

COMMISSION CONFERENCE MEETING AGENDA**JULY 18, 2006**

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COMMISSION CONFERENCE MEETING 2:00 P.M. JULY 18, 2006

Present: Mayor Naugle
Vice Mayor Hutchinson, Commissioners Moore, Rodstrom, and Teel

Absent: None

Also Present: City Manager – George Gretsas
City Attorney - Harry A. Stewart
City Clerk - Jonda K. Joseph
Sergeant At Arms – Sergeant Mary Gillis

I-A – Fiscal Year 2006-2007 Budget

Allyson Love, Director of Management and Budget, reviewed the slide presentation. A copy of the presentation is attached to these minutes.

In response to Commissioner Moore's question as to what the new PIO positions will bring to the City, the City Manager indicated that issues arising with neighborhood associations are not being addressed quick enough and particular with the neighborhood capital improvement plan. These positions will enable staff to attend the meetings. For example, issues recently arose with Melrose Park which staff was not aware of. Staff also wants to be certain to meet deadlines for the Neighborhood Capital Improvement Program.

Commissioner Moore questioned that it could not be done with existing staff and asked about the number of assistant managers onboard presently. Mr. Gretsas indicated there are three. Commissioner Moore felt this could be handled with staff reporting to those assistants. He preferred the \$160,000 go to code enforcement or where citizens are saying there is a need. He wanted concentration on results. He asked it to be rethought by the City Manager.

Mr. Gretsas noted the current workload of the assistant city managers. He did not want to divert them. In his opinion this is the best way to provide better services. Commissioner Moore felt the staff below the assistant city managers could do the job.

Commissioner Moore referred to the Police and Fire Pension and the \$4 million. Ms. Love indicated this money has always come from the State. It is a pass through. Normally it went directly into the pension but now it passes through the General Fund.

In response to Commissioner Moore, Ms. Love indicated that this is the last payment to satisfy the Insurance Fund deficit.

In response to Commissioner Moore, Ms. Love did not anticipate any deficit in the upcoming year. Betty Burrell, Director of Finance, indicated if there are any unforeseen incidents or emergencies, there will be exposure as the City has a \$15 million deductible for windstorm and that would have to come out of a fund. The \$3.6 million has to do with the Insurance Fund deficit as a whole. This is the last payment. Mayor Naugle explained some of it is for slip and fall, employee practices, worker compensation claims, which is budgeted as an expense each year. Mr. Gretsas offered to provide additional detail on this.

In response to Commissioner Moore's concerning the pension increase, Ms. Love indicated this is what would be needed in the General Fund based on the actuary studies. Mayor Naugle indicated this is an additional amount of some \$15 million. Ms. Love indicated funds are included in the budget for a 3% COLA based on all of the union agreements, as well as management and confidential. Commissioner Moore was concerned about 3% funding for Administration placed under a non-discretionary category. He believed in merit pay and if that is the talk the City is going to talk, then this should not be in non-discretionary. He wanted it removed from non-discretionary.

Commissioner Moore felt something should be done to address the increasing cost of electricity. In the upcoming budget, he wanted the City Manager to address this with some kinds of technology if appropriate.

With respect to fuel cost, Commissioner Moore asked if the staff has looked at alternative vehicles. John Hoelzle, Director of Parking and Fleet Services, indicated that the cost of such a vehicle is \$5,000 to \$7,000 more. Also, they are meeting maintenance and miles per gallon manufacturer standards. They have been monitoring this very closely. Commissioner Moore wanted this topic on a conference meeting. He believed that Broward County is using electric vehicles. He felt departments might benefit from an electric vehicle. Mayor Naugle wanted to see the manufacturer mileage for the vehicles in the City's fleet. Taxpayers are questioning the purchase of SUVs instead of more fuel efficient vehicles. In response to Commissioner Rodstrom, Mr. Hoelzle indicated there is a regular maintenance program for the City's fleet

Commissioner Moore wanted a report as to how the take home vehicle program is working and particularly the amount paid by officers who reside outside of a certain distance. He wanted to know how much revenue this is generating. He asked if this could be available at the next meeting. Mayor Naugle referred to the additional expense to equip these vehicles with computers, etc. that is put into the vehicles. It was not factored into the program and it is a big expense. Commissioner Moore felt that some less costly than a laptop could be used. Bruce Roberts, Chief of Police, explained the capabilities of the laptops, noting they also run records checks. The information can be downloaded from the laptop into the Police Records Division, keeping the officer on the street the entire time. They are looking at efficiency and talking with other agencies as well.

