Riviera Beach City Council Budget Workshop

Marina Event Center - 190 E. 13th Street

Riviera Beach, Florida 33404

September 2, 2021

APPEARANCES:

Chair Shirley D. Lanier

Chair Pro-Tem KaShamba Miller-Anderson

Councilperson Julia Botel

Councilperson Douglas A. Lawson

Councilperson Tradrick McCoy

Mayor Ronnie Felder

City Manager Jonathan Evans

City Clerk Claudene L. Anthony, CMC

CHAIR LANIER: We will call the meeting of this evening to order. The City of Riviera Beach City Council Budget Workshop, September 2nd, 6:08 p.m.

Roll call, Madam Clerk.

THE CLERK: Mayor Ronnie Felder.

MAYOR FELDER: Here.

THE CLERK: Chairperson Shirley Lanier.

CHAIR LANIER: Here.

THE CLERK: Chair Pro Tem KaShamba Miller-Anderson. (Absent)

Councilperson Tradrick McCoy.

COUNCILPERSON McCOY: Here.

THE CLERK: Councilperson Douglas Lawson.

COUNCILPERSON LAWSON: Here.

THE CLERK: Councilperson Julia Botel.

COUNCILPERSON BOTEL: Here.

THE CLERK: City Manager Jonathan Evans.

CITY MANAGER: Present.

THE CLERK: City Clerk Claudene Anthony is present.

City Attorney Dawn Wynn. (Absent)

Thank you, Madam Chair.

CHAIR LANIER: Thank you.

We will have a moment of silence and the Pledge of Allegiance by Councilman Lawson.

(Moment of silence. Pledge of Allegiance recited.)

CHAIR LANIER: We will have the introduction and purpose. Mr. Evans.

CITY MANAGER: Madam Chair and Members of the Board, this evening's presentation is the last presentation related to the budget workshop activities. So we will be going over the five-year capital improvements plan.

And in the five-year capital improvements plan, incorporated in the fiscal year 2022 budget, is a fully funded capital budget. So all the projects that are discussed that are slated for 2022, there is moneys in the budget for that.

The items that are in the out years, there's no funding that has been appropriated for those particular projects.

So in your budget document the only living, breathing component of your capital budget is the year in which the budget cycle is in.

We will also talk about some other items that are contained in the budget regarding the Centennial celebration, and some other moneys that have been set aside for activities related to professional services. And then we will get into a more specific conversation as it relates to

compensation and wages, as it relates to your tier one and tier two employees which are your non-represented.

So with that being said, Madam Chair, I'm going to turn the presentation over to our Finance Director, Mr. Randy Sherman, to walk us through the capital improvements plan; and departments are here to answer any questions that may come up as a result of the capital budget.

CHAIR LANIER: Thank you.

Mr. Sherman.

MR. SHERMAN: Good evening. Randy Sherman, Director of Finance and Administrative Services.

I know the presentation looks large, there's a lot of pages. I will not read every line on here.

I made a presentation on the capital plan back in August. So I will again just point out the new projects, because many of the projects are carry-forwards, and then those projects that I think may be of specific interest to the Council.

Okay. So the first projects up are those that are assigned to City Administration. Again, these are repeat projects from the past.

I will point out that the City Hall

replacement, this is the one cent surtax that we have under here. We did hold the first oversight committee meeting last week, so the committee has been engaged and they're ready to go. They are on that project once the City starts moving and spending those dollars.

The second set of projects are for Development Services. Again, the top project, neighborhood revitalization, that's the new project that Ms. McBride is leading. She has some wonderful ideas and plans on that. And we set aside a million dollars next year to kick off that project.

The next three line items there are all Singer Island dune restoration. They're just different years, the dollars have been open. It was a ten-year agreement with the County. We were to set aside a half a million dollars per year. Some years we spend it, some years we don't.

We actually just received an invoice this week for $364,000 that will be charged to these projects.

This contract actually expires next year but I would -- you know, thinking that the County will now be, you know, submitting a new agreement for

the next ten years.

Then we have the fire capital projects. I will point out that in 2022 we are funding the self-contained breathing apparatus. That's the scuba gear that the firefighters wear, you know, to get oxygen.

2023 is the cardiac monitor devices. So those are now funded in here.

And obviously we have Station 86 and 88. I will point out that you'll see there's two Fire Station 88s. Initially we were providing some cash to kick that project off. If you recall, back in May you approved the ability for us to go back and back charge the bonds for any eligible costs that we could do. So as we get into the year end we'll be making that adjustment and then we'll actually be closing out the '18 project. And those funds can then be used for some other capital project.

Information technology. Again, just to give you a little history on this one, back in 2015 the City did a master plan for IT. It was estimated to be about a seven million dollar plan. And it covered everything from hardware, you know, the ERP system, and it -- you know, anything again, laptops, desktops; library, you know, book check in

and check out. It was a very comprehensive system.

So what you see up here are the last three years of that plan. And then, again, that will have been ten years since that IT master plan had been developed, and at that point the City should probably consider the next IT master plan, so we know where technology is going.

And other things such as the ongoing maintenance fee of software such as Tyler should really be in the operating budget and not in the capital plan.

CHAIR LANIER: So when is the ending date for the current IT master plan?

MR. SHERMAN: 2024 would be the last year.

CHAIR LANIER: Okay.

MR. SHERMAN: Parks and Recreation. I will point out up here on the bottom line is the Parks Master Plan. As you know, they have gone through, they have studied, and they're coming up with that master plan. What we have then done is budgeted a half million dollars per year for the next five years to start the implementation of that master plan. You know, we don't want to do a study and then just have it sit on the shelf. So we're funding that going out.

We also have some beach renovation dollars from impact fees that we have plugged in here. That can be used for beach access; can be used -- you know, also, you know, depending on what happens with 86, if you're moving, you know, things around, we just thought we would put some dollars in here that would be appropriated should they be needed.

The Police Capital Plan. The top line item is a new item that was not in the August presentation. The police department is in need of replacing their radios, their 800 megahertz radios. We did it, I want to say, again, about five or six years ago so, you know, you're in that life cycle, so we've added those dollars in. And then again there's a few dollars left under their body camera line item. But, again, the police technology enhancements, that's the camera systems. So, again, you just see multiple years of funding that are still out there. We don't close that out. We allow them to continue to use those dollars.

The Public Works Budget. There are a couple of new projects, again, that were not on here in August. The top line, the bus shelters, the City and the County are looking at, you know, putting some bus shelters at our bus stops.

The third line down is city-wide striping. Again, it's been in the plan for a few years, just unfunded, and we're bringing that forward and actually putting some money in here.

We continue with the municipal facilities and some cash funding to go along with the dollars that I spoke about earlier with the penny surtax.

We still have one neighborhood district funds left, $186,000. District 3 transferred their money into the new program for the facilities -- for the properties.

The last item I guess I will point out here is the bottom line. Last night you spoke about 13th Street and the roundabout and, again, I want to point out that we have typically funded $50,000 in the traffic calming line item. We have a hundred thousand in there for next year, just to make sure that we have sufficient dollars to do that project.

CHAIR LANIER: And does that include the other projects that we talked about last night?

MR. SHERMAN: Yes. And, again, you can see there's a little bit of this $54,000 left, carried over from the prior year. But again, that hundred thousand should hopefully get us through everything

that Mr. Bailey was speaking to last night.

CHAIR LANIER: So, why is it saying gas tax when the money was from UPS?

MR. SHERMAN: Well, this is what we're putting in. So this does not even count UPS's contribution. And we do fund it through the gas tax revenues.

Additional Public Works projects. These are all the street projects that Public Works has submitted, that have no funding. Okay?

I know that it says in progress for 34th and 35th Streets. That project, if you remember, was actually in last year's capital plan and then the CDBG dollars were reprogrammed. So that project in essence is alive but at this point it has no funding.

So, again, if you look at this, you know, we have spoken to Public Works, we're looking to maybe be able to get 3 million dollars a year going out to start taking care of some of these street projects. And if you notice, this is, you know, 15, 16 million dollars of projects that are up here. But right now --

COUNCILPERSON BOTEL: Madam Chair.

MR. SHERMAN: -- there's no funding.

I'm sorry.

CHAIR LANIER: Yes, go ahead.

COUNCILPERSON BOTEL: Could I just go back a page?

The City welcome signs, the $28,000, does that include redesigning them? What is that money going for? A redesign? Or just replacing some of them or --

MR. SHERMAN: For which one?

COUNCILPERSON BOTEL: The welcome signs.

MR. SHERMAN: Those are -- you know, when we originally did the welcome signs in all the neighborhoods, that's just the balance that we have carried in case they needed repairs. You know, we talked at one point, you know, with lights and the whole bit. So we've just left that balance.

COUNCILPERSON BOTEL: Okay. Because there's no sign indicating that you're in Riviera Beach when you come south past McArthur Park, coming into Singer Island. There's no sign there. And I think we should have -- I have spoken with Mr. Evans about this. I know he's aware. And we have a sign there, just say, hey, this is Riviera Beach, you know.

