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CITY OF RIVIERA BEACH  
PALM BEACH COUNTY, FLORIDA  
CITY COUNCIL SPECIAL MEETING  
MUNICIPAL COMPLEX COUNCIL CHAMBERS

September 23, 2010  
6:00 p.m.

APPEARANCES

CHAIRPERSON DAWN S. PARDO  
CHAIR PRO TEM JUDY L. DAVIS  
COUNCIL PERSON BILLIE E. BROOKS  
COUNCIL PERSON CEDRICK THOMAS  
COUNCIL PERSON SHELBY L. LOWE  
CITY MANAGER RUTH JONES  
CLERK CARRIE E. WARD, MMC  
ASSISTANT CITY ATTORNEY RACHAEL JOHNSON

1 (Thereupon, the following was transcribed from the  
2 video taped proceedings:)

3 CITY CLERK WARD: City clerk Carrie Ward is  
4 present. Assist city attorney Rachael Johnson is  
5 present. You have a quorum, Madam Chair.

6 Council Person Lowe is in the Chambers.

7 CHAIRPERSON PARDO: Okay. Thank you. I'd  
8 like to invite everyone to stand for a moment of silence  
9 followed by the Pledge.

10 ENTIRE ROOM: I pledge allegiance to the  
11 flag of the United States of America and to the Republic  
12 for which it stands, one nation under God indivisible  
13 with liberty and justice for all.

14 Okay. At this point, Ms. Jones, I'll turn  
15 it over to you. Item four.

16 CITY CLERK WARD: Ordinance number 30-80.  
17 An ordinance of the city council of the City of Riviera  
18 Beach, Palm Beach County, Florida. Fixing the adjusted  
19 tax valuation of real property located within the  
20 corporate limits of the city. Leveeing a tax on real  
21 property and tangible business personal property located  
22 within the corporate limits of the city for fiscal year  
23 beginning October 1, 2010, and ending September 30,  
24 2011. Fixing the millage rate of 8.9980 mills thereon  
25 for said year. Providing for severability clause and

1 providing an effective date.

2 COUNCIL PERSON: So moved.

3 COUNCIL PERSON: Second.

4 CHAIRPERSON PARDO: Properly moved and  
5 seconded.

6 CITY MANAGER JONES: Madam Chair, we will  
7 now have a presentation from Karen Hoskins our interim  
8 finance director.

9 MS. HOSKINS: Good evening.

10 COUNCIL PERSONS: Good evening.

11 MS. HOSKINS: This public hearing was  
12 advertised on Sunday in the Palm Beach Post. So I'll  
13 give a brief presentation on the millage rate. As you  
14 see, in 2001, our millage rate was 9.5 mills; and our  
15 current millage rate is 8.426 mills. The millage rate  
16 that you will be adopting on final reading tonight is  
17 8.9980 mills, which is a .572 mill increase.

18 The impact of increasing the millage rate on  
19 city revenues. Total general fund revenues will be  
20 twenty-seven million thirty-eight thousand in ad valorem  
21 taxes. So we will receive thirty-seven million  
22 thirty-eight thousand in ad valorem taxes. The rollback  
23 rate. Our current rollback rate is 9.7628. And the  
24 millage rate that you are leveeing tonight is below the  
25 rollback rate. Again, the rollback rate is the millage

1 rate necessary to raise the same amount of property tax  
2 revenues as the previous year. And this slide just  
3 shows the calculation of our rollback rate, which is  
4 9.7628.

5 This slide shows the impact to the property  
6 owners in the city, what they were paying in city taxes  
7 for a home value of a hundred thousand dollars less  
8 homestead exemption. In city taxes at the 8.9980, the  
9 homeowner would pay four hundred and fifty dollars in  
10 city taxes. That's an increase of twenty-nine dollars  
11 over the current millage rate of 8.426 mills. And I  
12 won't go through all of the property values and let you  
13 get to your decision on the millage rate.

14 And, again, this is a public hearing; so the  
15 public has to speak.

16 CHAIRPERSON PARDO: Okay. Well, we'll go to  
17 public comment, first.

18 David Cross.

19 MR. CROSS: So soon. David Cross, 1030  
20 Sugar Sands. May I make two comments on different  
21 subjects, or do you want me to do that twice? I'll be  
22 less than three minutes.

23 CHAIRPERSON PARDO: It's your pleasure. Go  
24 ahead.

25 MR. CROSS: Okay. I just wanted to make a

1 comment with regard to the importance of industrial  
2 property in the city. Some figures I've obtained show  
3 that the value -- the property values of our industrial  
4 property only went down slightly less than three percent  
5 year-on-year, '09 to '10, versus thirteen percent  
6 overall.

7 Our revenues from industry are about thirty  
8 percent. And I think it's important to emphasize how  
9 much industry does contribute to Riviera Beach and how  
10 important it is. And we ought to remember that, when we  
11 raise our millage rate like this, we are raising it to  
12 businesses as well as residents who are -- businesses  
13 who are struggling in difficult times. I know, pretty  
14 much, you're going to go ahead with the increase. But  
15 I'm not sure that the city recognizes the importance of  
16 industry to our community which is being kind of  
17 emphasized a little bit in this whole marina question.  
18 That's my first comment.

19 The second comment is this. I happened to  
20 read in the paper today that Palm Beach Gardens -- there  
21 was a little article on their budget -- had reduced  
22 their staff from five hundred and thirty something last  
23 year to four hundred and forty something in 2010. It  
24 occurred to me that four hundred and forty employees in  
25 Palm Beach Gardens is about the same as the number of

1 employees we have in Riviera Beach. But, if I look at  
2 the difference in size between Palm Beach Gardens and  
3 Riviera Beach in just about every category, I have to  
4 ask myself, have we done enough to insure that all our  
5 employees are, in quotes, fully employed? Because I  
6 find that number to be a little -- a little bit  
7 disturbing. And I intend to do some more investigation  
8 with our surrounding communities with regard to  
9 apple-by-apple comparison. Thank you. Appreciate it.

10 CHAIRPERSON PARDO: Thank you, sir.

11 Well, that's the only public comment card we  
12 have. I'll make basically the same statement I made  
13 before. I think the taxpayers are still paying too much  
14 in taxes. Instead of going up, I still believe we  
15 should be going down. We should, you know, be taking  
16 hard -- a really hard look at costs and how to go about  
17 raising money. For the past two years, we've talked  
18 about grants and trying to get grants. And, you know,  
19 we're still not there yet. We finally hired a grant  
20 writer to help us over at the marina, and it's amazing  
21 how much money he's been able to secure for us in the  
22 past year. But, you know, it's -- it really is a shame  
23 that we haven't been able to do it over here.

24 And, you know, I'd like to make another  
25 comment. We need to remember not every house in Riviera

1 Beach is appraised at a hundred thousand dollars. If  
2 you go and look at district four, you're going to be  
3 very hard pressed to find a house, to find a condominium  
4 or anything else for a hundred thousand dollars. So to  
5 -- you know, to constantly just focus on the hundred  
6 thousand dollars is a disservice to the residents in  
7 this city who are paying much more and whose property  
8 values are appraised much more.

9           You know, it's -- it really isn't right.  
10 You know, you need to remember that, out west on  
11 Military Trail, those homes are priced much higher. And  
12 over on the island, we have condominiums on the island  
13 that have sold for three, four, five, seven million  
14 dollars. All right? And they're homesteaded. And, you  
15 know -- and we failed to talk about all of the condos  
16 over there and some of the homes too that are not  
17 homesteaded. You know, the homestead properties, what,  
18 were capped at three percent. And the -- you know, the  
19 people that are not homesteaded, they're just -- they're  
20 getting hit tremendously. And here we are trying to,  
21 you know, bring new businesses and bring new residents,  
22 trying to get those condominiums over on the island  
23 sold. And with the tax rate the way -- you know, as  
24 high as we have it, you know, it's going to be very,  
25 very difficult to do.

1           So I am standing my ground on this. I am  
2 not in favor of the millage rate. And I still believe  
3 that there is other things we can do, you know. I'm  
4 sure someone's going to bring up the fire and how I  
5 protected the fire. And, you know, I'm all about  
6 safety, safety and security for our residents. So I  
7 cannot -- I cannot go along with this millage rate, once  
8 again.

9           All right. Anything else from the council?

10          CHAIR PRO TEM DAVIS: Just one thing, Madam  
11 Chair.

12          CHAIRPERSON PARDO: Yes. Ms. Davis.

13          CHAIR PRO TEM DAVIS: I know that we've done  
14 some spot checks with properties in Riviera Beach. And  
15 you're right. The island, their property values are  
16 slightly higher. The Western communities are pretty  
17 much the same. But here in the middle the property  
18 values dropped drastically. And I can only wonder why  
19 that is. It just doesn't seem to be reasonable to me  
20 why property values on the mainland, property values in  
21 the Western community are holding steady and increasing.  
22 But yet our property values in the inner city, you know,  
23 and -- I'll use my house as an example. My house was  
24 valued at a hundred and fifty thousand dollars. It's  
25 now valued at seventy-nine, you know. Why?

1                   So, you know, it's -- it's -- and I hope  
2                   that our city manager is going to be on top of this and  
3                   is going to be paying a visit to the property  
4                   appraiser's office because it just doesn't make sense to  
5                   me. So, while I can understand my colleague's support  
6                   of -- you know, I understand her vote. But I'm -- I  
7                   can't make that decision based on how much a person has  
8                   paid for, you know, their properties in the past and how  
9                   valuable they are. While I do feel the pain. But, you  
10                  know, I have to go ahead and make sure that, you know,  
11                  we can continue to function and keep those employees  
12                  that we have. So that's it.

13                  CHAIRPERSON PARDO: Anything else from the  
14                  floor?

15                  Okay. Madam Clerk.

16                  CITY CLERK WARD: Council Person Brooks?

17                  COUNCIL PERSON BROOKS: Yes.

18                  CITY CLERK WARD: Council Person Thomas?

19                  COUNCIL PERSON THOMAS: Yes.

20                  CITY CLERK WARD: Council Person Lowe?

21                  COUNCIL PERSON LOWE: Yes.

22                  CITY CLERK WARD: Pro Tem Davis?

23                  CHAIR PRO TEM DAVIS: Yes.

24                  CITY CLERK WARD: Chair Pardo?

25                  CHAIRPERSON PARDO: No.

1 CITY CLERK WARD: Vote passes with Council  
2 Person Pardo dissenting.

3 CHAIRPERSON PARDO: Okay. Thank you. Item  
4 two.

5 CITY CLERK WARD: Ordinance 30-81. And  
6 ordinance of the council of the City of Riviera Beach,  
7 Palm Beach County, Florida, appropriating and  
8 establishing a budget for fiscal year ending September  
9 30, 2011, providing severability clause effective date  
10 and for other purposes.

11 CHAIRPERSON PARDO: Make a motion.

12 COUNCIL PERSON: So moved.

13 COUNCIL PERSON: Second.

14 CHAIRPERSON PARDO: Moved and seconded.

15 MS. HOSKINS: Again, this is the final  
16 public hearing on the budget. And I'll just go through  
17 a brief presentation.

18 The challenges that we face for the 2011  
19 budget and beyond, matching recurring revenues and  
20 recurring expenditures within the next two years. Stop  
21 the use of one-time revenues to balance the budget.  
22 Stop using furloughs to balance the budget, and wisely  
23 use capital funds to maintain the city's infrastructure  
24 and stimulate development. Control health care premiums  
25 by improving the health of our employees. Mitigate the

1 increase and reduce the long-term cost of the city's  
2 pension plans. Negotiate labor agreements within the  
3 current financial environment in lieu of staff layoffs  
4 and maintenance of reasonable and sustainable service  
5 levels.

6           The strategies that we used for the 2011  
7 operating budget were to -- we identified expenditure  
8 reductions, improved efficiency, alignment with the  
9 goals and strategies of the city council, enhance  
10 revenues and considered mandates.

11           The general fund budget that you will be  
12 adopting tonight totals forty-eight million three  
13 hundred seventy-two thousand four hundred and  
14 twenty-four dollars. That is approximately a 3.97  
15 percent decrease over the current budget. The ad  
16 valorem taxes totalled twenty-seven million one hundred  
17 thirty-eight thousand dollars. That includes delinquent  
18 taxes. Franchise fees, three million thirty-eight  
19 thousand dollars, which is an increase of one point one  
20 million dollars due to the FP&L agreement being  
21 approved.

22           Other revenues, a decrease of one point five  
23 million dollars. That's one-time revenues, the CRA loan  
24 repayment. Administrative fees, a reduction of two  
25 hundred and thirty-five thousand, which is the reduction

1 of not charging the marina administrative fees.  
2 Expenditures, expenditures for the general fund totalled  
3 forty-eight million three hundred seventy-two thousand  
4 dollars. This includes furloughs for all employees,  
5 eight-hour furlough per month for all employees.

6 Again, this chart shows the separation of --  
7 COUNCIL PERSON: Sorry about that.

8 MS. HOSKINS: No problem.

9 -- all departments. As you see, public  
10 safety makes up 53 percent of the general fund budget  
11 with general administration making up 18.33 percent of  
12 the general fund budget. Recreation and library, 7.6  
13 percent of the general fund budget. Public works, 6.39  
14 percent. Finance and purchasing, 3.55 percent of the  
15 general fund budget.

