \$107,000.

2026  
2027 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Again, I'll have to defer  
2028 --

2029  
2030 COUNCILPERSON McCOY: Does anybody -- Mr. Evans or Mr. Sherman have  
2031 the book? 'Cause I mean, maybe I'm not understanding something. But when -- when  
2032 you say, Mr. Blankenship, you have two employees, you mean two employees that's listed  
2033 under Barracuda's Bay -- for salaries, you mean? Under your budget?

2034  
2035 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Two full-time  
2036 employees for Barracuda Bay and several part-time guards or concession workers. But  
2037 only two full-time employees. Now, I -- I don't know that the administrative cost is included  
2038 in Barracuda Bay, as well. Mr. Sherman may be -- that may be in the Recreation side.

2039  
2040 COUNCILPERSON McCOY: Yeah. Well something -- something's been moved  
2041 around there because the actual number for 2020 is 40,000. So that's more than just

2042 somebody getting their teeth cleaned and going to the doctor.

2043

2044 CHAIRPERSON BOTEL: If I can interrupt you just for a second. I had the same  
2045 question on the -- on that page -- on that same page, the actual regular salaries from  
2046 Barracuda Bay go from (unintelligible) thousand to 357,000. And -- and -- and yet you're  
2047 saying that you're eliminating some positions. So I don't understand that one, either. And  
2048 that's through -- in a couple of instances where, for example, on Parks and Rec's  
2049 maintenance, the actual goes from 538 to 707,000. You're adding figures in those areas  
2050 and you're reducing the -- and -- and here's an even bigger one.

2051

2052 COUNCILPERSON McCOY: I can't hear.

2053

2054 CHAIRPERSON BOTEL: In recreational activities --

2055

2056 COUNCILPERSON McCOY: Can we (unintelligible)? 'Cause I'm hearing all kind  
2057 of feedback.

2058

2059 CHAIRPERSON BOTEL: I -- it's not me. I don't know.

2060

2061 COUNCILPERSON McCOY: I don't think it's you. It's somebody else that has  
2062 feedback.

2063

2064 CHAIRPERSON BOTEL: If you're not speaking could you mute your mike,  
2065 please? So I was saying, Mr. Blankenship, on page 52, the actual salaries in recreational  
2066 activities goes from 434,000 to 904,000. It just seems to me like some of these salary  
2067 increases are -- I can't figure out why, when you're -- when you're unfunding 12 positions,  
2068 why are these salary lines going up so much?

2069

2070 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Yes, ma'am. I  
2071 understand. I -- I -- again, I'll defer to Mr. Sherman.

2072

2073 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
2074 Yeah. This -- this is Randy Sherman. Yeah. We go through, as I described at one of the  
2075 earlier meetings, with the payroll system that we now have on -- on Tyler, it actually goes  
2076 through and does all the calculations by individual. So it includes not only their base pay.  
2077 It would include any cost of living that we've built in and it would include items such as  
2078 their longevity pay.

2079

2080 CHAIRPERSON BOTEL: All right. So we're -- so we're not comparing apples to  
2081 apples, really, when we go year -- year -- when we look at the actual 20 -- when you look  
2082 at the actual 2020 compare with the 2021 tentative, we're not really comparing apples to  
2083 apples because it was a different calculation?

2084

2085 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: It --  
2086 it's a more precise calculation. And as we go through the budget process, we run that  
2087 calculation a number of times as people -- as staff members come and go, as they get  
2088 promoted, as contracts kick in such as PMSA or SEIU or whatever contracts may -- so

2089 we -- we run that three or four times during the budget process to make sure that the  
2090 numbers are -- are as fresh as they can possibly be. If I'm looking at -- go in and look at  
2091 Barracuda Bay right now. Again, we have a number of part-time positions that we've kept  
2092 so we've kept all of the life guard positions. And we have -- hang on. I'll run Barracuda  
2093 Bay. So we just ran this since the last budget meeting on August 17<sup>th</sup>. We refreshed all  
2094 the numbers. Regular salaries in Barracuda Bay is 396,000. And the health insurance  
2095 is \$64,000.

2096  
2097 CHAIRPERSON BOTEL: Oh.

2098  
2099 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: So  
2100 again, it's going -- if you look at the individuals that actually have health insurance right  
2101 now -- so as we took out the vacancies, the next time we run it, all of the health insurance  
2102 for those vacancies would now come out of the equation.

2103  
2104 CHAIRPERSON BOTEL: But what -- what did you say the total regular salaries  
2105 was for Barracuda Bay in the tentative --

2106  
2107 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
2108 396,000.

2109  
2110 CHAIRPERSON BOTEL: See, that -- that's even worse. I mean, it went from 212  
2111 actual to 396. So I -- I guess --

2112  
2113 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: I --

2114  
2115 CHAIRPERSON BOTEL: -- what you're -- what you're saying is --

2116  
2117 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
2118 Yeah. What we -- no, what we did is we moved -- and you'll have to help me, Mr.  
2119 Blankenship, with Frank Soler's [phonetic] position. I believe the first time we ran it, he  
2120 was in the wrong cost center.

2121  
2122 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Correct.

2123  
2124 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: So  
2125 we corrected that cost center which puts him over the Aquatics, which puts him in the  
2126 Barracuda Bay cost center so that really just moved from one cost center to another cost  
2127 center.

2128  
2129 CHAIRPERSON BOTEL: Okay.

2130  
2131 COUNCILPERSON McCOY: Okay. Can I ask a question?

2132  
2133 CHAIRPERSON BOTEL: Go ahead, Mr. McCoy.

2134  
2135 COUNCILPERSON McCOY: You know, this is quite difficult being in a virtual

2136 setting and then, too, looking at these numbers and comparing them to the presentation.  
2137 And I don't know if we got this presentation. I -- I'm still not -- I -- first of all, unless I'm --  
2138 unless you had about 10 people getting veneers put in, I don't understand how Barracuda  
2139 Bay has this amount of money in health and dental. And I want to give you guys an  
2140 opportunity to go back and bring us something that closely resembles -- because what  
2141 I'm seeing in the 2020 adopted budget says \$9,800. What's being proposed in this budget  
2142 is 107,000. Did they get gold teeth or what?

2143  
2144 CHAIRPERSON BOTEL: No. They -- Mr. -- Mr. McCoy --

2145  
2146 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
2147 Well --

2148  
2149 CHAIRPERSON BOTEL: -- you might not have been listening or I think you were  
2150 -- you stepped away. It -- when he ran the last run of it, it got -- got it down to 64,000.  
2151 So the actual in 2020 was 40 so it's gone from 40 to 64, which is a little more reasonable  
2152 than 40 to 107.

2153  
2154 CITY MANAGER EVANS: Right. It -- it's actually five individuals that are carrying  
2155 health and dental in that cost center. And again, that would include the rate increases  
2156 that we discussed --

2157  
2158 CHAIRPERSON BOTEL: Right.

2159  
2160 CITY MANAGER EVANS: -- two hours ago as part of the health insurance  
2161 discussion.

2162  
2163 COUNCILPERSON McCOY: Okay. I'm sorry. I didn't hear that. But you know,  
2164 in -- in -- so the maintenance cost being that we've not utilized this facility doesn't go  
2165 down?

2166  
2167 PARKS AND RECREATION DIRECTOR BLANKENSHIP: It goes down a little bit.  
2168 But you know, we're still running water. We're still (unintelligible) pouring. We're still  
2169 rubbing the -- the -- the -- the sides of the pool. And that really doesn't -- the only costs  
2170 that would have gone down would have been lifeguards. But we utilize them in other --  
2171 you know, other areas: out at the beach, doing other things. So while they may not have  
2172 been lifeguarding, they were still working and doing other things.

2173  
2174 COUNCILPERSON McCOY: Right. But now going forward, do we reallocate them  
2175 away from Barracuda Bay, or do we now attribute them to lifeguard services at the beach  
2176 which I thought was taken care of under Fire Rescue?

2177  
2178 PARKS AND RECREATION DIRECTOR BLANKENSHIP: It is but we would --  
2179 like, in a typical time, we would be closing Barracuda Bay the first of October. So the only  
2180 employees we would have would be those two full-time employees unless we brought in  
2181 a  
2182 part-time (unintelligible) to assist in cleaning. They wouldn't be doing any lifeguarding.

2183 So we -- and it just so happens we've lost -- of those that we were using, about two or  
2184 three of them have -- have left the organization. So we're down to maybe four part-time  
2185 guards that are manning the beach now. You know, they're doing the beach  
2186 management. Once we don't do beach management anymore, we will -- you know, we'll  
2187 evaluate if they're needed somewhere else and go from there.

2188  
2189 COUNCILPERSON McCOY: Okay. So even in your rebranding -- and this is what  
2190 I had some concerns with. So even in your rebranding, we're still looking at an increase.  
2191 And I -- you know, I -- I'm not going to be able to support this budget (unintelligible). And  
2192 I wish there was a way that I could really bifurcate this by departments. But Mr.  
2193 Blankenship, it -- it just doesn't seem to make sense to me that we're increasing in both  
2194 columns. And then last week we had Chief Osgood present a proposal of \$100,000 for  
2195 a police athletic league. I -- you know, I'm not understanding what exactly we're doing,  
2196 because it seems like, you know, we're taking from one end and just adding it back on  
2197 another end which essentially does nothing as far as us trimming the fat when it comes  
2198 to not only a budget shortfall but a global pandemic which changed the way everybody  
2199 lives.

2200  
2201 And more importantly, I see a park superintendent, two program aides. That's three full-  
2202 time positions. Was the summer program coordinator -- that obviously was not a full-time  
2203 position. And nine other positions, nine part-time positions being eliminated, but we still  
2204 have a personnel increase. I don't think we're -- we're not doing it. And even further,  
2205 other than the -- maybe  
2206 not -- I can count on one hand the number of events that I know of occurred at the Brooks  
2207 Center. And I think Councilwoman Lanier was probably a part of all of them. You know,  
2208 obviously you need insurance and utilities but, I mean, like, I hope that's a part of  
2209 rebranding 'cause clearly if something is not being used -- if the Lindsey Davis Center is  
2210 not going to be open, if we're not doing the traditional gathering of the senior program,  
2211 then there needs to be, you know -- we need to gut this budget a little more. Because I'm  
2212 not about to suggest that we create a PAL Program and we take from programs on Parks  
2213 and Rec.

2214  
2215 And let me segue to saying, Mr. Blankenship, my response and why I read the executive  
2216 order from the County that was signed today, was to simply suggest that the County has  
2217 given the  
2218 go-ahead that they may open. By no means am I suggesting that that's what we -- that  
2219 we do in Riviera Beach because we have some safety -- life-safety issues that we have  
2220 to resolve. So I -- I -- I know that doesn't necessarily reflect on us and how we operate.  
2221 But you know, one of the things that concerns me is, "Supervised sports facility with lights  
2222 may be open after sunset." I don't think we even allow that already. I've never seen any  
2223 kind of supervised sports unless it's inside the gymnasium. But for the most part, I don't  
2224 know how that would even apply to us anyway. And I would hope that we're not even at  
2225 that point to even adopting any of these recommendations that the County has done by  
2226 their executive order.

2227  
2228 COUNCILPERSON MILLER-ANDERSON: Madam Chair?  
2229



2230 COUNCILPERSON McCOY: So my -- I think it --  
2231  
2232 CHAIRPERSON BOTEL: So -- so I'm sorry. Who said -- Councilwoman  
2233 Miller-Anderson and I think Mr. McCoy is --  
2234  
2235 COUNCILPERSON MILLER-ANDERSON: Was McCoy finished? Is he finished?  
2236  
2237 CHAIRPERSON BOTEL: I -- I think he is, yeah.  
2238  
2239 COUNCILPERSON McCOY: Well, I -- I -- I just don't like what I'm seeing as far as  
2240 this budget is concerned. It -- I -- I think we need to do a little bit better being that we  
2241 don't have a Parks and Rec essentially other than the -- other than the reallocated  
2242 personnel going to different departments. I -- I mean, I don't know how we can justify a  
2243 budget of this -- of this size. And again, we literally have to think in the new norm. And I  
2244 don't want to set aside monies for a department to purportedly have in their budget then  
2245 to be removed after we approve it. But I don't support this at all. Because that literally is  
2246 still increasing our budget by \$6 million. I'm sorry. I'm sorry. Not 6 million; 6 percent in  
2247 operating.  
2248  
2249 CHAIRPERSON BOTEL: Yeah. I agree. I agree. Councilwoman Miller-  
2250 Anderson, you're recognized.  
2251  
2252 COUNCILPERSON MILLER-ANDERSON: Yeah. And -- and I agree. Is it  
2253 possible for you all to go back to the drawing board a little bit with this budget for the Parks  
2254 and Rec and fix the numbers and kind of make it make some sense here for us?  
2255  
2256 CITY MANAGER EVANS: Madam Chair, if I may.  
2257  
2258 CHAIRPERSON BOTEL: Yes. Mr. Evans.  
2259  
2260 CITY MANAGER EVANS: Certainly we -- we can -- we can -- we can certainly go  
2261 deeper into the -- the Parks and Recreation budget and provide some additional clarity.  
2262 With regards to the operational expenses, I think some of that also is attributable maybe  
2263 to communications fees that are actually costs associated with IT, as well. So we can get  
2264 in there and -- and get a little bit more granular as it relates to the operation. But -- and  
2265 to see what -- what we can do to, you know, put the department in a situation where they  
2266 can respond to recreation in the 21<sup>st</sup> century, especially in light of COVID. But also in the  
2267 event that we look to eventually get back to some form of normality, what does that look  
2268 like and -- and how much is that going to cost. As -- as Councilman McCoy said, I've had  
2269 the opportunity to read the emergency order, and it doesn't provide me with anything that  
2270 I'm going to look to do. Our parks will still be passive, but I'm not going to have a situation  
2271 where we rip the Band-Aid off and go back to things as -- as normal 'cause that's not  
2272 responsible, especially in light of if in-class instruction starts, we're going to see numbers  
2273 go up.  
2274  
2275 CHAIRPERSON BOTEL: Thank you. Mr. McCoy, you're recognized.  
2276

2277 COUNCILPERSON McCOY: Mr. Evans, you're reading my mail. Your program  
2278 should include the -- the wellness program. I would love for it to include -- if they want to  
2279 put Brooks on this budget, let's send two of those persons down there and create a virtual  
2280 fitness program where they can go in live or do it at -- at Lindsey Davis and incorporate  
2281 that into the existing wellness initiatives that we have down there and have it facilitated  
2282 with more of a recreational approach or things we can do at home and put that on a  
2283 YouTube and having -- having a regular recurring schedule. Because, you know, not only  
2284 is Parks and Rec just not here in the city, but gymnasiums all across -- I mean, anything  
2285 from martial arts, karate, gymnastics, even a fitness gym. They're literally almost  
2286 nonexistent. You go into a fitness gym and it's -- you know, it's almost bare bones. But I  
2287 really don't want to support a budget that has an increase when everything else around  
2288 us is going down.

2289  
2290 And you know what? My first -- I guess my first idea was to ask whether or not I can have  
2291 exactly what each one of these items represent. But I would like to see if you can go back  
2292 and create us something that is a little more palatable for us to understand and have  
2293 some support behind it as to how we arrived and what's your expectation and what's your  
2294 goals, Mr. Blankenship, as well as City Manager Evans. Thank you for not pulling off the  
2295 Band-Aid, because I'm telling you, you know, I was the honorary chairperson at last  
2296 week's COVID-19 meeting. Thank you, Councilwoman -- Councilman Lawson and Chair  
2297 Botel for being absent due to the Palm Beach State College graduations. But there's  
2298 often -- it's often -- well, at least over the last two weeks it's being said that the COVID  
2299 numbers are going down, which I don't debate. But the main factor is because testing  
2300 has went down and we're not in the clear. So I don't want anybody to believe that we're  
2301 going to open up the Senior Center over at Lindsey Davis or even go back to doing  
2302 organized recreational sports because I can't support that at all.

2303  
2304 CHAIRPERSON BOTEL: Thank you, Mr. McCoy. And I might add, Mr. Evans,  
2305 the thing that concerns me is when I see such a discrepancy between the actual and the  
2306 proposed budget. I just want some explanation. And I think Mr. Sherman started to  
2307 provide that with his explanation of how we're putting -- we're using a different  
2308 methodology for recording the -- the salaries in this year's budget. So it would be helpful  
2309 to me if I had a better understanding of how those numbers are arrived at. And I -- I, too,  
2310 agree that we -- we need to try to trim this a little bit given the COVID -- new -- new world  
2311 order.

2312  
2313 CITY MANAGER EVANS: Yeah.

2314  
2315 CHAIRPERSON BOTEL: So any -- anyone else with questions --

2316  
2317 CITY MANAGER EVANS: Yeah, we --

2318  
2319 CHAIRPERSON BOTEL: -- for Mr. -- go ahead, Mr. Evans.

2320  
2321 CITY MANAGER EVANS: We -- we can certainly do that. And to Mr. Sherman's  
2322 point, the system that we utilize is -- is very -- gets down very granular. So it -- the margin  
2323 of error is -- is slim. But we'll -- we'll provide a little bit more clarity on this particular item

2324 and any items that the board ask for as -- as part of our discussions.