MR. SHERMAN: It would probably cost more

than that. But if that's the case, we could add more down the line.

COUNCILPERSON BOTEL: Everything costs more on Singer Island.

CHAIR LANIER: Is there a sign --

MR. SHERMAN: Well, we also do have --

CHAIR LANIER: Is there a sign --

MR. SHERMAN: -- a hundred thousand dollars on --

CHAIR LANIER: Oh. I'm sorry.

Is there a sign coming off of I-95 at Blue Heron, that says welcome to Riviera Beach?

MR. SHERMAN: I believe there is.

CITY MANAGER: Madam Chair, if I may, that sign was actually damaged and we had to take that sign down. But we're in the process of putting that sign back up. But, yes, there was a sign when you get off '95.

CHAIR LANIER: Okay.

MR. SHERMAN: And I'm sorry but -- there is still a hundred thousand for North Ocean Boulevard landscaping. So maybe that, combined with the, you know, the sign money, you know, we could get that done.

All right. The Marina project. Again these

are the same projects that you saw back in August. The top one is dock E, the third one is dock G. Those may fall off by the end of September. We're just waiting for our final reimbursement from FIND and then those two projects are done.

Dock F, again, has one dock remaining to be installed.

I will point out the ones, mooring fields, we did put money into FY 2022, but I understand there is a presentation on September 15th, Mr. Sprague will be back to talk to you how you'd like to actually proceed with the mooring fields.

And then we have all the utility projects. We have a couple pages of the utility projects. These are not new projects. You've seen them all before.

As you know, you know, you quite frequently see resolutions moving the money around as, you know, as the costs change from side to side. But this does spend -- this plan does spend all of the money remaining that's available and has been programmed for capital projects to the Utility District. So if I go to the very bottom, that's 66 million dollars over the next five years.

That does not count all of these unfunded

projects. So it does not include the new water treatment facility. And again, the list of projects that are up here.

So at some point again we will have to look to, you know, see that these projects start getting funded.

COUNCILPERSON BOTEL: Madam Clair.

CHAIR LANIER: Yes, go ahead.

COUNCILPERSON BOTEL: What is the water treatment facility project two zero zero two three seventeen seven sixty-one one seven seventy-three? What is that money?

MR. SHERMAN: That's the American Rescue Plan money that you just --

COUNCILPERSON BOTEL: That is -- that is the new -- okay. So in that case that is a new --

MR. SHERMAN: Yeah, right. So that will -- again, we're hoping that that will get us through the design and engineering phase and, you know, at least cover through that.

CHAIR LANIER: What is the -- and it says it's currently going -- I'm not sure. What is the Garden Road improvement project?

MR. SHERMAN: Which one?

CHAIR LANIER: Garden Road improvement. It's

a -- one eight one one eight. It's a series bonds, $336,000.

MR. SHERMAN: Yeah, I believe that there was a culvert there or something that they had to, you know, go under the road; you know, so it's new piping that they were putting in. And that may be a County project that that's our share.

CITY MANAGER: Yeah, that's a County project. And since it's impacting -- since our infrastructure is in the way, we have to remove it and then pay to put it back. So that's the cost associated with it.

CHAIR LANIER: So it's a project that they have, but we have to remove our stuff but we got to pay to put it back?

CITY MANAGER: That is correct.

CHAIR LANIER: Okay. Is that typical?

CITY MANAGER: Unfortunately, yes. With the state, the federal government and the county, you know, usually when utilities are -- if your utilities are in the way and they go to redo a roadway, you're going to have to pay the cost associated with moving the item and then reconstructing it.

CHAIR LANIER: I see. So it's a part of a

larger project that --

CITY MANAGER: Right.

CHAIR LANIER: Okay. All right. Very good.

MR. SHERMAN: And that concludes the capital projects presentation.

If there are any other questions.

If not, we can move to --

CITY MANAGER: Madam Chair, if I may.

CHAIR LANIER: Yes, go ahead.

CITY MANAGER: I have asked and if communication will pop up the slide really quick in regards to the capital improvements plan for the Community Redevelopment Agency, and I believe Mr. Scott Evans is on the line as well and we can go over the CIP for the CRA.

COUNCILPERSON McCOY: Mr. Evans -- Madam Chair.

CHAIR LANIER: Yes, go ahead, sir.

COUNCILPERSON McCOY: So before you do that, I want to ask the a question relative to the American Rescue Plan. I know we took some action maybe a month and a half or two ago regarding amending the CIP. Did we decide to allocate the full amount all to capital, Mr. Sherman?

MR. SHERMAN: Yes.

COUNCILPERSON McCOY: The full fifteen?

MR. SHERMAN: The full seventeen, yes.

COUNCILPERSON McCOY: Seventeen. Okay.

And, and I guess that will get -- that gets applied to the projects in any kind of sequential order or how does that work?

MR. SHERMAN: Well, as I mentioned the night you adopted that resolution, we're going to have to get an interlocal agreement because the money actually comes to the City. And then we will in essence do it, again, through a draw down. So when the District -- you know, as we get the agreement, as the District spends those dollars we will then, you know, transfer the money over and reimburse the District for it.

COUNCILPERSON McCOY: Okay. All right. Good enough. Thank you.

CHAIR LANIER: Yes, go ahead, Mr. Evans.

CITY MANAGER: Madam Chair. And if our Planning and Development Director Mr. Scott Evans can walk us through the capital improvements for the CRA.

MR. SCOTT EVANS: Good evening. Yes, these are the CRA's capital dollars.

Just confirming everyone can hear me.

CITY MANAGER: Yes.

CHAIR LANIER: Do we -- do we have a -- hold on one second, Scott. Do we have a -- do we have this in this packet?

CITY MANAGER: You do not have that. I can e-mail that over.

CHAIR LANIER: Yes. Yeah, because I don't have my glasses, I can't see it.

Give us one second, Scott, let me get this up, because I can't see it.

COUNCILPERSON BOTEL: (Inaudible).

CHAIR LANIER: He's going to e-mail it right now.

COUNCILPERSON BOTEL: Oh. He is?

Got it. Thank you.

CHAIR LANIER: Yeah, I see it.

Go ahead, Mr. Evans. Scott.

MR. SCOTT EVANS: Okay. These are the remaining capital dollars. So all of these projects that are currently listed are funded out of dollars that we have. So this would be the -- the first one is the Blue Lagoon project, which was already an existing project. And this is shown as going from one ninety-five to four fifty-five thousand dollars. And that would be a change that

we'll be bringing to you in the coming months, which would allow them to proceed with starting construction of the Blue Lagoon project, which is located on the north side of Blue Heron, beside Avenue S.

And that's just a project that has experienced, like all other construction projects, increased costs. So in order to make their funding work, they have requested that we increase the amount of assistance that we provide to them.

COUNCILPERSON McCOY: Madam Chair.

COUNCILPERSON BOTEL: Someone is speaking.

COUNCILPERSON McCOY: Hello.

CHAIR LANIER: Yes. Is that -- who is that?

COUNCILPERSON McCOY: Can I ask if he could repeat that, because I guess it was kind of a little choppy there. But I want to make sure I understood what we were changing as it related to the Blue Lagoon project.

CHAIR LANIER: Sure. Go ahead, Scott. Could you repeat that for Councilman McCoy?

MR. SCOTT EVANS: Certainly. So the Blue Lagoon project includes 195,000, which is a contribution to the construction of their building; and then it also includes an additional 260,000 in

2023, which would be a part of our entrepreneur program.

And we're proposing to lease the other two spaces that are in the building, and then this -- the additional 260,000 would help us build it out, build out the interior of the space so that we could then lease it under our entrepreneur new business program, once that's approved.

COUNCILPERSON McCOY: Madam Chair. Question.

CHAIR LANIER: Yes, go ahead.

COUNCILPERSON McCOY: So, Mr. Evans and Mr. Evans, you know, now that we've decided to change course with the Blue Lagoon, it seems to me that this is no different than what we've done to the incubator project at the Dairy Belle location. Wouldn't we have to send that out for competitive solicitation now that, you know, everything is changed about that? Because, you know, now we're actually doing the building. I mean, can we build exclusively to give now one particular tenant preference?

CITY MANAGER: Madam Chair, if I may.

CHAIR LANIER: Yes, go ahead.

CITY MANAGER: With respect to the project, the way -- and the relationship that was provided

for in the discussions as well as the agreements, it was contemplated that of course we would bring some capital to the table to help facilitate the arrangement.

In conversations with the perspective property owner and developer, that conceivably in order to facilitate the project moving forward as previously discussed, there would have to be additional capital that would be brought to the table.

It is a deviation in the relationship. If it is something that the Board chooses to go back to the drawing board, that obviously is something that you can do, it's within your scope and within your right.