16 This chart shows a comparison of the adopted  
17 budget for FY 2009 and what the budget that you will be  
18 adopting tonight by department. For a utility special  
19 district, you're adopting a budget of sixteen point  
20 three million dollars for utilities. Revenues, water  
21 utility revenues, sixteen point -- I'm sorry -- ten  
22 point three million dollars and sewer five point five,  
23 for a total of sixteen million dollars. Expenditures  
24 for the utility special district, we have sixteen point  
25 three million dollars.

1 Marina -- now, this slide right here is a  
2 little different from what you have in your package  
3 because we went back and visited the fuel. So the  
4 budget -- we budgeted fuel at five hundred and  
5 twenty-five thousand dollars. And, on the expense side,  
6 we budgeted fuel of three hundred thousand dollars. So  
7 that gives a net of a hundred and eighty-six thousand  
8 dollars for fuel.

9 CHAIR PRO TEM DAVIS: Karen, what did you  
10 base that on?

11 MS. HOSKINS: That's based on the cost of  
12 fuel versus what revenue we will bring in.

13 CHAIR PRO TEM DAVIS: Okay. But I'm looking  
14 at compared to the current year.

15 MS. HOSKINS: Correct. Now, the current  
16 year, that's just the net number. So that's the net.  
17 The adopted for 2008-'09 and for '9-'10, that's the net,  
18 the difference -- the profit that we said we will make  
19 for those two years.

20 CHAIR PRO TEM DAVIS: Okay.

21 MS. HOSKINS: For the third year, we  
22 actually budgeted actual revenues versus cost over on  
23 the expenditure side.

24 CHAIR PRO TEM DAVIS: Okay.

25 MS. HOSKINS: So the net is one-eighty-six.

1 CHAIR PRO TEM DAVIS: Okay.

2 MS. HOSKINS: So the marina budget basically  
3 about the same as current fiscal year, one point four  
4 million dollars. That's based on a nine-month operating  
5 budget. Again, based on what will happen in November  
6 and your decisions, that amount may change. So we will  
7 come back and revise the marina budget. So we have a  
8 marina operating budget of two point seventy-nine  
9 thousand dollars. So we would have to make up a subsidy  
10 or have a subsidy of six hundred thousand dollars for  
11 the marina.

12 Stormwater, total budget revenues of one  
13 point seven million. On the expenditures side, we have  
14 some capital items in there totaling two point seven  
15 million where we will be appropriating fund balance. So  
16 that total budget for stormwater is four point two  
17 million dollars.

18 I'll entertain any questions at this time.  
19 And one more thing with the -- at the last public  
20 hearing, you mentioned revenues for Barracuda Bay. We  
21 did look at that, and we're estimating about thirty  
22 thousand dollars in revenue if we charge a three-dollar  
23 entrance fee. And that includes sales tax. So about  
24 thirty thousand dollars for Barracuda Bay which are  
25 fees.

1 CHAIRPERSON PARDO: And what's the operation  
2 cost over there?

3 MS. HOSKINS: Approximately four hundred  
4 thousand dollars. So it's a small amount.

5 CHAIRPERSON PARDO: All right. And then I  
6 think we -- we directed staff to pull that agreement  
7 out, the agreement that we have with the county.

8 MS. HOSKINS: The county.

9 CHAIRPERSON PARDO: All right. And you guys  
10 are looking at that; and, hopefully, we are going to go  
11 and negotiate that agreement?

12 MS. HOSKINS: Yes.

13 CHAIRPERSON PARDO: Okay. All right. Well,  
14 I guess I'll start, again.

15 Okay. The letter that we have here from the  
16 city manager dated September 17th, the third paragraph  
17 says, this budget reflects the elimination of  
18 twenty-five FTA -- FTE general fund positions. Now, the  
19 letter from September 9th had twenty-two general fund  
20 positions. And I went -- you know, this new packet that  
21 we have, I counted twenty-three general fund positions.  
22 So I don't know if that twenty-five is just a typo. But  
23 I did find in the new list, we have -- we're now  
24 eliminating a -- with the fire department, a filled  
25 position and a vacant position. The last time we all

1 met, it was a -- one filled position was going. What's  
2 going on with that?

3 CITY MANAGER JONES: Fire was all -- the  
4 last one, a filled and a vacant position.

5 CHAIRPERSON PARDO: All right. Well,  
6 according to the documents -- because I have all the  
7 documents -- it was -- we saved -- originally, you guys  
8 were looking to cut six firefighters. We saved five,  
9 and there was one guy on the chopping block.

10 Not in the documents that we have. See.  
11 That's one less.

12 CHAIR PRO TEM DAVIS: The first one.

13 CHAIRPERSON PARDO: This is the first one.  
14 This is the new one.

15 CITY MANAGER JONES: Because, if you will --  
16 I recall -- and, in fact, I just asked Ms. Hoskins for  
17 her book.

18 CHAIRPERSON PARDO: Okay.

19 CITY MANAGER JONES: In her statement, she  
20 mentioned that a vacant position was not there that will  
21 appear in the next listing.

22 CHAIRPERSON PARDO: I don't remember saying  
23 that.

24 So I'm correct, though, right? It was in  
25 the book. I don't recall that statement. So that's why

1 I'm questioning that.

2 All right. So we're going to lose the  
3 full-time guy and the vacant position.

4 CITY MANAGER JONES: One vacant position.

5 CHAIRPERSON PARDO: The full time and the  
6 vacant position?

7 CITY MANAGER JONES: Uh-huh. Correct.

8 COUNCIL PERSON THOMAS: Madam Chair?

9 CHAIRPERSON PARDO: Yes, Mr. Thomas.

10 COUNCIL PERSON THOMAS: I was under the  
11 assumption that there's any indication that we will be  
12 able to work out something with the unions dealing with  
13 the contract to save the filled position and that those  
14 negotiations didn't prove to be fruitful.

15 MS. HOSKINS: I would have to ask the fire  
16 department because the savings was -- totalled about  
17 thirty thousand dollars. So let me ask the fire chief  
18 about that.

19 COUNCIL PERSON: Two thousand -- two hundred  
20 thousand. You put three hundred --

21 INTERIM FIRE CHIEF LeDUC: Peter LeDuc, your  
22 interim fire chief. Could you rephrase the question  
23 or...

24 COUNCIL PERSON THOMAS: The negotiations  
25 with the union to restructure, give and take something

1 in the contract so that we could save the filled  
2 positions; and we did not have to subject any of those  
3 firefighters to the layoff. Did those conversations not  
4 prove to be fruitful, or why is the filled position  
5 still on this sheet?

6 INTERIM FIRE CHIEF LeDUC: Yes, sir. It's a  
7 very good question.

8 Madam Chair and council, the discussions  
9 with the union, they are moving forward with the  
10 ratification of that amount of money and those items in  
11 there. And our conversations were -- might be a  
12 favorable vote that they'll go for those. Those help  
13 reduce four of the positions that were within the budget  
14 of the original six. That left these two positions  
15 remaining. So, when that goes through -- when and if it  
16 does get ratified, addresses four positions, in helping  
17 save those four positions. The other two are still the  
18 remaining amount.

19 CITY MANAGER JONES: In addition, there have  
20 continued to be conversations. And, in talking with the  
21 chief and other individuals that he's been talking with,  
22 on that filled position, we could get down to saving at  
23 least three months of that but not a full twelve months  
24 of that position. So we still haven't gotten to the  
25 full twelve months, but we could get to saving three

1 months' worth of salary but not the full salary.

2 CHAIR PRO TEM DAVIS: Well, you know, I --  
3 what I remember is that there was about -- I think it  
4 was about two hundred thousand dollars that fire, they  
5 went back to the table; and they cut some stuff to save  
6 those five. We went to the disaster funds or some  
7 insurance accounts that we had, put three hundred  
8 thousand in --

9 CITY MANAGER JONES: Two-seventy-five.

10 CHAIR PRO TEM DAVIS: Two-seventy-five.

11 -- to get down to saving five positions.

12 And there was one vacancy also that was included in  
13 that. So, you know, like I said, I'm not willing to go  
14 to taking anymore money out of, you know, what we have  
15 in the savings coming from that because, you know, most  
16 of that money's going to be gone anyway. So I wouldn't  
17 support it.

18 COUNCIL PERSON THOMAS: Well, I guess what  
19 I'm basically trying to say was I thought that we were  
20 utilizing just a certain pool of money; and you're  
21 supposed to, you know, rework, you know, whatever  
22 essentials and whatever it was to save the body.

23 COUNCIL PERSON: They did as much as they  
24 could.

25 COUNCIL PERSON THOMAS: Yeah. I'm, you

1 know, saying take any of the money.

2 Let me ask you this while we're getting  
3 clear on that. What would be the difference in  
4 unfunding the positions versus eliminating them? What  
5 would be that difference, and why can't we do that for  
6 all the public safety? I don't know who that question  
7 -- maybe it goes to you, Ms. Williams -- or Hoskins.  
8 Sorry about that. I keep trying to marry you and Jim.  
9 I'm sorry about that.

10 MS. HOSKINS: When you say, "unfunding,"  
11 you're not talking about -- are you saying take the  
12 funding out of the budget; but, next year, if we -- when  
13 we come back, if we have the money --

14 COUNCIL PERSON THOMAS: If there's money  
15 there. I'm saying, instead of eliminating all of these  
16 positions, just not fund them, you know, in this year's  
17 budget. And, if something happens where it turns  
18 around, then you can fund them next year. If not, then  
19 you unfund them next year versus eliminating them. Why  
20 couldn't we use that approach?

21 MS. HOSKINS: I guess you could, on paper,  
22 say it's unfunded and don't put the position in the  
23 budget and not fund it. And then, next year, if our  
24 financial situation is better, then add it back. But it  
25 would, again, have to be approved by you-all.

1 COUNCIL PERSON THOMAS: Well, if you -- my  
2 issue is, if you don't un -- if you unfund the positions  
3 but leave them there, then you're not making it bigger  
4 -- you're not making government bigger if something  
5 comes back. There, you just fund them. At this point,  
6 if you eliminate them, then you're actually reducing the  
7 compliment, you know, for the public safety, you know.  
8 So all I'm saying is they're already there. They're  
9 budgeted for. It's just not funded versus eliminating  
10 them. I want to know what the difference is in that?  
11 What would be the difference in that? If we don't fund  
12 them, you're saying they still have to be added back.

13 MS. HOSKINS: Correct. Correct.

14 CHAIRPERSON PARDO: Go ahead, Ms. Jones.

15 CITY MANAGER JONES: For the next year's  
16 budget, it has the exact same effect because you would  
17 still be reducing that budget by whatever that unfunded  
18 amount is. So it would be the same as eliminating it,  
19 unfunding it. It comes up with the same exact effect.  
20 You would have to reduce -- you would be reducing the  
21 budget.

22 COUNCIL PERSON THOMAS: You're reducing the  
23 amount of money that's in the budget but not the  
24 position is what I'm asking. That's what I want to get  
25 clarity on.

1 CHAIR PRO TEM DAVIS: You can't have the  
2 position --

3 CITY MANAGER JONES: If someone is in the  
4 position, if you remove the funding --

5 COUNCIL PERSON THOMAS: No one's in these  
6 positions.

7 CITY MANAGER JONES: There's one filled, one  
8 vacant.

9 COUNCIL PERSON THOMAS: Okay. I was  
10 actually speaking about all public safety, but that's  
11 fine. So you're saying you have to reduce -- you have  
12 to actually eliminate that particular position  
13 because --

14 CITY MANAGER JONES: Because it's unfunded.

15 COUNCIL PERSON THOMAS: What about the  
16 vacant ones?

17 CITY MANAGER JONES: The vacant ones you can  
18 do the same. But no one's in it, so it's not an impact  
19 on a person.

20 COUNCIL PERSON THOMAS: Okay. Maybe I'm not  
21 explaining it properly. Give me a second here. If you  
22 take the money away -- okay. Let's take just the fire  
23 right now. If you take that one filled firefighter  
24 position away because it's filled but you leave the  
25 vacant one, if something changes during that time, that

1 firefighter may be able to get their job back without  
2 adding a whole other position, without it coming back  
3 before the council.

4 And the same thing with the police. If you  
5 unfund those five positions, then, if something changes,  
6 any grants come in or anything like that, then those  
7 positions can be, you know, funded then. We're just not  
8 funding them in our budget. Is there something wrong  
9 with doing it that particular way?

10 CITY MANAGER JONES: No. There's nothing  
11 wrong with doing it that way. But, as it relates to  
12 setting a budget for the next year, we just need to stay  
13 within that established budget. If, for some reason --  
14 let's say using the one with the filled fire position.  
15 If three months from now, six months from now a vacancy  
16 came open, you just call that person back to fill that  
17 position.

18 COUNCIL PERSON THOMAS: That still  
19 eliminates the -- what I'm saying is these organizations  
20 are going out trying to get grants. And these positions  
21 are there. They're just not funded.

22 CITY MANAGER JONES: The positions stay on  
23 the books.

24 CHAIR PRO TEM DAVIS: Madam Chair?

25 CITY MANAGER JONES: You can leave the

1 position number on the book. You can leave the position  
2 number on the book. It doesn't mean that the position  
3 number -- you know, each position has a number.

4 COUNCIL PERSON THOMAS: The reason why I'm  
5 saying that is because right here on page -- it's not a  
6 page number. But right up under the following list  
7 shows positions being eliminated. It says, the city  
8 engineering position will be added back to the budget in  
9 fiscal year 2011.