2325

2326 CHAIRPERSON BOTEL: Thank you. Councilwoman Lanier, you're recognized  
2327 and then McCoy. Miss Lanier?

2328

2329 COUNCILPERSON LANIER: Yeah. Okay. I wanted to say that I brought up the  
2330 issue of the emergency order for the Parks and Recs because what I was hoping was for  
2331 the last six months we have -- and I especially have been preaching about the -- looking  
2332 at the City and its activities as a new normal. How will we look at the activities of Parks  
2333 and Recs, especially of how we would move forward without a lot of contact in a sense.  
2334 I was hoping for some presentation of how we were going to look at sports, how we were  
2335 going to look at Parks and Rec's activities, how we were going to utilize our facilities in  
2336 terms of -- of either -- either virtual or no-contact. I -- I didn't see anything that speaks to  
2337 how we're going to move forward. We can't just, you know, look at the budget and say -  
2338 - and we know that it's not going to go back to normal any time soon. And I have not  
2339 heard anything about the Parks and Rec's direction in terms of how they're going to look  
2340 at the activities that were once offered. Looking at those activities through a different lens  
2341 and how to present that to the public. So when I made the statement about Parks and  
2342 Recs for the County, I was hoping that -- because they do have some ideas, the City of  
2343 Palm Beach Gardens, virtual this, virtual that. No-contact activities for -- for -- for youths  
2344 in large spaces. I just didn't see anything like that for the City of Riviera Beach or any  
2345 ideas of how we were going to move forward in this new normal. So that's what I was  
2346 looking for.

2347

2348 PARKS AND RECREATION DIRECTOR BLANKENSHIP: And, Councilwoman  
2349 Lanier, if I may, that is the -- the importance for completing this master plan. It's to get  
2350 public input on how they want services delivered so that we're not assuming we're  
2351 delivering the way they want them. We're -- we -- we've asked and we've been and we've  
2352 gotten the answer of how they want to receive their recreation services. So that's  
2353 importance of us finishing the master plan.

2354

2355 CHAIRPERSON BOTEL: Thank you. Mr. McCoy, you're recognized.

2356

2357 COUNCILPERSON McCOY: Thank you, Madam Chair. Mr. Blankenship, do you  
2358 have any insight or -- or specifics on -- on, I guess -- or anything you can drill down on  
2359 the rebranding portion of your 2021 goals and what that looks like?

2360

2361 PARKS AND RECREATION DIRECTOR BLANKENSHIP: No, not at this time.  
2362 Again, that's part of what the -- the master plan will help us answer. What I can tell you  
2363 is next Thursday we're going to launch a pilot with doing Bingo on Zoom for the seniors.  
2364 And then shortly after a pilot to do line dancing on Zoom. We'll -- because that's what  
2365 they're asking. That's not what we're telling them they want. That's what they're asking.  
2366 But, you know, we just -- we -- we will gingerly get into this -- this virtual or this new way  
2367 of delivering services. But I really want to hear from the public as we -- I don't want to get  
2368 too far out in front of the public when we start doing this.

2369

2370 CHAIRPERSON BOTEL: Thank you. Councilwoman Lanier, you're recognized.

2371  
2372 COUNCILPERSON McCOY: And --  
2373  
2374 COUNCILPERSON LANIER: I -- I -- I just want to say briefly, I wanted to ask when  
2375 is the master plan or the -- the development plan -- when is it going to be complete?  
2376  
2377 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Our goal is to complete  
2378 it and bring it to you in December.  
2379  
2380 CHAIRPERSON BOTEL: When? I'm sorry.  
2381  
2382 COUNCILPERSON LANIER: September?  
2383  
2384 PARKS AND RECREATION DIRECTOR BLANKENSHIP: December.  
2385  
2386 COUNCILPERSON LANIER: December. So --  
2387  
2388 PARKS AND RECREATION DIRECTOR BLANKENSHIP: So --  
2389 COUNCILPERSON LANIER: -- is there any way that you can bring -- I mean,  
2390 'cause  
2391 I -- I'm -- I'm assuming that you guys are working as we speak on this plan. Is there any  
2392 way that you can come back to the council, you know -- we don't -- we -- we don't have  
2393 to wait until it's totally done. Bring us something back to give us some idea of how and  
2394 where you're moving  
2395 in -- in terms of Parks and Recs.  
2396  
2397 PARKS AND RECREATION DIRECTOR BLANKENSHIP: We will be doing that.  
2398 You'll see the -- the plan several times before we ask you to adopt so that you'll be  
2399 involved in the needs assessment process, as well.  
2400  
2401 CHAIRPERSON BOTEL: Thank you. Mr. McCoy? I'm sorry. Miss Lanier, are  
2402 you finished?  
2403  
2404 COUNCILPERSON LANIER: Yeah.  
2405  
2406 CHAIRPERSON BOTEL: Thank you. Mr. McCoy, you're recognized.  
2407  
2408 COUNCILPERSON McCOY: I'm sorry. This -- it's really tough because it seems  
2409 like deja vu. Mr. Blankenship, we had the master plan budgeted for -- in the 2020 budget.  
2410 Am I correct?  
2411  
2412 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Correct.  
2413  
2414 COUNCILPERSON McCOY: So it takes more than a year?  
2415  
2416 PARKS AND RECREATION DIRECTOR BLANKENSHIP: When you have six  
2417 months of COVID it does.

2418  
2419 COUNCILPERSON McCOY: Okay. So -- and I'm glad you brought that up. And  
2420 Miss -- Councilwoman Lanier, I -- I think you were going on the right track, but even still,  
2421 how many parks do we have, Mr. Blankenship? Is it 16?

2422  
2423 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Thirteen.

2424  
2425 COUNCILPERSON McCOY: Thirteen. That's including the municipal beach?

2426  
2427 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Yes.

2428  
2429 COUNCILPERSON McCOY: Okay. So the scope, has it been redefined since we  
2430 went to COVID or did they just kind of slow down on the work?

2431  
2432 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Well, we -- we slowed  
2433 down on the work. Then when we started gearing back up, we wanted to wait until census  
2434 interviews -- 'cause part of this is done online. Part of this is done by phone survey. Part  
2435 of this is done -- it would have been face to face. But now it'll be done on -- virtually as  
2436 far as the needing -- needs assessment, talking to the public, talking to the user groups,  
2437 talking to, you know -- getting the fill of -- of the users of our facilities and what -- what  
2438 they -- what they want to see. You know, we had a whole -- we had a whole schedule of  
2439 public meetings set for March and April but we -- we had to cancel those because of the  
2440 pandemic. So we would -- our goal was to be finished by September or October but now  
2441 we've gotta -- we -- you know, we'll readjust that. But we're still going to finish it hopefully  
2442 within this calendar year.

2443  
2444 COUNCILPERSON McCOY: Mr. Blankenship, I thought when we approved this,  
2445 this was you getting a consultant to conduct this Parks master plan, was it not?

2446  
2447 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Yes. A -- ACOM is the  
2448 consultant.

2449  
2450 COUNCILPERSON McCOY: Is it AECOM or ACOM?

2451  
2452 PARKS AND RECREATION DIRECTOR BLANKENSHIP: AECOM.

2453  
2454 COUNCILPERSON McCOY: I -- okay. And I'm familiar with them. But here --  
2455 here's -- but how far are we in on it, Mr. Blankenship? Because I want to literally have a  
2456 discussion item about that all together.

2457  
2458 PARKS AND RECREATION DIRECTOR BLANKENSHIP: We finished what we  
2459 call phase one which is the information gathering, the -- the existing conditions, that type  
2460 of stuff. We've completed that part. And we're now getting into the -- the needs  
2461 assessment.

2462  
2463 COUNCILPERSON McCOY: So who determines the needs assessment?

2464

2465 PARKS AND RECREATION DIRECTOR BLANKENSHIP: The public and the  
2466 council and city administration. Everybody's involved in that.

2467  
2468 COUNCILPERSON McCOY: Well -- well, and -- and then I'm glad you got to that  
2469 point. And I would never want to exclude the public. But literally, you know, I -- I really  
2470 respect the decision that I seen Palm Beach County make when there were so many  
2471 people, reading them the riot act just because of a mass (unintelligible). And as much  
2472 as I really appreciate the public, there are decisions that we have to make that sometimes  
2473 members of the public will vehemently disagree. But the Parks plan at this point should  
2474 not be a priority or continuing this -- this -- this whole master plan should not be a priority  
2475 because, I mean, if we're talking about a Parks plan, we don't even have a foreseeable  
2476 future to where we're going to pick up in the Parks plan. So I want to see, like, exactly  
2477 what has been done thus far because, I mean, it would be futile to continue doing  
2478 something that's not going to ever come to any kind of fruition.

2479  
2480 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Well, again,  
2481 Councilman, that's why I'm thankful that we haven't completed it, that -- that it wouldn't be  
2482 a futile effort at this point.

2483  
2484 COUNCILPERSON McCOY: Okay.

2485  
2486 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Nor do I want to be  
2487 shortsighted and think that -- that we can, you know, live with two gyms and two rec  
2488 centers for the foreseeable future in Riviera Beach. There's -- there probably is a better  
2489 way for us to structure our department and our facilities, but we won't know that until we  
2490 go through this exercise.

2491  
2492 CHAIRPERSON BOTEL: Mr. Evans, Council --

2493  
2494 COUNCILPERSON McCOY: Well --

2495  
2496 CHAIRPERSON BOTEL: I'm sorry. I thought you were done, McCoy.

2497  
2498 COUNCILPERSON McCOY: No, I got a few other things because it seemed like  
2499 it was getting more interesting.

2500  
2501 CHAIRPERSON BOTEL: Okay. Okay.

2502  
2503 COUNCILPERSON McCOY: I -- I -- I -- your crew handles Sugar Hill Cemetery,  
2504 too, as well, correct?

2505  
2506 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Correct.

2507  
2508 COUNCILPERSON McCOY: Why?

2509  
2510 PARKS AND RECREATION DIRECTOR BLANKENSHIP: That's the way it was  
2511 when I got here.

2512  
2513 COUNCILPERSON McCOY: Mr. Evans, I'm -- I'm from that neighborhood but  
2514 that's no park. I know -- I know it's a -- I know it's a -- a couple benches there, but I'm just  
2515 thinking from optics that's not a park. And people don't go to the cemetery to sit down  
2516 and have a picnic. So I just was curious about that. That's the first thing. Secondly, I  
2517 think what's good for the goose is good for the gander. If we're going to sit here and have  
2518 this conversation with Mr. Blankenship -- and no -- no offense or any ill intent is intended  
2519 -- I -- I just don't support \$100,000 of the PAL budget going to supporting a new program  
2520 that we're essentially going to ask administration to gut some of these activities that we  
2521 know are not going to work and then try to fund it over on -- on the PAL side. If anything  
2522 in a -- in a ideal situation, PAL, I would expect those community policing officers to be  
2523 coming to have a seat at the table in the existing programs had they been working and  
2524 also in the same fashion that they did when we had Youth Empowerment, when we had  
2525 those other officers that was there on a daily basis. But I -- I really got some concerns  
2526 about finishing this master plan, who's getting -- who's participating, where the input is  
2527 coming from, and certainly the budget of 100,000 for PAL and the -- I mean, the very  
2528 vague details on some of these other program activities from the various community  
2529 centers. So I don't support this budget. And if we can bifurcate it, I will vote it down right  
2530 now.

2531  
2532 CHAIRPERSON BOTEL: You done, Mr. McCoy?

2533  
2534 COUNCILPERSON McCOY: Yes. I'm done. Thank you.

2535  
2536 CHAIRPERSON BOTEL: Councilwoman Lanier and then Mr. Evans.

2537  
2538 COUNCILPERSON LANIER: I was going to ask the -- the PAL Program, is -- is  
2539 that -- that is -- that is going to be paid for by Parks and Recs?

2540  
2541 CITY MANAGER EVANS: No. That program is -- is not going to be paid for by  
2542 Parks and Recs.

2543  
2544 COUNCILPERSON LANIER: Okay.

2545  
2546 CITY MANAGER EVANS: That program --

2547  
2548 COUNCILPERSON LANIER: I mean --

2549  
2550 CITY MANAGER EVANS: -- will reside in the police department. But there -- there  
2551 will be a strong fundraising arm of the PAL operations so there will be contributions that  
2552 would be made, but most of the monies to support the program would come from private  
2553 contributions. And I can have Chief Osgood provide a little bit more specificities with  
2554 regards to that.

2555  
2556 COUNCILPERSON LANIER: Yeah. I definitely would like that. Second of all, I  
2557 think that we -- we need to have this -- 'cause I think that library is also having the same  
2558 issue in terms of how to make contact with the public and -- but not make contact with the

2559 public. Parks and Recs and the Library Department are similar in terms of having people  
2560 in their space, having face-to-face conversations, face-to-face programs, and I really want  
2561 to see -- because we all know that this is not going anywhere any time soon. So not that  
2562 we have to redo our entire programs, but we certainly have to pivot in terms of how we're  
2563 going to engage the public in programs that will support a \$5 million budget. That is a lot  
2564 of money. And -- and to have that type of money and no -- no idea of how we're going to  
2565 engage the public.

2566  
2567 And you say a -- a -- a -- a master plan is being developed. I'm -- I'm -- the reason why I  
2568 asked to bring something to us sooner rather than later is the fact that what do they  
2569 propose in terms of -- of how the Parks and Rec is going to engage with the public. So I  
2570 agree with Mr. McCoy on the fact that this is a lot of money to not have an idea of how  
2571 we're going to really move forward in the -- in the face of a pandemic. I -- I would think  
2572 that, you know, at least in the last three months there had -- there would have been some  
2573 conversation, some -- some idea of what we were going to do to keep our residents safe,  
2574 but also be able to engage them, as well.

2575  
2576 CHAIRPERSON BOTEL: Thank you. Mr. Evans, you're recognized.

2577  
2578 CITY MANAGER EVANS: Yes. I wanted to speak briefly on -- on the master plan.  
2579 I think it is important that we complete the master plan from the perspective is the master  
2580 plan will tell you where are the strategic areas in your community to locate recreational  
2581 facilities and what is the trends in recreation allowing for and what investments need to  
2582 occur. If you look at Central Park in New York and Manhattan, that is the most valuable  
2583 real estate around that particular park. And so parks have a huge economic engine for  
2584 residential development and redevelopment. There's also trends that are saying to  
2585 municipalities, You need to get away from pocket parks and go to more regional parks.  
2586 Also, the types of recreational amenities are changing.

2587  
2588 You know, 15 years ago if we would have said that, Hey, you would need, you know,  
2589 soccer fields more so than baseball fields or multi-purpose fields more than -- you would  
2590 have said, No way. That's America's pastime. But the fastest growing sport in the U.S.  
2591 is soccer. You're seeing kids transition to other sports and other activities. Digital  
2592 recreation is becoming more of the norms. So the master plan is going to tell you how  
2593 can you create a community with recreational amenities that allows your community to  
2594 age in place and has the recreational amenities to be able to accommodate those. I've  
2595 gone through probably about four or five master plans, and it has been very insightful to  
2596 get the community's input and feedback as it relates to what Parks and Recreation looks  
2597 like, both in the short term and the long term. And I think there has already been an  
2598 investment. I think the council's input and feedback in that is certainly very valuable. But  
2599 it's going to give you very good insight as to what are things that we can do to become a  
2600 tourist destination and create facilities that are not in other communities. If we know that  
2601 Boca has, you know, the best regional park for all purpose, we may have a situation where  
2602 we can leverage our marina to have a sailing program that nobody else has. So it's good  
2603 conversation. It's good discussions. And it's an opportunity to set our community apart  
2604 from other communities because they're doing market research to say, Hey, this is what  
2605 the Parks' infrastructure looks like county wide, 'cause, Director Blankenship, if I -- if I'm



2606 not mistaken, they've also done the County's master plan, as well as Wellington's. And  
2607 so other communities are doing these exercises to make sure that their park amenities  
2608 remain, you know, consistent with what the community's looking for, but something that's  
2609 separate and apart that can be a revenue generator.

2610  
2611 CHAIRPERSON BOTTEL: Any other -- Mr. McCoy, you're recognized. Your  
2612 microphone.

2613  
2614 COUNCILPERSON McCOY: Okay. So here's what I'm interested in. So this past  
2615 Saturday -- and I -- and I'm a little uncertain. 'Cause I seen this flier that has Councilman  
2616 Douglas Lawson's Back-to-School Bash. And I don't know who the other organization  
2617 was and I'm glad our Pro Tem is on here. He can answer as well as our Parks director.  
2618 But I'm really particularly concerned. Like, you know, the -- the book bags that we give  
2619 away, is that coming out of operating supplies? I mean, I'm sorry. Not supplies.  
2620 Operating out -- out of the Parks and Rec operating budget?

2621  
2622 PARKS AND RECREATION DIRECTOR BLANKENSHIP: Yes, sir.

2623  
2624 COUNCILPERSON McCOY: Okay. So why -- excuse me one second, Mr.  
2625 Blankenship. Councilman Lawson, so why does it become a Councilman Lawson's event  
2626 and not a City of Riviera Beach event?

2627  
2628 CHAIRPERSON BOTTEL: You're recognized, Councilman Lawson.

2629  
2630 CHAIR PRO TEM LAWSON: So the initiative -- thank you, Madam Chair. The  
2631 initiative was an initiative that we've done for the last two years. This is our second year  
2632 doing it with Sincere 2000. It's a nonprofit organization. It's local here in the community.  
2633 And because of COVID and because of the time frame and virtual learning, City of --  
2634 Parks and Recs decided to partner with our event instead of hosting two separate events.  
2635 And after speaking with Mr. Evans and Mr. Blankenship, it was going to be an easier  
2636 operation to organize the two backpack drives and to operate just one event as opposed  
2637 to two drive-through events.

2638  
2639 COUNCILPERSON McCOY: Well, that -- that presents a problem because, you  
2640 know, we've faced a lot of criticism about \$15,000 of community benefits every year. And  
2641 I made it a point that I don't give money to certain programs unless they pass the litmus  
2642 test as far as I'm concerned. And one of them being the track record and lack thereof. I  
2643 would then support initiatives like the Back-to-School Bash, which I've, you know, surely  
2644 supported. But you know, I -- I -- I didn't know that this was something that was covered  
2645 under the Parks and Rec budget. But I'm not going to -- you know, I guess that's probably  
2646 something I want to have a conversation on a whole 'nother day. But literally, I didn't  
2647 realize that this was anything different because I don't know who Sincere 2000 is. I  
2648 promise you I would love to know what skin in the game they had.

