

**CITY OF PLANTATION
BUDGET WORKSHOP FY 2011-2012**

August 31, 2011

The meeting was called to order by Councilwoman Uria, President of the City Council.

Roll Call by City Clerk:

Councilmember:	Ron Jacobs – attending by phone Robert A. Levy Lynn Stoner Peter S. Tingom Sharon Moody Uria
Mayor:	Diane Veltri Bendekovic
City Attorney:	Donald Lunny, Jr.

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1. BUDGET OVERVIEW

Mayor Bendekovic explained that tonight is the fourth in a series of Budget discussions. There will be two public hearings on September 14 and September 21, 2011. Budget goals were discussed at a Workshop on April 20, 2011 and on June 29, 2011, Public Works, Police Department, Fire Department, Human Resources and Parks and Recreation provided the Council with their budgetary presentations. The maximum millage rate was set on July 13, 2011. Tonight a balanced budget has been presented to the Council. The General Fund Budget presented is \$79,500,166. In totaling all of the funds together, there is a budget of \$196,593,551. There were many budget priorities in creating the 2012 budget; however, the first and foremost was to absorb cost increases while maintaining current service levels and programs. The budget was approached with a deficit of several million dollars. Plantation continues to struggle with rising costs and is attempting to create a budget with approximately the same revenue of 2006, all without a Fire Assessment Fee, Debt Service Fee or Storm Water Management Fee. A millage rate of 4.6642 was recommended. This millage rate is an increase of .15, which transfers to a 3% increase. Plantation Midtown remains at .4072 and Gateway at 1.2461. Even with the recommended 4.6642 millage rate, Plantation continues to have one of the lowest millage rates out of the 31 municipalities in Broward County. To put this in perspective, the ad valorem revenue will be approximately \$29.9 million and it does not even cover the Plantation Police Department's budget, which is over \$35 million. This budget emphasizes a professional and responsible fiscal approach, one which will sustain and maintain Plantation; it was not created overnight. It took endless hours of meetings and brainstorming to arrive at the balanced budget presented this evening. There were also Director meetings with Dan Keefe and Herb Herriman. She welcomed any input, suggestions and concerns.

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2. **PLANTATION PRESERVE GOLF COURSE AND CLUB**

Jim Romano, Parks and Recreation Director, introduced the Golf Course Management, Paul Scott, Brian Schuler, and Louie Bartoletti.

Mr. Scott advised that their report has last year's final operating results and this year's results through the month of July. A spreadsheet from Mr. Herriman outlines the operations of the golf course as early as 2003, prior to their opening, and the results they got when they opened in 2006 through 2010 and then the projections for 2011. In his opinion, the golf course is very healthy and business is good. The rounds are down a little this year from where they were a couple of years ago and that has been calculated into the budget for next year. He anticipates that next year will be another good year. This budget was done in March 2011 and some of the assumptions were based on the fact that he hoped the economy would continue to improve and that may or not be the case. He is confident that they will be able to make enough of a profit to meet all of their debt service and hopefully have some reserves left over at the end of the year. The spreadsheet shows the results from 2006 through 2010, which is a positive cash flow of a little more than \$4.1 million, before depreciation. With a projection of this year's revenues, we should have a positive for the six years of about \$4.65 million. About \$800,000 was spent in capital for the purchase of new golf carts and some new equipment as well as the starter's booth that was done after the fact.

In response to Councilperson Stoner, Mr. Scott indicated that the City pays the membership for the Chamber of Commerce. The Golf Course has a total of about \$2,500 to \$3,000 per year for schools and events, which includes the Superintendent and the Golf Professional. The outside service fees, salaries and wages do not include the 401K contribution. They have not had a retirement program until three or four months ago. Retirement has always been in the budget but it was not instituted until this year; they started on May 1, 2011. Even though this has been submitted as overhead budget, they have not been paid for that. The City only reimburses for actual costs. The way the contract works, they get a monthly fee and incur certain expenses that are reimbursed. They use Prime Pay for a processor for payroll; they do not get an audit letter from the accountant. They are not allowed to get a percentage of the revenue. The Academy pays them for the use of the back of the driving range where they conduct clinics, etc. They have a marketing program and they chase revenue; they do the best they can to control expenses and they have a budget. Typically they come in a little below their expense budget, which is a benefit to the City because they do not have to reimburse. They try not to request any luxury items or spend any money that does not need to be spent. The reason the 401K was implemented at this time was because the employees that work for him do not have a very good benefit program. He believes the employees deserve some kind of a retirement benefit.

