

1 And another modification is the principal
2 planner position. It has been vacant for a few
3 months. And I think one of the best gains we can
4 see in terms of that body in the department is to
5 convert it to a long-range planner.

6 Our planning staff currently focuses on
7 current planning, or transactional planning as I
8 call it. So those are your permit reviews, your
9 site plan processing, and activities of that
10 nature. However, because of that focus on the
11 short term, short deadline planning applications
12 and activities, some of our long range things slip,
13 such as updates to our comprehensive plan,
14 potential planning for our neighborhoods, as well
15 as our development codes that in some areas are
16 outdated and need to be brought before you to
17 reflect some of the current trends in development.

18 Having a person to own those processes, own
19 the comprehensive plan, we are confident will
20 reflect some increases in efficiency and updates of
21 our documents. So that reclassification isn't
22 necessarily an increase in budget items, but it is
23 a need in terms of personnel that we are addressing
24 now.

25 Another change we are making is in our code

1 enforcement division. So Ms. Bostic, our code
2 administrator, does a great job of overseeing that
3 division. However, I think there can be some
4 advantages and increases there by breaking up the
5 supervision of that division. Currently she has
6 eight people that report to her directly. And it
7 spreads her thin in terms of responding to
8 administrative needs for in office and magistrate
9 hearing activities and those legal issues. As well
10 as the field staff who are on the ground talking to
11 homeowners and working with them on addressing code
12 issues.

13 And with the purview of responsibility and
14 the level of employee development and attention
15 that I'm requiring of my managers, that's just not
16 a good spread. So to alleviate that and to get
17 some better efficiencies and accountability for our
18 field crews, we are reclassifying one of the code
19 enforcement officer positions to a field
20 supervisor, to provide them with a bump in pay and
21 giving them the additional responsibilities of
22 overseeing the field crew interact with our
23 residents and homeowners, to increase the
24 efficiencies and attention given to field work.

25 The fourth budget modification is to update

1 our fee schedule for the planning division. Our
2 staff has done a comparison of our peer and
3 (indiscernible) localities in the county. And
4 we -- for planning applications, we don't charge
5 anything near what other localities do. And that's
6 not always a bad thing. Some localities charge for
7 pre-application meetings. I don't necessarily
8 agree with charging people to get basic
9 information, because the more they know before they
10 submit, the better quality projects we will see.

11 And we also don't charge on the initial
12 submittal. We don't charge on the resubmittal.
13 But with this new planning application fee, when
14 you submit to us for a fourth time, at that time we
15 want to better account for staff time that goes
16 into each one of these revisions that go with the
17 different site plans and other planning
18 applications. So we will be instituting a fee to
19 account for that staff time. But it also works to
20 ensure that developers are taken serious. Each
21 round of review, each comment -- round of comments
22 that go out to them related to their projects, and
23 that they don't operate under the impression that
24 they can resubmit as many times as possible with no
25 type of financial skin in the game, so to speak.

1 So those are the budgetary and personnel
2 modifications that we are making in the department.
3 And again, I'm confident that we'll see some
4 increases and some efficiencies based on those
5 changes that I've been able to discuss and work out
6 with the administration.

7 In terms of goals. We want to make sure that
8 there is accountability and expectations with our
9 turnaround time. So this year we will make sure
10 that there are established review times and
11 turnaround times for our permits. So that means
12 that a reviewer has a certain amount of time that
13 they have to crank out their review. And in turn,
14 the applicant, we can let them know that when they
15 submit a permit you'll get, at the minimum, any
16 relevant comments within a certain period of time.
17 So that's something I'm working on across the city
18 with the different departments involved in the
19 review process to institute.

20 Additional goals. We want to complete the
21 transition to enter the electronic permitting. I
22 expect if we continue on the aggressive schedule
23 that we set before ourselves, that we will be
24 moving to that in the -- probably the first half of
25 FY '21. So that's something that's already in the

1 works. And then we are also working with
2 Councilmember Lawson and his team in making sure we
3 bring that to the front line.

4 One thing that always helps is to make sure
5 that we are taking care of our small businesses in
6 the City. One of my goals is to establish a point
7 of contact in the department for those small
8 businesses who may be transitioning from a small
9 operation or a home operation and having to tread
10 through the development process to either build or
11 occupy space for their businesses. Often they have
12 expertise in whatever the product or service it is
13 that they produce or sell, but the land development
14 process is very complicated and often they are
15 unprepared for that. So we will be establishing a
16 point of contact to make sure that they have
17 someone that they can go to to walk them through
18 that process and make sure we see less confusion
19 for our businesses within the city limits that want
20 to operate here or expand here.

21 And then finally one of my biggest goals is
22 to just reshape the narrative of the Development
23 Services Department.

24 COMPUTER VOICE MESSAGE: One moment. I'm
25 having some trouble with the connection.

1 MR. SIRMONS: Are you guys able to hear me
2 okay?

3 CITY MANAGER EVANS: Yeah.

4 MR. SIRMONS: Okay.

5 CHAIR BOTEL: I lost my audio. I can't hear
6 anything. Can you hear me?

7 Okay. Well, I'm calling in, Jonathan. Just
8 ignore me. I'll watch and I'll keep playing with
9 it. I don't know what happened but --

10 CITY MANAGER EVANS: We can hear you.

11 COUNCILPERSON MILLER-ANDERSON: Why don't you
12 just go out and come back in.

13 CHAIR BOTEL: I'm going to leave and come
14 back.

15 MR. SIRMONS: Well, since I was on my last
16 goal, my last item, I will be happy to repeat it
17 once Councilwoman Botel comes back in. But the
18 last goal I have for the department for this fiscal
19 year is just to reshape the narrative. Too often
20 for development services we allowed the story of
21 how good we are to be told by those who don't
22 necessarily know the full spectrum of what we do.
23 It's usually those who have a bad experience that
24 are the loudest and most vociferous about our
25 department. But the truth is, there is far more

1 good than bad. The truth is that we process
2 permits faster than most other municipalities,
3 including the county, if you look at the numbers of
4 our actual turnaround times. So we will be working
5 with marketing and utilizing all tools to our
6 disposal to make sure everyone understands the
7 great work and the great staff that we have here in
8 Development Services, in all three divisions, and
9 how hard we really work to make sure that this city
10 is well developed and a visually pleasing place
11 when it comes to development on private property.

12 And that concludes my update for the
13 Development Services budget for FY '21.

14 CITY MANAGER EVANS: And, Madam Chair, if you
15 can hear us, just to speak about what Director
16 Sirmons has done with regards to the operation
17 since coming on board, he's really grabbed the bull
18 by the horns, and I'm happy to report -- and I will
19 let him fill in the blanks as it relates to this --
20 in this budget we have reduced the contractual
21 amount that the City will pay to CAP Government to
22 basically \$100,000, which buys him just enough to
23 be able to use them if he needs them. But I don't
24 even think that we may get to that point.

25 Director Sirmons, if you can speak about

1 the -- your desires and how far we've come, just in
2 your short tenure, to eliminate that contract,
3 because that's been something that was discussed
4 back in 2017. And we're, you know, a lot further
5 to not having that type of situation, where we have
6 in-sourced that operation.

7 Director Sirmons, can you speak to that?

8 MR. SIRMONS: Absolutely.

9 We've made two pivotal hires so far. One
10 being the building official, Mr. Michael Grimm, who
11 has been on for about two weeks now but is very
12 knowledgeable, very experienced. He was a building
13 official at another city in the county for decades
14 before coming here. So we're lucky to have his
15 expertise as a part of the team. But in turn that
16 also saves us about \$15,000 a month that we were
17 outsourcing for a building official.

18 And we also have an accommodation plans
19 examiner who is starting next Monday, who will cut
20 out another big chunk of the funds that we were
21 spending for structural plans review from CAP.

22 So in total that came to about around \$26,000
23 a month that we were paying to CAP, and that's
24 about \$315,000 per year that we won't be paying to
25 CAP in the upcoming fiscal year, because of those

1 two hires alone.

2 And my next goal is to cut out the inspection
3 portion as well, to bring in more city inspectors
4 to handle those site visits of those projects, and
5 to get to that point where it's more of an as
6 needed, if there's a situation where we have
7 someone who calls in or is out on vacation, then
8 maybe we tap into some third party services just as
9 a fill in but not the predominant provider of our
10 building services.

11 So, again, we've cut out a lot of funds
12 already. And I expect further reductions as we go.

13 CHAIR BOTEL: I'm not hearing -- is anybody
14 speaking? Okay.

15 COUNCILPERSON MILLER-ANDERSON: What are we
16 doing?

17 CHAIR BOTEL: Mr. Sirmons is not done yet, am
18 I right, Mr. Evans? Or is he done?

19 MR. SIRMONS: I'm wrapped up now.

20 CITY MANAGER EVANS: Yeah, he just finished
21 his presentation.

22 CHAIR BOTEL: Okay. Well, I heard the very
23 tail end of it. And I must say, I'm pleased to
24 know that we have a building official and are no
25 longer utilizing CAP as extensively as we had been.