But the challenge is that the reason that this project was delayed and the challenges associated with this project is that exponential increase associated construction costs. And they have seen about a 30 percent increase in construction costs. And their ability to be able to move forward with the construction loan, there was not enough funding available and the applicant couldn't qualify for the moneys necessary.

So in order to get this project, which has

been on the CRA books for I think over eight years, to get this thing up and operational we knew that we had to deviate from what was previously contemplated. But it is a policy decision if the Board chooses to move in that particular vein.

The other things that we were looking to incorporate would be that in fact those two other incubator spaces would be an opportunity whereby we would help place persons there and generate revenue and have an arrangement whereby the same type of concept that we were looking at would work. But it would be something that eventually it would be like lease or rent to own. That there would be a situation where the ownership would ultimately move towards the other individual that was contemplated in the original agreement.

So in a nutshell, it really depends on what the Board's perspective is. If it's something that the Board wanted to move forward and change, that can be done. If it's something that the Board wanted to help facilitate this, it is going to require more involvement from the CRA to have this materialize.

Mr. Scott Evans, is there anything else that I omitted as part of the conversations and

discussions?

MR. SCOTT EVANS: No.

COUNCILPERSON BOTEL: Madam Chair.

CHAIR LANIER: Yes. One second.

Mr. McCoy, does that answer your question?

COUNCILPERSON McCOY: It answered some of it. But I guess -- I just want to make sure that I'm understanding. And I'm kind of at a loss trying to look at multiple items.

But if I'm not mistaken, the item -- what -- the amount that I seen on that CRA capital -- well, let me pull down the CRA capital spread sheet. So that's $450,000 over the next two years. I don't have a problem with leaving it in there but you're correct, Mr. Jonathan Evans, we have to have a serious conversation because, I mean if we're contributing a half a million dollars, you know, I'm concerned about what those terms have going to be.

And it's nothing to the -- I guess perspective person at Blue Lagoon. But, I mean, we're spending a half million dollars, I just want to make sure that we're going about it in a fair process; and not only in a fair process, that we can understand when the organization has some

reasonability to collect, and what we're going to collect, at least with those other two units.

It has to be something like, we have to have a really good ironclad development agreement to make sure that this is worth our money -- worth the money for us to tie up, you know, half a million dollars over the next two years for a project when, you know, I don't believe that that's what we had originally estimated the cost would be.

COUNCILPERSON BOTEL: Madam Chair.

COUNCILPERSON McCOY: That's it.

CHAIR LANIER: All right. Go ahead, Dr. Botel.

COUNCILPERSON BOTEL: Mr. McCoy -- is he done?

CHAIR LANIER: Yes, he's done.

COUNCILPERSON BOTEL: Mr. Evans, for the purpose -- as a consideration to people at home who might be watching this, could you just briefly describe what the Blue Lagoon project is?

CITY MANAGER: So the Blue Lagoon project is a commercial development on Blue Heron that was intended to be a situation whereby the CRA would bring the asset or the property to the table and the perspective operator was going to utilize a

grant that was provided by the CRA and bring cash to the table to facilitate a construction loan to build a plaza type operation --

CHAIR LANIER: Oh, that's the Tony's Sub.

CITY MANAGER: That is correct, Madam Chair.

And so they would occupy one portion of the plaza and then there would be two other spaces that would be available for small business opportunities; and they would in essence manage the relationship with the tenants, and ultimately that's how that project was supposed to come to fruition.

Then fast forward to where we are and the discussions that we had, it's also contemplated -- and Councilperson McCoy, in full disclosure, the capital that's being brought to the table, there is also some other financing mechanisms that we may have to participate by virtue of some type of an arrangement where we almost co-sign the note to facilitate the moneys necessary to move forward with the construction of the facility.

Scott, is that correct?

MR. SCOTT EVANS: Yes. We've been talking about it with the BBIC. Right now I believe that we will just have to sign a long-term lease for the

two entrepreneurial spaces and that should be all the commitment that's required. But we're still waiting on final confirmation from BBIC.

CITY MANAGER: So, Madam Chair, once we get the specificities on the term sheets and we're a little bit clear on that we will be able to provide that to the Board. But this is putting the moneys in the budget for the purposes of helping move forward, but it still has to come back before you-all before that money is ever let. So we will have all that worked out.

This is just putting the moneys in there based on the conversations we've had to be able to facilitate the development of the Blue Lagoon Plaza.

CHAIR LANIER: Yeah. And my question is that if we're putting this money in, why don't we get reimbursed for our part in this?

CITY MANAGER: Madam Chair, if I may.

CHAIR LANIER: Yes, go ahead.

CITY MANAGER: As part of the arrangement, we're going to look at those options and bring those options before the Board to consider. If there is more risk associated with that and the CRA is willing to take on, then there has to be some

type of agreement where we're comfortable with. And that's going to be a policy decision that the Board will have to make. So we'll try to outline kind of two or three options that you can consider and what the bank needs in order to facilitate this particular arrangement.

COUNCILPERSON McCOY: Madam Chair.

CHAIR LANIER: Yes, go ahead, sir.

COUNCILPERSON McCOY: Okay. Thank you. So Mr. Evans, that does sound like a more viable option that we do, long-term lease the other two spaces, because I can tell you I've heard from so many people that always ask, is the CRA doing anything for start-up space for a small business besides the one, you know, location we have there on 27th and Broadway.

And obviously, I really want to see that, you know, the restauranteur thing, you know, really get in that space and get off. Because I know that this has been, you know, on for quite a while.

And I would like to know that -- well, not a question, but I would like to know that in the event that, for whatever reason it doesn't happen, that we have first right of refusal if, you know, after two or three years they determine it's not

anything that they can continue to do, that it reverts back to the CRA and we can, you know, then use that space as, you know, as we decide further in the future.

But, I mean, so long as we have an opportunity to use those other two spaces for other, you know, incubator spaces, I think that's a great idea.

Thank you.

CHAIR LANIER: Very good.

And one other additional question. I was looking at the Station 86 community room. And I thought the CRA funds couldn't be used for municipal facilities.

CITY MANAGER: I'm sorry, Madam Chair. I didn't hear your question.

CHAIR LANIER: I was looking at the line item of Station 86, community room. And I thought that the CRA funds could not be used for municipal facilities.

CITY MANAGER: Madam Chair, if I may.

CHAIR LANIER: Yes.

CITY MANAGER: They can be utilized for facilities, municipal facilities, especially when we are looking at utilizing those moneys to

accommodate the space that would conceivably be lost with the Ambassador Center. So you can utilize it for municipal facilities within the CRA that happen to be within the CRA area, and that was why that was programmed in.

Madam Chair, Mr. Evans, if you can proceed through the other items that are contained in the capital project sheet.

MR. SCOTT EVANS: Okay. Madam Chair?

CHAIR LANIER: Yes, go ahead.

MR. SCOTT EVANS: The 2600 Broadway, this is the building that we're looking to demolish very shortly. They'll be able to start in the interior of that building this month. And then FPL wants us to move some of the adjacent power lines. So before we actually knock down the exterior of the building we're going to have to move some power lines. So that work is underway.

Which also leads -- so the dollars in this are just a holding amount so that we can demolish it, replace it with some sod; and then we'll have some left over dollars that we may need to apply as an incentive.

And just to give you some more background on that project, the Lambert Advisory Group has

completed an economic analysis of the site and they will be looking to make a presentation to the CRA Board in October to talk about how we can move this site forward and get the Board's feedback on making sure it's the right vision for the City before we issue that to the private development community.

The utility burial project is the third item. And the biggest cost under this item is for the FPL contract. And we're looking to bring the FPL portion of that contract to you in late November, early December. And once that contract is signed then FPL will complete the work. And the only other -- the additional thing that the City will be responsible for is to restore some of the right-of-way area and of course to put in the power boxes which will be replacing the -- I guess the cans or the overhead lines that are along the corridor.

COUNCILPERSON BOTEL: Madam Chair.

MR. SCOTT EVANS: The Renaissance Housing --

CHAIR LANIER: Hold on one second, Scott. We have a question.

COUNCILPERSON BOTEL: Thank you.

Before you leave that topic, could we do an analysis of the cost to bury the utility lines on

the island? At least just up and down North Ocean Drive.

CITY MANAGER: Madam Chair.

CHAIR LANIER: Yes, go ahead.

CITY MANAGER: That would be something that would have to be explored by the City on the City's side.

COUNCILPERSON BOTEL: Oh, right. They're not -- that's right.

CITY MANAGER: But that's something, if we were going to look at underground utilities we can look at getting a cost per linear mile so we can look to do it if we do it throughout the City wholistically. Because it's contemplated as we look at the City Hall campus, around that campus and down Broadway may be something that we look to to bury -- well, we're obviously doing that on the CRA. But as we look at subsequent neighborhoods that are adjacent to campuses, doing that. So we'll get a cost for linear foot or linear mile and lane mile and then we'll bring that back to the Board.