In response to Councilman Jacobs, Mr. Scott stated that the air conditioner in the clubhouse was replaced last year for a cost of about \$4,500. That unit was installed in the event that the other unit, which is the same age, goes down this year. If the unit does not go down they will not spend the money. The people movers, golf carts, etc. can last longer; however, other equipment, such as cutting equipment, needs to be replaced every four or five years. The building opened in February 2006. Some of the equipment went quickly. They are replacing a convection oven and other things are probably going to break. There is a \$10,000 line item for kitchen equipment because things are getting old. Golf carts have been purchased in the past and then put on a lease after the fact. The first fleet was replaced prior to the 2010 fiscal year; it actually fell in 2009 but was budgeted in 2010. The reason was because the batteries were starting not to function for the full 18 holes and the choice was either replace the carts ahead of time or spend \$40,000 for new batteries and then giving them back to Club Car with brand new batteries. This year there are three or four carts that are two years old that are starting to look like they are not going to make it for the full three years. If they have to put new batteries in those golf

carts he will probably keep them an extra year and use them four years; he does not want to give the carts back when there is a lot of battery life left. A set of batteries for the cart is \$475 to \$500.

Councilwoman Uria commented that outside service fees include commission under membership and marketing under food and beverage and under the Golf Pro Shop. She questioned the commission under the food and beverage.

Mr. Scott explained that their Food and Beverage Director and their Chef get paid on special parties, not regular day to day business; that money comes out of the service charge pool; 3%. The Chef's pay is not in the service pool, it is 2% of whatever the food and beverage is on the party.

Councilperson Stoner stated that the contract allows so many free rounds. She questioned what a round of golf costs and whether a lot of rounds are given away. She also noted that there is not a senior discount.

Mr. Scott advised that a round of golf can be anywhere between \$110 and \$120. They do not give away a lot of rounds; he has a report that shows how many are given away. He believes they are allocated to 50 per month and they probably do between 8 and 15 per month; typically those are used for people in the hospitality business, who have an opportunity to visit the golf course and then send business. Mr. Scott considers the golf course fees competitive; it is a very competitive market. He would like to charge more; however, some of the competitors are not charging much. The Plantation resident rate maximizes at \$75 in the middle of the season; that is \$50 less than the outside rate. We have coupons and we always make sure that the residents get the lowest rate. He has never contemplated a senior rate.

In response to Councilman Tingom, Mr. Scott indicated that he can do a survey to determine whether other golf courses offer a senior rate; he believes Pompano has senior rates. He advised that they are always interested in purchasing a golf course if they can find one for the right price and if someone needs help they are always willing to help with management. It has been his experience that if a golf course is managed by competent management it is better for all of the other golf courses around. If we could get some of the Cities together, we could probably save some money on purchases by borrowing equipment from each other; however, that could be a sticky situation.

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3. **PARKS & RECREATION DEPARTMENT**

- Central Park
- Central Park – Tennis
- Central Park – Aquatic
- Equestrian Center

Mr. Romano mentioned the June 29, 2011 presentation which outlined the budget anticipated for the upcoming year. He emphasized that we have not had any capital dollars to help reinvest across the board. We have an aging park system. Recently we retracted two tot lots and these are some of the choices that we are faced with making. Do we spend \$10,000 to repair parts of tot lot equipment or do we use that money to upgrade our thorguard system? We are trying to keep the public safety up front. The Central Park pool is 28 years old and the infrastructure will need to be replaced. Currently the valves cannot be turned fully open without water spraying throughout the seams and the recirculation filters need to be replaced. This is something that is going to need to be addressed in the near future. Last year two million visitors came to Central Park. Some things we did to help reach the goal was to reduce six Maintenance Worker I positions; however, we increased

maintenance because we picked up one mile of expansion of the Plantation Business Park. One thing considered was reducing maintenance in the common areas in order to get through this year. Revenues have been increasing over the past four years. He thanked staff with regard to the amount of athletic events we host; we have more leagues that bring in the revenue for this department. As of this past July, Parks and Recreation revenues are up \$340,000 compared to \$278,000 last year. This also has to do with the summer camp program that was brought back.

Councilwoman Uria commented that the increase requested would be an additional revenue of \$60,000.