Commissioner Moore felt the salary proposed for the new City Auditor is out of line.

Commissioner Moore felt the millage rate could be reduced even more. He was concerned about the new PIO position. He opposed the four special detail and the three administrative positions. David Hebert, Assistant City Manager, indicated that the Safir Rosetti Study recommended the Police Department look into administrative oversight of all off duty detail positions. In order to do so, a proposal for \$377,000 is being prepared to staff that office, which would be revenue neutral. The four special detail positions are revenue neutral. Chief Roberts explained administrative positions will assist in implementing and maintaining the department's technology. If technology is going to be installed in the vehicles, staff is needed. Commissioner Moore asked these two be separated for budget purposes in order to assure it is revenue neutral.

In response to Commissioner Moore, Mr. Hebert indicated staff is developing a program now with respect to special detail. Some communities have a surcharge. This may need to be negotiated with the unions. In response to Commissioner Teel, Mr. Hebert concurred at present special detail is handled by the officers. With a City program, there will be more control but also

administrative cost. Commissioner Teel asked if it is anticipated that the customer will bear the cost. Mr. Hebert indicated they expect to find a standard hourly rate, with some distinction based on rank. There is a set period of time that can be worked by an officer on special detail, but without a program, it is difficult to monitor. Commissioner Teel felt this is very needed. Commissioner Moore concurred, and added that it will help with making for a level playing field.

In response to Commissioner Rodstrom, Chief Roberts advised there are twelve officers and a sergeant assigned to marine patrol. There are four unfilled positions currently. R He provided an overview as to the number of boats; about fifteen which are needed.

Ms. Love referred the Commission to that part of the budget message book, page B-9, that addresses the Special Detail Office. The cost is totally offset by revenue.

In response to Commissioner Rodstrom's question concerning the City Manager's Office staff, Ms. Love explained that a budget amendment was approved. A third assistant city manager, an assistant to the city manager and two secretaries were added. In the Grants' operation, Ann Kelleher's position was in the Manager's Office, but other aspects of Grants were moved into the Manager's Office.

In response to Commissioner Rodstrom, Ms. Love indicated that the COLA is for police, fire unions, teamsters, professionals and supervisors. Management and confidential are not identified. It would be COLA and merit.

Commissioner Teel referred to the Public Information Specialist position. She noted that the Neighborhood Capital Improvement Programs are very behind. Neighborhoods have to wait some four years for the project to move forward. She agreed with Commissioner Moore that it is not necessary to have a Public Information Specialist gathering the information. She thought the staff increase would be in Engineering. Ms. Gretsas indicated a reorganization will be available by September that will provide clarity.

Commissioner Teel thought the Gospel Museum funding was to be \$75,000. Mr. Gretsas indicated the organization has requested \$75,000 for two years. An amount of \$100,000 was allocated for flexibility. Mayor Naugle noted that \$75,000 on today's agenda is for this year's budget. There would be an additional \$75,000 for next year. Commissioner Teel felt it should be \$75,000. Mayor Naugle concurred.

Commissioner Moore asked about the staff for illegal dumping. Chief Roberts explained it has been difficult to find the time to allocate to this, including prosecuting. Commissioner Moore wanted two adds to staff. He wanted to successfully send violators to jail. He wanted to very aggressively pursue this. Commissioner Rodstrom agreed there should be two.

Commissioner Moore elaborated upon the need for attention to code enforcement. He wanted the two adds to staff doubled. Mr. Gretsas indicated that it appears the staffing is the same level as other communities therefore the question of efficiency arises. They will be presenting a proposal in about a month. He was reluctant to simply add staff, because it may not solve the problem. Commissioner Moore asked if consideration is being given to monitoring the citations and looking at the decisions of the special masters. He was concerned that fines are not levied; everyone gets another chance. If he is not satisfied by September, then more could be added.

Commissioner Moore was also concerned about proper notice. People say they did not sign the notification and they are given an extension. This has to stop. Mr. Gretsas wanted to wait until the proposal comes forward in September.

Commissioner Moore thought it would be helpful to add a position in the City Attorney's Office to oversee code enforcement in order to get results. The offender gets more breaks than his neighbor.