1 So thank you. I did catch that.

2 And I'm sorry for the technical difficulties
3 I was experiencing.

4 Any questions from Council members?

5 Ms. Miller-Anderson.

6 COUNCILPERSON MILLER-ANDERSON: I just wanted
7 to make a comment about the utilization of CAP.
8 That has certainly been on the table for a long
9 time. And to be able to have those people in
10 place, to no longer need their services, has
11 been -- is -- it's a great feeling. So I thank you
12 all for making that happen.

13 CHAIR BOTEL: Mr. McCoy.

14 COUNCILPERSON McCOY: Thank you, Madam Chair.

15 Mr. Sirmons, thank you for the presentation.

16 I want to ask a question. You mentioned
17 reclassifying the principal planner position to a
18 long-range planner. And I particularly had a
19 discussion with the City Attorney regarding some of
20 our codes and even, I guess, for that matter, the
21 comprehensive plan needing some updates. Why is
22 this an option as opposed to going out for this?
23 Because it would appear -- obviously, I think you
24 indicated you had a couple of additional positions
25 that you have already filled. But from the

1 planning standpoint, why wouldn't we want to go out
2 to have someone to give us a comprehensive overhaul
3 of those antiquated codes and comp plans?

4 MR. SIRMONS: Well, long-range planning isn't
5 just the comprehensive plan. Although, it would be
6 one of the major priorities of the person in this
7 position. We prefer to have that type of work done
8 in-house as much as possible, especially when it
9 comes to interacting with our community and having
10 things like charrettes and community sessions to
11 find out from the community what they see as the
12 most pressing needs in our long-term, our
13 long-range plans. Especially when it gets down to
14 the neighborhood level. So I think when it's not a
15 City employee they're not as vested in the outcomes
16 and really connecting with the community to build
17 the best product possible when it comes to
18 long-range plans. So working on those aspects, so
19 this person would be able to write and ideally
20 would have experience writing long-range plans but
21 also be a City employee to have that additional
22 connection to the community that they are working
23 with.

24 And, again, beyond that, there are the
25 ordinances that just are outdated in a lot of

1 areas. And, again, if you don't have someone that
2 owns those aspects of the department's activities,
3 a lot of times those things languish in favor of
4 the short term; this permit is past due, it needs
5 to be processed; or we have this developer hounding
6 us about this particular project they want do.
7 This person is going to focus on those governing
8 documents and making sure they're up-to-date. As
9 well as plats, to make sure that the long-term
10 goals of the planning division and our city are
11 met.

12 COUNCILPERSON McCOY: Thank you, Mr. Sirmons.
13 I appreciate your perspective. But I've only been
14 hearing this same explanation since 2012. And what
15 I find, and I've seen over the years, is that more
16 or less because of the increase in permitting and
17 site plans being submitted, there's never been
18 enough staff to be able to handle both, just from a
19 planning perspective.

20 And I've got to really give kudos to
21 Mr. Gagnon, because he was here when I first
22 started coming to the P and Z meetings and, you
23 know, he's been kind of trying to hold it together
24 for the longest. And now I know that there's been
25 some increases. But at the very minimum he wasn't

1 the only person in that department. You know,
2 there was a director then, and then there was a
3 principal planner, and then there was also I think
4 a staff level planner.

5 But in any event, I -- you know, I don't know
6 what that means to have a principal planner to be
7 reclassified as a long-range planner, in terms of
8 how soon do they get down to work. Is this solely
9 what they're going to be doing, as opposed to
10 reviewing plans and that sort of thing? You know,
11 I think more importantly even as a legislative
12 local lawmaker, in looking at some of the planning
13 and zoning board codes, I think we have probably
14 all had some confusion on it. Obviously, we've
15 seen most recently how it's not consistent and
16 we've had to reach outside the organization to get
17 assistance with making sure that we get those
18 things up-to-date.

19 And, you know, I'm not convinced -- I mean,
20 obviously, it sounds good in theory but, you know,
21 I don't want to support a budget that generally
22 says that that's going to be a goal or a budget
23 modification, when I don't really know what that
24 means. We're going to reclassify to how much money
25 for that position? So what is going to be the

1 allocation of that position in terms of actually
2 doing updates, compared to plan reviews and other
3 functions? So I wanted to see if you could provide
4 me more details on that.

5 And then I have some other questions
6 regarding code compliance, and also the fee
7 schedule.

8 MR. SIRMONS: I think what would make the
9 biggest difference in this situation is this
10 reclassification ensures that there is a person in
11 the department that owns the long-range planning
12 activities.

13 Again, previously there have been staff
14 members who in their spare time of processing
15 current applications, they try to get around to
16 those long-range planning activities. But in this
17 case it would be different because that person's
18 job are the long-range planning activities of the
19 department. And that's what we believe will create
20 the results that you haven't seen since you've been
21 asking since 2012.

22 COUNCILPERSON McCOY: Okay. Good enough.

23 So do you have a percentage of the allocation
24 of their time? Is it going to be 100 percent? Is
25 it going to be 80 percent?

1 MR. SIRMONS: It's 100 percent of their
2 activities would be related to comprehensive
3 planning, neighborhood planning, development code
4 updates, and plats.

5 COUNCILPERSON McCOY: Okay. And the
6 reclassification, as you indicated in the slide,
7 that's going to come with a reclassification of the
8 position and obviously the pay grade. Has there
9 been -- obviously, I would hope there have been
10 some preliminary discussions as to what that looks
11 like.

12 MR. SIRMONS: So far we don't anticipate it
13 pushing the position into a different pay grade. A
14 lot of the activities are already written into the
15 job description. We may add a couple lines. But
16 this is what planners are supposed to do, this is
17 what they go to school for, to envision the
18 long-term development of cities and how we can get
19 there and how to plan to get there.

20 Unfortunately, in many localities planners
21 become transactional employees where they process
22 individual applications on behalf of developers or
23 homeowners and they don't do what they're actually
24 trained to, which is to look at the city and where
25 it can be 20 and 30 years out.

1 So it isn't a large variation from what's
2 already written in a principal planner position.
3 This is explicitly dedicating this position to
4 those activities to make sure that they don't
5 continue to slip.

6 COUNCILPERSON McCOY: And, Mr. Sirmons,
7 respectfully, are you suggesting that employees
8 (audio disruption) just because they're an
9 employee? Because I don't think that's the case.
10 In fact, I often (audio disruption) --

11 CHAIR BOTEL: Mr. McCoy, you're breaking up a
12 little bit. Could you repeat that?

13 COUNCILPERSON McCOY: I'm just curious if the
14 suggestion is that you're going to get more buy in
15 from the employee because they own it, simply
16 because they're an employee, as opposed to someone
17 from the outside. And what I found, more often
18 than not, because these are unique, it seems to be
19 in my opinion that when you have someone from the
20 outside that has done this for a number of
21 agencies, it's done a lot faster; and it's done,
22 obviously, with best practices from other
23 organizations; and it takes in not just the actual
24 city's perspective but more or less the regional
25 considerations for a city like Riviera Beach. And,

1 you know, I don't want to be here two years from
2 now talking about we still have to update our code.
3 I mean, it's -- we're already -- you know, I don't
4 want to speak to how long some of those code
5 sections have been there. I think we, who have
6 kind of examined it, know where it is.

7 But I'm just more convinced that it works
8 better if we can just get it done all in one -- you
9 know, at least the major update in one whap, as
10 opposed to making this something that, you know,
11 we're going to piecemeal it one step at a time, one
12 section at a time of the code. Because it's just
13 so massive that we need to really overhaul this.

14 And I'm just curious, because -- you know,
15 one of the other things I was looking at in your
16 presentation is, it doesn't appear -- and I may be
17 wrong -- but I don't see how we could have paid CAP
18 Government out of a 967,000 dollar operating
19 budget. So I wanted to ask that question.

20 But, you know, I would much rather see that
21 this is done on the outside. I mean, at least the
22 initial overhaul. And then long-range planning,
23 you know, we can pick up from there. But, you
24 know, these are ever evolving; and if some of those
25 sections haven't been touched in 20, 30, 40, 50

1 years, then should I really expect that one person
2 is going to get it done in nine months or a year?

3 MR. SIRMONS: So currently, no, the
4 expectation isn't for one person to overhaul that
5 massive document in just a year. That person would
6 likely still need to use third party expertise and
7 resources on certain technical aspects, such as our
8 coastal flood mitigation element of the
9 comprehensive plan, of the type of expertise needed
10 for managing sea level raise, hazardous (audio
11 disruption) that's not necessarily germane to a
12 planner's expertise.

13 This person will certainly be the manager and
14 overseer of anyone that we bring in to address
15 those or update those certain elements of the
16 project. So it will be a combination of them
17 updating and doing certain portions in-house, and
18 certain parts still being outsourced.

19 The comprehensive plan is very comprehensive,
20 and I know there is a lot of desire to make sure
21 it's updated and overhauled. But in reality there
22 are parts of the comprehensive plan that are very
23 well done. And it's not necessarily a document
24 that needs to be burned to the ground and that we
25 start over.