2649  
2650 But I don't want to create these events that give the impression that they're private; when  
2651 I get there it's all City staff. And here's the problem. Literally this slide is saying that we're  
2652 cutting out -- I need glasses -- seven and a half FTEs -- maybe it's just small. Seven and

2653 a half positions and I would hope that we're not just out here in the philanthropic mode of  
2654 just giving away backpacks partnering with organizations when we are literally doing it at  
2655 taxpayer dollars. And then on the other hand turning around and cutting positions out of  
2656 the budget. That's a strong concern. Not to mention that it shouldn't be a Lawson event,  
2657 because I mean -- it shouldn't be a councilperson anybody event. It should be a City of  
2658 Riviera Beach event. And I would think that that's the way it should be going forward.  
2659 Even further, Mr. Evans, I -- I want to see if we can have this reworked. But I'm going to  
2660 tell you, we cannot sit here and scrutinize Parks and Rec and tell PAL they can go right  
2661 ahead and create \$100,000. And I think -- let me clarify because you said that it's going  
2662 to come through strong fundraising and that's exactly contrary to what I heard Mr. -- Chief  
2663 Osgood say. \$100,000 was going to come out of the general fund. So I want to make  
2664 sure I'm clear on this because --  
2665

2666 CITY MANAGER EVANS: There is money that is put into the budget -- the  
2667 \$100,000 is in the budget as seed capital. But it is to -- it is intended that the monies are  
2668 -- come from the philanthropic arm of the agency and the fundraising arm, because they  
2669 have to establish the nonprofit aspect of it to be able to -- to move forward in that particular  
2670 direction. So it's seed capital to assist with the creation of that nonprofit element. But  
2671 then they would have to find funding to effectively prop up that program. In addition to  
2672 they would charge some fees for programs. Let's say they do decide to do a baseball  
2673 program. There would be user fees that would be generated as part of those particular  
2674 activities. So there's still a lot of work that has to be done, and -- and I can have Chief  
2675 Osgood provide some more specificities. But there was monies that was being requested  
2676 from the police department to effectively start a seed capital to assist in the facilitation of  
2677 the program.  
2678

2679 COUNCILPERSON McCOY: Well, Mr. Evans, I don't know if this is possible or  
2680 practical, but, you know, it was asked in a very short presentation, and obviously that was  
2681 something that didn't even have any narrative behind it, nor did he even -- was it even  
2682 presented on a slide show. But I don't support it. And I would love to take it to a vote  
2683 because I'm not going to, on one hand, take from Parks and Rec and then decide to go  
2684 on a pilot program to create a police athletic league. Athletic where and how? I mean, it  
2685 just, for me, doesn't make sense. And I'd be the first person to support the police  
2686 department if they needed 100k to shore up some equipment or to perhaps get some new  
2687 technology. But it doesn't seem to work in  
2688 this -- in this current state. And I -- and I would love to see what the members of the board  
2689 would say because, you know, it -- it seems like we can't do it on one end and then not  
2690 on the other.  
2691

2692 CHAIRPERSON BOTEL: You're recognized, Councilwoman Lanier.  
2693

2694 COUNCILPERSON LANIER: I would have to agree with it. I would have to agree  
2695 that -- that I -- I do like the idea and the concept of a PAL Program. But when you -- I  
2696 don't want to get into the weeds with this in terms of -- of -- of measurable outcomes and  
2697 -- and -- and national data on programs such as this. I -- I really want to talk about the  
2698 fact that this is going to happen, it needs to happen with a significant amount of outside  
2699 funding and not city funding for it. We -- when we asked agencies and programs to come

2700 to the City, we asked them to come with something in their hand. I mean, we -- we don't  
2701 -- we don't fund -- fully fund programs, and basically we just prop them up. So if that is  
2702 going to happen, that needs to be something -- and then, too, if we're gonna do this, I  
2703 would like to have some -- \$100,000. Have some information about the effectiveness of  
2704 a PAL Program nationally, standards, the effectiveness -- the -- the effectiveness of it. Does  
2705 it work? I mean, it's -- it's a nice thing to say and it's a nice thing to have, but what are  
2706 the measurable outcomes of a program such as this? And with that being said, I -- I  
2707 definitely would want to have more information before I vote to include something of this  
2708 caliber coming out of a Parks and Rec's or any -- anybody's budget for the City.

2709

CHAIRPERSON BOTEL: Thank you. Mr. McCoy, you're recognized.

2711

2712 COUNCILPERSON McCOY: This here, Madam Chair, for this item. Members, I  
2713 -- you know, I -- I literally am not trying to be the bad guy. But you know, this is the hard  
2714 decision that we have to make. And obviously we wouldn't be here if it wasn't for COVID  
2715 and obviously there -- COVID is just one of the factors. But mainly, you know, we have  
2716 to take a tough approach. But you know -- oh, my. I -- I'm going to wait till the end to tell  
2717 you my other comments. But you know, speaking of Parks and Rec, you know, I -- and I  
2718 said this to the manager, and I want to make sure I bring it to the members' attention  
2719 because it's something of very urgent and imminent need that I want to address. And it  
2720 relates around us having parks and specifically Wells Recreation and Community Center.  
2721 But I'll defer that to the end so let me make sure I make a note to bring that up. That's all  
2722 I have. But this is the part of the tough budget-making process that we have to deal with.  
2723 Thank you, Madam Chair.

2724

CHAIRPERSON BOTEL: Thank you. Anyone else? Okay. Mr. Evans?

2726

2727 CITY MANAGER EVANS: Thank you, Director Blankenship. The next is going to  
2728 be Althea Pemsel, our Procurement Director. Miss Pemsel?

2729

### 2730 **Procurement Budget Presentation - Ms. Pemsel**

2731

2732 PROCUREMENT DIRECTOR PEMSEL: Good evening, everyone.

2733

2734 CHAIRPERSON BOTEL: Good evening.

2735

2736 PROCUREMENT DIRECTOR PEMSEL: Madam Chair and Council. The  
2737 Procurement Department is responsible for the oversight of the City's procurement  
2738 activities, coordination of surplus disposition and procurement administration. Our  
2739 mission is to serve internal and external business stakeholders with the highest level of  
2740 professionalism, innovation, technology, using lean practices and the best sourcing  
2741 methodologies. Our vision is to provide the highest service and quality of goods at the  
2742 best value while constituting the core values. A few of our functions are issue solicitations  
2743 to meet operational and administrative needs in accordance with Florida Statutes, Palm  
2744 Beach County governance, our City charter, our City procurement code and the Palm

2745 Beach Commission on Ethics. We will be promoting even more this year the inclusion of  
2746 local and small businesses to stimulate the City's local economy, coordinate the  
2747 redistribution, auction, sale or other lawful means of disposition of City-owned property  
2748 that's declared either unserviceable or surplus. Next slide, please.

2749  
2750 In our budget modifications, we're unfunding one of our positions which is the senior  
2751 procurement specialist position that was currently vacant. Also the contract's  
2752 administrator position will be reclassified. We don't have any capital improvement  
2753 projects for this year, although we do have some initiatives technology wise that we will  
2754 be doing. One of our goals this year is to ensure that we increase the vendor participation,  
2755 so we'll be conducting quarterly outreach and training events for suppliers. We have a  
2756 couple of modules left on the Tyler system. One is the supplier's self-serve. Also the  
2757 contract's module. So we're going to be implementing those in the next year. In order  
2758 for us to be able to review spending trends and to consolidate the City-wide procurements,  
2759 that's a way for us to obtain best pricing and value and to have economies of scales. We  
2760 want to train our staff on more alternate delivery methods on projects. We're going to  
2761 revise the City code -- our procurement code as it were to bring it up to -- up to date and  
2762 to be able to clean up some previous language. Also develop a purchasing manual as  
2763 an instruction thing for our departments to be able to utilize. So the small increases that  
2764 you'll see will cover our initiatives which aren't many, and I think also, as well as raises  
2765 and other things included in that number. That's all I have. Are there any questions?

2766  
2767 CHAIRPERSON BOTEL: You're recognized, Mr. McCoy, and then Mr. Lawson.

2768  
2769 COUNCILPERSON McCOY: Thank you. I'm interested in -- I'm -- I'm on page 43  
2770 of the budget book. The actual retirement contributions seems to be just a little bit more  
2771 than what was actually budgeted for. However, it seems not to even coincide with the  
2772 salaries and wages. And I'm not sure if I understand how you could have almost precise  
2773 on the contributions of retirement but the salaries are \$200,000 off. So I'm -- I'm just  
2774 curious to figure out what --  
2775 how -- how -- how could that kind of scenario come up. That's my question for Mr.  
2776 Sherman.

2777  
2778 CHAIRPERSON BOTEL: Yeah, Mr. Sherman, it seems to me the same -- if I could  
2779 interject -- it seems to me that the same is true here as it was with Parks and Rec that the  
2780 actual 2020 of 198,000, that it -- that the -- in the regular salaries and wages, goes up to  
2781 389,000. Is -- is -- do you have a -- a more recent number on that? And likewise, the  
2782 health and dental is at 80,000 when it had been at an actual of 29,000.

2783  
2784 COUNCILPERSON McCOY: Well, I was thinking maybe they're budgeting for  
2785 employees that -- that they anticipate on bringing on in the new fiscal year. But I do know  
2786 that there was a shortage. That would probably explain why we have a \$200,000  
2787 difference than what we're budgeted for. But I mean, just going -- I -- it's almost -- Mr.  
2788 Sherman, you care to respond to that retirement contribution thing?

2789  
2790 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:

2791 Yeah. I'm looking -- I'm looking at those numbers, and again we have the two lines for  
2792 the retirement contribution. One is the old system and one is the FRS system. I believe  
2793 all of the individuals under the old retirement system are now -- have now left the  
2794 Procurement Department. 'Cause if I look at my -- at my new numbers, I actually have  
2795 salaries at \$484,000, which would include the elimination of the position that we have and  
2796 the upgrade for the position that Miss Pemsel mentioned, a contract administrator. But  
2797 your -- your question about the actuals, I believe it's because, again, that would be the  
2798 individuals that were in the old retirement system, which again, I believe they have all left.  
2799 We had final payouts for the individuals. But I'm not quite sure. Let me see. I have --  
2800 yeah, I have five -- no, I have five positions under -- no, I do still have two positions under  
2801 the -- the old system. Oh, yeah. No, I would. I still have two positions under the old  
2802 system. But I'm coming up with -- I'm coming up with now 35,000 for the old system and  
2803 32 for the new system. And if I go back to the original numbers, which would be in the  
2804 budget book --

2805  
2806 CHAIRPERSON BOTEL: The original was 35,984 for the old system.

2807  
2808 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: And  
2809 -- and 30.

2810  
2811 CHAIRPERSON BOTEL: And 30 original one for --

2812  
2813 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: So  
2814 those retirement numbers, yeah -- the salary -- I mean, the salary numbers have gone up  
2815 to 400,000, but the -- the pension numbers haven't changed significantly. Again, just  
2816 slightly due to the \$10,000 increase. So I'm sorry, Mr. McCoy. What was your original -  
2817 - your original question? Is how we spent the full retirement contribution?

2818  
2819 COUNCILPERSON McCOY: Well, I guess that --

2820  
2821 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Oh.

2822  
2823 COUNCILPERSON McCOY: -- that would probably --

2824  
2825 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: No,  
2826 okay. Let me -- let -- let me back up because -- I'm sorry. Okay. The -- the retirement  
2827 contributions for the old system are based on the actuarial reports. So they actually -- the  
2828 actuary actually provides us what the contribution is. And that is allocated to each  
2829 department. So that is -- that one is a hundred percent paid for right up front. And we  
2830 actually make those retirement contributions in October, on October 1<sup>st</sup>. So they do an  
2831 actuary report. They come in and say, All general fund contributions, \$1.9 million. We  
2832 make that payment in October. And that's why you see a hundred percent on that one.  
2833 It's the FRS one that is going to vary due to the employees coming in and out of the  
2834 system since 2015. So an example, when we brought Miss Pemsel on, she goes to the  
2835 FRS system so her retirement contributions will be paid on the FRS line. The senior  
2836 procurement individual who left was in the old system, but if you fill that position, the

2837 retirement contributions for that position will go into the FRS line.

2838

2839 So, yeah, there -- there is still -- that's why you see the hundred percent 'cause it's an  
2840 exact number. And if we went back and you -- if you look at, like, the police department  
2841 or the fire department, you'll see that there's an FR -- there's a general retirement system  
2842 number that's a hundred percent. You will see that in every department as you go  
2843 through.

2844

2845 COUNCILPERSON McCOY: Thank you, Mr. Sherman. Madam Chair, one last  
2846 question for Miss Pemsel. So Miss Pemsel, you went through a list of things I guess  
2847 you're looking to do this year. One of them, I know I heard you mention Tyler and certain  
2848 modules within Tyler; is that correct?

2849

2850 PROCUREMENT DIRECTOR PEMSEL: That's correct.

2851

2852 COUNCILPERSON McCOY: And then there was something else you mentioned  
2853 about maybe streamlining or something with the vendors or something of that sort?

2854

2855 PROCUREMENT DIRECTOR PEMSEL: Yes. Doing quarterly outreaches and  
2856 training events for our suppliers on our system as well as getting to know them better and  
2857 helping them to be prepared for some of the capital improvement projects that we'll be  
2858 doing in the future.

2859

2860 COUNCILPERSON McCOY: Okay. So well, what exactly is informational  
2861 technology? Is that computers and equipment?

2862

2863 PROCUREMENT DIRECTOR PEMSEL: Well --

2864

2865 COUNCILPERSON McCOY: Mr. Sherman? Or --

2866

2867 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
2868 Yeah.

2869

2870 COUNCILPERSON McCOY: -- I guess is one -- is that -- is that --

2871

2872 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: That  
2873 --

2874

2875 COUNCILPERSON McCOY: Go ahead.

2876

2877 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
2878 Yeah. Okay. We run the Information Technology Department as an internal service fund.  
2879 In essence it runs sort of like a -- a business, an internal business where we budget an  
2880 IT and then those costs get allocated out to all departments. So when Allie [phonetic]  
2881 comes up and you look at his budget, you'll see that his budget has gone up \$600,000.  
2882 When we allocate that across the other departments, you're going to see an increase in

2883 their information technology budgets.

2884

2885 COUNCILPERSON McCOY: Yeah. But here's what I don't understand. So I know  
2886 when we had this discussion, maybe it was -- obviously it was post the ransomware event.  
2887 And then I believe it may have even occurred this year when we talked about the City  
2888 was already set, and we had dollars set aside for doing computer and IT upgrades. Are  
2889 these IT and computer upgrades then charged back to the various departments or is it  
2890 done Citywide?

2891

2892 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
2893 They're -- they're done Citywide but they are charged back to the departments.

2894

2895 COUNCILPERSON McCOY: Okay. And does this -- this include any kind of, like,  
2896 Internet and that sort of thing within the building, or is that like a conglomerate system  
2897 included with the -- the lease of their space?

2898

2899 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
2900 Yeah. Maybe I should defer to Mr. Parziale on that, exactly what's in -- in his budget. But  
2901 -- but, yeah, that would include anything -- again, a citywide thing. So if they're out buying  
2902 service or they're doing firewalls and, you know, they're doing communications,  
2903 purchasing PCs, all of that goes into their budget and then gets reallocated out to all of  
2904 the departments.

2905

2906 COUNCILPERSON McCOY: Thank you, Madam Chair. Thank you, Mr. Sherman.

2907

2908 CHAIRPERSON BOTEL: You're welcome. Anyone else? Thank you, Miss  
2909 Pemsel. Oh, Mr. Lawson, you're recognized.

2910

2911 CHAIR PRO TEM LAWSON: Thank you, Madam Chair. Miss Pemsel, thank you  
2912 for your budget. Who is going to focus on the minority -- Women in Minority participation  
2913 and local business participation? I see that you're going to be reclassifying your contracts  
2914 administrator. Who's going to be your -- your focal point for this?

2915

2916 PROCUREMENT DIRECTOR PEMSEL: I think all staff will have a role in it overall.  
2917 But part of the contracts administrator reclassification will include that.

2918

2919 CHAIR PRO TEM LAWSON: Okay. (Coughing). Excuse me. And I believe Mr.  
2920 Evans brought into his budget or had discussions about the disparity study where it was  
2921 going to be consultant services and the potential study. Mr. Evans, if you could just clarify  
2922 for me where in the budget that actually fell in.

2923

2924 CITY MANAGER EVANS: Yes. Hold on one second here. Yes. That -- that  
2925 actually is housed within the City Manager's budget for us to -- to move forward with the  
2926 -- the Disparity Study. So that's incorporated in our fiscal year 2020/2021 budget.

2927

2928 CHAIR PRO TEM LAWSON: Okay. So in the City Manager's budget. So will this

2929 be someone in Miss Pemsel's department, Procurements, or someone in your office that  
2930 will be overseeing this process?

2931  
2932 CITY MANAGER EVANS: It will be someone in our office that will be overseeing,  
2933 but we will work in collaborations with Procurement.

2934  
2935 CHAIR PRO TEM LAWSON: Okay. Software, Miss Pemsel. The software with  
2936 Tyler that we have for data collection. Have we come to an understanding and a direction  
2937 when it comes to data collection? I know that we spoke with B2G Software one time, and  
2938 they said they would be able to integrate it with Tyler. But I do understand that that was  
2939 not the direction we decided to go because I believe that Mr. Sherman said Tyler would  
2940 be sufficient to collect all the data as long as we retrofit it to what we were looking for. So  
2941 do we know if the software Tyler has been fitted to collect all data necessary to complete  
2942 a study?