10 So what you're saying now is you're saying,  
11 okay, I'm taking it away; but I'm going to add it back  
12 in 2011. All I'm saying is to alleviate doing that with  
13 police cadet or fire, that's not in here like that. So  
14 why not just leave the positions there and unfund them.  
15 And, if these individuals or organizations are able to  
16 get grants to get those positions back funded, then  
17 they're able to versus saying, okay, listen, council, I  
18 need you to, you know, add more firefighters or add more  
19 police officers.

20 I'm just thinking, if we give them the  
21 opportunity of leaving them there and working hard to  
22 get grants or whatever it takes to be able to fund that  
23 position or even work a little further, they may come up  
24 with an option between the union and the city a couple  
25 months down the line. And that filled position may be

1 able to be returned, you know.

2 I just think that, if you -- if you  
3 eliminate the positions, it doesn't give, you know, the  
4 opportunity for these organizations to be able to -- you  
5 know, to find grants or anything to fill them.

6 CHAIR PRO TEM DAVIS: But, for budgetary  
7 purposes, that's the very reason, when we have vacancies  
8 and the city manager says we're going to eliminate  
9 vacancies because, if you have a vacancy as far as the  
10 budget is concerned, you have to have money behind the  
11 vacancy.

12 COUNCIL PERSON THOMAS: That's what I'm  
13 asking.

14 CHAIR PRO TEM DAVIS: That's what I'm trying  
15 to get to. So, when she tells us, in order to balance  
16 the budget, okay, we're going to eliminate all vacancies  
17 because she's taking that money, okay, to balance the  
18 budget. So, if we keep the position on the budget, it  
19 means that we have to have the money behind it also.

20 COUNCIL PERSON THOMAS: I'm asking why can't  
21 we do it that way if we know that we're not filling the  
22 positions with our money?

23 CHAIR PRO TEM DAVIS: They won't be able to  
24 balance the budget.

25 COUNCIL PERSON THOMAS: We're not funding

1 the positions with our money.

2 COUNCIL PERSON BROOKS: Madam Chair?

3 CHAIRPERSON PARDO: Ms. Brooks.

4 COUNCIL PERSON BROOKS: I hope I can present  
5 the picture that he's trying to paint here. When you  
6 eliminate a position in a department, it could be read  
7 that you don't need it. Whereas, if you retain that  
8 position, it illustrates or demonstrates that there is a  
9 need; but you just don't have the funds. Because the  
10 duty within that department or the function within that  
11 department still exists, and you're having to meet it  
12 with less number of people than is desired for one  
13 hundred percent performance.

14 So, if the position remains there as a  
15 critical position within a department but unfunded, then  
16 should you apply for grants -- let's say if it's the  
17 police or the fire -- you can show that or demonstrate  
18 that, because of budget restraints, we could not fund  
19 positions one, two and three. And some of this money  
20 that's coming down now from Washington, they are trying  
21 to work with cities in filling these positions.

22 So there is a valid point here of what he's  
23 trying to convey. And that is, if we leave those  
24 positions there not funded, it shows that -- that the  
25 department really needs these positions to function at

1 one hundred percent.

2 COUNCIL PERSON THOMAS: That's actually --  
3 you can do that for every department?

4 COUNCIL PERSON BROOKS: Because we don't  
5 want to deny ourselves the possibility of getting  
6 funding through the stimulus money especially with  
7 safety because we're showing that, hey, we're  
8 functioning just fine with six; and, really, you need  
9 ten. So why not let those positions remain as unfunded  
10 because of budget constraints.

11 CHAIR PRO TEM DAVIS: Will the GAPPER rules  
12 allow us to do that?

13 COUNCIL PERSON THOMAS: The what rules?

14 COUNCIL PERSON BROOKS: GAP.

15 CHAIR PRO TEM DAVIS: GAPPER.

16 COUNCIL PERSON THOMAS: Please explain that.

17 CHAIR PRO TEM DAVIS: Governmental --

18 COUNCIL PERSON BROOKS: Governmental --  
19 right. Right.

20 MS. HOSKINS: We have to have a balanced  
21 budget, period.

22 COUNCIL PERSON BROOKS: Exactly.

23 MS. HOSKINS: So you can -- I guess, you  
24 can, on paper, say -- put what we're actually funding  
25 versus unfunded versus, you know, approved versus

1 adopted. And we can create a chart for each department  
2 and show, okay, this is what they requested. This is  
3 what was actually funded. This is what is needed to run  
4 the department. We can create a chart like that in the  
5 adopted budget to say exactly what you're saying. But  
6 we are -- ad valorem taxes will support this amount of  
7 positions for this particular fiscal year.

8 COUNCIL PERSON THOMAS: That seems like that  
9 will work.

10 MS. HOSKINS: We can show it that way.

11 COUNCIL PERSON THOMAS: What happens is each  
12 department gets aggressive and goes and gets grant  
13 dollars --

14 MS. HOSKINS: Correct.

15 COUNCIL PERSON THOMAS: -- for these  
16 positions. Then they're able to go ahead and fund them  
17 at that time where it doesn't take any other action --  
18 the positions are there. It just will be funded at that  
19 time.

20 MS. HOSKINS: Everything will have to come  
21 back before you-all for approval.

22 COUNCIL PERSON THOMAS: Okay.

23 MS. HOSKINS: That's what happened last year  
24 with the six police officers where we eliminated but we  
25 received stimulus dollars for because we are eliminating

1 those positions.

2 CHAIRPERSON PARDO: What is -- how much have  
3 we paid out this year? We're at the end of September  
4 now. Through August, how much have we paid out in  
5 overtime for the fire department; and how much are we  
6 expecting to pay next year?

7 MS. HOSKINS: The fire department --

8 CITY MANAGER JONES: What are we saying --

9 CHAIRPERSON PARDO: Overtime right now  
10 because, remember, now there's really unfunded mandates.  
11 The Sheriff made it clear that he is not going to be  
12 patrolling any of the county parks. There's four county  
13 parks in the city. All right? And that's going to  
14 affect our public safety. It's going to affect our  
15 fire, and it's going to affect the police.

16 COUNCIL PERSON THOMAS: That's one of the  
17 reasons why -- that's one of the reasons why I'm  
18 saying --

19 CHAIRPERSON PARDO: Absolutely.

20 COUNCIL PERSON THOMAS: -- don't get rid of  
21 the positions.

22 CHAIRPERSON PARDO: Then with the furloughs  
23 too.

24 Let's see -- where are we with overtime?

25 MS. HOSKINS: For fire, we budgeted four

1 hundred thousand in overtime.

2 CHAIRPERSON PARDO: For next year?

3 MS. HOSKINS: Oh, for next year, it's  
4 three-seventy-five. Three-sixty-five in operations.  
5 Then in rescue, we budgeted a hundred and sixteen  
6 thousand.

7 CHAIRPERSON PARDO: What have we paid out?

8 MS. HOSKINS: In operations, we paid out  
9 three hundred and seventy-six thousand seven-forty-two.  
10 And then, in rescue, we paid out a hundred thousand.

11 CHAIRPERSON PARDO: Okay. And that's  
12 through when?

13 MS. HOSKINS: This is through --

14 CHAIRPERSON PARDO: Through August?

15 MS. HOSKINS: -- the first pay period in  
16 September.

17 CHAIRPERSON PARDO: How much did we budget  
18 for this year?

19 MS. HOSKINS: For this year, we budgeted  
20 one-sixteen in rescue and four hundred thousand in  
21 operations. So we're just under in operations and just  
22 under, like -- we're about twenty-five thousand -- we  
23 have a balance of twenty-five thousand in operations and  
24 have a balance of sixteen thousand in rescue.

25 CHAIRPERSON PARDO: Okay. And we have one

1 pay period left, correct?

2 MS. HOSKINS: Correct.

3 CHAIRPERSON PARDO: And everyone has taken  
4 their furloughs?

5 INTERIM FIRE CHIEF DeLUC: Interim fire  
6 chief. Not everyone yet. But everyone is scheduled to  
7 complete at the end of this month. Everyone will  
8 receive their furlough hours in total.

9 CHAIRPERSON PARDO: Okay. So, with that, I  
10 know, when there's a furlough, then you bring another  
11 person in to cover the furlough guy. So, at the end of  
12 the year, we're still going to -- you think the  
13 twenty-five thousand and the sixteen thousand is going  
14 to cover everything?

15 INTERIM FIRE CHIEF DeLUC: We feel confident  
16 it's going to be right along those numbers. That's  
17 correct.

18 COUNCIL PERSON THOMAS: I just want -- I'm  
19 sorry, Ms. Davis. I just -- you know, we're going into  
20 another year. We got the furlough set. I don't want  
21 anybody to feel like I'm not thinking about parks and  
22 rec or human resources or finance or anybody else, city  
23 managers or whoever else is taking a furlough.

24 But, to me, with our twenty-four-hour  
25 operations, including the utility district as well as

1 our fire and police, I just don't see it making sense to  
2 continue the furloughs in those departments. Let me  
3 tell you why. For what we just said. You're going to  
4 send somebody home and have somebody, you know, to  
5 replace them. When the rest of the city takes their  
6 furlough, we take it one day. Everybody's able to take  
7 it because these are not twenty-four hour. I'm looking  
8 at you; but, I guess, I should be looking at the  
9 manager. These are not twenty-four-hour operations.  
10 All I'm saying does it really make --

11 CHAIR PRO TEM DAVIS: Fiscal --

12 COUNCIL PERSON THOMAS: -- good sense to  
13 continue to do that in our utility district or any  
14 operation that's a twenty-four-hour operation?

15 CHAIRPERSON PARDO: How much are we saving  
16 in rescue and in public safety with the furloughs?

17 CITY MANAGER JONES: Furloughs were  
18 instituted to balance the budget, not to save money. I  
19 understand the sentiment about the twenty-four-hour  
20 operations. But, because they constitute fifty percent  
21 of your budget, you cannot balance a budget without also  
22 including them in the furlough.

23 COUNCIL PERSON THOMAS: Okay. Well, explain  
24 this. If I sent home a person that made whatever  
25 dollars that they made, the person that's coming in is

1 going to be equal or more in value in terms of salary.

2 How is it that you're saving?

3 CITY MANAGER JONES: Furloughs are not  
4 savings.

5 COUNCIL PERSON THOMAS: How is it that  
6 you're balancing?

7 CITY MANAGER JONES: It means that we budget  
8 our overtime just like the example you just said. You  
9 budgeted your overtime, and you made your budget. It  
10 did not cost you any more to furlough because you  
11 budgeted the right amount of overtime.

12 COUNCIL PERSON THOMAS: So why are we --  
13 okay. Let me make sure I understand this properly. I'm  
14 trying to get there right now. If you --

15 CHAIR PRO TEM DAVIS: You didn't understand  
16 it?

17 COUNCIL PERSON THOMAS: I mean, why -- it's  
18 like it's an extra step. If it washes anyway, why are  
19 we doing it, period? If you're saying, hey, listen,  
20 Cedrick, it's washing; it's not costing anything; it's  
21 not losing anything, why are we doing it, period? Why  
22 are we just adding another problem if it doesn't do  
23 anything?

24 CITY MANAGER JONES: It's not creating a  
25 problem. It is balancing the budget.

1 COUNCIL PERSON THOMAS: You're saying --

2 CHAIR PRO TEM DAVIS: Overtime is not  
3 salary.

4 COUNCIL PERSON THOMAS: I know overtime is  
5 not salary. But what -- making our budget in the  
6 overtime -- I mean, why furlough them? If you don't  
7 budget the overtime, why furlough them?

8 CHAIRPERSON PARDO: Right. How much are we  
9 saving on the furloughs, furloughs for police and fire,  
10 fire rescue?

11 CITY MANAGER JONES: You're not saving.  
12 You're meeting your budget that was established.

13 CHAIR PRO TEM DAVIS: You didn't understand  
14 it last time?

15 MS. HOSKINS: We're saving approximately two  
16 hundred thousand dollars.

17 CHAIRPERSON PARDO: Two hundred thousand  
18 dollars?

19 MS. HOSKINS: Right. You reduce the budget  
20 for fire by two hundred thousand dollars for furlough.

21 COUNCIL PERSON THOMAS: By doing the  
22 furlough?

23 MS. HOSKINS: Yes.

24 COUNCIL PERSON THOMAS: What about the  
25 overtime?

1 MS. HOSKINS: We have that budgeted. That's  
2 just a given.

3 COUNCIL PERSON THOMAS: Let me ask you this  
4 question. Why wouldn't you just take the overtime down  
5 and don't mess with --

6 CHAIR PRO TEM DAVIS: Because they won't --

7 COUNCIL PERSON THOMAS: Don't mess with  
8 the--

9 MS. HOSKINS: Because they --

10 COUNCIL PERSON THOMAS: Reduce the overtime  
11 and alleviate the furlough.

12 CITY MANAGER JONES: You're always going to  
13 have overtime in those operations.

14 COUNCIL PERSON THOMAS: I know that  
15 firsthand. But I'm saying --

16 MS. HOSKINS: Overtime, in 2009, they spent  
17 four hundred and six thousand dollars. This is in  
18 operations. And that was -- we didn't have furlough in  
19 '09.

20 COUNCIL PERSON THOMAS: Okay. I can't sit  
21 here and tell you that I'm a hundred percent clear on  
22 this. But I just -- I don't -- it does not make, to me,  
23 to Cedrick Thomas -- I'm just not seeing the need for  
24 these twenty-four -- because you're sending somebody  
25 home; and your bringing somebody in. And you're just

1 paying them from another pool of money. That's still  
2 all of our budget money anyway -- our budgeted money  
3 anyway.