1 We do need to, however, look strategically at
2 the different chapters, sections and elements of it
3 to determine which parts are not currently working
4 and which parts do need to be redone. But in my
5 opinion the comprehensive plan isn't a document
6 that we need to scrap and start over.

7 COUNCILPERSON McCOY: Okay. Another
8 question. So, do you have any projections or pay
9 grade classifications for the field supervisor that
10 you're going to move one of the code enforcement --
11 or code compliance officers up to? And what that
12 looks like as far as the salary range.

13 MR. SIRMONS: So for the range, we talked
14 about a 5 percent increase to an existing code
15 compliance officer, to create this position.

16 COUNCILPERSON McCOY: I don't know what that
17 means. Is that 5 percent from the uppermost tier
18 of the code compliance officer's salary?

19 CITY MANAGER EVANS: It's 5 -- Councilman, if
20 I may, it's 5 percent on whatever the individual
21 that is selected for that particular position. So
22 it depends on their rate of pay.

23 COUNCILPERSON McCOY: Okay. And that
24 supervisor won't be the same as the position that's
25 held by Ms. Bostic? They'll report to Ms. Bostic?

1 Is that how that works?

2 CITY MANAGER EVANS: That is correct,
3 Councilman.

4 COUNCILPERSON McCOY: Okay. The next item I
5 have is the budget modification. Updating planning
6 application fee schedule. How is this presented?
7 Is this done staff level or is this an ordinance?

8 MR. SIRMONS: The planning fee schedule is
9 adopted by resolution. So through this budget, and
10 making sure we update that existing document, we
11 can take care of it with this.

12 COUNCILPERSON McCOY: Okay. Is there going
13 to be a study or comparison of what our, I guess,
14 our neighboring communities are doing?

15 MR. SIRMONS: We have done that comparison
16 already.

17 COUNCILPERSON McCOY: Okay. And these
18 increases in fee schedule, did you account for that
19 in -- well, obviously, I don't see that this is --
20 I guess, maybe it's not in this presentation. But
21 you talked about the revenues increasing for that.
22 Is that encompassed in what you expect your
23 department to kind of project for revenues this
24 year?

25 MR. SIRMONS: Yes. However, we don't expect

1 that to be a significant source of revenue. Based
2 on the number of planning applications we get per
3 year, and the number of them that go to a third
4 resubmittal and beyond, we're expecting 15 to 20
5 thousand a year in additional revenue for that.
6 But it isn't something that would be a significant
7 game changer in terms of the budget.

8 COUNCILPERSON McCOY: Lastly, do you have --
9 or obviously I wouldn't expect you to be able to
10 answer this question right now. But can we
11 provided -- if this is something that you track.
12 And maybe it's done through Qwilr's, I'm not sure
13 exactly. But from receipt of application, the
14 average time for remodification for a single family
15 residence, commercial, new construction or new
16 development, exactly how long or the average time
17 it takes for us from receipt of an application for
18 review and to approval or denial. Or, actually, I
19 guess denial can almost occur in one day. But
20 generally speaking, what does it take for an
21 individual who wants to come and do business at the
22 city to submit an application for a permit or a
23 site plan application, what that time frame looks
24 like. Because that's what I would like to have.

25 And my reason for asking for that is, I

1 think, you know, if there's data that supports that
2 we are in need of increasing our fee schedule for
3 our permits and planning applications, I support
4 it. But I don't want to talk about doing something
5 like that if we haven't increased the efficiencies
6 of the department. And that's what I want to see
7 ahead of us, you know, having a resolution that
8 supports us increasing the fee schedule.

9 Because I don't want people to pay more to
10 have the same amount of, you know, staff response
11 time, or the time it takes to process an
12 application.

13 MR. SIRMONS: Okay. I do want to clarify
14 that this fee is not related to construction
15 permits. This is for planning applications, such
16 as a site plan application or other types of
17 amendments to planning documents. The permit fee
18 schedule would be a separate item that I'm not
19 proposing changes to at this time.

20 But to clarify, you said you wanted the
21 processing time for a single family home new
22 construction application?

23 COUNCILPERSON McCOY: Well, just -- I mean,
24 not specifically. But I wanted some information
25 for us to be able to justify or be able to

1 necessitate that this is something that we should
2 be increasing, given that, you know, we're probably
3 sixty days in getting back, you know, with someone.
4 Because that's the other concern that I have. I
5 submitted a site plan application and, you know,
6 staff is still doing comments, you know, two months
7 in, you know. And, obviously, that may have been a
8 staffing shortage at that time. But I want to know
9 where we are when it comes to submitting site plans
10 and those kind of things for new development.

11 MR. SIRMONS: I can look at how much data we
12 have related to that, to see if I can get you an
13 answer on that.

14 COUNCILPERSON McCOY: Thank you, sir. I
15 appreciate it.

16 That's all I have.

17 CHAIR BOTEL: Anyone else?

18 Okay. Mr. Evans, I think that concludes all
19 of your presentations for this evening, am I right?

20 Do we have any comments from the City
21 Manager?

22 CITY MANAGER EVANS: That is correct, Madam
23 Chair, that concludes our presentations for this
24 evening.

25 Just a point of clarity, on the 27th is going

1 to be our final operational budget workshop. And
2 then on the 29th is when we will go into the
3 capital budgets plan and finish up any loose ends,
4 and then if necessary have a recap. But we look to
5 complete that as part of your discussion on the
6 29th.

7 CHAIR BOTEL: Mr. Evans, could you just
8 remind me what the times are on the 29th, what time
9 we would be beginning in the morning?

10 CITY MANAGER EVANS: The 29th will be -- and
11 actually, Councilperson Miller-Anderson, correct me
12 if I'm wrong -- is that one that you said you could
13 not be available until --

14 COUNCILPERSON MILLER-ANDERSON: Yeah, we said
15 one to four. We said one to four.

16 CHAIR BOTEL: Thank you. Okay. Done.

17 For some reason it wasn't in here. But now
18 it is. Thank you.

19 Anything else, Mr. Evans?

20 CITY MANAGER EVANS: No, Madam Chair, I don't
21 have anything else.

22 CHAIR BOTEL: Thank you.

23 Comments from City Attorney?

24 CITY ATTORNEY WYNN: No comments, Madam
25 Chair.

1 CHAIR BOTEL: Thank you.

2 Comments from the Mayor and Council.

3 Starting with Mayor Felder.

4 MAYOR FELDER: No comments, Madam Chair.

5 CHAIR BOTEL: Thank you.

6 Ms. Miller-Anderson?

7 COUNCILPERSON MILLER-ANDERSON: I just want
8 to thank you all for on the 29th making that for
9 1:00. We actually have a virtual sixth grade
10 orientation. You know, school starts on Monday.
11 So we have an orientation virtual, that should be
12 interesting, at 10:00 in the morning. So, thank
13 you all for that.

14 CHAIR BOTEL: Good luck. Good luck with
15 that.

16 COUNCILPERSON LANIER: So Councilwoman
17 Miller-Anderson, the kids are going to go back to
18 school in person?

19 COUNCILPERSON MILLER-ANDERSON: No, it's
20 for -- it's for online. They'll be doing online.
21 But for our sixth graders, the new kids that are
22 coming in, we're doing a virtual sixth grade
23 orientation. We usually have it in person every
24 Saturday before school starts. So this is
25 something new. It should be very interesting.

1 All right. That's it for me.

2 Thank you all for tonight's budget. Very
3 well done.

4 CHAIR BOTEL: Thank you, Ms. Miller-Anderson.
5 Mr. McCoy.

6 COUNCILPERSON McCOY: Thank you, Madam Chair.

7 Mr. Evans, I just -- it seems like we're
8 getting a lot of e-mails about meetings, between
9 you guys and the CRA. And then, obviously, I don't
10 know what happened with the discussion regarding
11 the ethics training. Does anybody know when that
12 is scheduled or is it scheduled?

13 CITY MANAGER EVANS: I will defer to the
14 clerk. She's been working on that diligently, as
15 well as parliamentary procedures and some other
16 trainings. Madam Clerk.

17 THE CLERK: I recently received two dates,
18 Saturday the -- you can't hear me?

19 CHAIR BOTEL: We can hear you but you're
20 delayed. It's okay, we can hear you.

21 THE CLERK: Okay. The facilitator has
22 submitted two Saturdays for the month of September,
23 that I will get out to you all. I just want to
24 confirm the start time will be at 9:00. As soon as
25 I get that confirmation from them, I will provide

1 the dates to you all.