Mr. Romano indicated that the last increase was about four or five years ago.

Councilperson Stoner stated that the summer camp fees increased by 20% the year that program was outsourced. At that time we were told that the fees had to be increased to be sure the City received a share on top of the company outsourcing.

Mr. Romano advised that the fees were according to the gate fees they typically use. Summer camp fees were increased because the program was outsourced but when the City took it back Council wanted to be sure it was like an Enterprise Fund and would pay for itself. The program did pay for itself; Parks and Recreation ended up in the black just over \$90,000.

Councilman Tingom mentioned that a post camp survey was done and 90% of the people were extremely satisfied with the camp this summer. He thinks that the move away from the private provider was a positive move for the youth of our City.

In response to Councilperson Stoner, Mr. Romano advised that the 70 part-time positions were for summer camp. We do have about 36 or 38 year round part-time permanent staff that are typically facility attendants and lifeguards. There is a breakdown of costs for staff to work on July 4th. With regard to the parades, there are employees working that day because they have to set up the barricades. Parks and Recreation has a small float which is pulled by staff. The actual running, operations, set up and the closing of the roads is not done by the Parks and Recreation Department; however, they do participate.

Councilperson Stoner questioned whether two parades are necessary when people are being paid overtime.

Councilwoman Uria noted the cost for the Fourth of July is almost \$24,000 for barricades, concert, fireworks, etc. There is also an expense for the Police Department. Perhaps we should consider cutting a parade.

In response to Councilperson Stoner, Mr. Romano explained that it gets to a point where the investment to repair exceeds the cost to purchase new. With regard to the exercise equipment at Central Park and Jim Ward Community Center, it gets used. A membership fee is charged for use of the equipment. Last year used equipment was purchased from a gym that went of business to save money. One thing he would like to do to add revenue is to increase the registration fee. Between the tournaments and leagues, fields are rented and revenue is generated. As far as a new type of program or fee, Lacrosse is something that we rent fields to. The City garage sale that is typically done in March at Volunteer Park is something that the community draws to; therefore, it will be expanded to the Community Center and to Jim Ward Community Center.

Councilwoman Uria commented that the March garage sale is so successful that we should consider having another one in the Fall. She questioned the bus rentals for the adult program and thought we no longer did that.

Mr. Romano stated that about four years ago a 50/50 match was agreed and that is what we have been working under since that change.

In response to Councilperson Stoner, Mr. Romano advised that the membership fee to the Chamber of Commerce is \$1,200. Parks and Recreation does not cut them a check, it is for the parade and for other functions and special events.

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4. **BUILDING**

Mr. Sabouri, Building Director, commented that staff has shrunk from 29 to 21 full-time employees and three part-time employees. The Building Department is expecting new revenues due to recently approved projects. He is looking to add a full-time inspector this year and if all of these projects start concurrently he may need to come back and request additional staffing. This year's budget has been less than revenues in the past; however, they have been holding the line on expenditures and have not had any Capital for the last four years.

In response to Councilwoman Stoner, Mr. Sabouri advised that the Chief Electrical Inspector also acts as a Plans Examiner. He is requesting an additional Plans Examiner to fill in for the new jobs and currently he has one part-time and one full-time. Consultants from Broward County are used as needed; however, they charge a lot of money. The Building Code changes every three years and it will change this year. He does not know what the cost of the Building Codes will be but they are asking for a \$180 increase for each volume. Other Codes also have to be purchased that come out different times from the Building Code. The Building Department only has two take home vehicles.

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5. **DESIGN, LANDSCAPE AND CONSTRUCTION MANAGEMENT**

Mr. Ezzedine, Director of Design, Landscape and Construction Management, explained that significant changes have been made to their Department. They have met the target set by Administration.

In response to Councilwoman Stoner, Councilman Jacobs stated that the budget is about 16% less this year than it was last year and that was accomplished by eliminating a few positions.

Councilperson Stoner commented that many professions keep descriptive time sheets in order to track time and also to see how long it takes to perform a task.

Mr. Ezzedine advised that two spreadsheets are done for each individual employee; he requests a project sheet as well as daily time sheets. He reviews these sheets in order to determine how billable time is on a project.

Councilperson Stoner mentioned employee benefits and noted that many of the departments show a decrease in the health benefits and the Long Term Disability benefit; however, other departments show a huge increase from the previous years.