2943  
2944 PROCUREMENT DIRECTOR PEMSEL: One of the reasons why we want to  
2945 institute the contracts module is so that we will be able to collect data specifically using  
2946 the contracts and purchase orders that we issue to the small businesses and the minority  
2947 businesses. In this way we could extract reports directly from that module in addition to  
2948 our other purchase order module, as well. So we're just shoring up the Tyler portion of it  
2949 to be able to get more accurate data for the City overall and especially for the small  
2950 businesses and minorities.

2951  
2952 CHAIR PRO TEM LAWSON: Okay. So we're just -- we're shoring up. So Miss  
2953 Pemsel, just to be very clear, October 17, 2019, direction was given to staff to begin  
2954 collecting data to make sure that we could actually have a disparity study completed. At  
2955 that time you were not with the organization, and we decided as an organization that we  
2956 had not collected or began collecting the data. What you're telling me is August 27, 2020  
2957 [sic], we're still trying to shore up that process?

2958  
2959 PROCUREMENT DIRECTOR PEMSEL: We still are collecting data in our current  
2960 system, although it's slightly crude, and it just takes us a little bit more use of Excel to  
2961 really extract it. Our data currently is being extracted from the Palm Beach County  
2962 because our code says that we will use their Small Business Approval Program and their  
2963 Small Business Program. So when I pull data from the County using our 33404 and using  
2964 Riviera Beach as the filtering system, that's where I'm getting some of the SPIN data. I  
2965 sent some over to -- to staff to take a look at that I could collect so far. So I'm collecting  
2966 whatever data I can. But I want to be able to get it specifically out of our own system as  
2967 we change our procurement code to be able to have more control over the small business  
2968 portion.

2969  
2970 CHAIR PRO TEM LAWSON: Okay. So as of today's date, do you know if the data  
2971 we are collecting is sufficient to begin and institute a disparity study?

2972  
2973 PROCUREMENT DIRECTOR PEMSEL: I think we could use better data.

2974



2975 CHAIR PRO TEM LAWSON: Okay.

2976

2977 PROCUREMENT DIRECTOR PEMSEL: I think we could use better data. I mean,  
2978 it -- it would suffice, but I think the better our data is the better we will be able to have a  
2979 stronger disparity study.

2980

2981 CHAIR PRO TEM LAWSON: Okay. I would like for us to take a look at possibly  
2982 implementing the software B2G or software that is going to allow for us to collect the  
2983 proper data. As of right now, we are another year in. And as of a five-oh vote that was  
2984 passed last year where our previous procurement director gave us direction that they  
2985 would begin collecting data immediately that would be sufficient to incorporate a disparity  
2986 study for women and minority businesses.

2987

2988 This is my priority. This has been my priority since the minute I stepped on this dais. So  
2989 Miss Pemsel, I do not want us to continue to shore it up. I want this as a priority before I  
2990 can approve and move forward with this budget. So if this is not going to be incorporated  
2991 into this budget, I cannot support this. Mr. Evans, thank you for including the disparity  
2992 study research and funding to actually get one completed. But the data needs to be  
2993 collected. It's as simple as understanding what we need to pass a disparity study. So if  
2994 we have to incorporate a B2G software system to collect accurate data into the  
2995 Procurement Department, we need to do that. We're literally two years out from being  
2996 able to complete a study. The County has done it. West Palm Beach has done it. And  
2997 yet we still fall behind. And the importance of actually completing a study is to show that  
2998 there is a disparity within the spending that's going to women and minority businesses.

2999

3000 So I want this to be on the record. I would love for this software to be put in place to  
3001 gather the proper data to complete a disparity study. And I continue to ask for it. And it  
3002 seems like it just keeps getting pushed to the back burner. Mr. Evans, thank you for  
3003 putting it in your budget, but it's -- it makes no sense why data is not being collected to  
3004 complete a study when we have surrounding municipalities that are on the border of us  
3005 that have completed it. We can literally not -- we don't have to recreate the wheel. We  
3006 can look at what the County has done. We have the consultant that the County and the  
3007 City and the school board has used. West Palm Beach, the County and the school board  
3008 have used and yet we will not move forward with it. I do not understand why we continue  
3009 to fight this. And it is not one of your goals when I told you, Miss Pemsel, from day one,  
3010 that is a priority of one of your elected officials. Women and minority business have to be  
3011 supported in our community, and that needs to be a priority. Thank you, Madam Chair.

3012

3013 PROCUREMENT DIRECTOR PEMSEL: Mr. Lawson, I can't speak to what  
3014 happened in the past. But I have worked to find data for you, to be able to collect the  
3015 data that I can. And it is a priority of mine. That's why the outreach is important. That's  
3016 why making sure the businesses have all the things that we need to be able to report on.  
3017 Again, you know, we want to make it as strong as we can for you. But I will work even  
3018 harder on getting the data. When I came the staff really wasn't collecting any data as  
3019 they had promised before. But it's -- it's my goal and I will continue to work on that.

3020

3021 CHAIR PRO TEM LAWSON: Follow-up, Madam Chair.  
3022  
3023 CHAIRPERSON BOTTEL: Sure.  
3024  
3025 CHAIR PRO TEM LAWSON: Miss Pemsel, yes. You cannot speak on the past.  
3026 But how long have you been with this organization, Miss Pemsel?  
3027  
3028 PROCUREMENT DIRECTOR PEMSEL: Since April.  
3029  
3030 CHAIR PRO TEM LAWSON: Okay. It's August 27, Miss Pemsel. Your 2021 goals  
3031 do not reflect women and minority businesses to create and to establish a disparity study.  
3032 So regardless of what's happened before you started, Miss Pemsel, your goals need to  
3033 reflect that. I need you to understand that this is a requirement from me as an elected,  
3034 because this is what our community demands. We need to show the disparities within  
3035 our community and the data needs to be collected. So if you've been here since April,  
3036 Miss Pemsel, I would really appreciate if this became a priority.  
3037  
3038 PROCUREMENT DIRECTOR PEMSEL: Absolutely, sir.  
3039  
3040 CHAIR PRO TEM LAWSON: Thank you, Miss Pemsel.  
3041  
3042 CHAIRPERSON BOTTEL: Anything else? Thank you, Miss Pemsel. Have a good  
3043 evening.  
3044  
3045 PROCUREMENT DIRECTOR PEMSEL: Thank you.  
3046  
3047 CHAIRPERSON BOTTEL: Mr. Evans?  
3048  
3049 CITY MANAGER EVANS: All right. Moving right along we'll get into IT. Mr.  
3050 Parziale? Let me see.  
3051  
3052 **Information Technology Budget Presentation - Mr. Parziale**  
3053  
3054 CIO PARZIALE: My camera's on? Yes. Good evening. I'm Tony Parziale. I'm  
3055 the Chief Information Officer for the City of West Palm Beach. And good evening, council  
3056 members.  
3057  
3058 COUNCILPERSON McCOY: Who -- hold on. Hold on. Hold on. I'm about to  
3059 send you off right now, Mr. Parziale. What city are you from?  
3060  
3061 CIO PARZIALE: Boston.  
3062  
3063 COUNCILPERSON McCOY: No. You said you were the Chief Information Officer  
3064 for what city?  
3065  
3066 CIO PARZIALE: Oh, I don't know. What did I say?

3067  
3068 CHAIRPERSON BOTEL: West Palm Beach.  
3069  
3070 CIO PARZIALE: West Palm Beach? I'm sorry. Okay.  
3071  
3072 UNIDENTIFIED SPEAKER: So Tony, I thought -- I thought you were retired, man.  
3073 What's up with that?  
3074  
3075 CIO PARZIALE: I -- I don't know.  
3076  
3077 CHAIRPERSON BOTEL: He is.  
3078  
3079 CIO PARZIALE: I -- I am. I wasn't planning on heading to West Palm Beach. I --  
3080 I guess I could have said Key West but --  
3081  
3082 COUNCILPERSON McCOY: Mr. Parziale, I could arrange a meeting for you, now.  
3083  
3084 CIO PARZIALE: That's okay. Thank you. Sorry about that. It's late in the night.  
3085 I'm a senior citizen, you know?  
3086  
3087 COUNCILPERSON McCOY: Yeah.  
3088  
3089 CIO PARZIALE: Way past my bedtime. Good evening. IT is responsible for  
3090 providing safe and secure applications and infrastructure to support our city staff as we're  
3091 -- as we support our -- our customers in terms of our -- or residents. One of the things  
3092 that certainly we were real happy to be able to do during the COVID-19 is be able to  
3093 quickly transition staff who work predominantly in offices to remote and work at home.  
3094 And we're happy to -- to get that done. As you start looking at the budget modifications,  
3095 you'll see four -- four positions there. Three of them are vacant: IT, information tech, and  
3096 administrator positions, and one is a GIS CAD technician position which there's an  
3097 employee that's been out on long-term medical leave.  
3098 And -- yes, Miss Botel?  
3099  
3100 CHAIRPERSON BOTEL: We're not seeing anything on the screen right now.  
3101 There we go. It just popped up.  
3102  
3103 CIO PARZIALE: Oh, yeah.  
3104  
3105 CHAIRPERSON BOTEL: Thank you. We're good. Thank you.  
3106  
3107 CIO PARZIALE: Hold on one second. I'll -- let me get this back up. All right. Oh,  
3108 my gosh. It would act up during IT, right?  
3109  
3110 UNIDENTIFIED SPEAKER: It would.  
3111  
3112 CHAIRPERSON BOTEL: Right.

3113  
3114 CIO PARZIALE: All right. Let me just zoom in on this one, and then we'll -- I'll fix  
3115 it for the next slide for the sake of time.  
3116  
3117 CHAIRPERSON BOTEL: Okay.  
3118  
3119 CIO PARZIALE: Everyone see that?  
3120  
3121 CHAIRPERSON BOTEL: Yes.  
3122  
3123 CIO PARZIALE: Okay.  
3124  
3125 COUNCILPERSON McCOY: Okay. Does anyone see this page in the budget  
3126 book?  
3127  
3128 CHAIRPERSON BOTEL: Oh, sorry. I'm -- it's page -- let me see. Oh, let me get  
3129 my glasses.  
3130  
3131 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Page  
3132 71.  
3133  
3134 CHAIRPERSON BOTEL: Thank you. Thank you.  
3135  
3136 CIO PARZIALE: All set?  
3137  
3138 CHAIRPERSON BOTEL: So just -- just the one page? Yes. Go ahead, Mr.  
3139 Parziale. Sorry. Thank you.  
3140  
3141 CIO PARZIALE: Thank you. Under the budget modifications there are four  
3142 positions which are to be unfunded: Three of them are information services, techs and  
3143 administrators. The GIS CAD technician was a position that came over from another  
3144 department. The employee's been out on long-term medical leave and will become  
3145 vacant and that will be the fourth position. For our fiscal year 2021 goals, a lot of them  
3146 are around getting our handle on our cost of service. Typically our -- our service desk  
3147 services phone calls, walk-ins, e-mail and tickets. So our goal is to start looking at incident  
3148 response times, the cost per ticket, number of active tickets, our reopen rate for -- for  
3149 closing tickets. So a lot of those are around that area and improving our best practices  
3150 in IT.  
3151  
3152 Under the operating budget, what's happened in -- in IT -- and this is -- is pretty much  
3153 globally, you see operating expenses increase while capital remains flat or decreases.  
3154 And that's a result of the shift from on-premise applications and on-premise equipment to  
3155 subscription-based services. In the industry that is typically considered what you'll hear  
3156 SAAS or software as a service and IAAS, which is infrastructure as a service. And the  
3157 City of Riviera Beach is certainly moving in that direction and -- and in subscription-based  
3158 applications. It does change how IT is budgeted. And you often don't have that

3159 opportunity now to defer a lot of maintenance, whether it's equipment maintenance or  
3160 software licensing, as it's a subscription service. And what happens is, of course,  
3161 subscription services get turned off if -- if they're not funded.  
3162

3163 In terms of capital projects, we don't have any new capital projects. However, we need  
3164 to finish a 2020 project to migrate the City from Microsoft's Office 365, kind of a corporate  
3165 version, to a government tenant that supports a lot of the public records laws that are out  
3166 there, as well as for police department, the CJIS requirements. That project was started  
3167 in February. It required our partner to be on site working with us and of course it becomes  
3168 a COVID-19 delay. We hope in the next fiscal year we're able to keep going on that  
3169 project and get that completed. And any questions? And again, I'm sorry, Mr. McCoy,  
3170 for the reference to West Palm Beach.

3171  
3172 CHAIRPERSON BOTEL: Mr. McCoy, you're recognized.  
3173

3174 COUNCILPERSON McCOY: It's quite all right. I know you're ready to get out of  
3175 here. But I got some other questions that might make you sorry so get prepared. So I'm  
3176 looking at your page. I see -- and maybe this is a Mr. Sherman question. But you guys  
3177 got actual contribution of \$50,000. Is that from virtual currency? And I'm going to use  
3178 that terminology instead of saying another one. Wait. Actually, don't even answer. You  
3179 don't have any capital projects. But let me offer you one. There's four other members of  
3180 the city council who I just so happen to know. I think I see them on the screen. How  
3181 about let's do a capital project of some multimedia restoration inside the legislative offices.  
3182 Can we (unintelligible)?  
3183

3184 CHAIRPERSON BOTEL: Yes.  
3185

3186 COUNCILPERSON McCOY: Because it's been like -- I think it worked when we -  
3187 - we got sworn in April 3<sup>rd</sup>? It worked April 4<sup>th</sup> and then after that it never worked again.  
3188 So we got some things -- well, you know, you got some time because we're not rushing  
3189 back in there. I can tell you that much. But I just wanted to have a little fun with you  
3190 before you got out of here. So thank you so much for your service to the City, Mr. Parziale.  
3191

3192 CIO PARZIALE: Thank you, Mr. McCoy. I've enjoyed working with you.  
3193

3194 CHAIRPERSON BOTEL: Anything else for Mr. Parziale or he gets off -- he gets  
3195 off easy?  
3196

3197 CIO PARZIALE: Again, I do get off easy tonight.  
3198

3199 CHAIRPERSON BOTEL: Yeah. Thank you, Mr. -- uh-oh. My colleagues will be  
3200 jealous. Councilwoman Lanier, you're recognized.  
3201

3202 COUNCILPERSON LANIER: I just wanted to thank him again for his service to  
3203 the City. I know I have called him a lot in terms of -- I think I've had one, two, three  
3204 computers since I've been here. Two phones. Trying to maneuver all of that, he has

3205 been -- certainly has been a help to me to be able to navigate getting all of my technical  
3206 needs met. I appreciate it. Thank you. And a happy, happy retirement.

3207  
3208 CIO PARZIALE: Thank you. I plan on it.

3209  
3210 CHAIRPERSON BOTTEL: Likewise, Mr. Parziale. Enjoy your retirement. Anything  
3211 else?

3212  
3213 CIO PARZIALE: Thank you.

3214  
3215 CHAIRPERSON BOTTEL: Thank you, Mr. Parziale. Have a nice evening. Mr.  
3216 Evans?

3217  
3218 CIO PARZIALE: Thank you.

3219  
3220 CHAIRPERSON BOTTEL: HR.

3221  
3222 CITY MANAGER EVANS: Okay. HR. Let me move this to the next slide. All  
3223 right. Miss Young, if you can please proceed?

3224  
3225 **Human Resources Budget Presentation - Ms. Young**

3226  
3227 HR DIRECTOR YOUNG: Okay. I need to see if you can hear me. Can you hear me?

3228  
3229 CHAIRPERSON BOTTEL: I can hear you.

3230  
3231 HR DIRECTOR YOUNG: Okay.

3232  
3233 CHAIRPERSON BOTTEL: Excuse me one second. Mr. Sherman, what page are we  
3234 looking at in the budget book, if you don't mind?

3235  
3236 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: All right.  
3237 So pages 36 and 37.

3238  
3239 CHAIRPERSON BOTTEL: Thank you.

3240  
3241 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Uh-huh.

3242  
3243 CHAIRPERSON BOTTEL: Thank you, Miss Young.

3244  
3245 HR DIRECTOR YOUNG: Okay. Good evening, everyone.

3246  
3247 CHAIRPERSON BOTTEL: Good evening.

3248  
3249 HR DIRECTOR YOUNG: The HR Department is responsible for the development,  
3250 implementation, interpretation and the monitoring of policies, procedures, practice, processes

3251 and support programs that add value to the city and its employees. The Human Resources  
3252 Department has three divisions: Administration, Labor Relations and Risk Management.  
3253 Some of -- in order to avoid prolonging the time, I will just go right into the HR Department's  
3254 budget modifications. This -- for the upcoming budget year, the HR Department will unfund  
3255 three positions: insurance technician, which is vacant; a human resources administrator,  
3256 which is vacant; and an upcoming human resources administrator position due to the  
3257 retirement of an employee.

3258  
3259 Our department goals for the upcoming fiscal year is to implement a new tracking system for  
3260 applications, implement a talent management program for the City. The completion of human  
3261 resources staff obtaining distinguished certifications. We have several staff -- a couple of staff  
3262 members who have obtained certifications through SHRM, (unintelligible) certification through  
3263 labor associations and other programs. A completion of an update of the City's job  
3264 descriptions. We have currently started that -- that effort, and we hope to have that finished  
3265 within the next fiscal year. Completion of the employee handbook. That should be completed  
3266 by early new year or late this year. Completion of the implementation of an employee  
3267 performance appraisal program. Our current program has been outdated and the software is  
3268 unusable. We want to conduct a compensation and class study and analyze employees'  
3269 compression issues. The changes to the department operating budget includes a reduction  
3270 from \$1,447,000, \$1,447,668 to a reduction of \$1,184,469. Overall a difference of 18.16  
3271 percent. Our personnel costs went from \$947,761 to \$849,200, a difference of 10.40 percent.  
3272 Our operating budget went from \$449,907 to \$335,569. Our staffing level decreased from 10  
3273 FTEs to three. I'm sorry, to seven. And currently there are no capital projects for HR. Are  
3274 there any questions?

3275  
3276 CHAIRPERSON BOTEL: Miss -- Councilperson Lanier, you're recognized.