2 COUNCILPERSON McCOY: Are you speaking of
3 9:00 on a Saturday?

4 THE CLERK: 9:00 in the morning on a
5 Saturday, yes, sir.

6 COUNCILPERSON McCOY: Okay. Mr. Evans, you
7 know, I think I mentioned to you about -- you know,
8 we're all working in a virtual environment, and I
9 don't know that any member is actually in their
10 City Council office but, you know, I don't know
11 what it is but it seems like every day some member
12 has some internet challenges. Perhaps, is there
13 something that can be asked of our IT department,
14 is there a more secure -- I know -- at least I
15 remember Councilperson Lawson having a hot spot
16 device. I don't know if that is more secure. But
17 it seems to be that we need something a little more
18 stable. And I don't know if it's -- you know, I
19 guess -- you know, I've seen situations where,
20 depending on your service provider, once you reach
21 a certain amount of bandwidth it slows down your
22 connection. Obviously, in the case of, if you have
23 multiple people streaming at the same time, live
24 video, that's going to slow it down. But if there
25 is an option for us to have some sort of device

1 that augments -- I even have a laptop, but I don't
2 even understand if that has enough bandwidth. But
3 a few times in this meeting, and that's why my
4 camera went off for a while, I got a message that
5 popped up, it says something about my bandwidth or
6 I need to close windows or something. And I'm
7 literally the only person on my internet right now.
8 And I'm trying to figure out, is there a better
9 solution. I don't know if this is because we're
10 doing so many meetings and Comcast tries to slow
11 down the connection or what.

12 CITY MANAGER EVANS: Yeah, we can certainly
13 look at some other options. I know that at this
14 time of the evening, when everyone gets home, there
15 is a drain on the system. But we do have the
16 mobile devices, the hot spots that we can look to
17 issue to the Council. I've used that in a couple
18 cases, and sometimes it just becomes -- you know,
19 it's hit or miss. But we can find some better
20 solutions and get it out to the Board here probably
21 in the next week, so you can have another reliable
22 internet source.

23 COUNCILPERSON McCOY: Okay. All right.

24 CHAIR BOTEL: I had the same problem this
25 evening, Mr. McCoy, where I got that message that

1 says -- and there is nobody else here but me and
2 the cat so...

3 Unless he's online.

4 COUNCILPERSON MILLER-ANDERSON: Yeah, that's
5 what happened to mine, and it went out. Yeah, I
6 couldn't see anything.

7 COUNCILPERSON LANIER: Your cat is online.

8 CHAIR BOTEL: I know. He's talking to some
9 dogs in the next building.

10 CITY MANAGER EVANS: Or you may have some of
11 your constituents in the parking lot utilizing your
12 internet service.

13 CHAIR BOTEL: Anything else, Mr. McCoy?

14 COUNCILPERSON McCOY: A few other things. So
15 it's been mentioned this meeting, obviously, the
16 importance of having home owners as opposed to
17 renters. Ms. Wynn, I want to talk about Brooks
18 Subdivision in the current interpleader case that's
19 going on. Would it be appropriate that I ask you
20 to come back with a time for us to have a closed
21 executive session? Because I potentially think
22 that I want to be able to see (audio disruption)
23 online and I know that there are some challenges.
24 I want to see if we can bring that to the Board in
25 a closed session to discuss -- and obviously, I

1 would hope that you can have staff to brief -- your
2 staff to brief us or you brief us ahead of time.
3 But, literally, I don't want to continue to hear
4 the manager talk about the importance of home
5 ownership when we have (indiscernible) properties
6 that are basically, you know, I guess, basically
7 ripe for us to allow the county to start developing
8 to increase home ownership. I want to see if
9 that's something that you think is something that
10 we should bring to the body as a closed executive
11 session.

12 CITY ATTORNEY WYNN: Mr. McCoy, I'm hoping
13 that we don't have to do that. We've had some more
14 talks as of last Friday, and so we may -- I think
15 we've come to an agreement, and we're working out
16 the details.

17 COUNCILPERSON McCOY: Okay. Good enough.

18 Mr. Evans, health insurance. I don't know
19 where we left off or what has to be proposed. I
20 did write down a note somewhere, and I believe it
21 was that we went from, I guess a budget of --
22 initially in this conversation we talked about we
23 initially had a 4.2 million dollar deficit.

24 CITY MANAGER EVANS: That is correct.

25 COUNCILPERSON McCOY: And we're down to 1.9?

1 CITY MANAGER EVANS: Yes, sir. That's what
2 we had to close the gap to present the Council with
3 a balanced budget.

4 COUNCILPERSON McCOY: What was the closure of
5 the gap? Was it the difference between the 4.2 and
6 1.9?

7 CITY MANAGER EVANS: The -- once we got the
8 state revenues in, and we adjusted some of the
9 revenues, and then we did some of the corresponding
10 reductions, we were able to close that -- the
11 number was actually 1.9, that we actually had to
12 close.

13 So the 4.2 was worst case scenario. And when
14 we projected that there would be about a 30 percent
15 decrease in the state's revenues, where it did come
16 down to maybe about a 10 to 12 percent decrease
17 versus the 30 percent we were projecting.

18 COUNCILPERSON McCOY: Okay. What is -- do
19 you -- when will we see health insurance again?
20 Because I wanted to see if it was possible to do --
21 you know, keep our plan where it is and see what
22 those numbers look like.

23 CITY MANAGER EVANS: We're looking to bring
24 you back some additional information on health
25 insurance. I would say if not at your 27th

1 meeting, definitely by your 29th meeting. I have
2 staff doing some additional research and looking at
3 the plan design and some other elements. And we
4 are going to bring that back on the 27th or 29th,
5 one of those two meetings.

6 COUNCILPERSON McCOY: Okay. And then it
7 appears that --

8 CITY MANAGER EVANS: I don't anticipate it
9 being longer than an hour, hour and a half, because
10 we're just bringing some information concerning the
11 survey documentation and providing additional
12 clarity and having any -- answering any questions
13 that the Council may have, so that we can move
14 forward with second and final reading of the
15 submerged lands item.

16 COUNCILPERSON McCOY: And get an opportunity
17 to review it at some point. You know, and
18 obviously we have a City Council -- I'm sorry --
19 yeah, a meeting on Wednesday so...

20 CITY MANAGER EVANS: Absolutely, Councilman.
21 I'll definitely work with staff to make sure you
22 all get the information in advance of Friday
23 meetings. Our target date is going to be
24 Wednesday.

25 COUNCILPERSON McCOY: All right. Thank you

1 sir.

2 Thank you, Madam Chair.

3 CHAIR BOTEL: Councilwoman Lanier.

4 COUNCILPERSON LANIER: (Audio disruption) is
5 going, how it's being spent. I think that the
6 information that we've received thus far has given
7 us a lot of food for thought. And I want to
8 commend the staff for being able to bring that
9 information to us in a way that makes it plain and
10 understandable.

11 And also, I wanted to ask (audio disruption).

12 CHAIR BOTEL: (Audio disruption) first (audio
13 disruption) of the Palm Beach State College courses
14 that were offered in Riviera Beach is happening
15 this week. And of the 14, 15 or 14 graduates, many
16 of them are continuing on to get their associates
17 degree at Palm Beach State College. So I'm really
18 excited about that. Because this was their first
19 time (audio disruption) a college experience, and
20 they're taking it one step further.

21 Anything else from anyone else before we
22 close?

23 Seeing none, this meeting is adjourned.

24 Thank you.

25 And thank you, again, Mr. Evans, for the

1 presentations.

2 Good evening.

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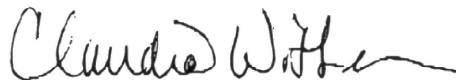
24

25

1 CERTIFICATE

2
3 THE STATE OF FLORIDA,)

4 COUNTY OF PALM BEACH.)

5
6 I, Claudia Price Witters, RPR, Registered
7 Professional Reporter, do hereby certify that I was
8 authorized to and did transcribe the foregoing
9 proceedings from a digital recording, and that the
10 foregoing is a true and correct transcription of said
11 recording to the best of my ability.12 IN WITNESS WHEREOF, I have hereunto set my
13 hand this 31st day of January 2021.14
15 16
17 Claudia Price Witters