In response to Commissioner Moore as to whether the City is achieving its goal in hiring new police officers, Chief Roberts indicated the department continues to exceed its goals. Currently there are currently 12-14 vacancies. The normal attrition rate is 3%, or 15. In the past 1 ½ years, they have hired some 140 officers. There are 60 officers in training now. About 10 officers are always carried on light duty and a few in active duty overseas. About 90 of the allocated strength are not on the street. The goal is to hire 70 each year.

Commissioner Moore felt there is a need for lifeguards. Mr. Gretsas indicated the one new lifeguard will not address the issue raised. It is suggested that paid parking be instituted in the northern area and earmarking the money for lifeguard services. Staff would like to issue an RFP for the service to be provided and explore this concept. Commissioner Moore felt lifeguards should be provided as a matter of public safety. Mr. Gretsas noted that about 80%-85% of the users are from outside the City. Commissioner Moore felt they are mostly tourists. Anybody using the beach should be offered safety. Mr. Gretsas felt that tourists pay for parking on the south end and generate revenue from hotel use, etc. Staff is looking for some equity. Commissioner Moore emphasized the safety issue and suspected this is where there are the most incidents of drownings. Mayor Naugle pointed out the time of day of drownings is often when there would not be any protection anyway. Therefore, it is not just location.

Commissioner Moore asked if there is sufficient staffing in both of the CRAs. Alfred Battle, Northwest Director, reviewed the staffing level. When they move into office space in the next 8-12 months, additional staff, which are open now, will be hired. Bob LaMattina, Beach Director, said they have a small staff of three people that work in conjunction with other departments. He felt the staff level is adequate.

Elizabeth Hays, resident, felt there is a need for a staff member to assist with neighborhood issues aside from the Neighborhood Capital Improvement Program. She felt that more attention should be given to proper maintenance of the beach. Mayor Naugle felt revenue from the south beach parking lot should help with maintenance of the lot. Rates could be adjusted if necessary. Mr. Gretsas indicated there is a proposal forthcoming with respect to this parking lot.

Action: There was consensus to revise the Gospel Museum funding to \$75,000.

After the need for public safety on the north end of the beach was raised by Commissioner Moore, there was consensus for the City Manager to present a plan, providing for paid parking and earmarking the revenue for outsourced lifeguard services.

I-B – Gospel Museum and Hall of Fame - \$75,000 Contribution For Special Project Liaison Pre-Development Expenses and General Development – Support of Overall Seed Funding

Mayor Naugle asked if this could be funded through the CRA since it will be a huge generator of capital development and attractor of business. The City Attorney indicated if the Commission

makes this determine, it would be possible to do so. Commissioner Moore did not care from which pocket funding is taken, but wanted the City to take the lead. Mayor Naugle supported funding for this year and next out of the CRA budget, but not the General Fund. Commissioner Teel agreed. Vice Mayor Hutchinson was concerned whether other entities will come forward with funding as well.

In response to Commissioner Moore, Commissioner Teel felt it should be 100% participation.

Action: There was consensus for funding for this time this year and next year from the Community Redevelopment Agency budget. There was consensus on the contribution contingent upon the other groups' participation.

I-C – Public Park at ICON Las Olas

Enrique DeLapezuela discussed shifting or possible elimination of the planters with Sasaki & Associates. Elimination of the planters would require structural redesign of the area. They suggested a wall with seating. The upper level is 8,000 square feet and 1,200 for the lower level and 800 square feet where the platform/vent building is situated.

Commissioner Rodstrom suggested placing the planter on the platform to gain an extra 3 feet. Mr. DeLapezuela said it would require an irrigation system. Further discussion ensued in response to Commissioner Rodstrom's desire to camouflage the planter and provide more space. Mr. DeLapezuela explained that if a new design has to be submitted to the Department of Transportation, another 1 ½ months will be lost and jeopardize the FIND grant monies.

Tucker Gibbs, representing Stranahan House, noted this is being discussed 2-3 years after the FIND grant was given. There was a plaza design with which Stranahan House agreed. Sasaki has now decided upon this design. These huge planters as well as access points are the issues. Public Works has already indicated that the access points will be according to the original plan. The planters are provided for an accent to the ADA ramp. They are not necessary.

Douglas Smith, Landscape Architect, volunteer for Stranahan House, referred to the previous plan that allowed for more public gathering space. The current proposal would be limiting particularly if special event tents are desired. The previous plan had a stand alone wall with railing to accommodate at least one side of the handicap ramp. They would like to revisit it and gain that space back.

John Milledge, Las Olas Company, had no objection if the westernmost planter is eliminated and a railing is substituted.