4 MS. HOSKINS: Okay. But the -- okay, the  
5 overtime, okay, I understand what you're saying with  
6 that. But there's still the one day of pay per month.

7 CHAIR PRO TEM DAVIS: Okay. That's the  
8 savings. Okay? It has nothing to do with the overtime  
9 because the overtime is already budgeted for regardless  
10 of whether they have a furlough day or not.

11 COUNCIL PERSON THOMAS: I understand.

12 CHAIR PRO TEM DAVIS: But it's the salary,  
13 the one day per month that everybody is -- that we're  
14 taking from everybody that balances our budget at about  
15 nine hundred -- close to a million dollars. Okay?

16 CHAIRPERSON PARDO: I have a question.  
17 Wasn't there a federal grant a couple of years ago that  
18 some of the municipalities took advantage of where, I  
19 think, the feds were -- the feds gave a grant to hire  
20 public safety for a set number of years? Not police. I  
21 know we took advantage of the police. Wasn't there  
22 something with fire; and, for some reason, we didn't  
23 take advantage of it?

24 INTERIM FIRE CHIEF DeLUC: Madam Chair,  
25 interim fire chief. That's correct. Several years ago

1 fire rescue did apply for a grant, and they did receive  
2 acceptance of that grant. It was for, I believe -- I'm  
3 thinking twelve firefighters at the time. The city  
4 manager at that time had discussions with the chief,  
5 City Manager Wilkins. And Chief Perry, at the time,  
6 decided against it because the projected out budget at  
7 the end of five years would have been nearly a million  
8 dollars to retain those firefighters. And, at the time,  
9 it was decided that that was not a good decision to make  
10 because of the projections at that time at that  
11 discussion. I wasn't part of those. That's what I  
12 understand occurred is that it was decided that the city  
13 could not afford -- at the end of the five years of the  
14 funding of the firefighters, could then burden the  
15 entire cost of those firefighters which was close to a  
16 million, eight-hundred-plus thousand dollars.

17 CHAIRPERSON PARDO: We didn't have to take  
18 all twelve, right?

19 INTERIM FIRE CHIEF DeLUC: I believe there  
20 was discussion with the federal agency at the time. And  
21 I believe we didn't have much of an option to accept  
22 less, but I can't speak specifically on that.

23 CHAIRPERSON PARDO: How long ago was that?  
24 Do you remember?

25 INTERIM FIRE CHIEF DeLUC: '07, '6 -- '6-'7,





1 in that area. Maybe 2005 even. I believe I have the  
2 documents.

3 CHAIRPERSON PARDO: That's fine. Do you  
4 recall if we hired any firefighters after that time?  
5 I'm just curious.

6 INTERIM FIRE CHIEF DeLUC: Yes.. I can say  
7 yes. We probably did.

8 COUNCIL PERSON THOMAS: I thought we lost  
9 firefighters. I thought we --

10 INTERIM FIRE CHIEF DeLUC: Well, I mean,  
11 through attrition, we lost several people. But then we  
12 hired, you know, a few more. I think we have -- in  
13 2008, we probably did the last hire in 2008. So there  
14 was some hiring. I also think there was some attrition,  
15 other people moving to other departments; and we filled  
16 some vacancies. But, yes, there were several that were  
17 hired after.

18 COUNCIL PERSON LOWE: How long did they fund  
19 these positions? That is the important -- that's the  
20 key.

21 INTERIM FIRE CHIEF DeLUC: They funded it --  
22 it was a graduated funding over five years. They paid  
23 the whole cost the first year. Then it filtered down  
24 after the fifth year. Then the city retained --

25 COMMISSIONER LOWE: 2005, they expired now.

1 We'd have twelve more bodies to lay off.

2 INTERIM FIRE CHIEF DeLUC: Yes, sir. That  
3 is correct. That is what the decision that was made  
4 based on that decision. That is right.

5 CHAIR PRO TEM DAVIS: Also one other quick  
6 comment, Madam Chair.

7 CHAIRPERSON PARDO: Uh-huh.

8 CHAIR PRO TEM DAVIS: The -- I know there  
9 have been ongoing discussions with the police chief  
10 concerning the patrols of those parks. I went to the  
11 county commission meeting and spoke against that  
12 because -- I mean, it's just a lot to ask and for the  
13 Sheriff's Department to just make -- unilaterally make  
14 that decision and send us a letter and say you're going  
15 to do it. Have we made any headway as to what is going  
16 to happen with that, Chief Williams?

17 CHIEF WILLIAMS: Clarence Williams, police  
18 chief.

19 Ms. Davis, in terms of headway, yes. But  
20 have we been able to relinquish responsibilities? No.  
21 It seems as though they're not going to do it. They've  
22 made that clear. They're no longer going to patrol.  
23 They're no longer going to be responding to those parks  
24 -- county parks within the municipalities. The  
25 Sheriff's Department's solution to that is to enter into

1 Memorandums of Understanding based on the Mutual Aid  
2 Agreement.

3 CHAIR PRO TEM DAVIS: Are they going to give  
4 us money?

5 CHIEF WILLIAMS: There's no money coming  
6 from the Sheriff's Department. We have been in  
7 discussion with the parks department; and they are  
8 willing to, to the extent they can, bring their park  
9 rules in line with ours in terms of closing and opening  
10 the parks. They're going to continue to fund the park  
11 rangers to have them available there to augment our  
12 patrol efforts.

13 COUNCIL PERSON LOWE: Money for permitting.

14 CHIEF WILLIAMS: They're willing to share  
15 the fees generated from some identifiable permitting.

16 CHAIR PRO TEM DAVIS: Share or give to us?

17 CHIEF WILLIAMS: Well, we haven't hammered  
18 that out. We have a meeting scheduled in the near  
19 future involving our -- with their park, our parks  
20 director, so that we can coordinate what those fees  
21 might look like and how they might come back to us. But  
22 they expressed a clear willingness -- the parks  
23 department expressed a clear willingness to do that.

24 CHAIR PRO TEM DAVIS: Well, you know, I've  
25 heard for years, you know, we've been telling the

1 county, we can't afford to take care of your parks. And  
2 the issue for me is it almost seems like double  
3 taxation, you know, because there are some -- the county  
4 is telling some cities that, you know, roads that they  
5 used to maintain they're not going to maintain anymore.  
6 So what are we paying the county tax dollars for? They  
7 increased their millage rate by almost fifteen percent  
8 last year, but nobody in this community said a word  
9 about it.

10           You know, so here it is they have parks in  
11 our community. And we pay the county our tax dollars.  
12 And I know they don't have any control over the share.  
13 But, you know, they give them our tax dollars. So I  
14 have a real issue with this. I really do.

15           CHAIRPERSON PARDO: I'll just share this  
16 with you. I've had several conversations. I had a  
17 conversation the night of the meeting -- that's why I  
18 didn't go down to the budget meeting -- with  
19 Commissioner Marcus. I spoke with her, again, this  
20 week; and we're meeting next week. And, most likely,  
21 we're bringing you in, Chief. And, you know, be assured  
22 that Commissioner Marcus is all over this. And she's  
23 furious about it. You know, she is the person who's  
24 been fighting to -- you know, for public access to the  
25 water. And we have all of these parks now in Riviera

1 Beach on the water. And, you know, the last thing she  
2 wants is to have these parks go down the drain and have  
3 issues over there. So, you know, I can tell you that.  
4 You know, at least one commissioner. I don't know what  
5 Commission Taylor is doing, but...

6 COUNCIL PERSON THOMAS: Who's patrolling it  
7 now? Because, from what I understand, they don't even  
8 patrol now. Who --

9 CITY MANAGER JONES: Was it August 27th?

10 CHIEF WILLIAMS: August 27th or around there  
11 they ceased patrolling and ceased responding. If you  
12 recall, it is why we brought this issue up at our last  
13 public hearing -- budget public hearing is because --  
14 you know, essentially, it is -- for me, I think it's  
15 become a policy fight as opposed to, you know, a  
16 bureaucratic fight or law enforcement's fight. I don't  
17 think that I could say to citizens I'm not coming.

18 COUNCIL PERSON THOMAS: They aren't really  
19 allowed to do that either. You know, it's -- we have a  
20 lot of citizens that like to get involved. This is some  
21 of the things that, you know, you want to organize and  
22 say, listen, that Sheriff is an elected official also.  
23 And our city -- we have some very great city activists.  
24 This is an issue that we all can stand, you know, one  
25 accord with and say, hey, listen, you must patrol, you

1 know, our city.

2 I mean, we're cutting positions here; and  
3 we're going to have more work now with positions that we  
4 do have left. And that right there, you know, it gives  
5 me some great concern, you know. That means that, you  
6 know, the calls that already may not be answered as fast  
7 as a resident would like will probably, in effect, you  
8 know, give you a longer response time, you know, on some  
9 of those already delayed calls. So I'm just -- I really  
10 want, you know, the citizens to understand the impact of  
11 this.

12 CHAIR PRO TEM DAVIS: He's balancing his  
13 budget on our backs. You know, like --

14 COUNCIL PERSON BROOKS: Has anyone tried  
15 talking to Bradshaw?

16 COUNCIL PERSON THOMAS: Yes. I reached out  
17 to him, personally.

18 COUNCIL PERSON BROOKS: Face to face?

19 COUNCIL PERSON THOMAS: No, over the phone.  
20 Let's just say I have not been able to talk with him.

21 CHAIRPERSON PARDO: He's not even talking to  
22 the commission, the county commission.

23 COUNCIL PERSON THOMAS: I haven't been able  
24 to talk to him. And even some of his lower-management  
25 staff is not really commenting on it. But he is an

1 elected person. That means that he works for the  
2 citizens of Palm Beach County, and Riviera Beach is Palm  
3 Beach County. You know, we have a number of individuals  
4 who are engaged. And this is the time that you should  
5 say, hey, look, you know, don't do our city like that,  
6 you know; or you'll be hearing from us.

7 CHAIRPERSON PARDO: So, you know, we just  
8 talked about overtime. If this goes through, can you  
9 imagine what the overtime is going to be like for fire  
10 and for police. You know, it really is. It's going to  
11 be huge. You know, we have new stuff going on on the  
12 east side of town, you know. The -- those Marriott  
13 timeshares are bringing more and more people in. And  
14 the Hilton, the Resort. They're going to start building  
15 the hotel at the Ocean Mall. There's more people at the  
16 Ocean Mall. Really, especially on the weekends and the  
17 holidays, we've seen it before, it's going to be very  
18 taxing on us. So, you know, I'm hoping that we're  
19 taking all of that into consideration when we talk about  
20 overtime and furloughing.

21 COUNCIL PERSON THOMAS: What is it that we  
22 need -- that you need us to do, Chief, in order to make  
23 this get a little smoother? What is it that the  
24 policies -- that you feel like at a policy level -- what  
25 do the policymakers need to do, in your opinion?

1 CHIEF WILLIAMS: It's all about funding.  
2 For example, with the Sheriff patrolling the parks and  
3 responding to calls for service and my best barometer is  
4 holidays, it still costs us about eight thousand dollars  
5 a holiday to assist them with those parks during the  
6 peak holiday activities. I know, Madam Chair, you  
7 recall the Memorial Day --

8 CHAIRPERSON PARDO: It was a nightmare.

9 CHIEF WILLIAMS: -- at Ocean Reef Park and  
10 the issues that we had there. And we had overtime folk  
11 out for two shifts. Historically, historically, the  
12 marine unit, the horse unit and the parks unit were a  
13 separate entity under the parks and recs division of the  
14 county. About fifteen or plus years ago, the Sheriff  
15 then absorbed those into his operation; and he brought  
16 along with it the budget from that department to augment  
17 that. So now he's eliminating that; and it was a budget  
18 that was -- that had, at one point, been earmarked for  
19 those particular activities.

20 At the commission meeting I talked about, at  
21 a minimum, for us to just deal with the holidays -- and  
22 we just advanced a figure of two hundred thousand  
23 dollars for us to handle it. And we would probably do  
24 it with overtime would be the way because -- and we just  
25 had a meeting with the State Attorney because I was

1 fearful of -- they say we have the ability to enforce,  
2 but I wasn't quite sure. And so we met with the State  
3 Attorney's Office. They said, no, you don't, not until  
4 there's a memorandum of understanding; and we don't have  
5 a memorandum of understanding.

6 CHAIR PRO TEM DAVIS: There's also the  
7 liability issue.

8 CHIEF WILLIAMS: If there's a homicide over  
9 there, if there's an automobile accident over there, if  
10 somebody gets robbed over there, if somebody's car is  
11 stolen over there in Phil Foster or Ocean Reef, you  
12 know, who's responsible? The Sheriff is saying, well,  
13 municipalities, you are. And I'm not so certain that we  
14 have the ability. And I know we don't until we have the  
15 MOU. We're treading lightly, but county agencies that  
16 are impacted by this are all engaged.

17 CHAIR PRO TEM DAVIS: Madam Chair?

18 CHAIRPERSON PARDO: Yes.

19 CHAIR PRO TEM DAVIS: From the liability  
20 standpoint, if one of our officers -- if there's  
21 something that's going on over there and somebody's  
22 shooting or something, you know, and our officer gets  
23 shot on county property or we shoot somebody, who's --  
24 and the family sues, who do they sue?