WORD LIST

< \$ >	2020-2021 (4)	550 (3)	Act (1)
\$100,000 (1)	2021 (6)	59 (1)	action (2)
\$15 (1)	2023 (1)	< 6 >	activate (1)
\$15,000 (1)	21 (5)	6.9 (1)	activities (13)
\$180,000 (1)	22 (1)	6:01 (2)	activity (1)
\$19.46 (1)	23 (1)	60 (2)	actual (14)
\$2,250,000 (1)	23,000 (1)	600 (1)	add (9)
\$26,000 (1)	24 (1)	600,000 (1)	added (4)
\$315,000 (1)	244,000 (1)	61 (1)	addition (3)
\$374,000 (1)	248,000 (1)	< 7 >	additional (19)
\$475,000 (2)	25 (1)	700,000 (1)	address (16)
\$678,000 (1)	26 (1)	< 8 >	addressing (4)
< 1 >	26th (1)	8.9 (1)	adjourned (1)
1,483,000 (1)	27th (3)	80 (1)	adjusted (2)
1.1 (1)	29th (7)	85 (1)	Admin (1)
1.9 (4)	< 3 >	< 9 >	administered (1)
1:00 (1)	3 (1)	9.5 (2)	administration (11)
10 (3)	3.21 (1)	9:00 (3)	administrative (7)
10:00 (1)	3.28 (1)	91,000 (1)	administrator (2)
100 (2)	3.5 (1)	95 (1)	adopt (1)
100,000 (2)	30 (5)	967,000 (1)	adopted (5)
12 (1)	30,000 (1)	< A >	adults (1)
120 (2)	300,000 (1)	abandon (1)	advance (2)
13 (4)	30th (1)	abatement (5)	advanced (1)
14 (4)	31st (1)	ability (3)	advantages (1)
15 (3)	33 (1)	able (43)	advice (1)
15th (1)	33,000 (1)	aboard (1)	advisory (8)
166 (2)	350,000 (1)	Absent (2)	advocate (1)
167 (1)	3500 (1)	Absolutely (3)	affairs (1)
17 (2)	350s (1)	absorb (4)	affect (3)
178 (1)	< 4 >	absorbed (1)	afford (1)
17th (1)	4 (1)	abundantly (1)	afternoon (1)
18 (4)	4.2 (4)	academy (1)	age (9)
19 (3)	40 (5)	access (1)	agencies (8)
< 2 >	400,000 (1)	accommodate (1)	agency (10)
2 (4)	401(a) (1)	accommodation (1)	agency's (1)
20 (4)	46 (1)	accomplish (3)	aggressive (1)
200,000 (1)	46,000 (1)	accomplished (2)	ago (7)
2009 (1)	475,000 (2)	account (6)	agree (5)
2012 (2)	< 5 >	accountability (2)	agreement (2)
2016 (2)	5 (7)	accountable (2)	agreements (1)
2017 (1)	50 (4)	accounts (2)	ahead (6)
2018 (1)	501(c)(3) (1)	accreditation (1)	aim (1)
2019 (1)	50s (1)	accredited (2)	Alert (1)
2020 (4)	50-year (2)		align (1)
	53,000 (1)		allegedly (1)
			Allegiance (2)
			alleviate (2)
			alley (1)

Alleys (2)	asking (7)	backing (1)	board (26)
alleyways (6)	asks (1)	backyard (2)	boards (1)
allocated (3)	aspect (2)	bad (6)	board's (1)
allocation (12)	aspects (4)	Bailey (29)	body (8)
allocations (2)	asphalt (1)	Bailey's (1)	bond (6)
allow (1)	assessment (3)	balance (3)	bonds (1)
allowed (2)	assessments (1)	balanced (4)	book (1)
amendment (1)	asset (1)	balancing (1)	books (1)
amendments (1)	assigned (2)	band (1)	Bostic (3)
America (2)	assist (3)	bandwidth (3)	Botel (69)
American (1)	assistance (2)	bank (2)	Boys (3)
amount (9)	Assistant (11)	banking (1)	break (7)
analysis (4)	assistant's (1)	barely (1)	breakdown (6)
ancillary (1)	assisted (1)	bargaining (2)	breaking (2)
annual (1)	associated (2)	baseball (3)	breaks (1)
anomalies (1)	associates (1)	based (16)	bridging (1)
answer (10)	assuming (1)	basic (1)	brief (4)
answered (2)	assure (3)	Basically (5)	brilliant (1)
answering (1)	assured (2)	basis (1)	bring (26)
Anthony (2)	Athletic (1)	basketball (1)	bringing (8)
anticipate (3)	attacking (1)	Batista (1)	Broadway (1)
anticipated (1)	attempt (1)	Beach (28)	broken (1)
antiquated (1)	attention (3)	beaten (1)	Brooks (1)
anybody (6)	Attorney (12)	beautified (2)	brought (4)
anyway (1)	attorneys (1)	beautify (2)	Brown (1)
apologize (1)	Attorney's (3)	beautifying (1)	Budget (101)
appear (3)	attributed (1)	beginning (1)	budgetary (3)
APPEARANCES (1)	audience (2)	begun (1)	budgeted (6)
appears (2)	audio (34)	behalf (1)	budgeting (1)
applicant (1)	audited (2)	behaviors (1)	budgets (5)
application (12)	augments (1)	believe (10)	build (4)
applications (8)	August (2)	believing (1)	building (10)
apportionment (1)	Augustine (1)	benefit (2)	buildings (3)
appreciate (7)	Australian (1)	best (5)	built (4)
approach (1)	authority (1)	better (13)	bulk (1)
appropriate (4)	authorized (1)	beyond (3)	bull (1)
approval (1)	available (4)	bicycle (6)	bump (1)
approve (1)	Avenue (1)	bicycles (2)	bumping (1)
area (4)	average (2)	big (4)	burden (2)
areas (2)	aware (3)	bigger (3)	burned (1)
Argent (1)		biggest (2)	business (2)
arm (2)	< B >	billing (3)	businesses (4)
Armstrong (1)	baby (2)	bills (3)	buy (5)
arrest (1)	back (27)	bit (11)	buys (1)
arrived (1)	backdate (1)	biweekly (1)	
articulated (1)	backfill (4)	blanks (1)	< C >
arts (1)	backfilling (1)	block (2)	calculating (1)
aside (1)	Backflow (1)	blowing (1)	caliber (1)
asked (7)	background (2)	Blue (7)	call (8)

called (4)	charge (11)	Club (3)	compliance (6)
Calling (3)	charges (3)	coach (1)	complicated (3)
calls (11)	charging (8)	coastal (1)	comprehensive (13)
Calner (1)	charrettes (1)	code (14)	comprehensively (1)
camera (2)	chart (2)	codes (7)	comprise (1)
cameras (13)	charter (1)	collapsing (1)	computer (3)
canals (1)	cheaper (1)	collect (2)	computers (2)
canoeing (1)	check (2)	collected (1)	conceivably (1)
CAP (8)	checks (1)	collection (3)	concern (5)
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capacity (4)	chess (3)	collective (2)	concerning (1)
capital (32)	chief (43)	collects (2)	concerns (1)
captains (2)	chiefs (2)	College (3)	concludes (4)
car (2)	childhood (1)	color (2)	concrete (1)
care (9)	children (1)	combination (3)	conditions (3)
career (1)	choice (1)	Comcast (1)	conduct (1)
careful (1)	chunk (1)	come (38)	conducted (2)
case (9)	CIP (1)	comes (10)	confident (3)
cases (7)	circulation (2)	comfortable (1)	confirm (2)
cash (4)	citation (1)	coming (16)	confirmation (1)
cashiering (1)	cite (1)	command (3)	confused (1)
cashiers (1)	cities (4)	commend (1)	confusion (2)
cat (2)	citizen (5)	comment (3)	connecting (1)
catch (2)	citizens (1)	comments (12)	connection (4)
category (1)	City (149)	commercial (1)	consensus (1)
cause (1)	city's (2)	commit (3)	consent (1)
CDBG (2)	civil (1)	commitment (1)	consider (2)
celebrate (1)	clarify (3)	committee (2)	consideration (1)
center (1)	clarity (2)	committing (1)	considerations (1)
centers (1)	classes (3)	commodity (1)	considered (1)
cents (1)	classifications (1)	common (1)	considering (3)
certain (18)	classify (1)	commonalty (1)	consistent (2)
certainly (17)	Claudene (2)	commonly (1)	Constantly (1)
CERTIFICATE (1)	Claudia (3)	communicate (1)	constituents (6)
certifications (1)	clean (2)	communicated (2)	constitutionality (1)
certified (3)	clear (4)	communication (1)	constraints (1)
certify (1)	cleared (1)	communications (5)	constructed (1)
cetera (2)	clearer (1)	communities (2)	construction (11)
Chair (90)	clearly (3)	community (47)	consultant (1)
Chairperson (3)	clerical (1)	comp (1)	contact (3)
challenge (3)	Clerk (27)	compared (4)	contaminants (1)
challenges (5)	close (9)	comparison (3)	contemplate (1)
chance (2)	closed (3)	compensated (1)	contemplated (1)
change (6)	closely (4)	compensation (1)	content (2)
changed (3)	closeout (1)	complaining (1)	contingency (2)
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changes (5)	closes (1)	complement (12)	continue (18)
channel (1)	closing (1)	complete (5)	continues (1)
chapters (1)	closure (3)	completely (1)	continuing (1)