Commissioner Moore was concerned about the City being challenged with respect to ADA accessibility. Mr. DeLapezuela indicated it was designed with this in mind.

In response to the suggestion of Mayor Naugle and Commissioners Teel and Rodstrom to eliminate that planter, Mr. DeLapezuela referred to symmetry, and indicated it has to do with two rows of trees. Mayor Naugle felt the shadow would impact the landscape material. Commissioner Rodstrom was more concerned about meeting space.

In response to Commissioner Teel, Mr. Stewart felt that ADA can be met without the planter. Commissioner Moore indicated that is his only concern.

Commissioner Moore was insulted by the Stranahan House's concern about public accessibility.

Mr. DeLapezuela indicated redrawing and submittal to the Florida Department of Transportation will put them behind schedule. They are already pushing the envelope with respect to substantial compliance. In such case, Commissioner Rodstrom suggested looking at the entire area, the platform.

In response to Vice Mayor Hutchinson, Mr. Stewart indicated about \$800,000 would be lost, as he did not think they could meet the deadline.

Both Mayor Naugle and Commissioner Teel pointed out that the Commission said the same thing at the last meeting and nothing happened. Mr. DeLapezuela indicated he spoke with the City selected architect and he indicated it was not workable.

In response to Commissioner Moore, Mr. Stewart was concerned about foregoing the FIND grant. Perhaps the Stranahan House should indemnify the City for the FIND grant in case it is lost. Mr. Gibbs had spoken to a FIND grant representative who indicated the City may already be too late, but if they reapply, they would get the grant.

Mr. Gretsas explained the reason for the delay is that the Stranahan House refused to sign off. If the Commission is agreeable to the plan with the planter removed, they will do everything possible to make it happen.

Commissioner Moore was concerned about the Stranahan House causing a delay because of accessibility, when they did not want to provide any access to the waterway.

Commissioner Rodstrom indicated that the planters were discussed two weeks ago and adjustments were not made which is not really the fault of the Stranahan House. In response to Commissioner Teel, Albert Carbon, Public Works Director, indicated that the FIND grant is \$397,000 with a 50% match so the project is approximately \$800,000.

Action: Staff will work to stay within deadline constraints of the FIND grant.

I-D – City Auditor – Employment Contract

Mayor Naugle indicated that salary range on this position was \$145,000 to \$160,000. The candidate wanted a ten-month severance and wanted to be toward the top of the scale. In negotiating, he and the City Attorney were able to get the severance down to four months similar to what other employees have, but the salary was higher than what he would have liked. Mr. Stewart indicated that most of the terms are identical to Management Category I.

Commissioner Teel agreed with the Mayor concerning the severance.

Commissioner Moore noted that the Broward County School Auditor receives \$96,000 per year, and the Broward County Auditor receives \$180,000 per year with nineteen employees reporting to him. He felt the salary range should have been at the bottom. The City is also offering an allocation for relocation and a car. The School Auditor does not receive a car. The Broward County Auditor receives \$450 per month for a car. The Jacksonville Council Auditor has a salary of \$175,000 with a staff of twenty. He proposed a salary of \$145,000 and a three-month severance.

In response to Mayor Naugle, Commissioner Moore outlined his original posture concerning this position.

Commissioner Teel felt a difference of \$10,000 in salary is not worth it to lose an individual of this caliber. She felt he is outstanding. The voters voted for it. They are looking for a quality person. It was advertised within this range. The severance is acceptable.

In response to Commissioner Rodstrom, Mr. Stewart indicated that a three-year contract was not in the advertisement.

In response to Commissioner Rodstrom, Mr. Stewart indicated that the relationship between commissioners and the City Auditor would be the same as it is with the City Manager and City Attorney. Mayor Naugle felt if a commissioner request requires an extraordinary amount of work, then he would probably suggest bringing it to the Commission. Mr. Stewart commented that if a commissioner asks the time of day, he will reply. If the question seems like it will come before the Commission for discussion, he will respond and copy the full Commission. Mayor Naugle felt if it costs \$40,000, for example, to do, it would be presented to the Commission. If he could do it in thirty minutes, he would simply do it and provide it to the Commission.

Action: There was consensus on the terms.

I-E – Establishment of Business Improvement District on the Beach

Jim Carras, Carras Community Investment, commented that business improvement districts (BID) are used around the world, with some 500 in the United States. He explained the purpose of a BID in general and that in this case it is to establish Fort Lauderdale beach as a premier resort destination. He outlined the needs. There has been minimal marketing and a perception of low level security and public protection. He outlined the services that could be provided.