3277  
3278 COUNCILPERSON LANIER: I have two questions. First -- the first question is -- and  
3279 it may be not only for Miss Young but for Mr. Evans, as well. What is the status of the  
3280 recoupment of the monies that were spent -- overspent, not supposed -- not supposed to have  
3281 been spent for the insurance?

3282  
3283 HR DIRECTOR YOUNG: Okay. I would defer that to Mr. Evans.

3284  
3285 CITY MANAGER EVANS: The -- based on the -- the final findings by the Office of the  
3286 Inspector General, the monies that were actually credited back to the -- well, it wasn't actual  
3287 cash that was contributed back to the City. It was actual credits that was provided by the  
3288 insurance carrier. And if I'm not mistaken, I think the number was roughly close to about  
3289 \$500,000. I would have to look at the report. But it wasn't that the City of Riviera Beach  
3290 received a check. It was credits that was provided by the insurance provider.

3291  
3292 COUNCILPERSON LANIER: Okay. So there's no -- there is no intention of moving  
3293 forward beyond that? Is that what you're saying?

3294  
3295 CITY MANAGER EVANS: From -- from the information that we received from the  
3296 Office of the Inspector General and even conversations that I did have with Legal, that there

3297 -- the only way for you to effectively attempt to collect monies would be to go after those  
3298 persons individually and find out if, in fact, they fraudulently utilized the -- the plan. And so  
3299 realistically, based on the -- the conversations with the OIG and -- and Legal, it was since the  
3300 mistake was on the City's side, that the -- the onus and the -- the responsibilities resides with  
3301 us and that we would be hard pressed to collect anything. And in addition to it would be a --  
3302 a pretty challenging endeavor to look to recoup any funding associated with that.  
3303

3304 COUNCILPERSON LANIER: The second question that I have is -- my issue is this  
3305 with Human Resources. I have gotten calls from the time I became a councilperson. People  
3306 apply for jobs. They hear nothing. No -- no, you know, You didn't get it. We're not -- we don't  
3307 need you. I mean, nothing. And this has been going on before I became a councilperson.  
3308 There is no system in place that gives a person any hope of being a potential candidate or a  
3309 potential city employee. It appears that you would have to know someone, to know someone  
3310 to be able to get a job with the city. That is the way it is.  
3311

3312 And I need to know what is being done to make sure that when you receive applications -- the  
3313 County gets, on one job alone, 700 applications. And they have a way to send people a notice  
3314 saying, You were not chosen. And that's just on one job of thousands that are in the County.  
3315 And nothing in the City of Riviera Beach can prevent us from telling people who apply for a  
3316 job that, No, we're not going to be able to, you know, hire you for this job. You know, you  
3317 didn't get the interview. We picked somebody else. Something. But to have people to steadily  
3318 apply to the city and receive not nothing back about the status of the application, We received  
3319 it. We did receive it. I mean, something. And I have said this before, and I'm very frustrated  
3320 with this because somebody called me this morning about that. That's the reason why I'm  
3321 really, like, up here, because I just keep hearing this. So I need to know with this \$1.1 million  
3322 budget, what are you going to do to make sure that when people apply for jobs at the City,  
3323 there is something in place to let them know that either they received their application or, No,  
3324 we don't need you? Something. Any correspondence.  
3325

3326 CHAIRPERSON BOTEL: Miss Young, do you want to respond?  
3327

3328 HR DIRECTOR YOUNG: Councilperson Lanier -- I'm sorry.  
3329

3330 CHAIRPERSON BOTEL: Go ahead.  
3331

3332 HR DIRECTOR YOUNG: Did you want me to continue?  
3333

3334 CHAIRPERSON BOTEL: Yes, please. Go ahead.  
3335

3336 HR DIRECTOR YOUNG: The -- currently we do have an online application system  
3337 that once an applicant has completed an application, they receive an automatic response.  
3338

3339 COUNCILPERSON LANIER: No, they do not. They do not.  
3340

3341 HR DIRECTOR YOUNG: From the --  
3342



3343 COUNCILPERSON LANIER: I'm telling you --  
3344  
3345 HR DIRECTOR YOUNG: -- from the system.  
3346  
3347 COUNCILPERSON LANIER: Hold on. Hold on. Hold on. I -- you -- you've said this  
3348 before. Hold on. That does not happen. I -- a week ago I applied for a job. Look. I got  
3349 nothing back.  
3350  
3351 HR DIRECTOR YOUNG: Oftentimes there is --  
3352  
3353 COUNCILPERSON LANIER: And my neighbor applied for a job just to see. That was  
3354 two months ago. Nothing. So I'm telling you what you're saying it does not work.  
3355  
3356 HR DIRECTOR YOUNG: We will look into the program, Councilperson.  
3357  
3358 COUNCILPERSON LANIER: Thank you, ma'am.  
3359  
3360 COUNCILPERSON McCOY: Councilwoman Lanier?  
3361  
3362 CHAIRPERSON BOTEL: You're recognized, Mr. McCoy.  
3363  
3364 COUNCILPERSON McCOY: Can I ask what position -- can I ask what position you  
3365 were looking to apply for?  
3366  
3367 COUNCILPERSON LANIER: I just applied for -- I just applied for a -- I -- I used a  
3368 different last name, and I said I'm going to see if they at least -- and I had all the qualifications.  
3369 At least give me something. And then my neighbor applied for a job, like, two months ago. I  
3370 was like, "Have you heard?" She was like, "I haven't heard anything." So, yeah, that doesn't  
3371 work. And I -- this is not the first time I've said this. I remember when I first came home from  
3372 college. And, Lord, that was a long time ago, people. And I applied for I don't know how many  
3373 jobs with the City of Riviera Beach. I didn't hear no -- from nobody about nothing. So this is  
3374 not something been -- that recent. This is just how it is at the City of Riviera Beach. Nobody  
3375 hears nothing when they apply. And the -- and the -- and the -- and the consensus of the  
3376 residents who live here who want a job with the City say, "Well, you know, you gotta know  
3377 somebody."  
3378  
3379 CHAIRPERSON BOTEL: Know somebody. Mr. Evans, would you --  
3380  
3381 COUNCILPERSON LANIER: So, yeah, we -- we -- we're going to have to do  
3382 something about that.  
3383  
3384 CITY MANAGER EVANS: Yeah.  
3385  
3386 COUNCILPERSON LANIER: So, please, 'cause that is embarrassing.  
3387  
3388 CHAIRPERSON BOTEL: -- follow up on -- with the --

3389  
3390 CITY MANAGER EVANS: Madam Chair , we'll -- we'll certainly look into that and --  
3391 and look at the system and, Councilperson Lanier, you have an interview tomorrow at 9 at the  
3392 Public Works Complex.

3393  
3394 COUNCILPERSON LANIER: Oh, not (unintelligible).

3395  
3396 CHAIRPERSON BOTEL: Is it -- is that it for Miss Young? Okay. Anything else?

3397  
3398 COUNCILPERSON LANIER: Yeah, that -- that's it for me. That's it.

3399  
3400 CHAIRPERSON BOTEL: Mr. -- Councilman Lawson, you're recognized.

3401  
3402 CHAIR PRO TEM LAWSON: Thank you, Madam Chair. Miss Young, how much do  
3403 we have budgeted for tuition reimbursement?

3404  
3405 HR DIRECTOR YOUNG: Tuition reimbursement is done by individual departments,  
3406 and that is -- that is something that -- that is addressed by each department. HR does not  
3407 budget for tuition reimbursement.

3408  
3409 CHAIR PRO TEM LAWSON: Okay. Excellent. And Mr. Evans, will we be able to get  
3410 an overview of the program, what we're doing to revise this program? I know one of the  
3411 biggest pushes since you've been here has been degrees, education, and encouraging staff  
3412 to go for that tuition reimbursement. Could you give us an overview on that prior to next  
3413 meeting, just -- well, actually if you give me an outline of what we have now and then what  
3414 we're doing to revise that program.

3415  
3416 CITY MANAGER EVANS: Yeah, certainly. The -- the tuition reimbursement program  
3417 right now requires individuals, after they complete their probationary period, that if they're  
3418 interested in obtaining a degree and it has to be -- they have to be degree-seeking, and it has  
3419 to be within their realm of responsibilities and duties. And the City would reimburse them  
3420 depending on the grade that they receive. So if they get an A I believe they get 100 percent,  
3421 a B, 90 percent, C, 80 percent or what have you.

3422  
3423 The modification that we are looking to -- to move forward with is similar to that of the police  
3424 department that we would, as soon as you register for class -- we would provide that seed  
3425 capital to assist in facilitating you going forward into your academic studies. We eliminated  
3426 the restrictions that said based on whatever degree you get or grade you get, that your  
3427 reimbursement will not be proportioned based on A, B or C. If you pass the class -- you know,  
3428 obviously undergraduate is -- is a C or better; graduate's a B or better -- you would receive  
3429 reimbursement and then the -- the individual can continue to go. They can also go to obtain  
3430 a degree, if I'm not mistaken, outside of their normal job duties and responsibilities. So it gives  
3431 more flexibility for an individual that may be in Parks and Rec, but wants to go towards  
3432 something in Human Resources. They don't have to look for a degree in the Parks and Rec  
3433 field. They can look for a degree in some business management, public administration or  
3434 what have you. So our intent is obviously to -- to -- to eliminate the challenge that we know

3435 some of our employees have with regards to coming up with that first 2,500 or \$3,000 to start  
3436 school, and then we allow them to continue as far as they want to continue in their academic  
3437 pursuits. So that policy -- that's how the policy works for the police department, and we're  
3438 looking to make additional modifications so that type of program is offered to employees  
3439 citywide.

3440  
3441 CHAIR PRO TEM LAWSON: Okay. So the tuition reimbursement program is not  
3442 currently offered citywide?

3443  
3444 CITY MANAGER EVANS: It -- it is offered, but it is based on the -- the old formula that  
3445 requires first dollar out of pocket from the student. Then they come back with their grades,  
3446 and then if they get a B they get a -- a portion of the reimbursement. We're looking to modify  
3447 that to where it's exactly -- exactly similar to that of the police department, and we're also  
3448 looking to incorporate that in the Fire Union contract that we're working on, as well. So we  
3449 wanted to do that with the collective bargaining units to work out the kinks first. And so then  
3450 rolling it out to the -- the general employees. So that's something I would assume would be  
3451 part of our first quarter of the fiscal year that we would have that rolled out for our employees  
3452 citywide.

3453  
3454 CHAIR PRO TEM LAWSON: Okay. Excellent. And where are we with filling the HR  
3455 vacancy now?

3456  
3457 CITY MANAGER EVANS: Miss McBride, the Deputy City Manager, if she is present,  
3458 she can probably speak to more specificities on that.

3459  
3460 DEPUTY CITY MANAGER McBRIDE: Yes. We have identified three persons to  
3461 interview, and we look forward to conducting those interviews right after Labor Day, that week.

3462  
3463 CHAIR PRO TEM LAWSON: Excellent. Thank you, Miss McBride. Thank you, Mr.  
3464 Evans, and thank you, Miss Young.

3465  
3466 CHAIRPERSON BOTEL: Anything else? I have a question, Mr. Evans, about tuition.  
3467 Does one have to be a full-time employee in order to take advantage of that tuition  
3468 reimbursement, or do part-time employees -- are they able to take advantage of it, as well?

3469  
3470 CITY MANAGER EVANS: Miss Young, if you want to speak on that? I think there is  
3471 a -- maybe a caveat of hours they have to work for the agency to be entitled to that, but I -- I  
3472 can't recall off the top of my head. Miss Young?

3473  
3474 HR DIRECTOR YOUNG: Tuition reimbursement is for full-time employees.

3475  
3476 CHAIRPERSON BOTEL: So no matter how many hours if you -- you have to be full-  
3477 time?

3478  
3479 HR DIRECTOR YOUNG: Yes, ma'am.

3480

3481 CHAIRPERSON BOTEL: Got it. Okay. Thank you. Anything else? Miss --

3482

3483 HR DIRECTOR YOUNG: And off of probation.

3484

3485 CHAIRPERSON BOTEL: Oh, okay, great. Thank you. I think Mr. McCoy might have  
3486 had his hand up first, Miss Lanier, and then I'll go to you. Mr. McCoy, you're recognized.

3487

3488 COUNCILPERSON McCOY: I lost my page. I'm trying to flip back and forth but what  
3489 page is HR on? 'Cause I --

3490

3491 CHAIRPERSON BOTEL: Thirty-seven. Thirty-six, 37.

3492

3493 COUNCILPERSON McCOY: Got it. Okay. So two items that I wanted to get some  
3494 clarification on. What is general insurance? And I see in a couple of departments don't have  
3495 that. But obviously I seen some that do. Is this something specific to the port center that  
3496 they're in?

3497

3498 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Yeah.  
3499 This is Randy Sherman. Yeah, the general insurance, again, is our casualty, liability and  
3500 Worker's Comp insurance.

3501

3502 COUNCILPERSON McCOY: Okay. But it's not in every department so is it specific  
3503 to -- because I know I just seen it in Procurement.

3504

3505 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: No.  
3506 Yeah. It would be in every department. It may not be in every cost center.

3507

3508 COUNCILPERSON McCOY: Okay.

3509

3510 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: So if a  
3511 department has three cost centers, maybe it's only in one of them. Yeah. We may just put it  
3512 in the, you know --

3513

3514 COUNCILPERSON McCOY: Okay. And Mr. Sherman, I thought I had a conversation  
3515 with you in the past about unemployment being self-funded. Is that correct? Well, I'm sorry.

3516

3517 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Right.

3518

3519 COUNCILPERSON McCOY: Unemployment benefits being self-funded.

3520

3521 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Correct.

3522

3523 COUNCILPERSON McCOY: So -- but I'm looking at her page, but, I mean, what --  
3524 what's different here than what occurred in the past? Was it taken under a different budget or  
3525 something in the past?

3526

3527 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Yeah.  
3528 Remember early on we talked about the general administrative budget? It used to be over in  
3529 -- in there. And it kind of got lost, and really it was administered by the Human Resource  
3530 Department so it's been moved over.

3531  
3532 COUNCILPERSON McCOY: So that number is just based on, I guess, previous  
3533 trends of around about what is --

3534  
3535 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Yes.  
3536 Yeah.

3537  
3538 COUNCILPERSON McCOY: Okay. And -- and I guess this is more or less a risk  
3539 question but -- and I don't even know if this is appropriate to ask. But, like, the determination  
3540 in deciding to self-fund our unemployment compensation, is that done actuarially or -- because  
3541 it seemed -- it would seem to be that it would be cheaper to do a policy -- have that covered  
3542 under one of the policies.

3543  
3544 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Yeah.  
3545 All I can say is the eight years I've been here it's been self-funded. I -- I don't know where that  
3546 determination was made.

3547  
3548 COUNCILPERSON McCOY: Okay. Thank you. I mean, it's not a lot of money. I'm  
3549 just curious because I don't hardly see that.

3550  
3551 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Yeah.

3552  
3553 COUNCILPERSON McCOY: Organizations self-fund their unemployment  
3554 compensation. So -- okay.

3555  
3556 CHAIRPERSON BOTEL: Anything else? Thank you, Miss Young. Have a good  
3557 evening.

3558  
3559 HR DIRECTOR YOUNG: And good evening to you.

3560  
3561 CHAIRPERSON BOTEL: Mr. Evans, we're getting down --

3562  
3563 CITY MANAGER EVANS: Right.

3564  
3565 HR DIRECTOR YOUNG: Oh, I'm sorry. I'm so sorry. Wait, wait, wait. Councilperson  
3566 Lanier, you're recognized. I apologize.

3567  
3568 COUNCILPERSON LANIER: Yeah. I know I was laughing, but I'm dead serious about  
3569 this. I need for you guys to bring back something before the new budget year, October 1<sup>st</sup>.  
3570 To bring back something that gives me and the public confidence that when they put an  
3571 application in at the City of Riviera Beach, they at least get a -- they get an acknowledgment  
3572 of their application or a notice that, You were not chosen. Those two things have to happen.

3573 Number two, I'd also like to know about the selection process. How is that done in terms of  
3574 candidates for these jobs? Who is the selection committee? What do you use to be able to  
3575 measure what you will put forth for -- put forth for interviews and what you don't. I -- I -- I need  
3576 to have some understanding of how that works. It's just that when I got to this particular  
3577 section, I've just gotten so many calls of people who either can't get a response back from  
3578 HR, said, "I was qualified for the job." Well, no, at least you could tell them that, you know,  
3579 "You didn't qualify." I mean, something. But I need to figure out to be able to articulate to my  
3580 constituents how this process works, and I have not been able to get any answers about how  
3581 it works, who the selection committee is, what criteria is used for selection. And I know that  
3582 it's different for different jobs. But I -- you have to walk me through all of that. And of course,  
3583 not tonight, but I need to set up some time to be able to see how this works so that I can  
3584 articulate this to people who call me. 'Cause I don't know what to tell them. Thank you.

3585  
3586 CHAIRPERSON BOTEL: Thank you. Anything else? Miss Miller-Anderson, you're  
3587 recognized.

3588  
3589 COUNCILPERSON MILLER-ANDERSON: It's not for Miss Young. Thank you. I just  
3590 had a question. Did we need to extend since we're past 10 or no, since we're doing a budget?

3591  
3592 CHAIRPERSON BOTEL: I -- I think it's a workshop. We don't need --

3593  
3594 COUNCILPERSON MILLER-ANDERSON: I mean -- a workshop, I mean.

3595  
3596 CHAIRPERSON BOTEL: I don't think we have to.

3597  
3598 COUNCILPERSON MILLER-ANDERSON: Okay.

3599  
3600 CITY CLERK ANTHONY: No, Madam Chair, you do not have to extend.

3601  
3602 HR DIRECTOR YOUNG: Councilperson Lanier. I'm sorry.