COUNCILPERSON BOTEL: Thank you.

COUNCILPERSON LAWSON: Madam Chair.

CHAIR LANIER: Yes, go ahead, sir.

COUNCILPERSON LAWSON: Mr. Scott Evans, can you give us a time frame again on that burial project? How long are we looking to actually have those lines buried? I know we spoke about this --

MR. SCOTT EVANS: Yes, sir. It will take about two years from the time that FPL -- that their contract is approved by the Board. And that's not only to bury the lines but then to come back later and remove all the overhead. So if that timeframe holds and we can get that contract before you in the first meeting in December, then it would take two years from then until the final step, which is removal of the overhead poles and restoration of the sidewalks.

COUNCILPERSON LAWSON: Thank you, Mr. Evans.

MR. SCOTT EVANS: The CRA Renaissance Housing Program. This has a million dollars set aside and this is a carry-over. This is for the -- primarily for the new townhome project which the CRA Board has approved, which will be going on the north side of 11th Street.

And the Avenue E Street dollars. This is the next line item down. This is two million dollars that we put aside for the redevelopment of Avenue E. And from the CRA's perspective, we think that

the combination of potentially moving a portion of City Hall to the Broadway corridor, which also fronts on Avenue E, is a great opportunity not only to bring new facilities to Broadway but also to do Avenue E Street at the same time.

So hopefully these dollars which have been waiting for participation of the City, hopefully we can put those together with either new dollars from the City Hall or from the Utility District and Public Works to try and make that whole project or at least a portion of it move forward in the coming year.

COUNCILPERSON McCOY: Madam Chair. Question.

CHAIR LANIER: Yes, go ahead.

COUNCILPERSON McCOY: Mr. Scott Evans, the CRA Renaissance Housing project, which you said are the townhomes on 11th Street on the north side, we've already approved that. Is it some sort of, I guess -- did we not already send off the entire 900,000 that was set forth, or is it going to be broken out over the two years? Is that what that is?

MR. SCOTT EVANS: Yes, that's what it is. And the Board did approve the expenditure of the 900,000 on that project. But we just -- that money

is held in the capital projects budget.

COUNCILPERSON McCOY: I thought in looking at the development agreement that they needed the $900,000, I guess, towards down payment or something like that. Wasn't there something in there that we needed to give the 900 up front? In the development agreement. I thought that would -- I don't see why it would be on our books if we've -- I mean, it seems like to me if it's in the capital plan -- I mean, I don't understand. Can you help me out?

Because I thought the development agreement provided that we would give the 900,000 up front.

CITY MANAGER: Madam Chair, if I may.

Ms. Annetta Jenkins is present and can speak to that particular matter.

CHAIR LANIER: Okay. Come up, Ms. Jenkins.

MS. JENKINS: Good evening, Chair Lanier and Commissioners.

And Mr. McCoy, to that point, the dollars were not to be expended until we had a closing. And we'll close once the construction loan is ready to close.

COUNCILPERSON McCOY: Okay. Thank you.

MS. JENKINS: So nothing has been expended by

the City.

CHAIR LANIER: Okay. Does that answer your question, Mr. McCoy?

COUNCILPERSON McCOY: Yes. Thanks.

CHAIR LANIER: All right. Thank you.

Go ahead, Mr. Evans. Scott.

MR. SCOTT EVANS: The next item is property acquisition. And this is showing 1.5 million dollars. But this has actually already mostly been spent. We're waiting to close on the Miami Sub site and then to demolish that site. So these dollars would be reserved for that already approved action. But I will take this opportunity to update the Board.

There's been a lawsuit between a person who used to work there and I believe the operation; and that's been preventing us from clearing title to purchase the property.

We were hopeful that it would be cleared already but there was -- I guess they filed another motion to extend it.

CHAIR LANIER: What's the -- what's the issue with the title?

MR. SCOTT EVANS: That there's a lawsuit ongoing between the previous owner of the building

and the former tenant. So it's not -- it doesn't have anything to do with us but --

CHAIR LANIER: Hold on. Hold on a second, Mr. Scott Evans.

So we didn't know this before we bought this property?

CITY MANAGER: Madam Chair, if I may.

CHAIR LANIER: Yes, go ahead.

CITY MANAGER: This is a dispute between the employer and the employee. And as a result of the claims that are being alleged, that it basically ties the property up. It's a pro se litigant as well, and the courts are usually more lenient when it comes to that.

So we are hoping that this will resolve itself in the next -- hopefully in the next 60, 75 days. But nonetheless, that's been the situation as a result of the -- of it.

So it was something that came up as part of the closing process. And so we're looking to resolve this. Because the property owner does want to sell the property. But the employer and the employee are, you know, fighting it out in court.

CHAIR LANIER: Okay. All right.

I'm sorry. Go ahead, Mr. Scott Evans.

MR. SCOTT EVANS: We also have set up a reserve for -- we know that the build out of the Event Center is going to cost somewhere between 1.2 and 1.5 million to -- as a contribution to help the new tenants to build out the space and to move in. So this dollar item held here is 400,000, which if combined with the dollars that the CDE currently holds, which is about 800,000, then that would make the minimum amount. So we are holding enough that we could begin the build out of the Event Center once the Board has approved that agreement.

The next item is the 2601 block redevelopment. This project came before the Board several months ago, and it became as a -- this is the build out and the fixing up of the parking lot adjacent to the Dairy Belle. And it was proposed to be a new fountain, new hardscape with widened sidewalks, and some improvements to the corner of Broadway and Blue Heron. And the project came through as a Phase I and a Phase II. And at the Board meeting, the CRA Board authorized the approval of the Phase II, but not Phase I. And when we went back to --

CHAIR LANIER: Mr. Scott Evans, hold on one second. I wanted to acknowledge that Commissioner

Miller-Anderson is -- is here. She's on the dais.

I'm sorry, Mr. Evans. Go ahead.

MR. SCOTT EVANS: So this 250,000, this project will come back before the Board. But it is reserving enough money to fix up the parking lot, put in decorative lighting, enhance the sidewalk in front of the Dairy Belle site, and put up some fencing and some additional improvements. But the reason it was delayed is because when we looked at -- the Board approved Phase II instead of -- at the meeting. And then when we met with the contractor there was a lot of items that were in Phase I that you can't -- you couldn't do Phase II.

So we've gone through a value engineering and we've got the project now ready, and we'll bring that back before the Board for your consideration. It's a much -- originally the cost of the project was going to be 700,000 and the Board had expressed they wanted us to try and spend less. So this is coming back. We believe the cost will only with 200,000. But this is just reserving enough that if you decide to approve the modified project, that we have dollars set aside for that.

CHAIR LANIER: So does this -- Mr. Evans, this Event Center build out, what does that

include? I mean, give me some idea of what that means.

MR. SCOTT EVANS: It's -- once we find a tenant, so we know what they're going to put in the spaces, then these dollars will be our contribution to all of the finishes that are required to be made. It won't cover all of the improvements but -- for example, if the ground floor of the Event Center becomes a Golf Swing Suite, then they'll have to come in, put in additional plumbing, put in new flooring, upgrade electrical, of course all of the drywall, new ceiling, and all of the -- and likely a kitchen expansion, and all of the digital TVs. So it's all of the improvements that are made in the space.

And we anticipate that those improvements would cost over 2 million dollars but that our contribution would be somewhere between 1.2 and 1.5.

CHAIR LANIER: Okay.

MR. SCOTT EVANS: The last item is --

COUNCILPERSON LAWSON: Madam Chair.

CHAIR LANIER: Hold on a second, Mr. Scott Evans. Hold on one second.

Go ahead, Mr. Lawson.

COUNCILPERSON LAWSON: Thank you.

And just follow-up, Mr. Evans, on the build out for that Marina. Does that include the rooftop space as well?

MR. SCOTT EVANS: Yes, that includes the rooftop space.

COUNCILPERSON LAWSON: So timeframe-wise, in regards to building it out, we have it budgeted; we're going to build out and prepare it down to the white wall so that we can have a tenant move in. Is that space something that we're going to utilize in the event that we don't have a tenant move in in the next 12 to 24 months?

MR. SCOTT EVANS: We could -- we could do -- we could put in the flooring on the upstairs of the Event Center if the Board wanted us to proceed independently.

Of course, on the ground floor the improvements will be, you know, specifically and closely tied to what it ends up becoming. So that -- those dollars, if we tried to improve, make some of those improvements, that likely that money wouldn't -- would need to be, you know, spent again when we did find a tenant, because they may not be able to use it exactly.

But if we wanted to make some improvements now, we could put in the entire flooring system on the second floor of the Event Center if the Board so desired.

COUNCILPERSON LAWSON: I would just imagine that finishing that rooftop terrace would be a great option and amenity for rental space when we're using it for weddings, or anybody that wants to utilize the space, so that we can in the interim actually provide that to our residents and renters for the Marina.