Mr. Keefe indicated that health benefits are usually reviewed in April. There may be changes in an employee's status between April and the budget year, such as marriage or giving birth, which will change the cost of the benefit.

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6. ADMINISTRATION

Mr. Keefe, Assistant to the Mayor, advised that Administration is made up of the Mayor, himself, City Council members, and three staff. There is one person in Public Relations and two in Risk Management. The other area is General Government.

In response to Councilperson Stoner, Mr. Keefe indicated that salary contingency is a line item used for various things and it will affect some departments. Clothing comes out of this line item as well as buy back for vacation or sick leave and if someone is retiring those funds are listed here. Any salary increases would be in this line item; however, there are no increases this year. Typically an employee gets eight hours of sick leave per pay period so they would get that times the 26 pay periods. If they do not use any it carried forward. Employees are allowed to accumulate up to 480 hours of sick leave and 240 hours of vacation leave. This is only listed on the salary contingency if we know employees are able to cash out.

Ms. Moale explained that everyone is budgeted for 2,080 hours per year, which accounts for a \$50,000 salary used as an example. With that, it does not matter if you use code 01, regular work hours of 40 hours per week or code 03 and 04 for sick leave and annual leave. It does not give additional pay, it simply says that you were not working that day, you had paid time off and your salary still ends up at \$50,000. Under the salary contingency, administrative and executive employees who have greater than 120 hours of annual leave can sell back half of that once a year. If they go over 240 hours and they have not used their time and are not eligible to sell or have already sold, the cap for selling back is 40 hours. If they have 80 hours in excess of 240 hours they can sell back 40 hours as of the first payroll of January every year; they lose the other 40 hours.

Councilperson Stoner questioned whether the salary contingency sits in the General Fund or is it put somewhere separate so it is there when needed. She also questioned how much money is on the table for all of this.

Mr. Herriman advised that a contingency line item is prepared collectively and those items mentioned above are put into that line item. This is done for each individual department based on historical information. This will come to an expense to the particular department. There is \$1,600,000 in the General Fund for those kinds of items and interest is earned on this money because it is not paid out until it is actually used. This is a separate number post employment benefits.

In response to Councilperson Stoner, Mr. Keefe indicated that the previous Mayor had a vehicle.

Mayor Bendekovic clarified that she gave up the vehicle but she will take an auto allowance for gasoline.

In response to Councilperson Stoner, Mr. Keefe advised that this line item is put in each year so if something comes up there is a contingency amount.

Mayor Bendekovic indicated that she has used the contingency fee for painting and replacing ceiling tiles in her office, as well as for renovations to the Planning and Zoning and Landscaping Departments.

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7. ENGINEERING

- **Engineering Budget & Stormwater**

Mr. Butler, Director of Engineering, explained that their department is serviced and staffed by seven individuals including himself. They are all cross trained and are responsible for administering the activities in our City's public roadways and waterways. They are also responsible for administering capital projects on behalf of several departments throughout the City. They have an opportunity to participate in the private development review process from start to finish and continue to maintain effective and efficient working relationships with a multitude of outside agencies that have benefited the City over the years. We have had a healthy relationship with Broward County on the Traffic Engineering issues and we have an excellent staff member who is skilled and knowledgeable in that area. If this was studied, he is sure he would come up with a six figure number that they have saved the City to benefit our particular neighborhoods as it relates to traffic signalization, etc. Through coordination we also have the benefit of participating with some of the outside agency projects and as they may affect our City we look to protect the City's interests. The Engineering Department has a modest Capital budget; they have expressed a need for several years for a vehicle and have had that suppressed.

In response to Councilperson Stoner, Mr. DeCelles advised that the line item under "Maintenance contract aquatic spraying of Plantation Isles waterways" is a misprint.

Councilperson Stoner questioned whether the City made or can make a change in the type of product used so that stormwater is not going to harm the quality of the water.

Mr. Butler indicated that the chemicals that are used for aquatic weed control are not contributing to the water quality issues that have been discussed for many months. They are a different chemical make up and they do their job. Fertilizer is a separate issue and he will yield to those departments that utilize those products.