3603  
3604 CHAIRPERSON BOTEL: I'm sorry. Yeah.

3605  
3606 HR DIRECTOR YOUNG: Councilperson Lanier --

3607  
3608 CHAIRPERSON BOTEL: Go ahead, Miss Young.

3609  
3610 HR DIRECTOR YOUNG: -- we would be happy to get back with you to go over the  
3611 recruitment process.

3612  
3613 COUNCILPERSON LANIER: I -- I look forward to hearing from you guys in the next  
3614 couple of weeks.

3615  
3616 HR DIRECTOR YOUNG: Yes, ma'am. Good night, everyone.

3617  
3618 CHAIRPERSON BOTEL: Good night, Miss Young. Thank you. Mr. Evans, we're

3619 getting there.  
3620  
3621 CITY MANAGER EVANS: Okay. Okay. The next department --  
3622  
3623 CHAIRPERSON BOTEL: City Clerk.  
3624  
3625 CITY MANAGER EVANS: -- is actually -- I believe it's the City Clerk. Let me get to  
3626 that slide.  
3627  
3628 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: No,  
3629 Library.  
3630  
3631 CHAIRPERSON BOTEL: Clerk, Attorney and Library.  
3632  
3633 CITY MANAGER EVANS: Yes.  
3634  
3635 CITY CLERK ANTHONY: Library goes before me, don't they? Okay.  
3636  
3637 COUNCILPERSON MILLER-ANDERSON: The agenda says Library. Library, then  
3638 Clerk then --  
3639  
3640 CHAIRPERSON BOTEL: Oh. My -- my agenda -- my agenda says Clerk, Attorney,  
3641 Library. They must have changed it.  
3642  
3643 COUNCILPERSON MILLER-ANDERSON: This is what's in Novus right now.  
3644  
3645 CHAIRPERSON BOTEL: It doesn't matter. We all gotta get it done.  
3646  
3647 CITY MANAGER EVANS: All right. Well, we -- we can --  
3648  
3649 CHAIRPERSON BOTEL: Let's do it. Let's do it.  
3650  
3651 CITY MANAGER EVANS: -- we can -- we can jump into the -- into the Library. And  
3652 this is Director Freeman's first presentation to the board and his first week on the job. So  
3653 please be kind to him.  
3654  
3655 CHAIRPERSON BOTEL: Be gentle?  
3656  
3657 CITY MANAGER EVANS: I -- I need him to come back next week.  
3658  
3659 CHAIRPERSON BOTEL: Okay.  
3660  
3661 CITY MANAGER EVANS: So Director Freeman and Miss Dickinson are going to  
3662 make the presentation and they are in the Procurement Conference room. They're not at a  
3663 Ritz Carlton or anything like that. I know they have a -- a serene backdrop there.  
3664

3665 CHAIRPERSON BOTTEL: (Unintelligible).

3666

3667 CITY MANAGER EVANS: Yeah. Director Freeman.

3668

3669 **Library Budget Presentation - Mr. Freeman**

3670

3671 LIBRARY DIRECTOR FREEMAN: Thank you, council members, and we have  
3672 myself, Rodney Freeman, the Library Director; Amy Dickinson is assistant director, and  
3673 the next slide, please. So the mission of the library is to provide free access to  
3674 information, ideas, resources, programs and technology to support users' educational,  
3675 culture and recreational needs in a variety of formats. Next slide, please. So the budget  
3676 modifications, we unfunded one position, a senior reference librarian position, which was  
3677 vacant. We reduced security officer by .5 position and we eliminated our overtime costs.  
3678 In our FY '20/'21 goals we are going to relocate to a temporary facility located at 2129 N.  
3679 Congress, and this is to be collocated with the Youth Empowerment Program. We're  
3680 going to also increase our digital presence by offering digital databases and also making  
3681 it easier for patrons to find and access information on the website. We're also reviewing  
3682 and establishing resources with city departments and community organizations to provide  
3683 citywide programs and partnerships with schools, as well.

3684

3685 In our operating budget, we had a reduction, a 7.56 percent reduction for 2019/2020  
3686 adopted budget, which was a 1,144,000 reduced down to 1,057,000. For our capital  
3687 projects, we have none for FY '20/'21 year. Are there any questions?

3688

3689 CHAIRPERSON BOTTEL: Mr. McCoy, you're recognized.

3690

3691 COUNCILPERSON McCOY: Miss Dickinson or perhaps some -- how -- help me  
3692 understand what do you mean eliminate overtime costs? I didn't know there was a whole  
3693 lot at the library.

3694

3695 ASSISTANT LIBRARY DIRECTOR DICKINSON: There traditionally is not a lot of  
3696 overtime for the library. For out (unintelligible) it's normally about \$3,000, but it was one  
3697 of the areas that we were able to address. So that is where we decided to take those  
3698 funds from.

3699

3700 COUNCILPERSON McCOY: Okay. So how does the budget modification affect  
3701 the security officer? That was -- that's not something that's charged back to your budget,  
3702 I don't think.

3703

3704 ASSISTANT LIBRARY DIRECTOR DICKINSON: That's part of our operational  
3705 cost through contract services.

3706

3707 COUNCILPERSON McCOY: Oh, really? Oh. Okay. And we're doing that  
3708 because of what exactly?

3709

3710 ASSISTANT LIBRARY DIRECTOR DICKINSON: It's one of our greatest costs



3711 through contract services, and so in looking at the budget, what we wanted to try to avoid  
3712 was to hit our book budget. Essentially our operating capital budget in any way that we  
3713 could. And operate -- the book budget is kind of misleading in that it's all the digital  
3714 platforms. It's all of our agreements with our collective agencies and where we have our  
3715 OverDrive and hoopla and those kind of agencies that we use for resources for the library.  
3716 So in order to avoid hitting that, the action was to potentially reduce the security costs,  
3717 hopefully with the anticipation of, since we will be in a dual-use facility, that these costs  
3718 could be picked up by another party or that it could be a circumstance where we be able  
3719 to just reduce the security for the new facility.

3720  
3721 COUNCILPERSON McCOY: Well, I -- I -- thank you, Miss Dickinson. I have some  
3722 philosophical concerns about children going to the library to see armed security guards  
3723 already. So I'm okay with that. And I don't know if that's something I would necessarily  
3724 like to see absorbed into a different budget because that's only -- the only budget is that,  
3725 is the -- I guess proposed at this point would be Youth Empowerment. But in any event,  
3726 my -- my other concern is what is these capital costs? I mean, are we looking at new  
3727 equipment for the library?

3728 Because --

3729  
3730 ASSISTANT LIBRARY DIRECTOR DICKINSON: No, generally not. It's the -- the  
3731 book costs, the DVD costs, the online services. That includes digital databases, but also  
3732 like audio books, eBooks, movies, music. Resources to that. It also involves access to  
3733 organizations where we see employee training and what have you so it's -- it's a multitude  
3734 of items for the library that essentially represent the resources that we provide to the  
3735 community.

3736  
3737 COUNCILPERSON McCOY: Okay. And lastly, utility costs seem very excessive  
3738 for a library. Is that typical? Like -- like, how did that come up?

3739  
3740 ASSISTANT LIBRARY DIRECTOR DICKINSON: Well, I'm going to defer that to  
3741 Mr. Sherman. That's a line item that we don't actually have the opportunity to address.  
3742 So that's -- that's not one of the areas that we ever approach when we're looking at our  
3743 budget.

3744  
3745 COUNCILPERSON McCOY: You --

3746  
3747 CHAIRPERSON BOTEL: Mr. Sherman?

3748  
3749 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
3750 Yeah. I mean, the utility costs that they incur, they have utilities that they pay to the City  
3751 for water services, and then the balance of it is their electric services. They have a lot of  
3752 square footage. They have people coming in and out. They run up, you know, high air  
3753 conditioning costs. So yeah, that's -- that's primarily electric that -- that they have.  
3754 Obviously they don't use a lot of water. They do have public restrooms and the like. But  
3755 it's primarily their electric costs. And, you know -- and as you know, that facility is -- is not  
3756 airtight. It's not watertight; it's not airtight. And it's -- it's very costly to -- to operate that

3757 old facility.

3758

3759 COUNCILPERSON McCOY: So if it's not watertight, that mean we have water  
3760 coming in. Then why do we have to have them paying for water? 'Cause there's water -

3761 -

3762

3763 CHAIRPERSON BOTEL: Oh, Jesus.

3764

3765 COUNCILPERSON McCOY: No.

3766

3767 CITY MANAGER EVANS: It doesn't quite end up -- it doesn't come in and go out  
3768 the faucet but, yeah.

3769

3770 COUNCILPERSON McCOY: I -- I know. But realistically, looking at their budget,  
3771 they're paying more for utility costs than Barracuda Bay. I don't know how that's possible.  
3772 So it's something to just look at. Our new library director -- is it Mr. Freeman?

3773

3774 LIBRARY DIRECTOR FREEMAN: Yes, sir.

3775

3776 COUNCILPERSON McCOY: And also administration. Because I -- I mean, that  
3777 just kind of stood out. I've seen like 50 some odd thousand at Barracuda Bay and, you  
3778 know, unless we're using reclaimed water from some other department at Barracuda Bay,  
3779 I don't see how the library should be using, you know -- having almost double in utilities  
3780 so -- that's all I have.

3781

3782 CHAIRPERSON BOTEL: Barracuda Bay doesn't have any air conditioning to  
3783 speak of, though. And that's probably the biggest --

3784

3785 COUNCILPERSON McCOY: Yeah, but we're talking about hundreds of thousands  
3786 of gallons of water. And just didn't seem, you know -- I don't know.

3787

3788 CHAIRPERSON BOTEL: Okay. You're recognized, Councilperson Lanier. Sorry.

3789

3790 COUNCILPERSON LANIER: Yeah. I wanted to ask Mr. Freeman to --

3791

3792 CHAIRPERSON BOTEL: Yes.

3793

3794 COUNCILPERSON LANIER: -- I -- of course I asked the same questions of Parks  
3795 and Recs in terms of the direction the library is going -- going in in terms of -- of -- of  
3796 virtual learning, in terms of this new normal, in terms of still being in the middle of a  
3797 pandemic. What are your -- what is your vision for moving the library forward in that  
3798 space?

3799

3800 LIBRARY DIRECTOR FREEMAN: Yeah. Thank you for the question. So we are  
3801 really looking at our digital resources. We are acquiring new databases so we can  
3802 basically be able to service the community. We've actually looked at several databases:

3803 lynda.com, which is very popular; Mango Languages, which has a very robust second  
3804 English -- second English as a language course. We're also looking at World Book which  
3805 kind of aligns with what the schools are using. So some of these databases we're  
3806 basically using to provide to the community so they can be able to access it online while  
3807 we're -- while we're temporarily closed. We're also looking at just the website just so we  
3808 can revamp the website. I -- I also believe that long term we'll go ahead and transition  
3809 over to a new website. But right now we're looking to -- is do temporary fixes on the  
3810 website where we've added Ask a Librarian, where people can submit questions to  
3811 librarians so they could still stay in touch with us. We've also put a -- a search bar widget  
3812 on to the web page so people can go directly to our ILS so they can search for materials.  
3813

3814 COUNCILPERSON LANIER: Okay.

3815  
3816 CHAIRPERSON BOTEL: Anything else?  
3817

3818 COUNCILPERSON LANIER: I definitely want to be able to -- as we're moving  
3819 forward -- because this is one of the issues that I -- definitely is near and dear to me is  
3820 the library and its projects. And I understand that it is the same situation that we have  
3821 where it is very difficult to engage people in the middle of a pandemic. But also, we're  
3822 looking at a situation where, in our city, the -- the lack of -- not knowledge of, just the lack  
3823 of having access to technological hardware to be able to interact with the library or with  
3824 anyone, for that matter, is sorely lacking for the city. So I just really wanted to -- especially  
3825 out of -- out of this particular program of the library projects and the -- the -- the Parks and  
3826 Rec projects to get some idea of how we're going to move forward and -- and engage the  
3827 public the way that things are now.  
3828

3829 I also want to say, Mr. Freeman, that you and I had a brief conversation before you got  
3830 here, and -- and -- and I -- I talked about the African-American studies programs, engaging  
3831 children in African-American studies, and also having a -- a -- a part of -- or a project for  
3832 the library in terms of the history of Riviera Beach. You know, the people need to know  
3833 when they say Monroe Heights or Federal Gardens or when they say these  
3834 neighborhoods, where do these names come from? Who -- how did this city evolve? So  
3835 I want to be able to focus on -- in the next two years, the city is going to celebrate its what,  
3836 125<sup>th</sup> birthday? 100<sup>th</sup> birthday? Something of that nature. And I want to be able to look  
3837 at how this city was started, how it has evolved and give us some background of the  
3838 neighborhoods in which we live. But I -- I digress now, but I really want to get some more  
3839 information from both Parks and Rec and from the library in how we're going to engage  
3840 the public in the middle of a pandemic.

3841  
3842 LIBRARY DIRECTOR FREEMAN: Yes. We'll definitely get that information to  
3843 you.  
3844

3845 CHAIRPERSON BOTEL: Thank you, Mr. Freeman.  
3846

3847 COUNCILPERSON LANIER: Thank you.  
3848

3849 CHAIRPERSON BOTEL: Any -- Mr. McCoy, you're recognized.

3850

3851 COUNCILPERSON McCOY: Thank you, Madam Chair. Mr. Freeman, so where'd  
3852 you come from? Did you come from another location within the state?

3853

3854 LIBRARY DIRECTOR FREEMAN: No, I did not. I actually came from Tennessee.

3855

3856 COUNCILPERSON McCOY: Okay. So your -- your reference to databases -- and  
3857 -- and I only figured this out maybe about five years ago. But the state library and the  
3858 state archives which is ran by the Department of State offers this interlibrary coalition or  
3859 loan program where you can basically buy -- borrow from whatever library throughout the  
3860 state. And I thought that was true in terms of databases. So my question is the -- the --  
3861 what you have down here as far as machinery and equipment, is that, in fact, for  
3862 databases or is that for subscriptions to something else? Because I thought all these  
3863 databases were done in part with all of the libraries throughout the state, including the  
3864 very robust databases and even the programs that Palm Beach County has like lynda. I  
3865 mean, is that not already something that is included being a part of of the state library  
3866 system?

3867

3868 LIBRARY DIRECTOR FREEMAN: So certain databases, the -- the -- you can get  
3869 through the state library. And certain ones you have to get on your own. I believe that  
3870 City of Riviera Beach is in a cooperative where you can have some databases, but there  
3871 are some databases that you have to go outside and purchase on your own. So that's  
3872 where we're at. That's why we're looking at acquiring some of the -- the additional ones  
3873 that are not part of that cooperative.

3874

3875 COUNCILPERSON McCOY: Okay. And you know lynda was great. If you want  
3876 to do anything related to a computer, anything related to any software, lynda is an  
3877 absolute resource for anything, from website designs to writing. I mean, it gives you any  
3878 type of program you want to know. It's very instructional and it's all levels. And I first  
3879 seen this in the private -- actually, I first seen this when I was looking at it privately. And  
3880 then I went to Palm Beach County Library, and it's offered for absolutely free.

3881

3882 LIBRARY DIRECTOR FREEMAN: Right.

3883

3884 COUNCILPERSON McCOY: And here's -- here's the interesting part. And I -- and  
3885 I'm not saying this to suggest that we should have this. But anybody in Palm Beach  
3886 County can go and get a library card for Palm Beach County. And having the library card  
3887 gives you access to that database so I would recommend that this is a conversation that  
3888 occurs with whoever the person is that oversees libraries for Palm Beach County, that  
3889 we're not recreating something and we can just do a piggyback or some -- some sort of  
3890 cooperative relationship that we're not spending 10, \$20,000 on a -- on -- on a program  
3891 that's already offered to residents of Palm Beach County already just by being in Palm  
3892 Beach County. So that's something certainly worth looking into. And I would say that not  
3893 just about lynda but about the other databases. I mean,  
3894 I -- you know, as much as I want to allow you the liberty and freedom to, you know -- you

3895 know, make the improvements you think are necessary to the department, if it's already  
3896 offered to Palm Beach County residents then, you know, perhaps it's worth looking into.

3897  
3898 CHAIRPERSON BOTEL: Anything else? Mr. Lawson, you're recognized.  
3899

3900 CHAIR PRO TEM LAWSON: Thank you, Madam Chair. Mr. Evans, where are we  
3901 with the wireless Internet that's being paid for by the CARES? With us not having a library  
3902 open and schools opening on Monday, I just want to know where we stand with that  
3903 wireless Internet for these kids and for all the homes, actually, in our city.  
3904

3905 CITY MANAGER EVANS: I put in an inquiry through a connection that I have with  
3906 the school district late last week. I'm still waiting to hear back. I know that they have to  
3907 move forward, and the project has to be completed by December. Right now I'm working  
3908 with the property manager for Marsh Harbor to try to get Internet service through their  
3909 Internet service provider Hotwire to make sure that the kids have access to Internet  
3910 services. But we are still working through that project, but I'm still waiting to get some  
3911 additional information from the County and the District on the status of the project and  
3912 what we can anticipate seeing some activity in our community.  
3913

3914 CHAIR PRO TEM LAWSON: Okay. Thank you, Mr. Evans.  
3915

3916 CHAIRPERSON BOTEL: You're recognized, Miss Miller-Anderson.  
3917

3918 COUNCILPERSON MILLER-ANDERSON: I know recently the school district have  
3919 been providing hotspots to some of the schools. So the -- I mean, if you're aware of any  
3920 parents that may be in need, have them check with their school, because there are  
3921 schools that are handing out hotspots.  
3922

3923 CHAIRPERSON BOTEL: Anything else? Thank you, Mr. Freeman. Thank you,  
3924 Miss Dickinson. Have a good evening.  
3925

3926 LIBRARY DIRECTOR FREEMAN: Thank you.  
3927

3928 CHAIRPERSON BOTEL: Mr. Evans, two to go.  
3929

3930 CITY MANAGER EVANS: All right.  
3931

3932 CHAIRPERSON BOTEL: Clerk and Attorney.  
3933

3934 CITY MANAGER EVANS: Next one up, City Clerk. All right. Madam Clerk.  
3935

3936 **Office of the City Clerk Budget Presentation - Ms. Anthony**  
3937

3938 CITY CLERK ANTHONY: Good evening. Good evening, Madam Chair and  
3939 members of the council. I'm Claudene Anthony, the City Clerk. Can you hear me?  
3940

3941 CHAIRPERSON BOTEL: Yes, I can.

3942

3943 CITY CLERK ANTHONY: Okay.

3944

3945 CHAIRPERSON BOTEL: Thank you.

3946

3947 CITY CLERK ANTHONY: The mission statement for the City Clerk's Office is to  
3948 provide efficient, expedient and professional customer service to all customers consistent  
3949 with the City's standards, policies, procedures and state law. Our vision statement is the  
3950 vision of -- of the Office of the City Clerk is to be customers' link to excellent recordkeeping  
3951 and express the importance of Vote your Choice. No -- No Vote Equals No Choice. Next  
3952 slide, Mr. Evans, please.