25 COUNCIL PERSON THOMAS: Everybody.

1 CHAIR PRO TEM DAVIS: Everybody in the  
2 house, right?

3 COUNCIL PERSON THOMAS: The bushes, the  
4 trees, everybody.

5 CHAIR PRO TEM DAVIS: Now, you tell me.  
6 What kind of sense does it make if we're doing the work  
7 to share anything with the county, any of the proceeds  
8 from tickets or citations, whatever? Why would we want  
9 to do that? It makes no sense.

10 COUNCIL PERSON THOMAS: Well, I think that  
11 -- seeing that we don't have a Memorandum of  
12 Understanding, that something is bound to happen over  
13 these upcoming holidays or even the next couple Sundays  
14 or whenever it gets live over there; and somebody's  
15 going to have to respond to those parks. At this point,  
16 I guess, we're going to be forced to respond because  
17 they are in our city. But, if we don't really have the  
18 authority to enforce, you know, the statutes or even the  
19 municipal violations, then what do we actually do, you  
20 know?

21 CHIEF WILLIAMS: We -- the authority -- I  
22 guess, the point I was trying to make, the authority  
23 hasn't been memorialized. So I don't have the piece of  
24 paper in hand. I have the discussions with the State  
25 Attorney's Office and with the representative from the

1 Sheriff's Office, yes, we're no longer responding. It's  
2 your responsibility now. State Attorney saying, yes, we  
3 understand that; but someone should have told us. And  
4 we just need to know who is going to be responsible.  
5 And, if it's going to be the city, now we recognize  
6 that. But we still need to formalize that, and that  
7 hasn't happened. It is in the cue, but it hasn't  
8 happened yet. So all those scenarios that you're  
9 talking about, if they occur while we're in the cue and  
10 waiting on the formal document that hasn't even been  
11 reviewed by our legal yet -- I mean, I guess law  
12 enforcement will do what law enforcement does. If  
13 there's a -- if there's a situation in the parks, I  
14 mean, we have to go. If there's a felony committed, we  
15 have to take action and sort it out. You know, this  
16 process should be as seamless as possible for our  
17 residents.

18 COUNCIL PERSON THOMAS: Has dispatching been  
19 cleared up?

20 CHIEF WILLIAMS: Many of the dispatching  
21 issues have been cleared up. The two parks that are  
22 affecting us are Phil Foster and Ocean Reef.

23 COUNCIL PERSON THOMAS: What about the one  
24 on Broadway?

25 CHIEF WILLIAMS: Well, yeah. I'm sorry. I

1 forgot about that one. The boat launch, that one is  
2 too. Phil Foster is a twenty-four-hour one. Ocean Reef  
3 closes at dusk, and also the boat launch at 1800  
4 Broadway closes at dusk. But those three entities --

5 CHAIR PRO TEM DAVIS: What about Peanut  
6 Island?

7 CHIEF WILLIAMS: Peanut Island is in  
8 unincorporated Palm Beach County, and we don't have  
9 response -- first response requirements for there.

10 COUNCIL PERSON THOMAS: Are we bringing Phil  
11 Foster to our hours of operation? So are we going to  
12 say that Phil Foster is going to close at some time?

13 CHIEF WILLIAMS: That's part of the  
14 discussions that we're going to be having with their  
15 parks person and our parks professionals. You know, I  
16 don't know what time parks should close.

17 COUNCIL PERSON THOMAS: That's another  
18 policy decision?

19 CHIEF WILLIAMS: Yeah. I might close them  
20 at noon. That would make it easy for me. But Mr.  
21 Williams has made himself available so I have the  
22 experts there. And they're willing to do that. They're  
23 willing to meet us there.

24 You know, the parks department, I can't say  
25 enough about them and their response to this. And

1 they're sort of in the middle. You know, they're the  
2 property owners; and they want to have a quality product  
3 out there. And everybody does. But there's a reason  
4 that those parks are safe; and they were safe because,  
5 you know, there was a high law enforcement presence --  
6 there are a consistent law enforcement presence there.  
7 If you just simply pull that away without filling that  
8 void, it won't take long before something happens that  
9 none of us want to happen.

10 COUNCIL PERSON THOMAS: Or people won't  
11 utilize the park fearing for their safety.

12 CHIEF WILLIAMS: The quality of life  
13 enjoyment of the park, you know, may suffer. What we're  
14 trying to do is make certain that that doesn't happen.  
15 That's our goal.

16 CHAIRPERSON PARDO: Okay. All right. We  
17 had one public comment card. Chuck Lupo.

18 MR. LUPPO: Thank you, Madam Chair, and  
19 council. Chuck Lupo, Professional  
20 Firefighters/Paramedics, Palm Beach County. Represent  
21 the firefighters here in Riviera Beach.

22 Been before you many times. Last time I  
23 came before you, I promised -- gave a commitment to you  
24 that we would work with you and the fire chief in order  
25 to resolve the issues with the budget. Contrary to what

1 was said here tonight, we did do that. We did that very  
2 thing. We've identified items. And we have an  
3 agreement prepared for ratification. But what I'm  
4 hearing here tonight kind of disturbs me. One being  
5 that it went from six positions that we were attempting  
6 to save. We were able to save five, and we had one left  
7 over.

8           The comment I gave Ms. Jones after the last  
9 budget hearing was that one position, understand, if you  
10 eliminate it, you're going to be paying one and a half  
11 times to cover it. Meaning, you're going to be paying  
12 the overtime to cover the position. It's much easier  
13 and better for you, on a budgetary and a management  
14 position, to continue that position until the funding  
15 runs out. Then you lay the person off. To lay them off  
16 in advance, you're creating the same situation you've  
17 done with the furloughs. You're right on target.  
18 You're trying to save a dollar, and you're spending a  
19 dollar and a half to save that dollar. Doesn't make  
20 good business sense. I think we presented a very good  
21 argument for that in the arbitration.

22           One of the questions I do have real quickly  
23 is what were the number of budgeted positions for the  
24 fire department for the current year? What are the  
25 number of positions going into the next fiscal year?

1 And then are we backfilling the individual that was  
 2 terminated a month ago, and are we backfilling the  
 3 chief's position that left less than fifteen days ago?  
 4 Those are questions that I'd like to see you hear the  
 5 answers to tonight because those two positions are  
 6 people that have already gone.

7           That's what I'm trying to get the point  
 8 across is we've lost one firefighter that was  
 9 terminated, and we've lost a very well respected and  
 10 honorable fire chief who's being replaced with another  
 11 gentleman that's just as much honorable. And I know  
 12 that, even as early as tonight in the back of the room  
 13 before the meeting started, we discussed everything.  
 14 And it was assured to me that everything would be taken  
 15 care of, and I wouldn't have to come before you and  
 16 speak. And, obviously, that didn't happen because we  
 17 have two firefighters being eliminated in the budget.

18           I don't think you really understand the  
 19 staffing. Just to give you quickly how the general  
 20 population of fire service out there, they project their  
 21 saving. Most departments use a coverage factor, what we  
 22 call coverage factor. Your current staffing is  
 23 eighteen. It would take one point four five people to  
 24 fill those eighteen positions with Kelly days,  
 25 vacations, sick time, workman's comp, suspensions,

1 whatever is out there. So, in your case, you take those  
2 eighteen positions, you end up with fifty-four people  
3 that you need every day to fill those seats. And then  
4 you times that by the one point four five, which is an  
5 accepted coverage factor, and you end up with  
6 seventy-eight point two people in the streets, not in an  
7 office or anywhere else or inspectors or anything else  
8 on the -- on the actual units running the calls. And I  
9 don't believe you have that. That's why you're in the  
10 position of having to pay the overtime that you do.

11 CHAIRPERSON PARDO: Okay.

12 MR. LUPO: Thank you.

13 CHAIRPERSON PARDO: We'll get the answers.

14 Thank you.

15 By the way, Chief, congratulations on your  
16 promotion.

17 MR. LUPO: Thank you.

18 COUNCIL PERSON THOMAS: Oh, he was promoted?

19 CHAIRPERSON PARDO: He's now battalion  
20 chief.

21 COUNCIL PERSON THOMAS: Do we have any of  
22 those answers? I mean, are we allowing with that  
23 particular thinking? What's the case with that?

24 CITY MANAGER JONES: I'm not sure. I think  
25 the vacant position that's given up, is that the most

1 recent vacancy? The one vacant position. Remember, he  
2 said somebody left recently. That's the position that's  
3 on there.

4 CHAIRPERSON PARDO: Those guys --

5 CITY MANAGER JONES: Pardon? That was the  
6 position that was given up. With the chief's position,  
7 part of his money now is going to the interim chief.  
8 That position will be advertised and filled. To balance  
9 the budget, we needed to keep that position open for at  
10 least two to three months.

11 COUNCIL PERSON THOMAS: Wait a minute. Hold  
12 on one second. Ms. Jones, let me just say this. How is  
13 it that -- suppose the -- suppose the chief would have  
14 never left, how is it that you can utilize that money to  
15 balance the budget? If the chief would have said, I'm  
16 not taking this buyout, we wouldn't have offered the  
17 buyout and he wouldn't have left, how would we have  
18 balanced the budget?

19 COUNCIL PERSON BROOKS: I think that whole  
20 purpose of the buyout was so that we could balance the  
21 budget.

22 COUNCIL PERSON THOMAS: You can't roll the  
23 dice like that. You can't say I'm balancing the budget  
24 based on a certain number of people leaving.

25 CHAIR PRO TEM DAVIS: Yes, you can.

1 COUNCIL PERSON THOMAS: Hold on. Wait a  
2 minute. Let me finish.

3 If nobody decided to take that particular  
4 buyout, then what would you have done?

5 CITY MANAGER JONES: The budget that you  
6 received that you heard last week we would have had to  
7 cut even deeper. Fortunately, people did leave. And so  
8 that was taken into consideration into the document that  
9 you have.

10 COUNCIL PERSON THOMAS: So, in your thought  
11 process, you just said we're going to leave the position  
12 open for three months to, I guess, make up some of  
13 the --

14 CITY MANAGER JONES: Attrition dollars,  
15 those dollars you're not spending.

16 COUNCIL PERSON THOMAS: What are you going  
17 to do with those dollars now?

18 CITY MANAGER JONES: They're helping -- that  
19 reduction helps balance that department's budget.

20 COUNCIL PERSON THOMAS: In the third month  
21 when you do hire the chief, then what happens then?

22 CITY MANAGER JONES: It's fully budgeted for  
23 the rest of the year. It's fully budgeted for the  
24 remainder of the year.

25 COUNCIL PERSON THOMAS: Okay.

1 CITY MANAGER JONES: So whether somebody  
2 comes in --

3 COUNCIL PERSON THOMAS: I have a right to  
4 get some clarification on this.

5 So you didn't budget the fire chief's budget  
6 -- you didn't budget the fire chief's salary for the  
7 first three months of the new year?

8 CITY MANAGER JONES: Of the new year,  
9 uh-huh.

10 CHAIR PRO TEM DAVIS: That's a savings.

11 COUNCIL PERSON THOMAS: Understood. I don't  
12 agree with it. But, I mean, I --

13 CITY MANAGER JONES: All of the department  
14 heads that left, that was done for every one of those  
15 positions.

16 COUNCIL PERSON THOMAS: Every department  
17 head is three months?

18 CITY MANAGER JONES: Three months' savings.

19 COUNCIL PERSON THOMAS: Okay. So let me ask  
20 you this. Those people who are going to be stepping up  
21 in those positions, then how were you going to  
22 compensate them?

23 CITY MANAGER JONES: That was figured into  
24 all of that. The percentage -- whatever they got  
25 serving in the interim was figured into that value of

1 the position. That's why, in some cases, it has to be  
2 three months instead of two because one month's worth of  
3 salary is being paid to the interim.

4 COUNCIL PERSON BROOKS: It's just strategic  
5 planning that --

6 CITY MANAGER JONES: It's the savings in  
7 that position.

8 COUNCIL PERSON BROOKS: Let me get back,  
9 Madam Chair, about the fire position. You had mentioned  
10 that there are enough funds that we could carry this  
11 person for three months into this year. Could we not do  
12 that?

13 CITY MANAGER JONES: We can -- they're  
14 continuing to work. That was a conversation we had  
15 today, as late as today --

16 COUNCIL PERSON BROOKS: Uh-huh.

17 CITY MANAGER JONES: -- about being able to  
18 find monies to carry it at least for three months.

19 COUNCIL PERSON BROOKS: Okay.

20 CITY MANAGER JONES: We couldn't find a full  
21 twelve, but we could find three months if they did some  
22 adjustments in some other parts of the budget. That's  
23 why I say we were still working on it as late as today.

24 COUNCIL PERSON BROOKS: I want us to --  
25 Madam Chair?

1 CHAIRPERSON PARDO: Yes, please. Go ahead.

2 COUNCIL PERSON BROOKS: Ms. Jones, I know  
3 that I read or heard someplace that there are stimulus  
4 money now earmarked or just for fire and police.  
5 Knowing that cities have been placed with this burden of  
6 having to relieve officers and fireman, that these  
7 monies are now available. I really want us to have  
8 priority in seeking those funds or determining if, in  
9 fact, what money is there. I believe it's to continue  
10 way into 2011.

11 CITY MANAGER JONES: Right. It's a -- the  
12 programs that I'm aware of -- and it's probably the one  
13 that you heard -- that there -- will receive  
14 applications, again, for grants for funding of those  
15 basic positions. And we are steadily in the public  
16 safety side --

17 COUNCIL PERSON BROOKS: This drives to the  
18 point that --

19 CITY MANAGER JONES: -- applying for those  
20 grants.

21 COUNCIL PERSON BROOKS: -- Mr. Thomas was  
22 trying to get everyone to see that we need to show that  
23 these are positions that we need but are not funded so  
24 that, when we apply for the grant, we can show, yes, we  
25 lost these positions; but we do need these positions in

1 order for us to operate at one hundred percent  
2 performance.