contract (10)	critical (1)	degree (1)	discharging (1)
contracted (1)	cropped (1)	delay (1)	discuss (3)
contracting (1)	cross (1)	delayed (1)	discussed (4)
contractors (1)	crossing (1)	delivering (1)	discussing (1)
contracts (1)	curious (4)	demand (4)	discussion (8)
contractual (1)	current (11)	denial (2)	discussions (4)
control (6)	currently (9)	dental (1)	displaced (1)
convenience (1)	cursed (1)	Department (61)	disposal (1)
conversation (10)	custom (1)	departmental (2)	disruption (32)
conversations (5)	customer (1)	departments (16)	distribution (3)
convert (3)	customers (5)	department's (2)	District (18)
convinced (2)	cut (10)	depending (1)	disturb (1)
copied (1)	cuts (10)	depends (2)	division (11)
copy (1)	cutting (4)	deplorable (1)	divisions (7)
correct (10)	cycle (1)	deploy (1)	document (4)
corrected (2)		deploying (1)	documentation (1)
correction (2)	< D >	depth (1)	documentations (1)
correctly (1)	damage (1)	derived (3)	documents (4)
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cost (20)	Danford (1)	design (2)	doing (29)
costly (1)	Danskin (1)	designed (1)	dollar (10)
costs (15)	data (2)	designing (1)	dollars (23)
Council (31)	date (1)	desire (5)	double (1)
Councilman (11)	dates (2)	desires (2)	Douglas (1)
Councilmember (1)	David (1)	detailed (1)	Dr (9)
Councilperson (121)	Dawn (2)	details (2)	drain (1)
Council's (2)	day (9)	detectors (1)	drainage (1)
Councilwoman (16)	days (2)	determine (2)	drastically (1)
counter (1)	deadline (1)	develop (2)	drawing (1)
country (1)	Dealers (6)	developed (2)	DRE (1)
County (11)	dealing (3)	developer (1)	drinker (1)
couple (10)	deals (2)	developers (2)	driven (1)
course (3)	dear (3)	developing (1)	drivers (2)
courses (3)	debris (1)	development (20)	driver's (1)
Court (1)	debt (6)	device (2)	driving (1)
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cover (3)	decide (1)	difference (6)	drunk (2)
covering (1)	decided (1)	different (23)	due (1)
COVID (1)	decisions (1)	differently (1)	DUI (6)
COVID-19 (2)	decrease (3)	difficult (1)	DUIs (3)
CRA (2)	decreased (1)	difficulties (1)	duties (2)
crank (1)	dedicating (1)	Digital (2)	
create (3)	deeding (1)	diligently (1)	< E >
creating (1)	deescalate (1)	direction (5)	ear (1)
crew (3)	defer (3)	directive (3)	earlier (1)
crews (5)	deficit (1)	directly (1)	early (1)
crime (11)	definitely (10)	director (11)	earn (1)
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criminal (1)	defunding (2)	discharge (1)	easily (2)

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either (5)	envision (1)	experiences (1)	file (1)
elderly (1)	equipment (8)	experiencing (5)	fill (3)
elected (3)	equity (1)	expert (2)	filled (6)
elections (2)	error (1)	expertise (5)	filling (1)
electric (9)	escalating (1)	explain (5)	Final (3)
electrical (1)	especially (7)	explained (1)	finally (1)
electrician's (1)	essence (2)	explanation (3)	finance (3)
electronic (2)	essentially (1)	explicitly (1)	financial (1)
element (2)	establish (1)	exploratory (1)	find (12)
elements (6)	established (2)	extended (1)	finish (2)
eleven (1)	establishing (1)	extensively (1)	finished (1)
eliminate (2)	esthetically (4)	extent (1)	finite (1)
eliminated (3)	esthetics (3)	extra (1)	fire (4)
eliminating (2)	estimated (2)	extreme (1)	first (25)
elimination (1)	estimates (1)	extremely (1)	fiscal (12)
e-mail (1)	et (2)	eye (1)	fiscally (1)
e-mails (1)	ethics (1)	< F >	five (14)
emblem (1)	evaluating (1)	facilitating (2)	fixed (2)
embodiment (1)	Evans (81)	facilitator (1)	fleet (19)
emergency (4)	evening (10)	facilities (6)	flood (1)
emotional (1)	event (2)	facility (5)	flooding (1)
employee (11)	events (1)	fact (7)	floor (1)
employees (16)	everybody (6)	factored (1)	Florida (3)
encompass (1)	evidence (3)	factors (2)	flow (1)
encompassed (6)	evolving (1)	fair (1)	flows (2)
ends (4)	exacerbated (1)	fairly (1)	focus (9)
enforce (2)	exactly (6)	falling (1)	focuses (1)
enforcement (13)	examined (1)	family (2)	folks (5)
engineer (3)	examiner (1)	fanatic (1)	follow (2)
engineered (1)	example (6)	far (14)	followed (1)
Engineering (8)	Excellent (3)	fashion (1)	following (1)
engineers (2)	excess (1)	fashions (1)	follow-up (1)
enhancements (1)	excited (4)	faster (2)	food (2)
enjoy (1)	exclusively (1)	fat (1)	footage (1)
ensure (3)	excuse (4)	faulty (1)	football (1)
ensures (1)	Executive (3)	favor (1)	force (6)
ensuring (1)	exercise (2)	fear (1)	forefront (1)
enter (2)	exfiltration (1)	feature (1)	foregoing (2)
entered (1)	existing (7)	fee (12)	foresee (1)
enterprise (1)	exists (1)		form (2)

formally (1)	getting (14)	happy (8)	hounding (1)
formed (1)	Girls (3)	hard (5)	hour (3)
forms (1)	GIS (1)	hardest (1)	hours (1)
forth (4)	give (15)	hazardous (1)	households (1)
forward (23)	given (10)	head (1)	HR (2)
found (5)	giving (1)	headset (1)	huge (1)
foundation (1)	glitch (1)	health (11)	human (2)
four (20)	glow (1)	hear (19)	hundred (13)
fourth (3)	go (68)	heard (8)	< I >
frame (1)	goal (10)	hearing (6)	IA (5)
Frank (1)	goals (11)	heart (3)	idea (4)
free (5)	goes (9)	heavily (2)	ideally (1)
frequency (1)	going (143)	heavy (1)	ideas (2)
Friday (2)	gold (1)	Heights (2)	identified (1)
friendly (1)	golf (2)	held (1)	ignore (1)
front (4)	Good (23)	hello (3)	imagine (1)
froze (1)	gotten (1)	help (13)	immediately (1)
fruition (1)	govern (1)	helped (1)	impact (1)
frustrated (1)	governing (1)	helping (3)	impacted (1)
FT (1)	government (4)	helps (1)	impactful (1)
FTE (2)	grabbed (1)	hereunto (1)	implement (3)
FTEs (1)	Grace (1)	Heron (2)	implemented (1)
FTL (1)	grade (5)	hey (3)	implementing (2)
fulfilling (1)	graders (1)	hiding (1)	importance (2)
full (4)	graduates (1)	high (10)	important (5)
full-time (1)	grants (1)	higher (1)	importantly (1)
fully (1)	grass (5)	highly (1)	impression (1)
functions (3)	great (15)	hire (1)	improperly (1)
fund (12)	Grimm (1)	hires (2)	improve (2)
funded (3)	ground (3)	hiring (1)	improvement (1)
funding (8)	grounds (1)	historical (1)	improvements (1)
funds (9)	groundwater (1)	history (1)	include (5)
further (10)	group (1)	hit (1)	includes (3)
FY (3)	grows (1)	hoax (1)	including (3)
< G >	guard (1)	hold (3)	incoming (1)
Gagnon (1)	guess (33)	home (8)	incorporate (1)
gains (4)	guessing (1)	homeowners (3)	incorporated (1)
game (4)	guy (1)	homes (2)	incorporating (1)
games (1)	guys (6)	homesteaded (1)	incorrect (1)
gang (1)	< H >	honest (1)	increase (21)
gap (2)	half (8)	hope (12)	increased (2)
gas (1)	Hall (1)	hopefully (3)	increases (5)
gears (1)	hand (5)	hoping (6)	increasing (7)
general (6)	handle (6)	horizon (1)	incredible (1)
generally (4)	handled (1)	horizontal (1)	incredibly (1)
generates (1)	happen (7)	horns (1)	incur (1)
gentleman (1)	happened (5)	horse (1)	Indian (1)
germane (1)	happening (1)	hospital (1)	indicated (2)
		hot (2)	

indiscernible (7)
individual (9)
individuals (13)
indulge (2)
indulged (1)
industry (1)
inevitably (1)
info (1)
information (11)
infrastructure (4)
in-house (2)
initial (2)
initially (2)
initiated (1)
initiatives (1)
in-kind (1)
inkling (1)
inserted (1)
inside (1)
insight (1)
in-source (1)
in-sourced (1)
inspection (1)
inspections (3)
inspectors (1)
install (1)
instance (2)
institute (1)
instituting (3)
insurance (11)
intake (3)
intend (1)
intent (1)
intents (1)
interact (2)
interacting (1)
interested (3)
interesting (3)
intermingled (1)
internal (2)
internet (5)
interpleader (1)
interruption (1)
introduce (1)
invaluable (1)
invariably (2)
investigations (2)
investment (2)
inviting (1)

invoice (1)
involved (7)
Irrespective (1)
Island (6)
isolated (1)
issuance (3)
issue (18)
issued (1)
issues (11)
item (5)
items (7)
its (7)

< J >
Jackson (1)
January (1)
Jimmie (1)
job (14)
jobs (4)
Johnson (11)
joined (1)
Jonathan (5)
journal (2)
Joyce (1)
Julia (3)
jump (2)
June (1)
justification (2)
justify (1)

< K >
KaShamba (2)
keep (12)
keeping (3)
key (1)
keys (1)
kick-start (1)
kick-started (1)
kids (7)
kill (2)
kind (17)
knew (1)
know (169)
knowing (1)
knowledge (1)
knowledgeable (1)
known (2)
knows (2)
kudos (2)

