

City Commission Workshop Meeting

August 12, 2020

6:00 p.m.

This Commission Meeting was conducted utilizing Communications Media Technology in accordance with the Governor's Executive Order. Some Elected Officials and Staff members were present in the Commission Chambers while others were present via the Zoom application to respect the social distancing guidelines.

ELECTED OFFICIALS PRESENT IN CHAMBERS:

Shirley Groover Bryant, Mayor

Harold Smith, Commissioner, Ward 1—(entered the meeting at 6:12 p.m.)

ELECTED OFFICIALS PRESENT ELECTRONICALLY:

Tambra Varnadore, Vice Mayor, Commissioner, Ward 2

Tamara Cornwell, Commissioner-at-Large 2

Jonathan Davis, Commissioner-at-Large 1

Brian Williams, Commissioner, Ward 3

STAFF PRESENT IN CHAMBERS:

Mohammed Rayan, Public Works Director

Lorenzo Waiters, Captain, Police Department

STAFF PRESENT ELECTRONICALLY:

Mark Barnebey, City Attorney

Jim Freeman, City Clerk

Scott Tyler, Chief of Police

Amber LaRowe, Assistant City Clerk

Todd Williams, Information Technology (IT) Consultant

Mayor Bryant called the meeting to order at 6:04 p.m.

1. FISCAL YEAR 2021 VERSION 1 BUDGET DISCUSSION

Staff is preparing a Version 2 of the Budget to be distributed within the next few days for the August 19th meeting. This meeting is also a time that the CRA Budget can be discussed. There may be a special CRA Board meeting on August 24th to adopt the resolution for the Fiscal Year 2021 CRA Budget as is done every year.

There were no questions regarding the Version 1 as presented.

Based on the discussion had on August 5th, staff prepared a wage comparison sheet showing the Fiscal Year 2021 budgeted salary for the starting pay of officers compared to the Fiscal Year 2020 budgeted salary for the City of Bradenton, Town of Longboat Key, City of Holmes Beach, City of Arcadia, City of Venice, City of Sarasota, City of Pinellas Park, Manatee County Sheriff's Office, Sarasota County Sheriff's Office, and Desoto County Sheriff's Office. Staff has the data for the City of Bradenton Fiscal Year 2021 starting salary for officers but not for the other agencies. In this comparison sheet, which is attached to the minutes, it was also shown how the City of Palmetto compares in regards to pension contributions and health insurance costs. With this information, it was shown the net pay salary for a starting officer in the City compared to the other agencies as mentioned. Mr. Freeman also showed the starting salary for Fiscal Year 2021 if increased by 7 percent, 8 percent, 9 percent, and 10 percent and how that compared to the agencies as mentioned.

Commissioner Smith opined that the City needs to have more workshops on this topic, he believes that more money should be provided to the Police Department and he indicated that the City needs to take a look at the structure of the Police Department as there is little to no opportunity for growth and movement. He opined that the budget for a lieutenant position should be considered. Mr. Smith also inquired as to why Pinellas County Sheriff's Office was not included because that is an area that the City is losing officers to. Also, if it is known the Fiscal Year 2021 starting salary for the City of Bradenton, why is that not displayed as well. Mr. Freeman displayed the starting salary for City of Bradenton for Fiscal Year 2021 as it compares to the City of Palmetto. Staff indicated that they could quickly provide data in regards to the Pinellas County Sheriff's Office and display that shortly.

Staff then discussed the funding sources as it relates to personnel costs at a 7 percent, 8 percent, 9 percent, and 10 percent increase. Funding sources identified included capital funding from fund balance, reduction of one vehicle for the Police Department for lease, General Fund, delayed hire date for new officers [various dates of delayed were indicated based on each percentage], and increase to CRA funding for six full-time officers and 1 part-time officer [the increase is relative to how much the CRA already funds]. A copy of this breakdown is attached to the minutes.

Commissioner Williams expressed concerns with funding salaries at 10 percent going forward to the next Fiscal Year, Fiscal Year 2022. He opined that it is necessary; however, is concerned on the ability to fund. Discussion ensued regarding funding for salaries and an appropriate increase. Commissioner Smith stated that it should be more than what is displayed, but believes 10 percent is a good start.

Mr. Freeman displayed the revised wage comparison sheet with the addition of Pinellas County Sheriff's Office. Discussion continued on the net pay versus gross pay and employee contributions at the various agencies.

Joe Rogers, Detective and Police Benevolent Association (PBA) Representative, thanked the Commission and Mayor for having this discussion regarding wages for starting officers and recognizing that there is an issue. He believes that this increase will help with retention and recruitment.

Commissioner Cornwell opined that salary issues need to be brought forward ahead of budget not when the budget is presented to the Commission and called "balanced". She opined that if wage is an issue, then the budget should not be communicated as balanced.

Commissioner Varnadore discussed the 2016 salary study that was conducted for the City of Palmetto. Mr. Freeman stated that the salary study was conducted for general employees and did not include the Police Department. He stated that in Version 2 there will be the inclusion of funding for a salary study for City employees and can include the Police Department this time if necessary.

Commissioner Williams told the Commission to prepare to increase the millage if necessary for next fiscal year.

Mayor Bryant asked the Commission for their input on which direction staff needs to go for Version 2 in regards to salary for the officers [7, 8, 9, and 10 percent].

Commissioners were in favor of ten percent.

Mr. Freeman stated that there will be a budget meeting at 6:00 p.m. on August 19th via Zoom and in Chambers to discuss Version 2 to include CRA budget discussion.

Workshop Meeting

August 12, 2020

Page **3** of **3**

Commissioners Davis, Smith, Varnadore and Williams all prefer to have a hard copy of Version 2 made available to them before the August 19th meeting.

Mayor Bryant adjourned the meeting at 7:20 p.m.

MINUTES APPROVED: AUGUST 24, 2020

JAMES R. FREEMAN

JAMES R. FREEMAN
CITY CLERK