Because as of right now, just us finishing it down to a white floor is not going to benefit us until we actually get a tenant moved in or we actually process something where we move forward with Phase II development.

So for the interim, if we're going to do any improvements, let's try to generate some revenue utilizing the improvements we're doing. So making it to a base where we can actually rent that rooftop space would look good for us and give us the opportunity where we can combine it with our Marina ballroom and make it into a destination for families when they rent it.

Thank you, Madam Chair.

CHAIR LANIER: Thank you.

Go ahead, Mr. Evans.

MR. SCOTT EVANS: I just was going to mention the last item, which is the contribution of the community room in Station 86. Of course, right now the Clean and Safe offices has that community room that is fairly well used. And we wanted to include this as an amenity when Station 86 is relocated.

And the CRA can contribute to send certain projects as long as it's at the beginning of the project. The statute says the CRA can't come in later and pay for things the City originally planned to pay for. But this is a new project under development and we can participate with them however the City Council deems.

CHAIR LANIER: Very good.

I have a couple of questions.

For the Miami Subs property acquisition, I would like to have more information about what that issue is. I thought that that was a done deal. And to hear that we haven't even gotten the title for the property, I did not know that.

So if I can get some more information about why this is -- employee, employer, whatever the deal is, how is that affecting us getting clear

title? What is the timeframe that we see in terms of us getting that?

It was a large investment, and not to have the title is very troubling. So if you can provide the Council with information in regards to where that is, timeframe, timeline, and more details about why -- how we got here. That's the first thing.

The second one is the Blue Lagoon project. Was that project originally bid out for people to compete to get that project space?

MR. SCOTT EVANS: Yes, that project was originally a P3 opportunity at the CRA. (Audio disruption) what we're now developing for the 2600 site.

CHAIR LANIER: Oh. So the person who won the bid is the person that you're working with to be able to get the site developed?

MR. SCOTT EVANS: Yes, Madam Chair.

CHAIR LANIER: Okay. Very good.

COUNCILPERSON McCOY: So -- Madam Chair.

CHAIR LANIER: Yes, go ahead.

COUNCILPERSON McCOY: So that's good that you brought up that question; and that's exactly what I want to say, the elements are changing, and I mean

changing significantly. Certainly I wanted to make sure that we weren't running afoul by just basically taking on this financing role when materially what was bided in one is not the same thing that we have today.

And I don't have a problem with keeping it in the capital improvement plan but I want to make sure that we have clear understanding about what happens, because I don't want to hear next year that somebody comes in and says, hey, this materially changed and the solicitation should have went back out. But that's exactly why I asked that question earlier.

And I think, certainly, I want to make sure that, you know, we're not, you know, aggrieving anyone that originally bided on it, that, you know, now the circumstances have changed.

So I'm glad someone else is kind of at least cognizant of it. So, thank you.

CHAIR LANIER: Very good.

Yeah, I think that's it for me now. I just was having some issues with the other title for the Miami Subs project.

But thank you, so much, Mr. Evans, Mr. Scott Evans, for your presentation.

Are there any other questions for Mr. Scott Evans in regards to the CRA capital funded projects?

Thank you.

Mr. Evans.

CITY MANAGER: All right. Madam Chair, we'll go back to the PowerPoint slide.

All right. The next section here is going to be with regards to the professional services for City Administration.

The first item up there is listed as to be determined, it's $50,000. We had those moneys set aside last year for events, programs, economic development, et cetera. So we have set those moneys aside for the purposes of any events or programs that we may want to do throughout the year, that there wasn't moneys that were budgeted for those particular activities or programs.

The next item is $125,000 associated with citywide branding. As previously discussed with the Board the importance of really looking at our branding, our marketing, our marketing collateral, and how we look to celebrate our Centennial celebration; but ultimately to come with a new brand, a new logo, and something that's trademarked

and protected to protect the City's name, likeness and image. That's roughly about the cost associated with a branding exercise. That realistically takes about a year to complete.

We did put moneys in the budget for $25,000 associated with tourism, and marketing associated with tourism, and promotional activities associated with that, so that's moneys that we have in the budget.

And then we put aside $250,000 for Centennial related activities, events and programs.

One of the things that we will be asking each of the Board members to do as we get closer to the Centennial celebration, and whether we do it once a quarter or however actually more frequent than that, to get each of the Board members to be a host of an event or an activity as part of the Centennial celebration; and that it's a moving, ever growing event until we get to the point where we get to celebrate our hundredth anniversary.

That's something that we're still building out some of the programs. COVID is actually, you know, putting some challenges in place; but nonetheless, we've put moneys aside for the Centennial celebration. And for those folks that

are at home, that are wondering when we turn a hundred, it is September 29th of 2022.

So that incorporates the moneys that have been put aside for professional services related to City Administration.

CHAIR LANIER: Mr. Evans, can we have a presentation, certainly the month of September is 99 years for the City, so if you can come back to the Council certainly by October to provide us an outline. I know that you haven't fleshed out everything in terms of how we're going to celebrate our Centennial, but to bring back an outline of how we see or envision the City celebrating its Centennial.

CITY MANAGER: Absolutely, Madam Chair. And that certainly is our intent to get some feedback from the Board and some thoughts in regards to how we can work collaboratively to celebrate our Centennial. So, yes, we can certainly do that.

CHAIR LANIER: Thank you.

Next item.

CITY MANAGER: And Madam Chair, at this particular moment I'm going to turn the presentation over to Mr. Randy Sherman, our Finance Director.

MR. SHERMAN: Good evening again.

Yeah, what we have as our final item discussion for this evening is a discussion on wages. And I'm going to kind of go back and tell you how we got to where we are and where we currently are standing as far as the employee wages.

So I'm going to go back, all the way back to 2012 when the City was coming out of the recession. Right? At that point employees were being furloughed for 48 hours for the fiscal 2012. Okay? Firefighters took off two shifts, police officers took off three shifts, unpaid; and then eight-hour employees were taking six days unpaid to balance the budget.

Wages, including their steps, had all been frozen since 2009. And Riviera Beach is well-known for having salary scales that are at the bottom of Palm Beach County. What that was leading to was the fact that police officers and firefighters were being, you know, taken from other -- you know, from the City. After we hired them, we trained them, and then other communities were coming in and paying more and taking our employees.

Again, the cause that was leading into this,

one, obviously was the economic recession that we had.

The City at that point had one of the richest, if not the richest, set of pension plans in the state. Again, we had a three-time multiplier. A lot of pension plans are 1.25, 1.5. The City's old pension plans were a three-time multiplier. Which meant you got three percent of your pay for every year that you were here as part of your pension.

And then the City had a lot of outdated ancillary type payment systems that other communities had done away with, such as longevity, buy-backs of sick and vacation, and the accrued time severance payments that we were paying.

So at that point, and coming out of the recession, the committee made a commitment to its employees that over a number of years, over several contract periods, the City would work to elevate the employee wages to, you know, equitable market levels of our peer and competitive government entities.

So who are our peers? This is a list of the cities that we typically use. We use it when we look at police, we look at fire and, you know, when

we're looking at all of our other employees. These are the individuals that we try to poach their employees and they try to poach our employees. Right?

And again, we use this group because they're local; no one would have to move if they decided to, you know, to move from one community to the other.

So what we did is we went back to 2012 and we in essence said, okay, we started every union group, every group of employees at the bottom at the one dollar mark. And what this graph shows, the changes in the wages for particular groups since 2012 through 2021.

I don't have a pointer, but the top line, the purple line there, that tops out at two forty-two. That is your PBA employees that we offered the 10 percent extra bonus if they had a BA or better. That was the last contract that they had.

The line below that, that grows from a dollar to two oh five, that is your non-PBA or plus PBA employees. Those two numbers put your police officers in the top 25 percent in Palm Beach County. Okay? So their wages have grown from near the bottom to the top 25 percent.

Now the reason we are in the top 25 percent now is because we know the other communities are giving raises, which will then drop this group closer to the middle.

The third line down, that is your IAFF employees. So those are your firefighters. And again, don't be concerned that one is at two oh five and one is at one ninety-two. Because, again, that's just starting at a dollar. But they weren't all necessarily below market at the same levels. But your firefighters are also in the top 25 percent. And, again, as that contract goes they will, you know, clearly move back towards the middle.

The three lines clustered at the bottom. That is your non-represented employees, your SCIU employees, and your PMSA employees. Okay. So those have gotten the lowest raises over this ten-year period. You can see, you know, they pretty much track with each other as you go.

The one thirty at the bottom, that's your PMSA employees. The one thirty-two are your non-represented employees. And the one forty-seven is your SCIU employees, which includes the current contract that they just forwarded on Wednesday for

passage, and will coming back to the Council for adoption on September 15th.

So it's that bottom group that we're really focusing on here tonight, not necessarily PBA and IAFF.

COUNCILPERSON BOTEL: Madam Chair.

CHAIR LANIER: Yes, go ahead.

COUNCILPERSON BOTEL: Just for clarity. The PMSA is, what, about 17 people?