< L >

lack (3)
lacrosse (3)
ladies (1)
laid (1)
land (3)
lands (1)
landscaping (6)
languish (1)
Lanier (33)
Lanier's (2)
laptop (1)
large (4)
larger (1)
Larry (1)
lastly (2)
late (1)
law (7)
lawmaker (1)
laws (4)
Lawson (3)
lead (1)
leader (1)
leaders (1)
leading (1)
League (1)
leagues (2)
learned (1)
leave (5)
led (4)
left (3)
legal (3)
legislation (1)
legislative (1)
lettering (1)
letting (1)
level (14)
levels (1)
liability (1)
lieu (1)
life (8)
lift (1)
light (1)
liked (1)
limits (1)
line (10)
lined (1)
lines (3)

list (4)
literally (3)
littering (1)
little (20)
live (1)
lives (1)
load (2)
loan (1)
local (2)
localities (4)
localized (1)
logo (3)
logos (2)
long (5)
longer (5)
longest (1)
longevity (1)
long-range (11)
long-term (3)
look (35)
looked (6)
looking (48)
looks (12)
loose (1)
lose (1)
losing (2)
loss (2)
lost (2)
lot (44)
Lots (3)
loud (1)
loudest (1)
love (3)
luck (2)
lucky (1)

< M >

Madam (31)
magistrate (2)
main (2)
mainland (2)
maintain (6)
maintaining (1)
maintenance (18)
major (3)
majority (1)
majors (1)
making (17)
manage (1)

Management (1)	minimize (1)	never (1)	onset (2)
Manager (72)	minimum (3)	new (19)	open (2)
managers (1)	mistaken (1)	news (1)	operate (5)
manager's (2)	mitigation (1)	nice (2)	operated (1)
managing (2)	MLK (1)	night (1)	operating (9)
mandatory (1)	mobile (1)	nine (2)	operation (7)
manner (3)	mobilize (1)	Noel (1)	operational (6)
map (1)	modification (5)	nonregulatory (1)	operationally (1)
marina (1)	modifications (6)	non-sworn (1)	operations (18)
marketing (1)	modified (1)	norm (1)	operator (1)
Marsha (1)	moment (4)	normal (1)	opinion (2)
Marshall (1)	Monday (5)	normality (1)	opportunities (1)
martial (1)	money (21)	north (1)	opportunity (4)
massive (3)	mongering (1)	note (1)	opposed (8)
matches (1)	monies (2)	noted (1)	option (5)
math (1)	monitor (1)	notes (2)	options (2)
matter (2)	Monroe (2)	November (1)	order (4)
matters (1)	month (5)	NPDES (1)	ordinance (1)
Mayor (17)	months (13)	nuisance (8)	ordinances (1)
McCoy (85)	morning (3)	number (26)	organization (3)
mean (20)	motion (1)	numbers (9)	organizational (2)
meaning (1)	motors (1)	numerous (1)	organizations (3)
means (7)	move (22)		orientation (3)
mechanic (2)	moving (5)	< O >	originally (1)
media (2)	mow (1)	obligation (1)	Osgood (26)
medians (2)	mowing (1)	obvious (1)	outcomes (1)
medical (1)	multiple (7)	obviously (31)	outdated (2)
meet (3)	municipalities (9)	occasions (1)	outlet (1)
meeting (9)		occupied (1)	outlets (1)
meetings (9)	< N >	occupy (1)	out-of-state (1)
member (2)	narrative (2)	occur (2)	outreach (1)
Members (11)	Nathan (1)	occurred (2)	outside (5)
men (4)	nation (2)	occurring (1)	outsource (1)
mentioned (6)	national (2)	October (2)	outsourced (1)
merge (1)	nature (1)	offered (1)	outsourcing (1)
MESSAGE (3)	near (5)	office (10)	overall (2)
met (1)	nearly (1)	officer (10)	overgrown (6)
methods (1)	necessarily (10)	officers (37)	overhaul (4)
metric (1)	necessary (4)	officer's (1)	overhauled (1)
metrics (2)	necessitate (1)	official (4)	overhauls (1)
mic (2)	need (39)	officials (1)	over-promising (1)
Michael (1)	needed (6)	Oh (6)	oversee (1)
microphone (1)	needing (1)	Okay (72)	overseeing (2)
miles (3)	needs (14)	old (1)	overseer (1)
Miller-Anderson (34)	negotiations (1)	on-call (1)	oversight (3)
million (24)	neighborhood (7)	once (4)	overtime (8)
mind (2)	neighborhoods (3)	ones (1)	overview (3)
minds (1)	neighboring (1)	ongoing (1)	owned (2)
mine (1)	neither (1)	online (10)	owners (2)

ownership (3)	persons (3)	portion (2)	processing (4)
owns (2)	person's (2)	portions (1)	produce (1)
< P >	perspective (6)	position (39)	product (3)
p.m (1)	pertains (1)	positions (52)	professional (5)
package (1)	phase (1)	positive (2)	program (33)
packages (1)	phased (1)	possibility (3)	programmed (2)
paid (4)	phases (1)	possible (9)	programs (12)
PAL (27)	phone (2)	possibly (2)	project (16)
Palm (10)	phones (1)	potential (2)	projected (4)
PAL's (1)	phonetic (2)	potentially (2)	projecting (1)
pandemic (13)	physical (1)	practical (1)	projections (1)
paper (1)	pick (3)	practices (1)	projects (26)
paperwork (1)	picking (2)	prayer (2)	promoted (1)
parcels (1)	picture (1)	pre-application (1)	proper (4)
Park (5)	piece (1)	predicated (1)	properly (2)
parking (1)	piecemeal (1)	predominant (1)	properties (3)
Parks (9)	piecemealing (1)	prefer (1)	property (10)
parliamentary (1)	pinch (1)	preliminary (1)	proposed (4)
part (21)	pipes (1)	prepared (1)	proposes (1)
particular (16)	pivotal (1)	Present (9)	proposing (2)
particularly (1)	place (3)	presentation (16)	prosecuted (1)
parts (5)	places (3)	presentations (3)	protect (1)
part-time (4)	plain (1)	presented (2)	protected (1)
party (2)	plan (37)	pressing (1)	protection (1)
pass (1)	planner (9)	pretty (2)	protests (1)
passed (1)	planners (2)	prevent (1)	protocols (1)
passenger (1)	planner's (1)	preventing (1)	provide (19)
pave (1)	planning (27)	prevention (6)	provided (9)
pay (27)	plans (10)	previous (3)	provider (2)
payable (2)	plant (9)	previously (4)	provides (3)
paying (6)	plat (1)	Price (3)	providing (5)
payment (2)	plats (2)	pride (1)	provisions (1)
pays (1)	players (1)	principal (5)	proximity (1)
PBA (2)	playing (1)	priorities (1)	public (18)
peer (1)	pleasant (1)	priority (1)	pull (1)
people (35)	please (4)	private (1)	pumps (1)
percent (29)	pleased (2)	privy (1)	purchase (3)
percentage (2)	pleasing (4)	Pro (5)	purchases (3)
perception (1)	pleasingness (1)	proactive (2)	purchasing (1)
perfect (1)	Pledge (2)	probably (11)	purpose (1)
perform (1)	plus (4)	problem (3)	purposes (2)
period (1)	pocket (1)	problematic (2)	pursue (1)
permit (13)	point (24)	procedure (1)	purview (1)
permits (6)	Police (50)	procedures (5)	pushing (2)
permitting (2)	policies (1)	proceedings (1)	put (18)
perpetuate (1)	Policing (2)	proceeds (1)	puts (1)
person (21)	policy (6)	process (20)	putting (7)
personnel (14)	pollutant (1)	processed (1)	< Q >
	popped (1)	processes (1)	