3 CITY MANAGER JONES: That's why I said we  
4 can show it as an unfunded rather than eliminating.

5 COUNCIL PERSON BROOKS: That's what we  
6 should do, really.

7 COUNCIL PRO TEM DAVIS: It really didn't  
8 have anything to do with the budget. It's just a page  
9 that we put in there that says, these are the number of  
10 positions that we need.

11 And also, Chief, are we planning -- were you  
12 ever planning, Chief Williams, to fill the police  
13 lieutenant; or is that a position that you feel that you  
14 can do without.

15 CHIEF WILLIAMS: As part of, you know, our  
16 consideration we had not planned to fund it.

17 CHAIR PRO TEM DAVIS: And you feel that you  
18 can do without that position is what I'm asking? I'm  
19 just asking a question. I mean, you know, if we're  
20 going to do it for fire, we need to do it for you too.

21 CHIEF WILLIAMS: You know, it's going to be  
22 difficult, you know, for us to do without any positions.  
23 The impact is that severe.

24 CHAIR PRO TEM DAVIS: That's all I'm saying,  
25 you know.

1           CHAIRPERSON PARDO: All right. I have --  
2 one second. I have a question. Ms. Jones, you made a  
3 comment about the fire chief position, that we're  
4 getting ready to go out and do a search. Do we ever  
5 look at -- you know, do we ever start in-house,  
6 advertise in-house and, you know, see if we have talents  
7 here before we go out and invite someone else to come  
8 in, someone outside the city to come in? And I think we  
9 -- we mentioned this at the water -- at the utility  
10 meeting a week or so ago.

11           COUNCIL PERSON THOMAS: That's going to cost  
12 us money too, right?

13           CHAIRPERSON PARDO: Absolutely. You know,  
14 we have a lot of very fine --

15           COUNCIL PERSON THOMAS: Okay. No problem.  
16 I'm just asking a question. I'm just basically saying,  
17 you know, why can't we say, okay, listen, we have an  
18 assistant chief that's been here.

19           CHAIRPERSON PARDO: Right.

20           COUNCIL PERSON THOMAS: He's the interim  
21 chief. He's the chief. Advertise for the assistant  
22 chief if you want to. I mean --

23           CHAIRPERSON PARDO: Or seek someone  
24 in-house.

25           COUNCIL PERSON THOMAS: I think we should.

1 I mean, we -- I think that we should. You're saying  
2 that, legally, we can't just say we are promoting from  
3 within?

4 CHAIRPERSON PARDO: No, no.

5 COUNCIL PERSON THOMAS: We can say that, you  
6 know, it's not a legal issue that we have to advertise  
7 it?

8 CITY MANAGER JONES: You have to advertise a  
9 position at some point. It doesn't say where. So  
10 people --

11 CHAIRPERSON PARDO: You can advertise  
12 in-house though, in-house. You don't have to go out.

13 COUNCIL PERSON THOMAS: I don't want to be  
14 mistaken for trying to do the city manager's job. But  
15 what I want to ask is -- I mean, is that something that  
16 you're not comfortable with doing? You'd just rather go  
17 out? Because I -- let me just put in my opinion. I'm a  
18 policymaker. Buy I think that -- you know, that we --  
19 that we have the capability right here inside of the  
20 fire department to fulfill whatever we need. But that's  
21 just my point of view.

22 CHAIRPERSON PARDO: I happen to agree with  
23 you.

24 COUNCIL PERSON BROOKS: I happen to give my  
25 point of view.

1                   COMMISSIONER LOWE: What if we wanted a  
2 lieutenant's --

3                   COUNCIL PERSON BROOKS: I've been in  
4 administration. I've worked in government. And I tell  
5 you you should have that flexibility of going out so you  
6 can look to see what's within your staff that can be  
7 promoted out. But you really need to explore what's out  
8 there and not overlook, you know, persons that do have  
9 the competency and the capabilities within the  
10 organization, but then just open it up so that you have  
11 a choice.

12                   You interview and see what's going to be the  
13 best fit because I tell you, the state government is in  
14 a mess right now because they promoted sometime within;  
15 and the person didn't have the administrative  
16 capabilities or the supervisory capabilities. And,  
17 without that, a promotion and you don't have those  
18 skills for moving from delivering service to becoming an  
19 administrator can create a lot of havoc. But we never  
20 overlook who we have in-house. But you certainly should  
21 have that, as the city manager, to make the decision as  
22 to who you're going to hire.

23                   CITY MANAGER JONES: There is no legal  
24 position as to saying that you have to advertise  
25 outside. I have not and had not entertained until I got

1 through with the budget whether I was advertising  
2 in-house or out-house. And I hadn't decided that. I  
3 know I had three months of savings I needed to get to.

4 Can you do it? Yes, you can do it. Even if  
5 you advertise externally, that never prevents people  
6 inside from applying and getting the job. What it does  
7 is gives you an opportunity to see the skill sets that  
8 are out there that can take you to the next level as to  
9 where you want to be. But I had not made a decision. I  
10 mean, I was getting through the budget before I even  
11 thought about filling any of those. So no decision has  
12 been made on those.

13 COUNCIL PERSON THOMAS: Okay. Does it cost  
14 us money to advertise outside?

15 CITY MANAGER JONES: You're going to add in  
16 publications with organizations. It's costing you less  
17 now because most of them are putting them on web sites.  
18 It's not like they're printing publications anymore.  
19 They just put them on their basic web site. But there  
20 is some cost to advertise a position.

21 COUNCIL PERSON THOMAS: Well, you know, I  
22 just want to make my position, you know, clear on this  
23 for all of our positions because we have several interim  
24 positions that we have now. I would like to see, you  
25 know, that person who's been there, you know, five, ten,

1 fifteen years, you know, have the ability to be able to,  
2 you know, get, you know, to the top of the food chain,  
3 you know.

4 And -- you know, that's -- I'm not saying  
5 that's a policy decision that I think we should make.  
6 But I do want you to know how I feel, you know, about it  
7 when you're making your decision on that. If we don't  
8 reward the people who have put in all these years here,  
9 you know, and have maintained our level of service for  
10 all of our positions. You know, I don't think that  
11 anybody could come in and do a much better job than they  
12 already have.

13 And, remember, now, we keep these people as  
14 interim. I remember, on Wednesday night, we were  
15 talking to Scott about being the interim. And I  
16 remember saying to myself -- I remember saying, do not  
17 do this. Do not make this particular staff person the  
18 interim director. Don't do it. I think I may be the  
19 only one who said, don't do it. I don't think you  
20 should do it. And I remember saying that. And, on  
21 Wednesday night, I also remember saying, hey, you did a  
22 great job as the interim. You know, I wish you would  
23 have even applied.

24 Now, we have a great CRA director, you know.  
25 But that guy held -- you know, held the steering wheel a

1 while. If they can do it in an interim level -- and I'm  
2 going to speak about this particular interim chief that  
3 we have here right now. If he can do it at the interim  
4 level, then, you know, why -- why not give him the  
5 opportunity to be. That's your decision. But I just --  
6 you know -- and I'm not stopping anybody from who wants  
7 to apply. I just would like to see it come from within.  
8 That's just me. That's just me.

9 CHAIR PRO TEM DAVIS: You know, Jeff  
10 Williams stayed for, gosh, years. We had the vacant  
11 director.

12 COUNCIL PERSON THOMAS: We have a lot of  
13 interim positions that go on for a while. And that's  
14 all I'm saying. I don't get the purpose of it --

15 CHAIRPERSON PARDO: Anything else on fire  
16 and police?

17 All right. I have a question with public  
18 works. At the CRA meeting last night, we discussed --  
19 as a matter of fact, we put in our budget to hire  
20 someone to maintain Ocean -- the Ocean Mall.

21 CITY MANAGER JONES: Public works is what  
22 you said. Do you mean parks?

23 CHAIRPERSON PARDO: Parks. I thought public  
24 works maintained, you know -- does parks -- you guys mow  
25 the grass and pick up the trash too?

1 All right. So I'm just questioning, in your  
2 budget, are you -- did you allocate money toward the  
3 Ocean Mall? And, if so, how much? How many workers?

4 MR. WILLIAMS: John Williams, parks and rec.  
5 No, we didn't. I was given directions that it was going  
6 to be put in the CRA's budget.

7 CHAIRPERSON PARDO: What about Bicentennial  
8 Park?

9 MR. WILLIAMS: Same thing. We were given  
10 directions that it was probably going be in the CRA.  
11 But we did do a budget just in case.

12 CHAIRPERSON PARDO: For both parks --

13 MR. WILLIAMS: Yes.

14 CHAIRPERSON PARDO: -- or just Bicentennial?

15 MR. WILLIAMS: Both parks.

16 CHAIRPERSON PARDO: Do you recall how much  
17 you had for Bicentennial and Ocean Mall, as a matter of  
18 fact, if you have that?

19 MR. WILLIAMS: Well, we scheduled a crew and  
20 a half for Bicentennial Park and municipal beach. And  
21 the municipal beach, it's going to go from -- it's going  
22 to be, like, a seven-day operation because it's, like,  
23 with the lifeguards, you know, it is a seven-day  
24 operation.

25 CHAIRPERSON PARDO: Agreed.

1 MR. WILLIAMS: So, with that in mind, I  
2 think that's, like, a hundred and forty-nine thousand.

3 CHAIRPERSON PARDO: Okay. All right.  
4 What about Bicentennial Park?

5 MR. WILLIAMS: That's included.

6 CHAIRPERSON PARDO: Oh, including?

7 MR. WILLIAMS: Yes.

8 CHAIRPERSON PARDO: Okay. Okay. And --  
9 okay. And you will be losing two vacant positions and  
10 then taking someone to a part-time position, correct?  
11 And that's it with your staff?

12 MR. WILLIAMS: I'm not sure what you're  
13 asking.

14 CHAIRPERSON PARDO: You're losing  
15 two part-time positions in parks and rec, correct? And  
16 then a --

17 MR. WILLIAMS: Yes. Losing the accounting  
18 clerk and a part-time position, yes.

19 CHAIRPERSON PARDO: All right. That's all.  
20 Thank you.

21 Anything else for Mr. Williams?

22 The people that are being laid off, they'll  
23 be laid off effective October 1st; or their last day  
24 will be September 30th?

25 CITY MANAGER JONES: Their last day will be

1 September 30th for those individuals that have been  
2 identified. We have gone through the bumping and  
3 layoffs scenario. And only two people will go out the  
4 door, and one of them was a decision that they made.

5 CHAIRPERSON PARDO: Out of all of these  
6 people?

7 CITY MANAGER JONES: Out of all of these  
8 people.

9 CHAIRPERSON PARDO: All right. Which two --  
10 which two departments are leaving?

11 CITY MANAGER JONES: One, the painter in  
12 public works. And what's the other? One, the  
13 maintenance worker in public works. There was not a  
14 position that they could bump down into within  
15 organization.

16 CHAIR PRO TEM DAVIS: The maintenance  
17 mechanic or the maintenance --

18 CITY MANAGER JONES: Auto mechanic, auto  
19 body mechanic.

20 CHAIR PRO TEM DAVIS: Okay.

21 CHAIRPERSON PARDO: So those two guys are  
22 leaving. Okay.

23 What about the assistant city manager?

24 CITY MANAGER JONES: That would be a  
25 position -- that individual would be leaving.

1 CHAIRPERSON PARDO: All right. So there's  
2 three people leaving?

3 CITY MANAGER JONES: Yes.

4 COUNCIL PERSON THOMAS: What was the  
5 consideration of that individual going over to the  
6 utility district?

7 CITY MANAGER JONES: That person, as  
8 directed in the utility district, will get an interview  
9 for that position.

10 CHAIRPERSON PARDO: Prior to being let go on  
11 September 30th?

12 CITY MANAGER JONES: I don't understand what  
13 the question -- what you're trying to --

14 CHAIRPERSON PARDO: I'm just asking. Is  
15 that person -- is that assistant city manager going to  
16 be interviewed for the position --

17 CITY MANAGER JONES: As a part of the  
18 interview process, but the candidates that applied.

19 CHAIRPERSON PARDO: Okay. So will those  
20 interviews take place prior to September 30th?

21 CITY MANAGER JONES: No.

22 CHAIRPERSON PARDO: Okay.

23 COUNCIL PERSON THOMAS: Let me ask this  
24 question. As this Board sits as the utility district,  
25 that particular organization, that organization flows

1 through you? Through the city manager? Or has that  
2 just been the practice?

3 CITY MANAGER JONES: When I arrived, you  
4 placed it specifically under the city manager. Prior  
5 to, the director reported directly to the Board.

6 CHAIR PRO TEM DAVIS: That's not the case.  
7 I mean, that was always assumed that he reported to the  
8 Board because that's just the way it worked. But it was  
9 never an organization chart where he reported directly  
10 to the Board. He was -- had always been under the city  
11 manager. And we just made it official just to eliminate  
12 the doubt.

13 COUNCIL PERSON THOMAS: But what I'm saying  
14 is -- and I don't know if this is a question for the  
15 attorney for not -- since that is its own entity, has it  
16 just been the practice of this Board to utilize the city  
17 manager for that; or does that own entity, as we sit as  
18 a whole other Board, does that entity have a structure  
19 in which they should have a director there?