MR. SHERMAN: Yes, 17.

COUNCILPERSON BOTEL: So I had the right group in my head.

MR. SHERMAN: And we are in negotiations with that group, so I may not say certain things about PMSA.

So, again, as we talked about the fact that getting equitable wage scales -- again, we had done an analysis of all the jobs in the City. This was the criteria. There was a point structure for every one of these criteria. And you may be rated high in one criteria and not so high in another criteria. But then again, based on your score, that then set the bands of which employees were getting paid at which pay grades.

We updated the market study on the salaries.

We went back, you know, we hired a firm, they came back in, they did a limited market study, quite a few positions but, you know, not a hundred percent of the positions.

And I know you have the presentation and you can go through and look at these. But let me walk through the columns so you at least understand what the columns are.

So, obviously, you have the job titles. The next three columns, those are the minimum, the midpoint and the maximum of our peers and competitors. Okay?

And it's also interesting when they have the range width. That means that's the spread between the minimum and the maximum. Okay?

So the top line, the maintenance worker, there's a 60 percent spread between the minimum and the maximum.

The set of numbers off to the right, those are our current numbers. So, again, you have a minimum; and what we've done is we've compared our minimum to our peers' minimum. And then we have a midpoint and then you have a maximum; and again, we compared the maximum to the maximum of the peers and that's where you see those percentages.

And if you look at our ranges, we try to be at 50 percent. So if your base salary is 40,000, your maximum would be 50 percent higher than the 40 so that would put it at 60,000. So that's 50 percent. So, again, you know, you can see that, you know, we've tried to stick closer to the 50 percent.

So, again, I won't go through them. But, you know, they did all of these positions as part of their evaluation.

So at the end of the day, using all of these positions, you look at that very bottom line, you can see that our minimum salaries are off by about 7 percent from our peers, so that's our starting rates; and our maximum rates are off 12.7 percent from where our peers are.

Again, you can see there's different percentages on different positions. So you look at the library director, you look at the maximum, that position is off 23.7 percent for a library director. But if you then come down, well, four lines or so, which is the assistant police chief, we're only off four and a half percent.

So again, we have taken care of our firefighters. We've taken care of our police

officers. And now what we're looking at are the other positions, you know, in the City. Because, again, as we talk about equity, as soon as you raise a police officer, you need to raise a sergeant. When you raise a sergeant, you need to raise a major -- or a captain. And when you raise a captain, you need to raise a major. You know, you have to keep that compression going.

You know, right now we have sergeants that are making more than captains, because of the PBA contract. So that's why we undertook this, to kind of deal with all those compression issues.

So, again, going back to this slide again, you can see that they're clustered at the bottom, we just gave -- or, you know, came to an agreement with SCIU, which pushes them to that one forty-seven rate.

This is the results really of the SCIU wages. Okay? In the negotiations that we had. We're raising the salary schedules 15 percent. Okay? That was the agreed upon -- they've seen the schedule, they've signed off on the schedule. It really raises the schedule 15 percent. It doesn't mean every employee is getting 15 percent. That's just the schedule.

What's happened in the past is we have given cost of living increases of 3 percent, okay, and then we've raised the scale 3 percent; which means if I was at the bottom, I'll still at the bottom. Okay? Because all I did was just keep pace with the scale and not get placed up where I really should be, you know at the midpoint or higher.

So part of the agreement that we had with SCIU is we're going to not only raise the scale but now we're going to put people within that scale where they really should be. Now, I'll tell you, again, we've done that with fire, we've done that with police, we've gone all the way back and we put the individuals in the right steps.

As I pointed out, back in 2009 everybody was frozen. So they could have been here for five years but they were still in step two because they got frozen.

So over time we have moved those. And I want to say it was the 2014 contract, we actually gave people two steps every year so they could get caught up.

So again, you take it, you spread it out over a number of years. And again, it's been three contracts to get those two groups where they need

to be.

CHAIR LANIER: Let me ask you a question about the SCIU contract because I've gotten some calls from SCIU employees in regards to this contract and how the appearance that there may be some salary adjustments but some positions, especially long-time positions, are not being able to come up to the amount that someone was here for two years is at that level.

You know, when you talk about, you know, bringing employees from where they are to, you know, the salary survey, some of the employees are being left out in terms of bringing them up to that status; and given their longevity, and because there's no longevity pay, they're still below where they should be in terms of other employees who have only been here for, you know, two or three years.

So that was something that was brought to me. And I just wanted to kind of have some idea of how this works in terms of contracts.

I see where it says gains and concessions, but how to ensure -- I know that this is a contract issue -- how to ensure that employees, especially long-term employees, are being compensated at the some rate that other employees who may not have

been here as long.

MR. SHERMAN: Yeah. Well, I will tell you, we spent probably three months with the union, employee by employee, making sure that we had the right dates, the right time of service, you know, the right rates. So the union has signed off on every one of the employees. You know, sometimes they went back and forth on particular employees.

Again, we only had 17 employees that they are currently over market. All right? And again, that tended to happen when they were hired -- they tended to be more of the newer employees, because, again, if you say the base is 40, and then we hired you at 45, well, the base is 40 and you've only been here a year and you're already at 45. So we tended to see it in those employees.

We also saw it in a couple employees --

CHAIR LANIER: And I want to say, I think all 17 called me. So that --

MR. SHERMAN: But, again, the next slotting is in April. So, you know, a lot of those 17 in April will then see, you know, an increase. They may not see it now but they will see it, you know, as they go down the line.

But the average increase -- and it's funny

how numbers tend to work out sometimes, because it just showed you, you know, 12.7 percent was the average they were off. Slotting the SCIU employees was a 12 and a half percent rate.

Now, again, not everybody got 12 and a half percent. There were some that got 20 percent, 25 percent, because that's, you know, where they needed to be slotted. Because, again, they've been here for years and all they've done is bump along the bottom line.

You know, we have a water plant operator that's spent 20 plus years, and he's always been a water plant operator, and he's at the bottom. You know, it never had the opportunity to bump up because there's no steps in SCIU like there is in PBA and in IAFF. There's no steps in PSMA. So again, unless the Council is voting it and moving him they're always going to be at the bottom.

But the average ended up being 12 and a half percent.

CHAIR LANIER: But how do we rectify that? I don't -- you know, it's -- it's --

MR. SHERMAN: And that's what this contract does. It says, yeah, you've been here for 20 years, you shouldn't be at the bottom, you should

be over here. So that employee is not a 12 and a half percent employee. That employee is at 20 plus percent employee that's, you know, getting, you know, a decent raise.

And again, as part of that, you know, the concessions were longevity is now in their base. So when we -- that 12 and a half percent is over and above the longevity that they have. So again, you know, I've got my base salary, I had my longevity, now I'm getting another 12 and a half percent over that. Because that longevity only kicks in every four years. This adjusts it annually and accounts for that annually.

But, again, longevity, again, is in the base. So the fact -- we're not gaining anything as a city by doing this because, again, they're getting paid the same amount plus.

The buy-backs, you're no longer going to have that buy-back of sick and vacation time. And that's primarily because sick and vacation time is going to go away as we transfer more liberal, you know, PTO type program.

So as we looked at this, you know, and looking at the other individuals, what we were looking for for the T1 and T2, which are your

department heads, your managers, your assistant department heads, it's the same program, okay, to keep pace with, you know, the rest of the employees.

So, again, slotting, what that does is nine employees do get red lined.

CHAIR LANIER: Right. And I think my concern here and the concern of the employees, that there are new employees who are making more money than someone who has been here 20 years.

MR. SHERMAN: Yep.

CHAIR LANIER: And I think that has to be rectified at some -- that's just not fair for a person to walk in the door to make more than a person who's been here 20 years.

MR. SHERMAN: And that has been a problem.

You know, because I get that, I want X amount -- you know, I got a customer service rep that's been here five years and I can't pay you more than that individual.

This system will equalize that and get that to balance. Again, it actually does create equity in the system. And again it's because people have been hired at an above market rate and now, you know, we're going to put it -- so no one is losing

any money, they're just going to be red lined until the scales catch up to them.

CHAIR LANIER: I just want to make sure that the City is in line with ensuring that our long-term employees are compensated for the time that they've been in this job; and the fact that, you know, if you're going to pay a new employee a certain amount of money then it should be across the board.

MR. SHERMAN: Well, again, like SCIU has 180 employees and only 17 ended up, you know, getting nothing.

CHAIR LANIER: Again, I just consider that 17 too many.

MR. SHERMAN: Now, when you look at the T1, T2 employees (inaudible) SCIU, it was 12 and a half percent. These employees, if you plug them all in, it would actually be 14.4 percent. What we'd like to do is cap it at 12 and a half percent. So again, an employee that's scheduled to get six percent would get six. They'll be 100 percent. An employee that's supposed to get 18, would only get 12 and a half. An employee that's supposed to get 25, would only get 12 and a half. And we would cap it for this group of employees. And then, again,

it would catch up, you know, at later times.