In response to Councilman Tingom, Mr. Butler advised that water quality can be viewed at different levels; different stages in our system. Turshyary is local; our pipes and inlets that we own and maintain in some of our waterways. The secondary systems are Old Plantation Water Control District and the primary systems are the South Florida Water Management District. Water quality is measured at the primary receiving water point as far as the State is concerned. We are going to have to be very interested and accountable, at some point, for our actual water quality measurements that are right down to the local turshyary level. The issue is not whether or not this will be a Federally imposed mandate or whether it is at the Federal or State level, there is going to be a TMDL; numeric nutrient criteria. It is just a matter of time. The City of Plantation needs to be wise and mindful of what is coming and we are not financially prepared for what may be coming. The Districts are in a separate league; whether or not there will be accountability, that is between them and the State and how they work the law. The primary receiving body, the State, is the one looking at us ultimately.

Councilman Jacobs questioned how much money would be freed up in the budget if the City created a stormwater utility.

Mr. Keefe indicated that \$90,000 is the direct cost in the line item and there is also the cost of staff, both with Engineering and Public Works. He believes the figure during the stormwater analysis was about \$557,000 or \$553,000. It would reduce the General Fund because Public Works and Engineering salaries that are doing stormwater activities could be redirected to the stormwater utility.

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8. HUMAN RESOURCES

Ms. Moale, Director of Human Resources, explained that their department's operating budget is a very simple and straight forward budget. There are some changes to the budget, in that \$10,000 was centralized into Human Resources for tuition reimbursement. The policy was revised and reduced the benefit on tuition reimbursement to save money. Some line items were transferred out of Administration, such as the Care Force picnic, because Human Resources runs that event.

In response to Councilwoman Uria, Ms. Moale commented that a 4% health insurance contribution is recommended for everyone including Council.

In response to Councilperson Stoner, Ms. Moale indicated that \$10,000 for the centralized tuition reimbursement was previously spread all over; some departments were cutting it because of having to meet the budget goals of reduction. Some employees were able to have the benefit because it was not cut and other departments cut the benefit and those employees could not have it. Therefore, it was centralized and put into Human Resources since that is where authorization comes from. New guidelines were set up as of August 1, 2012. She noted that fourth year students will have priority over first, second or third year students. Approval is contingent upon how many dollars are available. Reimbursements are State fees only. The \$18,200 is for New Horizons, which is our IT based training. Every two years the contract is up for renewal; it is about \$13,000. There is \$10,000 for a lease on the copier; Human Resources has a high volume of copying. The \$51,400 is the wellness program. Claims have gone down \$732,000. The City pays dollar per dollar and then any claims that exceed \$175,000 with the aggregates built into that after that; we get reimbursed for any claim over \$175,000. This wellness program helps to lower the number of severe claims; they have been cut in half over the last five years. The wellness incentives for fiscal year 2008/2009, which was the first year, we spent \$12,415. In 2009/2010 we spent \$17,260. In 2012/2011 we have spent \$14,740. A lot more employees are participating and things are being caught earlier, which is going to keep our claims down, which is the goal of wellness.

Councilperson Stoner commented that people only learn from a program what they need to do their job; they do not want the entire picture. When most people are sent to learn Excel they figure out how to do the columns and how to sort; very few want to learn the formula issues. They only learn the basics of what they need to get by and to spend \$18,200 on additional tutoring when people who really want to learn the program can go to the high school and do a reimbursement per class. Her thought is that the people who want to be healthy will be healthy; to spend \$50,000 to try to help them get healthy seems a little above and beyond.

In response to Councilperson Stoner, Ms. Moale advised that flowers were sent to any employee hospitalized, if their was a birth or a death, or if a family member was hospitalized. This has been cut back over the last three or four years due to budget constraints. We only send flowers for births and deaths. The Care Force picnic has been cut; there were two and it was budgeted \$8,000. Currently there is Care Force picnic and the other one is a break even event. The cost of the holiday party has been reduced; the vendor has held the price over the years.

In response to Councilman Jacobs, Ms. Moale stated that we still use the folding machine for payroll checks; we do direct deposit and any new employees over the last three to four years are required to do direct deposit. There are still 65 employees that get regular checks and the folding machine not only does the check folding but the direct deposit stub, which is for confidentiality to the employee. Those types of expenses used to be paid out of other departments and now Human Resources has to pay for that service. ADP is about \$110,000 and that is our electronic fingerprint time card system. We lease the fingerprint scan time clocks; there are 17 around the City. This is time and attendance only. When we transferred and converted from the MV Base system for all of the financial City wide; we transferred over to Great Plains; however, they only had two buckets for leave types and

we have about ten different types of leave types based on annual leave, sick leave, holiday pay, holiday overtime, etc.