Ron Hicks, Director of Economic Development, discussed how contact was made with property owners, except absent property owners. Sixty-seven percent of the commercial property owners have signed the petition, which represents 86% of the budget. He was confident that he could get over 76% of the property owners to sign on. They requested this. It is understood this is an annual assessment. If it does not work, it does not have to continue. Mr. Gretsas felt it is easy to measure. If results are not achieved, it will not be supported.

In response to Commissioner Rodstrom, Mr. Hicks indicated the money goes directly to the beach; it is a completely separate process from the City's budget and general fund. Each year a budget is put forth, Mr. Hicks believed it must go through two public hearings. Mr. Stewart indicated it is like any other special assessment district. It does not actually sunset, but rather the Commission could not apply money for any work. The Commission could assess in the following year, however.

Ina Lee, Beach Redevelopment Advisory Board Chair, said the businesses on the beach have really stepped up for this. They are prepared to invest money to improve the beach. She commented on all of the effort made including efforts of staff to bring this forward.

Commissioner Teel asked who would supervise the good will ambassador employees. Mr. Hicks said that all details have not yet been addressed. A plan would be presented to the Commission in September. The employees will be under contract. The City Manager said there

would be a director to manage the contract. Commissioner Teel thought it will be looked at closely by other areas of the City. She supported the program.

Commissioner Rodstrom emphasized maintenance. Mr. Carras said a critical need identified was appearance of the area and maintenance is the best way to address it. They are proposing a corps of uniformed good will ambassadors who will take care of maintenance and answer questions from the public. The City Manager explained some items are City responsibilities. The program is to enhance above what the City is already responsible to do.

Commissioner Rodstrom wanted to support the program, but also wanted staff to seek other funding sources during the initial year. Possibly the CRA could be modified to assist with maintenance. She was willing to work on this. Possibly the businesses would not have to be assessed the following year if funding could be provided through alternate sources. Mr. Carras further said that these BID districts act as advocates to attract other resources.

Commissioner Moore wanted assurance that the study cost, \$25,000, and the annual \$75,000 cost would be charged to the CRA. Mayor Naugle agreed. The City Manager explained that the BID is larger than the CRA, and therefore, could not pay for areas outside of its boundary. He offered to provide a funding source information.

Commissioner Teel pointed out that the Gospel Museum would be outside of the CRA, yet they are discussing using CRA funds for it. The City Attorney said that there is a difference between this and the Gospel Museum. It is anticipatory to bring the museum to the area. In this case, it is fixed and will not move. There is a slim likelihood that the boundaries of the CRA could be changed.

Commissioner Moore wanted the same rules to apply. He questioned the Gospel Museum's funding pocket being specified when it is for the well being of the City. If it benefits the people who live in the City, he questioned why it has to be specified to come from a particular pocket.

Mayor Naugle said when CRAs were created, they deprived the remaining taxpayers of future revenues. One cannot really attribute development on the beach to the CRA, which is likewise the case in the downtown. New development is coming online and tax revenues are being put into a special fund, not shared with all of the taxpayers. The Gospel Museum is supposed to attract additional real estate value and as such would be a good investment for the CRA. In that a portion of the BID is not in the CRA, he strongly supported whatever portion of the \$75,000 that could be justified by the CRA coming from the CRA.

Commissioner Moore pointed out that every other taxing entity in Broward, except the hospital district and School Board, is giving the City money because of the CRA. It is a windfall for the residents to create a special taxing district where they receive tax dollars from other taxing entities which in many cases ignore the needs of the City. He does not understand why the museum is being placed in a box. Two sites are not in the City. He would have felt more comfortable without the obligation of charging it to the CRA. He wanted the BID and the museum to be treated equally in terms of where the money is charged.

Mayor Naugle felt there is a big difference because one is raising revenue and one is spending it. Commissioner Moore pointed out that money will be generated from several sources to build a building that will bring revenue from all over the world. The beach already exists and the community is not satisfied with the level of service. With the museum, it is another identity

drawing to the City. They are talking about raising some \$40 million. Mayor Naugle noted the beach property owners will probably generate \$2 billion.

In response to Commissioner Rodstrom, Commissioner Moore indicated he supports the BID idea.

The City Attorney offered to look at what could be charged to the CRA.

Action: Commissioner Rodstrom wanted maintenance to be the first priority. She volunteered to work with staff to seek other funding sources, including modification to the Beach CRA to add maintenance, so as to avoid assessment in the following year.