Doing that, again, puts us on the same -- those employees on the same schedule as the SCIU employees, who would have to come back, we would, you know, come back and amend the ordinance on the longevity, we would phase out the buy-backs like we are with, you know, the other groups. And again, this group of employees would go to the PTO.

And I will tell you, PBA does not have longevity. They haven't had longevity in almost 20 years. The firefighters agreed that there is no longevity for new employees. So, you know, every group is, you know, heading in the same direction, to get these scales up to market.

Now, for the balance of the nonaffiliated employees, which again is a very small group, it's like PMSA --

CHAIR LANIER: Let me ask you a question about that. Let me ask you a question about how is it that new employees, you know, someone who walks in the door, is paid over the range? How is that possible when that's not the range?

MR. SHERMAN: It's -- it's just the fact that they're walking in and we're poaching them from other places, and they come in saying you're behind

the scales, in order for me to come you got to pay me more than your current scale and move me up, you know, the ladder. So as you're trying to hire these people -- and again, we know that the inequity is there for the longer term employees.

CHAIR LANIER: Right. And that's my concern.

MR. SHERMAN: And again, this is trying to stop that and get everybody on equal footing.

For the nonaffiliated non-T1, T2 employees, these are effectively equivalent to SCIU employees. They just have, like, confidentiality criteria and, you know, there are certain conditions, that they can't be in a union.

So again -- for example, you know, my employees that see wages all the time and -- I can't have them in a union and looking at everybody else's wages. So they're a confidential employee and they're really in this group. Okay? It's just the nature of their position.

CHAIR LANIER: About how many is that?

MR. SHERMAN: There's only a couple of dozen. So you'll see them in HR, Finance, City Administration; you know, where you're dealing with things that really, you know, need to be more...

So again, this group, when you go through the

same process, it's only one employee that gets red lined. Their average is 10.3.

So again, if we cap this group at the 12 and a half, that really takes care of most of the employees. There's a couple that are more than 12 and a half.

Possibly even here we just do the same with this group that we did with SCIU and not have a cap, because it's a fairly small group. But then again, we would come back and, you know, do the longevity and the buy-backs. So that would get this group really the equivalent to the SCIU group, and they'd be up at that one forty-seven; and then again, you know, so would the T1s and T2s. To try to, again, cover that 12 percent under market that, you know, that we see from the analysis.

And I believe that's the last slide. So I'll turn it back to the manager.

CHAIR LANIER: Very good. Mr. Evans.

CITY MANAGER: So Madam Chair, what we'd like to do as part of the discussion with the Board, and certainly bring this item back to ultimately get the Board to execute, you know, what is necessary to facilitate addressing some of the compensation issues.

One of the things that I will also be doing is making sure that our labor counsel looks at the compensation strategies, the philosophies, the rationale behind the study, to ensure that it's fair and equitable and consistent with the compensation strategies that are provided for in best practices, as well as we don't want to have a situation where we're unfairly compensating persons, you know, below or above or what have you, so making sure that it's uniform and consistent.

And so we will be bringing this back to you-all. There is moneys that are programmed in the budget that look to resolve these issues that were articulated by Mr. Sherman. But after we have that study reviewed and then we bring that back, there will be, you know, elements of that that will come back to the Board.

I am not going to modify the ranges or the wages or anything at this particular moment. But I will be bringing it back probably sometime in the early part of the fiscal year; because the longer we in fact delay, then the employees don't see that in their paycheck. And so one of the things that we do want to do is bring that back pretty quickly.

We just want to make sure that everything is

aboveboard, everything is copacetic and reviewed by the appropriate legal minds as it relates to the rationale, the methodology. And we know that as soon as it goes into place, we want to make sure that the Board knows that it's been vetted appropriately.

So we just wanted to articulate what the concerns were and that your folks that are your T1 and T2 are significantly under market; and we have some issues, especially on the police side, with regards to come of our captains and the majors and the like. And so we are going to work through those things and bring that back.

CHAIR LANIER: Let me ask a question.

Why would an employee be red lined, that first bullet?

CITY MANAGER: Excuse me?

CHAIR LANIER: Why would an employee be red lined? I saw that on the first bullet of that slide, Mr. Sherman, and it said one employee red lined. What does that mean? Why is that?

CITY MANAGER: So you'll have a situation where, let's say, you know, Jonathan has been in the organization for 25 years and his, your pay band, right, your minimum and your maximum, the way

it's usually formulated, it takes 10 years to get to the midpoint and in 20 years you should get to the top of the range. If I stay over that the 20 or 30-year mark there's a situation where I have exceeded what the range is for my position.

Now, if I move up into another position then my range changes. But if I stay, let's just say as a grounds maintenance worker one, and I stay there for 30 years, at some point that you hit that point where most government entities red line you and say, okay, you've already exceeded the maximum, we're not going to continue to pay over what the maximum is for a grounds maintenance worker one.

Now, some of the things that agencies look at -- and you can look at other agencies. Some agencies say -- and we used to do that -- say, okay, persons would get additional benefits, whether it's additional sick time or additional vacation time, or some other benefit in lieu of compensation because you were at that maximum. So there is those few, very few situations where persons are red lined. Or a situation where you have a person that may be moved from one position to another position. So I was a grounds maintenance worker one, you now move me to a

trainee because let's say for some other reason that position is no longer available, you move me to a trainee, well, I'm already above what a trainee is. So I'm above the range to start off. And you hold my salary harmless.

So you have -- you have multiple situations as to why you would have persons in those particular situations. Or even -- and what we've seen, and even sometimes where we see a -- it's an upgrade for a person, and they are already making X in one department and then they go to another department, when the other department's position may be lower as far as where their starting salary is, and you want to make sure if it's a lateral move that you bring that person in at least to where they are or a little bit above. So you may have somebody that was making $25 an hour and the position bottom is -- the starting is 15, well, they would come in at 27. So maybe if somebody sees, hey, that person came in at 27 dollars, and the bottom of the range is 15, but they've got years of service that are credited towards where they may -- because you want to make sure you make them whole.

So there's those situations and

circumstances, and that's why Mr. Sherman was talking that it really did take three months for us to go through basically person by person to make sure their days were correct.

Now, one of the things that's incorporated with SCIU, it doesn't allow for the system that the SCIU voted on. The longer you're in that position, the further away you would be from the person that started at the bottom. So if I -- if both of us came in at $15 an hour, like right now, the way the system is now, is that they've -- the person that started and has been with the organization for five or six years may have maybe a dollar between them, the new person; but what this new system does, it gives them actual credits for years in the seat and so it incrementally gives them a little bit more to separate the compression.

So we have a specific situation where I can remember where we have one person that's at 46 and the other person that's been there for 10 years is at like 52. Well, that person at 52 is going up to 61, and this person that's at 46, they're already above, so they're going to get red lined, so they're not going to see an increase maybe for a year or two. So it's going to create that

separation for that person that's been in the seat longer.

CHAIR LANIER: Okay. All right. Very good.

So what do we have left here?

CITY MANAGER: That's the last part of the presentation we have. And we just wanted to share that with the Board and, obviously, come back. But we did want you to know that the moneys are set aside in this budget to be able to address those issues, similar to how the other challenges with regards to compensation has been addressed in the collective bargaining agreements.

Also, we're in negotiations with PMSA and we plan to handle them the same situation that we've handled the other collective bargaining units, to make sure that there's equity amongst the compensation philosophy that we deploy as an agency.

CHAIR LANIER: Very good.

COUNCILPERSON LAWSON: Madam Chair.

CHAIR LANIER: Yes, go ahead, sir.

COUNCILPERSON LAWSON: So, Mr. Evans, in the event that we cannot provide the full seven percent, that minimal point, is there a plan to gradually increase the compensations?

CITY MANAGER: If you can repeat your question again, Councilman.

COUNCILPERSON LAWSON: If we can't provide that full seven percent minimum increase, do we have a plan that we can gradually increase that over the next few years, so that it doesn't put too much impact on our general fund?

CITY MANAGER: Madam Chair, if I may.

CHAIR LANIER: Yes, go ahead.

CITY MANAGER: Yes, Councilperson. Our intent is when we do come back with the Board to give you some options that look at if you wanted to take it as an incremental step you can certainly do that or if you wanted to do it all at once you can do that. But, yes, we will be able to provide that to the Board.

COUNCILPERSON LAWSON: And follow-up, Madam Chair.

CHAIR LANIER: Yes, go ahead.

COUNCILPERSON LAWSON: And just those options, Mr. Evans, because that's just the biggest concern, because we just know the impact on the general fund; but we want to get our employees to the level that's comparable to our peers as quickly as possible. So what is going to be the quickest,

most efficient and effective way to do it without, you know, desperately affecting the general fund; because we understand all the tools that that goes to when it comes to our bond rating, when it comes to our reserve, when it comes to everything else. So, just giving both of those options would be great.