20 MS. JOHNSON: The city -- the way that I  
21 understand, the city manager is over the utilities  
22 district even though you're a separate Board. And the  
23 director of that district reports to the city manager.

24 COUNCIL PERSON THOMAS: Okay. You know, I  
25 don't know the appropriate way to, you know, really look

1 at this. And I'll take, you know, some time over the  
2 next day or so to talk with you about it. But I'll take  
3 some time over the next day or so to talk with you about  
4 it on my feelings about this.

5 COUNCIL PERSON BROOKS: Madam Chair, I just  
6 need to make a comment. I just want all of us to be  
7 mindful that we are policymakers, and we've got to tread  
8 very cautiously when we try to micromanage. And we  
9 certainly need to respect the city manager and what her  
10 recommendations and decisions are and just allow her to  
11 manage the city. And she should not be feel -- I'm not  
12 saying that she does. I'm just putting myself in her  
13 position -- that you want to feel that this counsel will  
14 respect her recommendations and will respect her  
15 positions. And we should not put her in a position that  
16 she has to defend what her positions are. She can  
17 explain, document, substantiate; but she should not have  
18 to be defensive about what her decisions are. And I  
19 just hope that we will respect that.

20 CHAIRPERSON PARDO: Okay.

21 COUNCIL PERSON BROOKS: Those are my  
22 comments.

23 CHAIRPERSON PARDO: All right. Thank you.

24 Well, again, I said it at the last meeting.  
25 I'll say it, again. With our office, with the

1 legislative office, I'm really disappointed with -- I  
2 still believe that additional cuts should have been  
3 made, could have been made. And, you know, I still  
4 believe -- you know, when you're -- when you look at the  
5 city attorney's office, when you're cutting a -- what is  
6 she called? A legal secretary from full time to part  
7 time, that office is so busy. You know, I have a  
8 problem with that.

9           And then downstairs, there's three people in  
10 that office, three full-time people. You know, I have a  
11 serious problem with that. And, you know, the cuts -- I  
12 know Ms. Davis personally took a cut. I, personally,  
13 you know, have done things to, you know, save money.  
14 And, you know, you have employees taking furloughs. I  
15 just -- I just have a problem with it. I still think  
16 that's -- you know, for a legislative office when you  
17 have five people -- well, including the mayor there's  
18 six of us. We are not there full time. I still think  
19 it's a lot.

20           CHAIR PRO TEM DAVIS: Madam Chair?

21           CHAIRPERSON PARDO: Yeah.

22           CHAIR PRO TEM DAVIS: I just really think  
23 that's unfair to put people on the spot. I said what I  
24 said because that was a decision that I made. It was  
25 not to make anybody else feel like they had to do

1 anything. So -- because that is your salary. That is  
2 your benefits. You do whatever you feel that you need  
3 to do with them. And God has just blessed me that I am  
4 capable of doing what I did. And I'm not asking anybody  
5 to do it or follow in my foot steps so...

6 CHAIRPERSON PARDO: Well, you know --

7 CHAIR PRO TEM DAVIS: I'm not finished. I'm  
8 not debating what you're saying, you know, as to how you  
9 feel about it. But, you know, as far as the legislative  
10 staff, we've been at that for, gosh, three years. It  
11 has not been resolved. I think that -- I offered,  
12 through the city manager, since I have a lot more time  
13 now, not to try to dictate anything to anybody or try to  
14 take -- tell anybody, no, you can't do something for a  
15 counsel member or anything like that -- but just to help  
16 in organizing. And I asked the city manager to, you  
17 know, ask each of you if you had a problem with that.  
18 And being that I have not heard anything from you, I  
19 assume you do. So, you know, I did it --

20 COUNCIL PERSON THOMAS: I don't have a  
21 problem with that.

22 CHAIR PRO TEM DAVIS: Okay. Well, maybe  
23 that's a decision we can make right here tonight. I  
24 don't know. But, you know, again, that's not to put you  
25 on the spot publically or whatever. But I just felt

1 that, you know, being that I am here a lot more than I  
2 used to be, I would also like to teach some skills, if  
3 -- you know, if that's okay because I believe the skill  
4 level should be a little higher standard. So -- you  
5 know, I -- and, as far as a decision on them, it's very  
6 clear to me that a decision is not going to be made on  
7 it. And I just suggest we move on.

8 CHAIRPERSON PARDO: I just want to say  
9 something. I wasn't looking at anyone's salary, you  
10 know, anyone up here to do anything. I was looking at  
11 maybe travel. I was looking at the slush fund that each  
12 of the council people have. I was looking at maybe  
13 supplies. I was looking at there's a -- an item -- a  
14 line item for -- I believe it was travel for staff. You  
15 know, that's what I was looking at.

16 And, Ms. Davis, if you want to do it, yeah,  
17 I'm all in favor of it. And one thing that I -- I think  
18 should happen time management. Time management. You  
19 know, I'm to the point now -- and staff knows. You  
20 know, I ask for something, and I wait and wait. And I  
21 don't have time to wait, you know. And it's to the  
22 point where, you know, I do so much myself. So why --  
23 you know, so my feeling is why have someone? Why have  
24 someone?

25 COUNCIL PERSON BROOKS: Madam Chair?

1 CHAIRPERSON PARDO: Yes.

2 COUNCIL PERSON BROOKS: What I would like to  
3 see for Ms. Davis to consider, if what you have seen as  
4 certain areas within that department that need to be  
5 restructured, that you could recommend to the person in  
6 charge of the staff that those areas be looked at. And  
7 where you and the city manager could maybe come together  
8 with a plan. Because, again, we don't want to make it  
9 appear that we're trying to micromanage or take over the  
10 operations of any department.

11 I know we all feel at times that maybe  
12 things could function a little bit better in certain  
13 areas. And we could certainly reduce to writing what we  
14 would like to see happen. Any one of us could do that,  
15 or all five of us could do that. Say this is what we  
16 would like to see happen that we believe will help with  
17 the better functioning of the agency.

18 You know, I usually go directly to the staff  
19 person. I might tell Miriam, well, why don't we try it  
20 this way or that way. And I always say, look, I know  
21 you're quite busy. Let me know when is the best time to  
22 call. But I agree that there needs -- we could function  
23 a little bit better with some structure but that we  
24 could certainly provide to the manager what we would  
25 like to see happen, and then we could just work together

1 as a team. But they are under the supervision of the  
2 city manager.

3 COUNCIL PERSON THOMAS: Also remember that  
4 -- sometime that that was placed under the city manager.  
5 And we do have a referendum that was voted on by the  
6 citizens that dictated the structure of that particular  
7 office, you know, that no one ever wants to deal with  
8 because of, you know, I guess of the politics.

9 And I happen to not have a problem with any  
10 of the three individuals who are in the office that work  
11 there. But, you know, at some point, you know,  
12 everybody had to make a hard decision, you know,  
13 throughout all of the departments. And this is what  
14 we're elected to do is make hard decisions.

15 At the very least, I think we need to clean  
16 up this referendum issue about our office because we are  
17 not -- we're not in compliance with what the referendum  
18 has stated. So, if you want to keep all three of them,  
19 then fine. But they need to get in compliance with the  
20 referendum, you know. And that is something that we  
21 need to do, you know. And we need to stop running away  
22 from it, and we need to deal with it. We need to make  
23 the decision right now to say, we're going to keep them.  
24 They keep them, but they've got to go up under the  
25 referendum guidelines because we have a referendum that

1 was voted on that we're not in compliance with.

2 COUNCIL PERSON BROOKS: Can you refresh us  
3 on what the referendum guidelines specify?

4 COMMISSIONER LOWE: The problem -- the  
5 problem isn't going to be fixed until we get some  
6 limitation on the COUNCIL PERSONS and the mayor. When  
7 everybody wants what they want when they want it, that's  
8 a problem inherently. So, when we address that, then I  
9 think the problem with the staff will work out. They go  
10 hand in hand. And it's difficult working for six people  
11 who have no limitations. Whatever they want, you've got  
12 to do it.

13 CHAIR PRO TEM DAVIS: That was one thing I  
14 was going to say, Mr. Lowe. The council has to  
15 cooperate because, just like he said, I've been a  
16 secretary, gosh, all my life almost. And, you know, it  
17 can't be done the way all of us want it done sometimes  
18 unless we had our own secretary. And that is not going  
19 to happen, I don't think. But it could --

20 COMMISSIONER LOWE: We were close to that.

21 CHAIR PRO TEM DAVIS: -- work a little bit  
22 more -- a little bit better than it is working. But  
23 it's just going to take some cooperation from everybody.

24 COUNCIL PERSON THOMAS: Well, since we are  
25 dealing with it, you know, you have one legislative aide

1 that has to do the legislative aide work for six  
2 individuals. And I don't want to speak about any of the  
3 colleagues that are not present here at the time. But  
4 there is a -- the level of time that each person  
5 utilizes is not equal, you know, on this Board. I very  
6 seldom utilize, you know, for -- I very seldom utilize  
7 them. I do call and get some minor things here and  
8 there. But I very seldom utilize them out of my respect  
9 for the other, you know, colleagues.

10 But, you know, you're actually right, Mr.  
11 Lowe. You know, if you want to put some guidelines on  
12 it, that's fine. But I still believe that we need to  
13 clear up the referendum problem, you know. I do. The  
14 referendum was voted on, I think, two years ago.

15 CHAIRPERSON PARDO: No. It was before that.  
16 We weren't -- Judy and I, we weren't on the Board. That  
17 was 2007.

18 COUNCIL PERSON THOMAS: That was when the  
19 referendum came?

20 CHAIRPERSON PARDO: Yes. 2007.

21 COUNCIL PERSON THOMAS: Well, it's now 2010.  
22 And I think that this Board right now needs to say, hey,  
23 listen, this is the directive to clean that up and get  
24 everybody in compliance. If -- I don't think that we  
25 need two individuals answering phones and one individual

1 doing all of the work. However you want to equate that  
2 or make it happen. You know, I just think that two  
3 individuals answering the phone, you know, is probably  
4 not the best use --

5 COUNCIL PERSON BROOKS: What does the  
6 referendum state?

7 CHAIRPERSON PARDO: That they're at-will  
8 employees.

9 CHAIR PRO TEM DAVIS: That the city council  
10 may hire -- appoint their own staff.

11 CHAIRPERSON PARDO: But they're at-will.

12 COUNCIL PERSON THOMAS: And they're --

13 MS. JOHNSON: They're at-will.

14 COUNCIL PERSON BROOKS: May have their own  
15 person?

16 MS. JOHNSON: Based on the budget.

17 If I may, Madam Chair?

18 CHAIRPERSON PARDO: Yes, please.

19 MS. JOHNSON: The clerk just mentioned. It  
20 says may. And I remember -- I recall, if you recall, we  
21 had a workshop; and we talked about legislative staff.  
22 And you can make the decision to either have them under  
23 the city manager or to have them directly work for you.  
24 Now, when they work for you, all those other conditions  
25 come into play. But that's the first decision you need

1 to make because, currently, if I'm correct, they're  
2 under the city manager's direction. That's what you  
3 approved. So the first decision, if you're wanting to  
4 change that, is if you want to go ahead and exercise  
5 authority and have them work directly for you. It's a  
6 may. It's not a shall.

7 CHAIR PRO TEM DAVIS: The reason we did that  
8 is because we were having so many issues. We put them  
9 under the city manager. Now, I offered a solution, God,  
10 a couple years ago, I think. If we change the job --  
11 the job title of everybody, just made them all  
12 secretaries, increase their skill set, everybody would  
13 be able to handle whatever a legislative aide did.  
14 Everybody would be able to handle whatever secretarial  
15 work that came up, you know. And everybody is on equal  
16 footing.

17 COUNCIL PERSON BROOKS: Everybody on the  
18 same --

19 CHAIR PRO TEM DAVIS: That way you don't  
20 have one person -- a legislative aide going out, you  
21 know, if they're called out for something, you know.  
22 You've still got two others who could still, you know,  
23 perform legislative aide duties. You know, we didn't  
24 make a decision on that either, so, you know.

25 COUNCIL PERSON THOMAS: Well, the other

1 thing is there has been no open dialogue under Sunshine  
2 of, you know, how we really wanted to handle that, you  
3 know. If I called and said, hey, listen, I'd like to  
4 speak to whichever individual I'm calling to speak to;  
5 and they're not here. They're doing something else.  
6 Well, you know what? What exactly is going on? Well,  
7 they're doing something for somebody else. You know,  
8 they feel like, hey, listen, I want to keep whatever I'm  
9 doing for that particular individual confidential or  
10 whatever. I don't want to put them in that particular,  
11 you know, position to where they have to answer that.

12           However, I remember this being changed  
13 several times, you know. First, they started out one  
14 would handle two or three individuals; and the other one  
15 would handle two or three individuals. And the other  
16 would handle however it went. Then they would talk of  
17 eliminating the full-time positions and going to  
18 nonbenefit positions.

19           CHAIRPERSON PARDO: Part-time.

20           COUNCIL PERSON THOMAS: Part-time where each  
21 person could have their own. And, when that person was  
22 no longer in office, then that particular aide did not  
23 have, you know, a job. They left with, you know, that  
24 person. Then we went to where, you know, we have  
25 unionized, you know, individuals now. And, I mean -- so

1 it was -- it's been so many different things that have  
2 been, you know, so confusing.