At the request of Commissioner Moore, there was consensus to ensure that cost should be charged to the Beach CRA as appropriate and the City Attorney would look into this for a determination.

I-F – Park Ranger Program

The City Manager said this came about as a result of meeting with members of the Parks Board and the request to increase the number of park ranger staff. He provided a variety of options, one of which includes sending out an RFP for private service.

Commissioner Moore felt the park ranger staff should be increased and included in the budget. He did not favor privatization.

Commissioner Hutchinson wanted an RFP to see what alternatives could be available. She referred to previous discussions when the parking enforcement specialists were moved to the Police Department and about using the public service aides as park rangers. She had not reached an opinion about outsourcing or inhouse. She felt that additional park rangers are needed. The public wants more park rangers.

Commissioner Rodstrom said that individuals at her constituent meeting did not like the idea of outsourcing; neighborhood people who use the parks want consistency in staffing, a park ranger who is loyal to the community with a local presence. She supported in-house personnel.

Commissioner Teel felt it is short sighted to not look at what is available. It is simply information and a smart way of doing business. A decision will be made after they have the full information.

Mayor Naugle did not support the budget with the 15% tax increase. Privatization should be examined, otherwise the City will face such tax increases. The average total compensation for a park ranger is \$67,000 including benefits. There is an unfunded liability on the books with pensions because of the number of City employees. The City is allowing people to retire at a young age. It is not sustainable. He preferred to have a smaller number of well compensated employees who are highly motivated and contract out some functions. The City will either have to look at raising the retirement age and a second tier pension plan without a defined benefit or have a smaller number of employees, continue with the pension benefits and contract out some functions. If this is privatized, he hoped the City would assist these employees in obtaining employment elsewhere. Society is beginning to form two classes of individuals, those working for government and the rest. By paying higher taxes, taxpayers get a pay cut every year. Defined benefit pension plans are failing everywhere. It is not easy.

Commissioner Rodstrom asked if there is to be an RFP, she would like to be part of it. Commissioner Moore and Vice Mayor Hutchinson questioned whether this has been allowed in the past. Mayor Naugle felt it would be acceptable as an observer only.

Commissioner Moore felt the same quality of service would not be provided by a private company mainly because the level of benefits mentioned by the Mayor are not be provided to them. He agreed the City should have a defined contribution, but Mayor Naugle has not voted for that to happen. Mayor Naugle indicated that is not true.

Commissioner Moore felt the question is whether the government wants to deliver a service where they can provide a deliverable of standard. Every situation where the City has outsourced has cost less money, but more headaches were created. The satisfaction of the taxpayer is very important, and he wanted to provide a quality product from the taxes paid. Money was saved with garbage service, but constituents are unhappy. If the RFP specified a salary and benefits, it would then be a level playing field. The City Manager indicated that the RFP would only dictate the level of service.

Mayor Naugle said that most of his constituents are happy with the services provided from the private sector. There were problems with garbage service, but the price was half and complaints are now down. The City privatized meter reading services and he could not recall the last complaint. The City garage has been privatized for years and he sensed that employees are satisfied with the services. The City of Weston has three employees. They contract out all their services. It can be done. He worried about surviving without outsourcing in the future considering the pension liabilities. One cannot vote against a tax increase and not be willing to look at things like this.

Elizabeth Hays, a member of the Parks, Recreation and Beaches Advisory Board, and a member of the Crime and Safety Committee for the Council of Civic Associations, wanted to share data regarding call for service by park rangers that she received from Parks and Recreation. The rangers were cut significantly while the number of parks are increasing. There are only three park rangers at any given time to serve all of the parks. The rangers go where the need is the most, therefore many people never see a ranger. There is concern that there is no presence of either park rangers or the police in the parks. She said part one crime statistics have been requested for the residential areas, business areas, and the parks.

Michael Natale, a member of the Parks, Recreation and Beaches Advisory Board, was happy to see agreement that more rangers are needed. They are just trying to get back to zero and not beyond that even though five new parks have been added in the past two years. The idea of outsourcing is ludicrous. A recommendation to outsource came from a member of the Board, not collectively by the Board. The City Manager clarified that four members of the Board attended.

Mr. Natale pointed out that the rangers are the face of the City.