3953

3954 As you look at our budget that's being presented, you will see that there is a 5.06 percent  
3955 reduction overall. We have 1 -- 1.5 positions that are being unfunded, or we have our  
3956 mail courier position that was full time that it will now be part-time and that was at the  
3957 request of the employee. As you review the information presented for the Office of the  
3958 City Clerk, I just wanted to debunk the notion that the Office of the City Clerk does not do  
3959 any work. Our office services -- serves as the hub of the city. When you dial the main  
3960 number for the city you get a live person from -- from our office, which sometimes calls  
3961 for us to take messages for other departments. The mail courier provides services to all  
3962 of the city, including the CRA, and as the custodian of record for the City of -- City of  
3963 Riviera Beach.

3964

3965 At the time of (unintelligible) which was July 14, 2020, the Office of the City Clerk received  
3966 and processed 2,000 -- 2,037 public records requests, 1,556 lien searches, and we also  
3967 record and release liens on properties located within the municipal boundaries. A total of  
3968 six internal trainings were conducted by the department concerning handling public  
3969 records requests and utilizing the Q Alerts [phonetic] software. Currently six additional  
3970 trainings are scheduled for the month of September. This type of training is an ongoing  
3971 process and will continue throughout the upcoming fiscal year. The Office of the City  
3972 Clerk will also be utilizing Tyler MUNIS to house our documents. As you are aware, Mr.  
3973 Sherman introduced Tyler MUNIS a few years ago as part of the IT master plan. In  
3974 utilizing this software, this will not alleviate but reduce the amount of funding that is spent  
3975 on (unintelligible) for storing the city records.

3976

3977 The Office of the City Clerk as directed by the city manager also assists the IT Department  
3978 with making previously posted documents ADA compliant, which you know that that has  
3979 been a big issue for many municipalities throughout the country. This is a tedious process  
3980 with us working with approximately 35,000 documents. That does not include the number  
3981 of pages; that's just the document. But we're moving forward. Also, you all are aware  
3982 that we will be initiating the DocuSign Program where some of you all have signed up,  
3983 and I believe we still have another person that has not, so we look forward to you doing  
3984 that. And this will allow you to sign documents no matter where you're at in the country.  
3985 As you are aware, the Office of the City Clerk serves as the Supervisor of Elections for  
3986 our municipal elections. Well, we may have an election in 2021 where two of our seats

3987 will be up. During one of our earlier budget sessions, the question was asked what is the  
3988 deadline to submit ballot questions. The information has to be submitted when names  
3989 are submitted to be on the ballot. Qualifying closes on December 8<sup>th</sup>, 2020. We also  
3990 know that Palm Beach County has new voting equipment, and we were able to provide  
3991 demonstration on this equipment prior to the March primaries. That completes our  
3992 presentation from the Office of the City Clerk. Here to answer any questions.

3993  
3994 CHAIRPERSON BOTEL: Thank you, Miss Anthony. Mr. McCoy, you're  
3995 recognized.

3996  
3997 COUNCILPERSON McCOY: Thank you for that nice presentation. But I'm still  
3998 trying to find resolutions from 2013 and '14. Why is that information no longer being held  
3999 online? Because it used to be accessible.

4000  
4001 CITY CLERK ANTHONY: It used to be but as I previously stated, Mr. McCoy,  
4002 Madam Chair, members of the board, we are currently making our documents ADA  
4003 compliant so we had to take them down because they were not compliant.

4004  
4005 COUNCILPERSON McCOY: Okay. So how would -- how would one get to one  
4006 of those documents?

4007  
4008 CITY CLERK ANTHONY: Contact our office. We're more than welcome -- you  
4009 know, more than happy to assist our customers.

4010  
4011 COUNCILPERSON McCOY: Okay. But that doesn't -- so here's what I don't  
4012 understand. How do you make a document ADA compliant if it's already been signed  
4013 and executed and wasn't done in the original format?

4014  
4015 CITY MANAGER EVANS: Madam Chair, if I may --

4016  
4017 CITY CLERK ANTHONY: Madam Chair -- okay.

4018  
4019 CHAIRPERSON BOTEL: Go ahead, Mr. Evans.

4020  
4021 CITY MANAGER EVANS: If -- if I may, based on information that we've received  
4022 from multiple sources, from city clerks, from attorneys, as well, that if the documents are  
4023 not compliant, they recommend that you pull the documents off the website until they are  
4024 made compliant. And then if somebody does ask for a specific document, you can, in  
4025 fact, still continue to provide it. But if the document is not in its compliant form, they  
4026 recommend that municipalities re-send those posts and make -- and post them once they  
4027 are compliant. And that's been direction that we've -- we've heard throughout, even the  
4028 municipal managers' communication, as well as through the city clerks.

4029  
4030 COUNCILPERSON McCOY: Okay. And how long has this initiative been  
4031 underway to do this ADA compliance?

4032

4033 CITY CLERK ANTHONY: We started in February of this year. If you talk to other  
4034 municipalities who took down the -- they actually took down their entire website as they  
4035 worked on making their website and the documents that they have posted ADA compliant.  
4036

4037 COUNCILPERSON McCOY: But when did we take ours down? Because it was  
4038 before February.  
4039

4040 CITY CLERK ANTHONY: Our -- our website itself did not go down. We just took  
4041 down the documents that we had posted. That was --  
4042

4043 COUNCILPERSON McCOY: You took --  
4044

4045 CITY CLERK ANTHONY: -- back in February of this year.  
4046

4047 COUNCILPERSON McCOY: Okay. All right. Well, at least internally, I -- I guess  
4048 I -- I -- I -- I even asked the City Attorney about -- I'm looking at a resolution that referenced  
4049 a resolution that occurred in 2013, and it's not on the website. As a legislative lawmaker,  
4050 I shouldn't have to call the City Clerk's Office to get a simple document. I shouldn't have  
4051 to do a public records request to get a document that I don't need for public records  
4052 request purposes. I need it for my obligations. So in any event, I would hope that we can  
4053 get access to some sort of share drive just to view. But you know, it kind of gets annoying  
4054 if I'm up in the middle of the night, and I gotta look up something for something that is  
4055 referenced from 2014, then I don't have to wait till the next day. That's the first thing.  
4056

4057 Secondly -- and I -- and I -- and I don't even imagine that anybody's going to act on that  
4058 because I've still been asking for the information regarding, you know, just making sure I  
4059 know what's going to be on the agenda before the public does. And I don't even get that.  
4060 But the other thing is, I want to make sure that now that we know that this is not just a  
4061 Riviera Beach issue, but an all-over compliance issue that many municipalities and local  
4062 governments are having to experience, that there is not one cent that's going to be  
4063 attributed to the cost of research to anybody that comes in and wants something that's  
4064 been removed from the website that is in part of us becoming ADA compliant. So Mr.  
4065 Evans, can we see to that? Because I don't want people to get discouraged by something  
4066 that would have normally been available but now, because it requires a little more  
4067 research, that they now have to pay for it.  
4068

4069 CITY MANAGER EVANS: The -- the -- the record is still available. We just don't  
4070 have it posted readily available on our website. Because the document is not ADA  
4071 compliant. So in the event that someone does ask for the record, we would still  
4072 disseminate the record no -- no different than we normally do.  
4073

4074 COUNCILPERSON McCOY: Right. Without -- what -- what I'm saying, without  
4075 having to charge a fee for research --  
4076

4077 CITY MANAGER EVANS: Yeah. Yeah. We --  
4078



4079 COUNCILPERSON McCOY: -- (unintelligible) --  
4080  
4081 CITY MANAGER EVANS: -- yeah. We -- we wouldn't charge them for any costs  
4082 about making the document compliant or -- or what have you. If they ask for the record,  
4083 we'd furnish the record.  
4084  
4085 COUNCILPERSON McCOY: Okay. All right. Good enough. Thank you.  
4086  
4087 CHAIRPERSON BOTEL: Thank you. Anything else for Miss Anthony? Thank  
4088 you, Miss --  
4089  
4090 COUNCILPERSON McCOY: So one last thing.  
4091  
4092 CHAIRPERSON BOTEL: Mr. McCoy, you're recognized.  
4093  
4094 COUNCILPERSON McCOY: Just one last thing. So the -- the 45,000 I seen for -  
4095 - 40,000 for postage, is that citywide postage?  
4096  
4097 CITY CLERK ANTHONY: Madam Chair, members of the board, that is citywide.  
4098  
4099 COUNCILPERSON McCOY: So does that -- that doesn't include, Mr. Sherman,  
4100 regular billing statements that go out, does it?  
4101  
4102 CITY CLERK ANTHONY: No, it is not.  
4103  
4104 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
4105 Correct. That doesn't count what we pay for utility bills.  
4106  
4107 COUNCILPERSON McCOY: Okay. Thank you.  
4108  
4109 CHAIRPERSON BOTEL: Thank you. Thank you, Miss Anthony.  
4110  
4111 CITY CLERK ANTHONY: Thank you.  
4112  
4113 CHAIRPERSON BOTEL: And last but not least, the Legal Department. Good  
4114 evening, Miss Wynn.  
4115 **City Attorney's Office Budget Presentation - Ms. Wynn**  
4116 CITY ATTORNEY WYNN: Good evening, Madam Chair, members of city council.  
4117 The City Attorney's Office is comprised of three sections, or we have three  
4118 responsibilities: One is that we serve as advisory or advisors to the city departments and  
4119 the utility special district. We monitor litigation. We participate in litigation. We monitor  
4120 outside counsel as it relates to litigation and the costs. Also we review all city contracts  
4121 and USD contracts for all city departments and divisions.  
4122  
4123 Next slide, please, Mr. Evans. On the budget modifications, we are unfunding one

4124 position. It's the vacant labor attorney position. In unfunding that position, however, 50  
4125 percent of the budgeted funds are going into contract services, and I believe the -- the  
4126 excess or the other 50 percent is going into the general fund. And if I'm wrong about that  
4127 Mr. Sherman can correct me. The goals -- I'm sorry. I'll move over to operating budget.  
4128 We are currently at six FTEs, and we are reducing that because of the vacant labor  
4129 position to five. The goals of the -- the '20/'21 goals of the City Attorney's Office is to  
4130 provide -- continue to provide legal interpretation and review of contracts and related  
4131 documents, to work with the city manager, the city council, Utility Special District to  
4132 accomplish their objectives, to manage outstanding litigation against the City and the  
4133 Utility Special District, to reduce the use of outside counsel as much as possible, and  
4134 eliminate or attempt to eliminate the use of outside counsel for Human Resources now  
4135 that we have the additional assistant city attorney from the -- this current fiscal year. To  
4136 review litigation costs and fees in order to reduce unnecessary billing against the City.  
4137 To provide efficient legal advice and support to the city council, the Utility Special District,  
4138 the city departments and city boards. To -- and finally, to keep the city council and the  
4139 manager apprised of the status of pending litigation matters by reporting -- and it says on  
4140 a weekly basis. But it is a monthly basis as you all gave me permission to move from  
4141 weekly to monthly litigation reports. And if -- I'm available to answer any questions that  
4142 you have.

4143  
4144 CHAIRPERSON BOTEL: Thank you, Miss Wynn. Mr. McCoy, you're recognized.

4145  
4146 COUNCILPERSON McCOY: Miss Wynn, so you had six positions?

4147  
4148 CITY ATTORNEY WYNN: Correct. We have --

4149  
4150 COUNCILPERSON McCOY: Before -- who's staff?

4151  
4152 CITY ATTORNEY WYNN: I'm -- I beg your pardon?

4153  
4154 COUNCILPERSON McCOY: What -- what was the composition? Like, how many  
4155 attorneys did you have budgeted for 2020?

4156  
4157 CITY ATTORNEY WYNN: We had four attorneys budgeted, a paralegal and a  
4158 secretary. We reduced the labor attorney position so there are the current three attorneys  
4159 that we have in the office including myself. There's a paralegal position that's open that  
4160 we hope to fill soon, and a secretary position that I hope to reclass and fill after the -- the  
4161 beginning of fiscal year.

4162  
4163 COUNCILPERSON McCOY: Okay. So obviously the -- the significant increase  
4164 is, I guess, because you removed the personnel and then you're switching that over to  
4165 operating?

4166  
4167 CITY ATTORNEY WYNN: That 44.86 percent?

4168  
4169 COUNCILPERSON McCOY: Correct.

4170  
4171 CITY ATTORNEY WYNN: I would have to guess that that's what it is because it's  
4172 close to the 50 percent. But I'll defer to Mr. Sherman.

4173  
4174 COUNCILPERSON McCOY: Well, when you said it's a contracted employee,  
4175 who's that?

4176  
4177 CITY ATTORNEY WYNN: I beg your pardon? Oh, that's -- that's not what that's  
4178 for. That's already in the budget. The -- the contract that we entered into that we brought  
4179 to council with Miss Gamble to provide secretary and litigation support, that is just until  
4180 we can reclass and hire the secretary's position that's vacant.

4181  
4182 COUNCILPERSON McCOY: Okay. Well, I thought that's what that was for but it  
4183 just seems quite a bit for operating. And I'm wondering -- there's two things that jumps  
4184 out at me. The first thing is Mr. -- Mr. Evans, it seems like we didn't budget in 2020  
4185 enough for retirement contributions. How is that?

4186  
4187 CITY MANAGER EVANS: I can have Mr. Sherman speak on that, but with regards  
4188 to the operational cost, the increase are attributable to the position being split that 50  
4189 percent that gets reallocated in professional services. And then also there was monies  
4190 that was removed from the HR budget as it relates to legal support that is facilitated  
4191 through the HR -- usually facilitated through the HR Department for the Civil Service  
4192 Board. And so we said that any type of legal services or any agreement with any attorney  
4193 needs to be managed by the City Attorney's Office. So we moved those funds there, too.  
4194 So that's why you see the 44.86 percent increase. The insurance, Mr. Sherman, can you  
4195 speak on that particular -- or retirement?

4196  
4197 COUNCILPERSON McCOY: Retirement. Retirement.

4198  
4199 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN:  
4200 Yeah. I'd have to go back to last year's budget work papers. But it looks like what  
4201 happened is, is we used the general employee's rate, not the management rate for FRS,  
4202 which is why that would be so low. But I'd have to go back to last year's work papers to  
4203 verify that.

4204  
4205 COUNCILPERSON McCOY: Okay. And to follow up on your statement, Mr.  
4206 Evans, so -- well, I guess -- I guess, Mr. Evans and Miss Wynn. So the services Aubin  
4207 Robinson provides for the City, where's that coming from? Is that coming out of your  
4208 budget? Because I know a lot of the work he does is related to police. And if I'm not  
4209 mistaken, I thought it was a certain portion in the police budget that called for legal or  
4210 contract services.

4211  
4212 CITY ATTORNEY WYNN: That's true, Mr. McCoy.

4213  
4214 COUNCILPERSON McCOY: So it doesn't -- so Mr. --

4215

4216 CITY ATTORNEY WYNN: I believe Mr. Robinson's fees come out of the -- I  
4217 approve them but they come out of the police budget. Is that correct, Mr. Sherman?

4218  
4219 DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: Yes.

4220  
4221 COUNCILPERSON McCOY: So this is the exception, Mr. Jonathan Evans?

4222  
4223 CITY ATTORNEY WYNN: That's not --

4224  
4225 CITY MANAGER EVANS: In -- in -- in -- go ahead.

4226  
4227 CITY ATTORNEY WYNN: I was going to --

4228  
4229 CITY MANAGER EVANS: Go ahead.

4230  
4231 CITY ATTORNEY WYNN: -- say, there are other departments that also, I believe,  
4232 have small line item for legal. For instance, development services, because we do use  
4233 land use attorneys, because of the -- a lot of the issues that we deal with that are unique  
4234 to us such as submerged lands or wetlands. And so they will have firms that we have to  
4235 hire to support them, as well. And then also there are attorneys that we use in HR  
4236 investigations when there's a conflict within the department or, for instance, with training  
4237 like we did this year. We had the training that you all received with Miss Hanley [phonetic].  
4238 So those kind -- those types of fees come out of some of the departments, as well.

4239  
4240 COUNCILPERSON McCOY: Okay. All right. That's fine. I just hope that --  
4241 because I think I had a conversation about his role in doing or participating in forfeitures.

4242  
4243 CITY ATTORNEY WYNN: Yes.

4244  
4245 COUNCILPERSON McCOY: And that is offset if he recovers it under statute,  
4246 right? When he -- if he recovers something, his fees are offset by whatever that forfeited  
4247 amount is or whatever the City recovers?

4248  
4249 CITY ATTORNEY WYNN: Right. I believe so.