3 But what I would like to see done is, if we  
4 can clear it up right now so that, if somebody is not  
5 going to be working for us anymore, that they know that  
6 right now tonight. If they are, then they know that.  
7 If we're going to place them up under the city council,  
8 that they know that. If they're going to stay up under  
9 the city manager, that they know that because, you know,  
10 I'm going to be expecting, you know, some different  
11 things at a higher level of work that I'm going to be  
12 requesting especially at this time.

13 I just want them to know that we are elected  
14 officials, that none of us should have to feel like,  
15 well, we can't ask them to do this or we have to do this  
16 ourselves, you know. Our position is considered part  
17 time. And that is why we have the staff, you know, from  
18 the beginning.

19 So I think all that needs to be cleared up.  
20 And regardless of whatever the policies are when we  
21 leave here or whatever the situation is, we need to make  
22 a decision and deal with it.

23 CHAIR PRO TEM DAVIS: If this is something  
24 that you want to go back to the electorate, you also  
25 need to include the department heads issue .

1 COUNCIL PERSON THOMAS: What department  
2 heads issue?

3 CHAIR PRO TEM DAVIS: Well, the city manager  
4 can't fire anybody without just cause.

5 COUNCIL PERSON THOMAS: Meaning, having the  
6 city manager have --

7 CHAIR PRO TEM DAVIS: Any of her department  
8 heads or officers.

9 COUNCIL PERSON THOMAS: I mean, I don't  
10 have, you know, a major concern with that. I just want  
11 to make sure that we deal with it. I know Ms. Brooks is  
12 torn, and she likes to take the path of least  
13 resistance.

14 COUNCIL PERSON BROOKS: No. I like to stay  
15 on point.

16 COUNCIL PERSON THOMAS: I understand that.  
17 But this is an issue -- and it is a budget issue. If  
18 we're going to make a decision --

19 COUNCIL PERSON BROOKS: I want to be clear  
20 where I need to focus now. Are we still on the  
21 legislative part?

22 COUNCIL PERSON THOMAS: Yes.

23 COUNCIL PERSON BROOKS: Ms. Davis just  
24 introduced something else.

25 COUNCIL PERSON THOMAS: That's what Ms.

1 Davis does.

2 COUNCIL PERSON BROOKS: Let's stay focused.  
3 Let's stay specific to what we want.

4 COUNCIL PERSON THOMAS: It's legislative.  
5 So we can make a decision right now. I'm not the Chair.  
6 It's your lead. I'm saying we need to make a decision  
7 on if we're staying with three, or are we going to two.  
8 Are we going to none and part time. I mean, we need to  
9 make a decision on exactly, you know, what we're going  
10 to do so everybody, including the staff member that's  
11 here and the other two that's watching on TV or on the  
12 computer, so that they know so that we can get past this  
13 and get on to something else.

14 COMMISSIONER LOWE: Madam Chair?

15 CHAIRPERSON PARDO: Mr. Lowe.

16 COMMISSIONER LOWE: I thought we made that  
17 decision on the first reading. And then two months ago  
18 I thought we made a decision to have the city manager be  
19 responsible for the legislative staff. That was recent.  
20 And here, on the second reading, we're going through the  
21 same -- the same thing all over, again.

22 COUNCIL PRO TEM DAVIS: That's what we do.

23 COMMISSIONER LOWE: It's kind of --

24 CHAIR PRO TEM DAVIS: That's what we do.

25 COMMISSIONER LOWE: I wanted to make it to

1 see some people before visiting hours close.

2 CHAIR PRO TEM DAVIS: I don't think, at the  
3 minute, we're trying to make a decision. I really  
4 don't. We had, what, three months.

5 COUNCIL PERSON THOMAS: That is what the  
6 second reading is for. That's why you get two readings,  
7 if you want to change something in between. You know,  
8 if you don't want to make a decision, just say, we make  
9 a decision not to make a decision.

10 COMMISSIONER LOWE: We already made the  
11 decision.

12 CHAIR PRO TEM DAVIS: We waited to the last  
13 minute. We never even brought it up.

14 CHAIRPERSON PARDO: I think we can go  
15 forward with this. Whatever, you know, the city manager  
16 proposed here, we can go forward with it and then have a  
17 workshop so we can sit down and really discuss what's  
18 going on in that office and how we, the five of us, want  
19 that office run.

20 COUNCIL PERSON BROOKS: Absolutely. I  
21 agree.

22 CHAIRPERSON PARDO: That's what I think we  
23 need to do.

24 COUNCIL PERSON THOMAS: We better say six.  
25 The man just doesn't happen to be here tonight, but we

1 want to make sure we include him.

2 CITY MANAGER JONES: Madam Chair?

3 CHAIRPERSON PARDO: Ms. Jones.

4 CITY MANAGER JONES: If -- you know, we will  
5 schedule -- we will work with staff to schedule whatever  
6 workshop you want.

7 COUNCIL PERSON BROOKS: Not right now.

8 CITY MANAGER JONES: No, not tonight.

9 But we have attempted for the last two,  
10 maybe three months to talk about this issue. If you  
11 recall, we made a recommendation of a reduction. That  
12 was not satisfactory. When we had the next budget  
13 workshop, this was one of the topics on that budget  
14 workshop. And it was decided, unless all five of you  
15 were here, you were not going to talk about it. Then we  
16 tried to come back, again. So I did want to say that  
17 the department did take a reduction. It just was not a  
18 personnel reduction.

19 CHAIRPERSON PARDO: How much of a reduction  
20 did we take? Like, twenty-two thousand dollars?

21 CITY MANAGER JONES: Twenty-something-odd  
22 thousand dollars.

23 CHAIRPERSON PARDO: Twenty-something  
24 thousand dollars. Okay.

25 Do you have the answer to those questions?

1 MS. HOSKINS: Karen Hoskins, finance.

2 The number of budgeted positions that were  
3 funded for the fiscal year 2009-'10 is seventy-six. And  
4 what you are funding for tonight is seventy-four, if you  
5 approve it for tonight for fire.

6 CHAIRPERSON PARDO: Okay.

7 COUNCIL PERSON BROOKS: Madam Chair, you  
8 brought up a point about the legal secretary that --  
9 whose position was reduced down to part time. How is  
10 this going to impact -- I mean, because I know you-all  
11 always -- and it seems to me that it would have been  
12 better to take some of that time away from someone in  
13 the legislative office than to take it out of your  
14 office.

15 MS. JOHNSON: To be honest, we came back  
16 with that reduction after much pain because it is going  
17 to impact us significantly. If you can come to our  
18 office and see the amount of paperwork. The legal  
19 secretary is responsible for calendaring and filing and  
20 answering the telephones. It's going to be a  
21 significant impact to our department.

22 COUNCIL PERSON BROOKS: Well, perhaps -- and  
23 this is just a thought -- that maybe a person in the  
24 legislative office could maybe help with some of the  
25 answering of the phones and the filing. We could share

1 staff. It's just a thought because just answering the  
2 phones can require a lot of time.

3 MS. JOHNSON: Absolutely. As you-all know,  
4 we get a lot of phone calls.

5 COUNCIL PERSON BROOKS: What was her salary?  
6 What was the --

7 MS. JOHNSON: For the legal secretary?

8 COUNCIL PERSON BROOKS: That was the --

9 MS. HOSKINS: She was at forty thousand.

10 COUNCIL PERSON BROOKS: She was at forty  
11 thousand?

12 MS. HOSKINS: Correct.

13 COUNCIL PERSON BROOKS: Okay.

14 MS. JOHNSON: So we would love to keep that  
15 position also. We were requested to come back with more  
16 cuts, and that's what we did. It's going to definitely  
17 impact us.

18 COUNCIL PERSON BROOKS: I can manage because  
19 it's legal. This is a lot of filing.

20 CHAIRPERSON PARDO: How much are we saving  
21 by cutting her in half?

22 MS. JOHNSON: Cutting her in half.

23 COUNCIL PERSON THOMAS: Twenty thousand?

24 MS. HOSKINS: It was close to -- with -- if  
25 you add the pension and the other benefits, it was about

1 forty-five, forty-six thousand dollars, roughly.

2 COUNCIL PERSON BROOKS: That's not the  
3 savings. Is half of that is what you're saying?

4 MS. HOSKINS: Right. Right.

5 COUNCIL PERSON BROOKS: Uh-huh. It's about  
6 twenty-two -- it's about twenty-two thousand dollars.

7 MS. HOSKINS: If anything, we're saving  
8 forty. Remember, health insurance is eight thousand.  
9 Pension is thirty percent of the forty. So it's about  
10 forty thousand savings. Then we --

11 COUNCIL PERSON BROOKS: You're saying her  
12 salary is forty plus benefits.

13 MS. HOSKINS: Salary plus benefits. I'm  
14 sorry. I'm going too fast. It's about sixty thousand  
15 dollars.

16 COUNCIL PERSON BROOKS: Okay. So we're  
17 saving about thirty?

18 MS. HOSKINS: No. We're saving about forty  
19 thousand.

20 COUNCIL PERSON BROOKS: About forty  
21 thousand.

22 COUNCIL PERSON THOMAS: Manager Jones, you  
23 said that no one would be -- or two positions would be  
24 eliminated; but everybody else had -- what about this  
25 position here?

1 CITY MANAGER JONES: She's bumped down into  
2 a full-time position.

3 COUNCIL PERSON THOMAS: So that means you  
4 have to hire a part-time person?

5 CITY MANAGER JONES: Part-time, yes.

6 CHAIRPERSON PARDO: In the meantime, do you  
7 have to hire a temp?

8 MS. JOHNSON: Yes. We will have a temp come  
9 in because there's no way for us to maintain work --  
10 working every day without having someone come in. I  
11 mean, our filing will get backed up. Phones won't be  
12 answered. My work will be backed up. Ms. Ryan's work  
13 will be backed up. So the money's going to be used on a  
14 temp right now.

15 COUNCIL PERSON BROOKS: We save on the  
16 benefits. Okay?

17 CHAIR PRO TEM DAVIS: You-all ready to vote?

18 COUNCIL PERSON BROOKS: Waiting for Shelby.

19 CHAIRPERSON PARDO: Anything else for the  
20 Council? Waiting for Mr. Lowe.

21 COMMISSIONER LOWE: I'm here.

22 CHAIRPERSON PARDO: Madam Clerk.

23 CITY CLERK WARD: Council Person Davis?

24 CHAIR PRO TEM DAVIS: Yes.

25 CITY CLERK WARD: Council Person Brooks?

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COUNCIL PERSON BROOKS: Yes.  
CITY CLERK WARD: Council Person Thomas?  
COUNCIL PERSON THOMAS: Yes.  
CITY CLERK WARD: Council Person Lowe?  
COUNCIL PERSON LOWE: Yes.  
CITY CLERK WARD: Chairperson Pardo?  
CHAIRPERSON PARDO: Yes.  
CITY CLERK WARD: Unanimous vote.  
CHAIRPERSON PARDO: Thank you everyone.  
Motion to adjourn.

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C E R T I F I C A T E

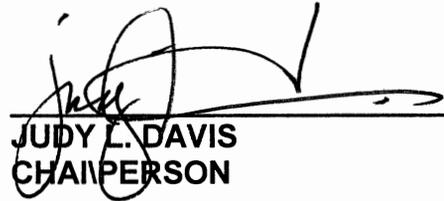
I, Rachele Lynn Cibula, Court Reporter and Notary Public within and for the State of Florida at Large, duly commissioned and qualified, do hereby certify that, pursuant to a notice to transcribe said proceedings from the video taped proceedings, the examination was reduced to writing under my supervision; and that the transcript is a true record.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal this 8th day of July, 2011.

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Rachele Cibula, Notary Public

**APPROVED:**

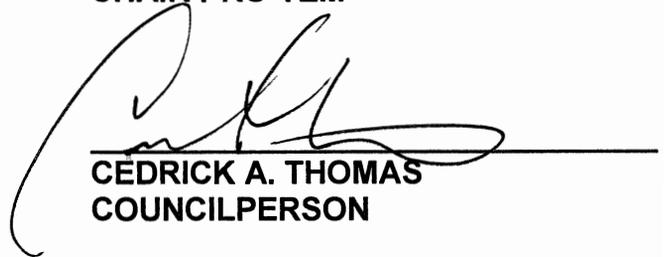
  
THOMAS A. MASTERS  
MAYOR

  
JUDY L. DAVIS  
CHAIRPERSON

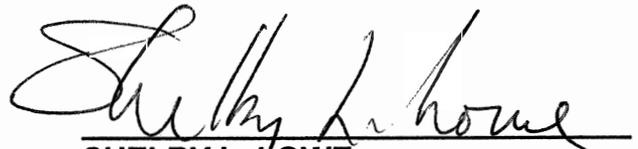
**ATTEST:**

  
CARRIE E. WARD  
MASTER MUNICIPAL CLERK  
CITY CLERK

  
BILLIE E. BROOKS  
CHAIR PRO-TEM

  
CEDRICK A. THOMAS  
COUNCILPERSON

  
DAWN S. PARDO  
COUNCILPERSON

  
SHELBY L. LOWE  
COUNCILPERSON

MOTIONED BY: B. BROOKS

SECONDED BY: D. PARDO

B. BROOKS AYE

J. DAVIS AYE

C. THOMAS AYE

S. LOWE AYE

D. PARDO AYE

REVIEWED AS TO LEGAL SUFFICIENCY

\_\_\_\_\_  
PAMALA HANNA RYAN, CITY ATTORNEY

DATE: \_\_\_\_\_