Mark Hanson, Vice President of the Riverland Civic Association, said he lives adjacent to the new Riverland Park. The rangers are ambassadors for the City. The rangers are important. The City's density has increased drastically. Park rangers have been taken away. Residents want them back. He questioned quality customer service with privatization. A City employee would be more respected than a rent a cop.

Vice Mayor Hutchinson said they are only on a fact-finding mission. It is their responsibility to look at things from all angles.

Commissioner Moore wanted to review the RFP before it is issued.

Action: There was consensus to issue an RFP for privatization of the park ranger program. Commissioners Moore and Rodstrom were opposed. Commissioner Rodstrom asked to be an observer when the bid responses are reviewed by staff. Commissioner Moore wanted to review the RFP before it is sent out.

**EXECUTIVE CLOSED DOOR SESSION WAS HELD AT 3:51 P.M.
MEETING RECONVENED AT 4:10 P.M.**

III – B – Advisory Board and Committee Vacancies

Audit Committee

Action: Deferred.
Board of Adjustment

Action: Deferred.

Cemeteries Advisory Board

Action: Deferred.

Charter Revision Board

Action: Deferred.

Community Appearance Advisory Board

Commissioner Rodstrom recommended that Nolan Bourgeois be appointed to the Community Appearance Advisory Board.

Action: Formal Action To Be Taken at Regular Meeting.

Community Services Board

Action: Deferred.

Education Advisory Board

Action: Deferred.

Fire-Rescue Facilities Bond Issue Blue Ribbon

Action: Deferred

Historic Preservation Board

Action: Deferred.

Local Law Enforcement Grant

Action: Deferred.

IV-A – Proposed Lien Settlements – Special Magistrate and Code Enforcement Board Cases

The City Manager removed Items 4 and 5.

Action: Items were approved, excluding Items 4 and 5.

IV – Commission Reports

City Manager Contract and Salary Adjustment

Commissioner Rodstrom asked about the process for the City Manager's contract and how they arrived at the amount of money. She asked if an evaluation was done. She asked how the 7% was arrived upon. The City Manager said he met with commissioners individually and each shared their thoughts with him.

Commissioner Rodstrom asked about the precedence being set for other management employees because most go through an evaluation process. The City Manager said the department heads and assistant city managers go through a similar process. Vice Mayor Hutchinson said the same is done for the City Attorney.

Mayor Naugle said it has been done differently at different times. In the past evaluation forms were filled out and recommendations were made. In response to Commissioner Rodstrom, Mayor Naugle said that in this case there was a verbal evaluation; the Manager met with each member of the Commission.

Commissioner Moore noted he did not evaluate the Manager as outstanding. Vice Mayor Hutchinson said that a majority is needed in order to receive the top pay increase. Mayor Naugle noted that the City Clerk chose a written format. Vice Mayor Hutchinson did not recall a written evaluation of former City Manager Floyd Johnson. Mayor Naugle noted that each commissioner may express their thoughts about performance at the time of the vote. Some choose to express it privately.

Commissioner Rodstrom referred to the third year base salary increase was \$190,000. Last year he received an outstanding evaluation also, therefore this base salary is incorrect because it is based on what the Commission decided last year. She asked if there is an amended contract, and why something was not included in the backup. The City Manager said he requested a 7% increase above the contract because of parity issues which he discussed individually with commissioners according to last year's base salary.

In response to Commissioner Rodstrom, the City Manager said that COLAs apply to all employees of the City. Mayor Naugle said the COLA increase has not yet been approved for the management and confidential employees, but the budget is allotting 3%.

Commissioner Rodstrom pointed out that the base salary used for the increase this year is based upon last year's increase and there is no amended contract. On top of this, there is the 7% and the 3% cost of living. There is no written evaluation as there is with many other employees. The City Manager indicated that he provided information about the base salary. Discussion ensued about the base salary amount as well as the evaluation format.

Commissioner Rodstrom thought the evaluation process is meaningful to help the Manager know where he should seek resolve. It is done in other areas. She wanted the evaluation to be written. She was concerned about the lack of information, however, the City Manager indicated that he provided information when he met with her.

Vice Mayor Hutchinson noted that other employees are not evaluated publicly.

Mayor Naugle explained his reasoning for agreeing to the increase. He noted that any commissioner could submit a written evaluation by memorandum. Commissioner Teel said it is a personal choice whether or not a written evaluation is submitted.

The City Manager said he meets with the managers and explains what he feels are their strengths and weaknesses. He does not feel it is appropriate to evaluate employees in public, nor is it the most productive way to get employees where they need to be.