qualifying (1)	reclassifications (1)	removed (1)	revenues (11)
quality (7)	reclassified (2)	renters (1)	review (17)
question (28)	reclassify (3)	Repairs (1)	reviewer (1)
questioned (1)	reclassifying (2)	repatriated (1)	reviewing (1)
questions (14)	recommendations (1)	repeat (2)	reviews (2)
queued (2)	record (2)	replace (2)	revise (1)
quickly (1)	recording (3)	replacement (1)	revisions (1)
quite (2)	recovering (1)	report (4)	revisit (1)
Qwilr's (1)	Recreation (2)	Reporter (1)	RFP (2)
	Rec's (2)	represent (1)	ride (3)
< R >	rectified (1)	represents (2)	riding (3)
radio (1)	red (1)	request (3)	right (52)
rain (1)	redirects (1)	requested (1)	rights (1)
raise (7)	redistributed (1)	require (1)	ripe (1)
raising (2)	redone (1)	required (4)	rise (1)
ran (1)	reduce (6)	requirement (1)	risky (1)
Randy (1)	reduced (4)	requiring (1)	Riviera (20)
range (3)	reducing (2)	research (3)	road (6)
ranked (1)	reduction (5)	reserve (5)	roads (7)
rate (9)	reductions (4)	reserves (2)	roadway (1)
rates (1)	refer (1)	reshape (2)	robust (1)
ratifies (1)	referring (1)	reside (1)	role (2)
rationale (1)	reflect (2)	residence (1)	roll (8)
reach (2)	reflects (1)	resident (1)	rolled (2)
reached (2)	reform (2)	residential (2)	Ronnie (3)
reading (2)	refusal (1)	residents (7)	room (1)
ready (3)	regarding (6)	resiliency (3)	rose (1)
real (5)	regards (9)	resolution (2)	rotating (1)
reality (1)	regional (1)	resource (1)	roughly (2)
realize (2)	Registered (1)	resources (3)	round (2)
reallocated (1)	regular (2)	respect (1)	RPR (2)
reallocating (2)	regulations (3)	respectfully (1)	rumors (2)
really (24)	relate (1)	responding (1)	run (7)
realm (1)	related (6)	responds (1)	running (1)
reason (3)	relates (7)	response (3)	
Reasonableness (1)	relation (1)	responses (1)	< S >
reasons (2)	relationship (1)	responsibilities (2)	safety (3)
reassigned (1)	relative (2)	responsibility (4)	salary (6)
reassigning (2)	relevant (1)	responsible (1)	sat (1)
rebrand (2)	reliable (1)	rest (1)	Saturday (4)
rebuild (1)	relieve (1)	restoring (1)	Saturdays (1)
Rec (6)	rely (1)	restricted (2)	save (1)
recall (3)	remain (1)	resubmit (1)	saves (2)
recap (4)	remaining (1)	resubmittal (2)	savings (5)
receipt (2)	remains (2)	result (2)	saw (3)
receive (3)	remember (3)	results (1)	saying (12)
received (4)	remind (1)	retire (1)	says (4)
recited (1)	remodification (1)	return (1)	SCADA (1)
reclassification (5)	remote (1)	revenue (13)	scare (1)

scenario (1)	shift (1)	solely (1)	start (14)
schedule (13)	Shirley (2)	solution (2)	started (3)
scheduled (2)	shootings (1)	solutions (1)	Starting (3)
scheduling (6)	short (5)	solve (1)	starts (2)
school (4)	shortage (1)	somebody (4)	State (14)
scrap (1)	shortfall (4)	son (1)	stated (1)
screen (3)	show (1)	soon (5)	statements (1)
scrutinized (2)	shows (2)	sooner (1)	States (1)
sea (2)	shrinks (1)	sorry (14)	state's (1)
seasonal (1)	shut (1)	sort (6)	stations (8)
seasoned (2)	sic (1)	sought (1)	statutorily (1)
seat (1)	sick (2)	sound (3)	stay (2)
second (2)	side (8)	sounded (1)	step (2)
section (4)	sign (1)	sounds (5)	steps (2)
sections (3)	significant (4)	source (2)	stop (2)
secure (2)	signing (1)	sources (2)	stores (1)
security (1)	silence (2)	south (4)	Storm (3)
sedans (1)	simple (2)	space (1)	stormwater (5)
see (65)	simply (2)	spare (1)	story (1)
seeing (3)	Singer (3)	speak (14)	strain (1)
seen (11)	single (2)	speaking (6)	strategically (1)
selected (1)	sir (10)	speaks (1)	stream (1)
selection (1)	Sirmons (27)	special (8)	streaming (1)
self-sufficient (1)	sit (1)	specialized (3)	streams (1)
sell (1)	site (9)	specific (7)	street (5)
send (2)	sitting (2)	specifically (5)	streets (4)
senior (2)	situation (12)	spectrum (1)	strength (1)
sense (1)	situations (5)	spend (2)	strengthening (1)
separate (1)	six (6)	spending (2)	stronger (1)
September (2)	sixth (3)	spent (1)	structural (1)
sergeant (2)	sixty (1)	spin-off (1)	structure (1)
sergeants (2)	size (1)	split (1)	structures (1)
sergeant's (1)	sizing (1)	spoke (1)	study (3)
serious (4)	skill (1)	spoken (2)	stuff (1)
serve (1)	skin (1)	spot (1)	Subdivision (1)
service (14)	skip (1)	spots (2)	subject (2)
services (39)	slide (6)	spread (1)	submerged (1)
session (3)	slides (2)	spreading (2)	submit (4)
sessions (1)	slip (2)	spreads (1)	submittal (1)
set (4)	slots (1)	spruce (2)	submitted (5)
seventeen (1)	slow (2)	square (3)	submitting (1)
sewer (3)	slows (1)	SRT (1)	subsequent (4)
share (5)	small (8)	St (1)	success (1)
shared (1)	smaller (2)	stable (1)	successful (2)
sharings (1)	snorkeling (2)	staff (42)	successfully (2)
sheet (4)	social (1)	staffing (6)	suffers (1)
shelf (1)	socio (1)	staff's (1)	suggesting (2)
Sheriff's (3)	socioeconomic (1)	standards (2)	suggestion (1)
Sherman (36)	software (2)	standpoint (2)	summit (1)

superintendent (4)	teeth (1)	tracking (1)	unforeseen (1)
supervision (1)	tell (11)	Tradrick (2)	unfortunately (3)
supervisor (3)	Tem (1)	traffic (2)	unfounded (1)
supervisors (1)	ten (1)	trained (5)	unfunded (9)
supplement (1)	tend (1)	training (14)	unfunding (4)
supplies (1)	tennis (1)	trainings (1)	uniform (1)
supply (4)	tentative (1)	transactional (2)	union (1)
support (17)	tentatively (1)	transcribe (1)	unions (1)
supports (2)	tenure (1)	transcribed (1)	unique (1)
supposed (2)	term (2)	transcription (1)	Unit (8)
sure (42)	termed (1)	transferred (1)	United (1)
surplus (2)	terms (16)	transition (4)	units (3)
survey (3)	thank (63)	transitioning (1)	unplugged (1)
SUVs (1)	Thankfully (1)	transparency (4)	unprepared (1)
sweat (1)	theirs (1)	trash (1)	unrest (1)
swimming (1)	theory (1)	trauma (2)	unusual (1)
sworn (3)	thin (1)	travel (3)	upcoming (3)
system (10)	thing (20)	tread (1)	update (7)
systems (3)	things (36)	treasury (1)	updated (1)
< T >	think (64)	treatment (3)	updates (6)
table (2)	thinking (1)	trench (1)	updating (2)
tactic (1)	third (3)	trend (1)	upgrade (4)
tactical (1)	thought (7)	trends (1)	upgrades (1)
tail (1)	thousand (14)	tried (2)	uppermost (1)
take (20)	threats (1)	tries (1)	upset (1)
taken (2)	three (15)	trim (1)	up-to-date (2)
takes (7)	tide (1)	trouble (2)	USD (5)
talk (15)	tied (1)	true (4)	use (7)
talked (9)	tier (1)	trust (2)	useful (4)
talking (6)	time (49)	truth (2)	usually (3)
talks (2)	times (8)	try (6)	utilities (2)
tanks (1)	Today (10)	trying (16)	Utility (19)
tap (1)	told (2)	turn (6)	utilization (1)
target (1)	tolerance (1)	turnaround (3)	utilize (1)
task (2)	tolerant (1)	turn-around (1)	utilized (2)
tax (2)	ton (1)	turnover (1)	utilizing (9)
taxes (2)	tonight (3)	twice (1)	< V >
teach (2)	tonight's (1)	Two (33)	vacancies (3)
teaching (2)	tool (1)	type (9)	vacant (15)
Team (9)	tools (1)	types (5)	vacation (1)
teams (1)	top (7)	< U >	value (2)
tech (2)	topic (1)	ultimately (2)	values (1)
technical (4)	total (4)	under-delivering (1)	variation (1)
technician (1)	touched (1)	understand (11)	variety (1)
technicians (1)	touches (1)	understandable (1)	various (3)
technologically (1)	tough (4)	understanding (3)	vegetation (1)
technology (5)	tournaments (1)	understands (1)	vehicle (5)
techs (2)	towing (2)	understood (1)	vehicles (19)
	track (3)		

versus (1) vertical (1) vested (1) victim (1) video (2) vigorously (1) violation (1) violent (4) virtual (4) visits (1) visually (1) vociferous (1) VOICE (1) volume (3) volunteers (1) < W > wages (4) wait (1) walk (1) want (66) wanted (16) wanting (1) wants (3) warning (1) warrant (1) wash (1) waste (3) wastewater (1) watch (1) Water (32) way (15) ways (4) weather (1) Wednesday (2) week (4) weekend (1) weeks (4) welcome (1) well (58) wells (1) went (8) we're (137) West (2) wet (1) we've (26) whap (1) WHEREOF (1) white (1)	wholistic (1) wholistically (2) willing (2) windows (1) wish (2) WITNESS (1) Witters (3) wondered (1) work (29) worked (4) worker (1) workers (7) workforce (2) working (25) workload (1) Works (17) Workshop (7) workshops (1) worry (1) worst (1) wrapped (1) write (3) writing (2) written (2) wrong (6) wrote (2) Wynn (13) < Y > YAP (1) yeah (19) year (45) years (24) year's (4) yesterday (1) young (4) youth (6) < Z > zero (1) zoning (1)		
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