4250  
4251 COUNCILPERSON McCOY: I mean, obviously that's what the statute calls for. I  
4252 just want to make sure that we're --

4253  
4254 CITY ATTORNEY WYNN: Uh-huh.

4255  
4256 COUNCILPERSON McCOY: -- operating at -- because, you know, Randy collects  
4257 the checks. I don't really know if they --

4258  
4259 CITY ATTORNEY WYNN: I was --

4260  
4261 COUNCILPERSON McCOY: -- I just want to make sure that --

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CITY ATTORNEY WYNN: Mr. Sherman, can you address that?

COUNCILPERSON McCOY: -- recovering any kind of --

CITY ATTORNEY WYNN: Do -- do the fees that Mr. Aubin Robinson collects as a result of forfeitures, is -- are they -- are his fees offset by the amount that he collects? Because I don't know how that works.

DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES SHERMAN: I -- I believe it's -- it -- it -- we receive the net amount. It gets taken out of the amount.

COUNCILPERSON McCOY: Okay. All right. Good enough.

CHAIRPERSON BOTEL: Anything else? Thank you, Miss Wynn. Have a good evening.

CITY ATTORNEY WYNN: Thank you, all.

CHAIRPERSON BOTEL: Comments by City Manager?

## VII. COMMENTS/DISCUSSION

CITY MANAGER EVANS: A couple of brief slides before we conclude and -- and I mean brief. And -- and we will share these additional slides at -- at Saturday's. This goes back to what we talked about with regards to the FTE summaries per department and the changes that are being proffered as part of the fiscal year 2020/2021 budget with a total FTE count or reduction of 43.5. The next slide speaks to the reductions or the changes that are occurring in the departments, and we can definitely get into that in more specificity as part of our subsequent conversations with the board. And -- and you all do now have these presentations 'cause I -- I did go ahead and e-mail it to you all, and we will get over -- go over that as part of your discussions on Saturday as far as the staffing changes per department.

And then basically going into the budget calendar, we have our workshop that is scheduled from 1 to 4 on Saturday to get the board to provide some direction with regards to the presentations and address some of the outstanding issues and concerns that you may have and then get direction so we can go ahead and proceed forward with putting together the -- the final touches of the budget or bringing items back up for consideration and addressing the concerns or questions that you may have as part of the discussions that we have provided you as part of the budget discussions. And at that particular -- at this particular moment, Madam Chair, that concludes the staff presentations and any comments from administration.

CHAIRPERSON BOTEL: Thank you. Comments by City Attorney? Anything, Miss Wynn?

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CITY ATTORNEY WYNN: No comments. Thank you.

CHAIRPERSON BOTEL: Okay. Comments from the Mayor and City Council starting -- who's on top? Mr. McCoy?

COUNCILPERSON McCOY: Thank you, Madam Chair. Members and Mr. Evans, if you can come back -- oh, there you are. I did send an e-mail last week. Actually, I think it was over the weekend. So obviously we had our Blue Heron East and West open back up at the railroad tracks. And so my surprise, I seen the most alarming road sign I've ever seen in my life that says, "Trains may exceed 80 miles per hour." And you know, here -- here's the thing: I -- that just sounds like the most unsafe thing I've ever heard in my life, that trains may exceed 80 miles per hour, and it's right at the intersection of President Barak Obama Highway and Blue Heron Boulevard. And obviously we all know that that is going to be from Brightline. I did send an e-mail to the manager and administration and also the fire chief as well as the police chief to start the conversation, because, you know, I as a child --

CHAIRPERSON BOTEL: Mr. McCoy, we've lost your audio. Oh, there you go. You're back.

COUNCILPERSON McCOY: Can you hear me now?

CHAIRPERSON BOTEL: We didn't lose him. Yes.

COUNCILPERSON McCOY: There are many days I've crossed the railroad tracks, and I can tell you I don't -- I could probably count on one hand when I was a kid that I actually crossed at the actual crossing. And that is very concerning for -- it should be for all of us, but especially members who have districts that either is divided by the railroad tracks, because people cross those tracks all the time. And at 80 miles per hour I'm very much concerned that we need to have the appropriate safety barricades and measures in place. Because it's not going to be a question of if; it's when. And we've seen when Brightline opened up in West Palm Beach there's been multiple -- probably at least close to a dozen fatalities just from the downtown location south just to the county line. And I don't want that for Riviera Beach. And I -- you know, I don't ever recall even seeing a sign, even down when I -- in Lake Worth and crossing the railroad tracks or even in Delray. I've never seen a sign that says, "Trains may exceed 80 miles per hour." So I ask the administration to take a look at this to see what has to be done. But I think, you know, I've had my staff person already look -- reaching out to the League of Cities and also the FEC.

But you know, I understand that this is something that is inevitable that we really have little control over. But at the very minimum, we need to figure out a plan for safety, you know, and that comes to us working with FEC and/or seeing if there is some appetite to kind of control the speed, because this is a residential neighborhood. And then there's portions along Avenue H and along Avenue J that literally abuts -- I mean, we're talking

4354 maybe 75 feet from -- from actual residential properties that something has to be done.  
4355 And you know, I'm okay if FEC is willing to put up some sort of safety barrier the length  
4356 of the city if it's going to save lives. But I just can't, in good conscience, drive by a sign  
4357 and it frightens me every time I see it, that, "Trains exceed 80 miles per hour." Members,  
4358 you're not going to find a state highway or any roadway in the State of Florida that will let  
4359 you exceed 70 miles per hour. So that in itself just scared the dickens out of me. And I  
4360 would really like to see that we, as a body -- and we -- we -- I mean, perhaps you haven't  
4361 seen, but we've seen exactly, you know, the severity and how dangerous Brightline is,  
4362 that we as a -- individually and perhaps even collectively, reach out to, you know, the  
4363 Florida East Coast railway to figure out what has to happen. Because I don't -- I -- I don't  
4364 think that that's going to work for my community and we have to figure out a plan. And I  
4365 don't want to be reactive to this, because you know, trains are very deadly. And I can't  
4366 even imagine.

4367  
4368 You know, and then when this first thing -- when this first came up, there was this idea --  
4369 and I know Chair Botel and -- and perhaps Council Miller-Anderson have heard this saying  
4370 about quiet zones. And my understanding of a quiet zone was that the whole purpose  
4371 was that we wanted to limit train horns in residential neighborhoods. And I don't know if  
4372 that's a safer alternative, especially if you have a train that's going to be approaching the  
4373 intersection of 13<sup>th</sup> Street, right? Coming northbound. You know, obviously it wouldn't  
4374 alert a pedestrian or someone that is illegally crossing the railroad tracks. And I think that  
4375 that's very serious. And I don't want that to be on our conscience. I don't know if,  
4376 members, you know -- and I know I seen some postings on Facebook where individuals  
4377 have tried to tag me in that there's a petition to have the City Council -- to bring to the City  
4378 Council's attention FEC and the way the tracks are being held up. But you know, I think  
4379 this is all a part of the conversation that we have to have. But certainly I don't want this  
4380 to not be an initiative that we're all a part of. Because this affects everybody. And you  
4381 know, just given the nature of Riviera Beach, everybody doesn't drive a vehicle, right?  
4382 We have a number of individuals that commute by a bus and bicycle or what have you.  
4383 But that's very dangerous. And I -- I -- I just cannot -- not think about it any time I cross  
4384 the railroad tracks. And it's very alarming. So members, certainly be aware of that going  
4385 forward.

4386  
4387 My next item, I wanted to talk about we -- comes from the discussion on Parks and  
4388 Recreation. Obviously this Saturday we had this -- well, there was the Back-to-School  
4389 Bash hosted. I want to see if -- if we can be provided a cost allocation of what exactly  
4390 special events look like. Because when we do a budget, we don't factor in the real hidden  
4391 costs similar to how, you know, it was projected to us. There are hidden costs when you  
4392 hire an employee at 50,000. You're really paying 90,000. But when I got there, you know,  
4393 it was a whole slew of Parks and Rec employees. There was police officers there that --  
4394 that was on overtime. And I'm just saying to myself, we can't do events and then have  
4395 overtime being billed, and then we wonder how we get in the situation of having shortfalls  
4396 year after year or positions that have to be potentially cut because I don't think no one  
4397 has really sat down and taken the time to do a real cost allocation of what this costs. And  
4398 I would really appreciate to know -- I mean, even from the operating -- you know, I didn't  
4399 have any idea that this was a Parks and Rec event.

4400  
4401 And then when that came up it only leads to the other question of exactly -- are we  
4402 paying for police? If so, how much. Are they on overtime? You know, like, these are a  
4403 number of different concerns that I have. And I'm not trying to make it about any particular  
4404 person. But like, you know, we can't sit here and make a -- draw, you know -- draw a line  
4405 in the sand on -- on these events without looking at, you know, this whole process  
4406 holistically and making sure that we know when we do a special event, this is what it really  
4407 costs the city. And not only that, the most important part of it is who exactly are we  
4408 serving. And I didn't stay out the whole time, but I -- it didn't seem to necessitate the  
4409 demand of how many staff we had there and how many, you know, people that actually  
4410 participated or received supplies from the book bag giveaway. But Mr. Evans, I want to  
4411 certainly make this request now, but I know there was Parks & Rec staff and I know there  
4412 was police staff. And I -- and I -- and I want to see exactly what those costs is. I'm not  
4413 interested in knowing any individual employee's pay. But holistically, if you look at  
4414 someone's time sheet who all clocked in to serve on that event, what it cost the City, even  
4415 including the FICA and the prorated health -- well, I guess health insurance costs is not  
4416 it. But any FICA expenses that would be associated with it.

4417  
4418 And I know that might seem a little tedious and arduous, but Mr. Sherman, you as a -- a  
4419 financial professional know that at least in this situation, we shouldn't build programs  
4420 around just because we can do it. There has to be an allocation back to exactly what this  
4421 costs the City. And I don't think we've ever gotten down to the nuts and bolts. And I  
4422 would appreciate that we do it because this sets the standard going forward when we can  
4423 make sure that we can draw back exactly that we had five community policing officer -- is  
4424 it Community Policing Unit? Five officers from -- five officers from Community Policing  
4425 Unit. We had 16 Parks and Rec staff. We served 34 residents. So that's the kind of thing  
4426 I want to see. And I want to see those true costs. And I think Saturday would be a good  
4427 example of that. So Mr. Manager, can we ask -- can I ask you to see if we can have  
4428 administration work on that initiative so we can know exactly what it looks like going  
4429 forward?

4430  
4431 CHAIRPERSON BOTEL: Thank you, Mr. McCoy.

4432  
4433 CITY MANAGER EVANS: Yes, sir, Councilman.

4434  
4435 COUNCILPERSON McCOY: Thank you. That's all I have, members.

4436  
4437 CHAIRPERSON BOTEL: Thank you. Mayor Felder is with us but he can't get  
4438 his camera on. So Mayor Felder, do you want to make a comment?

4439  
4440 MAYOR FELDER: Thank you, Madam Chair, no comment.

4441  
4442 CHAIRPERSON BOTEL: Here I was so worried you were going to lose out.  
4443 Councilman Lawson?

4444  
4445 CHAIR PRO TEM LAWSON: Thank you, Madam Chair. Mr. Evans, I -- I



4446 reached out to you and discussed having a discussion/deliberation on our next meeting  
4447 in reference to the railroad crossing. Is that something that we can have at the next  
4448 meeting next Wednesday so that we can get that as an agenda item?  
4449

4450 CITY MANAGER EVANS: Yes, sir. Councilman, you did reach out to me and  
4451 -- and what we'll do is your concerns and Councilman McCoy's concerns are very similar  
4452 so we're going to fuse those into -- and we're also going to bring back -- Councilperson  
4453 Miller-Anderson brought up the comments, I think, before the pandemic started about  
4454 quiet zones and all that. So we're going to bring that entire discussion to the board  
4455 holistically, because a majority of the board has communicated some concerns with  
4456 regards to the trains and the -- the issues with obstructing our communities and then  
4457 obviously the -- the speed, the high rate of speed that the bullet trains will be traversing  
4458 our community.  
4459

4460 CHAIR PRO TEM LAWSON: Excellent.  
4461

4462 COUNCILPERSON MILLER-ANDERSON: Thank you.  
4463

4464 CHAIR PRO TEM LAWSON: That was my only comments. Thank you, Mr.  
4465 Evans. Thank you, Madam Chair.  
4466

4467 CHAIRPERSON BOTEL: Thank you. Councilwoman Miller-Anderson?  
4468

4469 COUNCILPERSON MILLER-ANDERSON: I don't have any comments, but I  
4470 just wanted to say it's been quite interesting and -- and I enjoyed hanging out with y'all  
4471 tonight. And I look forward to Saturday when we could possibly wrap up. And hopefully  
4472 Mr. Sherman can bring back those budgets for, like, Parks and Rec and the others that  
4473 we kind of had a little trouble with tonight so that we can kind of get through (unintelligible)  
4474 tonight 'cause there were some numbers that looked slightly off. And I don't recall our  
4475 budget meetings being as disjointed or the numbers being off like that. So if we could  
4476 have a little more clear direction on how those budgets are panning out by those numbers.  
4477 We're showing some (unintelligible) discrepancies.  
4478 ] Appreciate it. Thank you all so much.  
4479

4480 CHAIRPERSON BOTEL: Thank you. Councilwoman Lanier?  
4481

4482 COUNCILPERSON LANIER: I just wanted to say I, too, am concerned about  
4483 the -- the whole train issue. I do remember when Brightline first opened and there was a  
4484 death every day on that route. So, yeah, we are very concerned. I know that people who  
4485 walk across that track do not walk at the intersection. When I was walking to -- to  
4486 Suncoast area, they would have had a -- a federal guard going to school. We never  
4487 crossed at 13<sup>th</sup> or we never crossed at Blue Heron. We always crossed somewhere in  
4488 between. And I see the kids doing the same thing now, if they're going across the track.  
4489 So that needs to be -- certainly need to be something high on our agenda to -- to look at,  
4490 because I -- the same thing is going to happen. It -- it's just in -- it's -- it's -- it's -- it's  
4491 inevitable given the fact that they had a death every day the first Brightline. So with that

4492 being said, I -- I definitely want to get the information back from Parks and Recs and from  
4493 the Library in terms of, you know, some initial vision of how we're going to move forward  
4494 with no contact or engaging residents for these services. And third of all, I -- I did, too,  
4495 KaShamba, enjoy hanging out with y'all tonight. So thank you.

4496  
4497 CHAIRPERSON BOTEL: Thank you. Mr. Evans, were we -- subsequent to our  
4498 workshop or retreat when we talked about city facilities, were we going to be setting up  
4499 individual meetings one-on-one to speak with someone about our next steps in that?  
4500 Bring me up to date, if you will, on where we are with that.

4501  
4502 CITY MANAGER EVANS: Yes. So -- so pursuant to the conversation that the  
4503 council had at your Reimagine Riviera Beach, staff is securing an architect to sit down  
4504 and have conversations with you all to map out holistically what your ideas and concepts  
4505 are individually. And then we look to bring that back to you all in a joint workshop setting  
4506 to where you all can look at each other's design elements and pick the ones that you  
4507 would like for us to walk through the community and get their input and then proceed  
4508 forward as directed by the board. So those individual meetings, I believe Mr. Bailey is  
4509 working on that with Procurement, and I should have some more information on that. I  
4510 could probably give you more specifics on Friday -- or on Sunday -- or Saturday.

4511  
4512 CHAIRPERSON BOTEL: Saturday. And then also along the same lines, I'd  
4513 like to have an update on where we are with the water plant. You know, recently I think  
4514 I've shared with you some of the concerns that people have on the island, especially when  
4515 they fill their pools and they see the green water. They want to know what's up with that.  
4516 So if I can get an update on -- you know, I remember from when we dealt with this issue  
4517 even years ago that it had something to do with the lime-softening process that we use.  
4518 But I need a refresher on that so I can explain to people why it's so yellow or green.  
4519 Maybe you could do that, too.

4520  
4521 CITY MANAGER EVANS: Yes. We -- we can certainly do that. And Dr.  
4522 Johnson has been working on some immediate plans that you will definitely see some  
4523 improvements in the actual color of the water here pretty quickly. So I'll have staff be  
4524 prepared to discuss that and then provide a memorandum to the board so you can have  
4525 that as well as far as what we're doing to improve the quality.

4526  
4527 CHAIRPERSON BOTEL: Thank you very much. Anything else for the good of  
4528 the order? Pleasure serving with you this evening. Ladies and gentlemen, have a good  
4529 night.

4530  
4531 **VIII. ADJOURNMENT**

4532  
4533 CHAIRPERSON BOTEL: This meeting is adjourned.

4534  
4535 (CONCLUSION OF WORKSHOP)

4536  
4537

4538 **ADJOURNMENT**

4539 **APPROVED:**

4540

4541

4542

4543

4544 **RONNIE L. FELDER**  
4545 **MAYOR**

**JULIA A. BOTEL, Ed.D**  
**CHAIRPERSON**

4546

4547 **ATTEST:**

4548

4549

4550

4551

4552 **CLAUDENE L. ANTHONY**  
4553 **CERTIFIED MUNICIPAL CLERK**  
4554 **CITY CLERK**

**DOUGLAS A. LAWSON**  
**CHAIR PRO TEM**

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4569 **MOTIONED BY:** \_\_\_\_\_

4570

4571 **SECONDED BY:** \_\_\_\_\_

4572

4573 **T. MCCOY:** \_\_\_\_\_

4574 **K. MILLER-ANDERSON:** \_\_\_\_\_

4575 **S. LANIER:** \_\_\_\_\_

4576 **J. BOTEL:** \_\_\_\_\_

4577 **D. LAWSON:** \_\_\_\_\_

4578 **DATE APPROVED:**     **FEBRUARY 17, 2021**    

**TRADRICK MCCOY**  
**COUNCILPERSON**

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

**SHIRLEY D. LANIER**  
**COUNCILPERSON**