Commissioner Rodstrom pointed out the City Clerk was not evaluated publicly. It was submitted in an envelope. It is part of her record.

In response to Commissioner Rodstrom, Mayor Naugle felt the performance evaluation depends on whatever the Commission decides it to be.

Commissioner Teel said it depends on what style of evaluation is used. If someone feels they can produce better results in a private conversation, then they should pursue that route. She does not feel a process should be mandated. Some would be more hesitant to share their exact feelings in writing than verbally.

Commissioner Rodstrom noted that many corporations succeed because they have reviews. She pointed out that there is a written review for every other single employee. Mayor Naugle noted that someone could request the minutes of the meeting.

Vice Mayor Hutchinson left the meeting at approximately 4:28 p.m.

Shootings; Public Meeting

Commissioner Moore said there has been an increase in police shootings. He appreciated that the Police Department will be meeting with the public on Wednesday at 6:30 p.m. at City Hall on the 8th floor. In this way people can receive the correct facts regarding a situation. He wanted to obtain information regarding the officers involved and their length of employment with the department because constituents are questioning him on the matter. He particularly mentioned the last three.

Mayor Naugle said the reviews take a long time which tends to frustrates people.

Code Enforcement Process – Orlando and Plantation

Commissioner Moore said he is being bombarded with calls from dissatisfied residents regarding code enforcement. He felt the problem rests in the amount of time given to the property owner to bring their property into compliance, and what occurs at the Special Master hearings. The public wants to see the correction occur.

Commissioner Teel said all districts have the same problem. She agreed the problem lies with the amount of time being given for compliance. Mayor Naugle said there is backlog and shortage in obtaining building materials and contractors to get repairs done.

Commissioner Moore said most complaints involve abandoned vehicles, overgrown grass, and trash. He referred to many issues raised by the Code Advisory Committee that were not implemented for fear of lawsuit. Commissioner Teel said there are problems with certain properties in her district because individuals know how to work the system. When it gets to the point where the property has to get fixed, they sell the property and the process has to start over. The City Attorney said that it is a Constitutional issue. People have to be given due process. Often adequate notice was not provided.

Commissioner Moore did not want to hear excuses because they do not get results. The City Attorney said it is not an excuse, but an explanation of the process.

In response to Commissioner Moore, the City Attorney indicated that a newspaper advertisement is not sufficient. He explained an improper notice procedure used in the past by code enforcement staff. Often times fines get very high and when the property is in compliance, the fines are written off and the neighbors are very upset.

Commissioner Moore noted that Orlando uses newspaper notices when property owners are not served notice. The City Attorney said that the property owner has to be served first. Commissioner Moore said he does not like the results and wanted the City Attorney to find an aggressive way to get better results. He wanted to look at Plantation and Orlando. Mayor Naugle noted both of those cities have a different form of government, but it could be looked into. The City Attorney said Orlando has problems similar to Fort Lauderdale.

Commissioner Moore remarked there are some properties with the same violations that have existed for years.

David Deal Play Day

Commissioner Moore announced the 53rd Annual David Deal Play Day at Carter Park.

History Channel Program/Intracoastal Waterway

Commissioner Teel said this Thursday on the history channel there will be a presentation by Bill Crawford, a local resident, of his research on the Intracoastal waterway.

Broward County Boat Facility Siting Plan

Mayor Naugle said that Broward County is going to discuss the marine siting plan on August 22, 2006 and the Commission will not be meeting again before that date. He wanted to be able to state a position consistent with what has already been expressed by the Commission and Marine Advisory Board. Commissioner Teel said the problem is that the County keeps making

changes and the City does not have time to review such changes before it is presented to the County Commission.

Commissioner Teel said the Marine Advisory Board is recommending endorsement of four items of the plan presented to the County Commission. She felt there are inaccuracies in the plan. Some 25 locations have been identified. It was mandated by the state for a marina siting plan by 1993.

Commissioner Moore was concerned about requirements the County is going to place on municipalities regarding the speed of boats in manatee areas. Commissioner Teel said no changes in the speed zones are recommended, but could happen in the future. She said they do not recognize that there is a watersports area in Middle River. It should be noted.

There is a consensus that the Mayor should represent the City at the Broward County Commission meeting. (Vice Mayor Hutchinson was not present)

There being no further business to come before the Commission, the meeting was adjourned at approximately 4:46 p.m.

Note, the Commission recessed during this meeting to convene as the Board of Directors of the Community Redevelopment Agency.