Thank you, Mr. Evans.

CHAIR LANIER: Thank you.

CHAIR PRO TEM MILLER-ANDERSON: Madam Chair.

CHAIR LANIER: Yes, go ahead.

CHAIR PRO TEM MILLER-ANDERSON: So how many -- where are we as far as the budget workshops? Is this the last one?

CITY MANAGER: This is the last one. Until we bring the budget document to you-all for first reading on September 8th.

CHAIR PRO TEM MILLER-ANDERSON: So where is the portion where we go over the department budgets, each of the department budgets? Like for legislative, I haven't seen that.

You know what I'm talking about?

Did I miss that? I didn't see it in the PowerPoint.

CITY MANAGER: The legislative, the budget

for the elected officials?

CHAIR PRO TEM MILLER-ANDERSON: Mmhmm.

CITY MANAGER: We did the departments yesterday. But we didn't get into the legislative because we kept the budgets the exact same for the elected officials.

CHAIR PRO TEM MILLER-ANDERSON: But you-all didn't do the line by line even in those departments. Usually we have the line by line for, you know, all the departments, where we have a line by line.

Mr. Sherman, you know what I'm talking about? Yes, you do.

MR. SHERMAN: I do. It was a slightly different approach this year.

But let me send out the legislative. Because, again, you're all the same.

CHAIR PRO TEM MILLER-ANDERSON: Yeah. No, we're not. Not all -- no, no, we're not. Not all the time. But I may be this year so...

MR. SHERMAN: I've set yours at the same because I wanted to confirm that you wanted to continue to do what you did.

But I'll send it out and, you know, we can tweak it. But the bottom lines won't change.

CHAIR PRO TEM MILLER-ANDERSON: So everybody's -- because I know a lot of them did not change it, you know, nothing really was impacted, so what we did last year for the most part is what it will be line by line from last year, for the most part?

MR. SHERMAN: Right. Right. Yeah.

CITY MANAGER: And Madam Chair, if I can.

CHAIR LANIER: Yes, go ahead.

CITY MANAGER: What we can also do, just to provide additional clarity and do it in a transparent fashion, we can bring it at the meeting at the 8th and just make sure that the Board does bless it and says, hey, you've looked at your legislative budget and has done so appropriately. So we can have a --

CHAIR PRO TEM MILLER-ANDERSON: Okay. That would be good. Okay. Thank you.

COUNCILPERSON McCOY: Madam Chair.

CHAIR LANIER: Yes, go ahead, sir.

COUNCILPERSON McCOY: That sounds really interesting to hear Councilwoman Miller-Anderson say that, and I got beat up last night for bringing up the exact same question. That's not how it's been presented in the past. And I'm almost

certain, because I looked at the budget document a few weeks ago, that we reviewed in 2020 because I can specifically remember I was in my hotel in Washington, D.C., and I still had the paperwork. But that is exactly what I said last night; and it seems to have been some concerns with other members when I brought that question to Mr. Evans as to that's not how it's been presented before in the past. And citing the same reasons that Councilwoman Miller-Anderson says. So at least I know I'm not alone.

But my question, Mr. Evans, is, the dollars I think you said some time ago, maybe about three months ago, we got the $10,000 from AshBritt, and that was going to be contribute -- I guess, distributed to the members community benefits, is that correct?

CITY MANAGER: That is correct, Councilman.

COUNCILPERSON McCOY: So is it in this 2020 fiscal year?

CITY MANAGER: That is correct. It's in this fiscal year, and it will be carried forward to -- well, it's in the 2021. It will be carried forward to 2022.

COUNCILPERSON McCOY: Okay. But is it

available for us now?

CITY MANAGER: Yes, sir, it is available now.

COUNCILPERSON McCOY: And let's -- I guess without any kind of legislative direction, we don't have the same restrictions as the dollars that was associated with Waste Management, because I -- if I'm not mistaken, I think someone brought up last night using community benefits -- oh. Dr. Botel brought up last night, I believe, using possibly our community benefits for the Racial Equity Institute.

And if I'm not mistaken, when I read the resolution in the contract with Waste Management we could not use community benefit dollars in lieu of a regular operating expense. Which to me that would be training and development or something of that sort.

Is that correct, Mr. Sherman, regarding the use of Waste Management dollars?

MR. SHERMAN: I'm sorry. Can you ask that question again? I want to make sure I understand what you're asking.

CHAIR LANIER: Yeah, he wants you to ask the question again, Mr. McCoy.

COUNCILPERSON McCOY: So the Waste Management

dollars, are we prohibited from using that for regular operating expenses associated with the City and its operations, such as to go towards training and development for employees?

MR. SHERMAN: Yeah. It's intended to, you know, to go to, you know, programs that -- you know, non-profits that, you know, are doing things that -- to, you know, better the City. Not for operational, you know, costs.

We have seen it be used --

COUNCILPERSON BOTEL: Madam Chair.

MR. SHERMAN: -- you know, for landscaping, you know, donate to a parks program or something like that. But not for normal admin, you know, administrative costs.

COUNCILPERSON BOTEL: Madam Chair.

COUNCILPERSON McCOY: Okay.

CHAIR LANIER: Just one second. Let him finish. Go ahead, Mr. McCoy.

COUNCILPERSON McCOY: All right.

And I do recall hearing that.

But, Mr. Evans, I just want to make sure the moneys from AshBritt won't have the same time specific prohibitions and restrictions.

CITY MANAGER: Madam Chair, if I may.

CHAIR LANIER: Yes, go ahead.

CITY MANAGER: I would encourage the Board to utilize the same practices that you do for that particular moneys. It's just clearer for the purposes of auditing's sake. And any deviation from that I think just lends itself to an opportunity. So we would prefer that it would be utilized in the same particular form and fashion that you utilize your community benefits.

COUNCILPERSON McCOY: Okay. Thank you, Madam Chair.

CHAIR LANIER: Okay. Thank you, sir.

Dr. Botel.

You got it?

So back to Mr. McCoy's question about that big check we got that night. Is that what you're talking about, Mr. McCoy, the check that's supposed to have went to the commissioners for...

COUNCILPERSON McCOY: No, no, no. No. It doesn't go to the commissioners. Hold on. I didn't say that. It goes to our community benefit account.

CHAIR LANIER: Well, right. Right. So that is what you're talking about, that check from that night?

COUNCILPERSON McCOY: Correct.

CHAIR LANIER: So -- yeah, I forgot about that.

Who gave that money to the community benefits program?

CITY MANAGER: AshBritt. Our waste -- not waste --

MR. SHERMAN: Yeah, they are our debris removal.

CHAIR LANIER: Okay. Very good.

COUNCILPERSON LAWSON: Madam Chair.

CHAIR LANIER: Yes, go ahead, sir.

COUNCILPERSON LAWSON: Thank you.

Mr. Evans, I was just doing a follow-up. Let me check these notes. Didn't we already budget for last year for REI training when we decided that we were going to ask executive staff to take that training; and we just didn't complete it because COVID hit at that time?

CITY MANAGER: That's correct. We were going to send persons to a training session that was available. When we looked at the cost for hosting it, I think it was well over 20 some thousand dollars in regards to hosting. So I think what we were looking to do is to attend it and the cost

would be significantly cheaper. And so we're looking at all options associated with that.

We're going to do it, it's just which form or fashion is the best --

COUNCILPERSON LAWSON: What is the best fashion.

And I know with COVID coming in it -- it would have been possible to get more employees to do the training if we brought in a facilitator on site or even working with the School District, because those are discussions that we've had in the past.

But whatever way that we can kind of move in that direction this year would be the best way to do it to get that training done so...

I'm sure you're on top of it. Thank you, Mr. Evans.

CHAIR LANIER: Thank you.

Any other questions in regards to any of the items listed on the presentation for this evening?

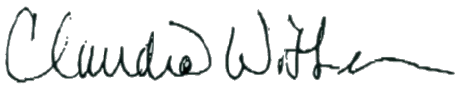
If not, meeting is adjourned.

CERTIFICATE

THE STATE OF FLORIDA,)
COUNTY OF PALM BEACH.)

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

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Claudia Price Witters, RPR

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APPROVED:

RONNIE L. FELDER
MAYOR

SHIRLEY D. LANIER
CHAIRPERSON

ATTEST:

CLAUDENE L. ANTHONY
CERTIFIED MUNICIPAL CLERK
CITY CLERK

KASHAMBA MILLER-ANDERSON
CHAIR PRO TEM

TRADRICK MCCOY
COUNCILPERSON

JULIA A. BOTEL, Ed.D
COUNCILPERSON

DOUGLAS A. LAWSON
COUNCILPERSON

MOTIONED BY: _____

SECONDED BY: _____

T. MCCOY _____
K. MILLER-ANDERSON _____
S. LANIER _____
J. BOTEL _____
D. LAWSON _____

DATE APPROVED: _OCTOBER 20, 2021_