Councilman Jacobs commented that it would make sense to outsource payroll.

Ms. Moale stated that outsourcing is very expensive; they have looked into it.

Councilman Tingom questioned whether we had to pay any money for the employee health fair. He also questioned the comparison of sick leave with the wellness program.

Ms. Moale advised that the City paid for some of the things that were at the employee health fair and a flat fee for testing is paid out of the wellness program. The wellness program also paid for the two bicycles that were given away. A report was pulled one year prior to the clinic being open and one year after; however, this information has not yet been compared. This report will be available for Council in the near future.

Councilwoman Uria mentioned the 4% employee contribution towards health insurance and questioned whether it could be divided into different levels. Perhaps someone who earns less money should not pay 4% and someone who earns more should pay more.

Ms. Moale stated that many different ways were studied and this was the fairest way to pay for what you have on the plan. The age of participants who can attend the Care Center was lowered to 12 from 14.

Councilman Levy indicated that some Cities do not pay anything for family coverage; they only pay for the employees. He questioned what the savings would be. He may start discussing tiering in a program. Perhaps we could look at new hires having a separate kind of health program. He commended Ms. Moale and staff on the huge success of the wellness program.

Ms. Moale advised that surveys have been done and they are aware of what other Cities pay and what the contribution rate is. Ours has been 76% in the past and 26% on the employee. She believes that family coverage is about \$1,900 a month for health per employee with a family. The savings could be significant if the City did not pay anything towards family coverage.

In response to Councilman Levy, Ms. Moale commented that a change was made three years ago. All new employees who have spouses that are eligible for other coverage are no longer eligible for our insurance.

Councilwoman Uria concurred with Councilman Levy and noted that more changes may be necessary.

Councilman Jacobs commented that the expenses in this budget are 3% lower than they were last year.

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9. CITY CLERK

Ms. Slattery, City Clerk, indicated that this department is comprised of seven employees including herself. We are responsible for the minutes pool for all of the City Boards and Committees as well as City Council. We have a passport acceptance facility, business license tax receipts, public records requests and every other year we are in charge of producing the elections for the City. Our budget came in a little above last year. One of the things

that raised it was the webstreaming, which has been very successful for the City. We now have to pay a monthly fee of approximately \$500 for that service.

In response to Councilwoman Uria, Ms. Slattery advised that nothing was budgeted for webstreaming last year; this is the first year this has been done. The first six months were at no cost and we started paying \$480 per month in May 2011.

Councilwoman Uria emphasized that something was previously budgeted for the webstreaming. She stated that she is not for the 5% business tax licensing increase.

Councilperson Stoner mentioned the \$1,800 car allowance but noted that there are no take home vehicles in this department.

Ms. Slattery explained that since she does not have a take home vehicle she gets a car allowance because she uses her own vehicle. The car allowance is added in her W2 form as taxable income.

In response to Councilperson Stoner, Mr. Keefe advised that employees who are not public safety or first responders have the car allowance added as taxable income. Public safety and first responders are exempt. He believes Utilities has the car allowance added as taxable income; however, Police, Fire and people on the EOC team, the Public Works Director and the Utilities Director are exempt.

In response to Councilperson Stoner, Ms. Slattery stated that there are between 4,800 and 5,000 businesses and the 3% increase was based on that. Additional licenses were not anticipated when making the calculation, only existing was anticipated. Over the last two to three years when one business closes another one comes in; therefore, the number has remained fairly consistent. The business tax fees have not been raised since 2005. We are very much in line with all of the other municipalities; in fact, we are lower than some.

Councilman Tingom questioned the typical fees in Davie and Sunrise.

Ms. Slattery indicated that Davie and Sunrise are pretty consistent with what we have; about \$150. It depends on the classification. For a regular business the fee is about \$150. She reiterated that our fees are in the lower quartile of this County.

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10. **LIBRARY**

Ms. Knapp, Library Director, advised that the library is doing well, especially now that the Unemployment Office has put everything online. Our computer use went up on August 1, 2011, as everyone came in to document that they are looking for a job. We are providing a very vital and valuable service for our community. None of the things the library does could be done without the Friends of the Library, a volunteer group. Since 2006 they have gone from a materials budget of \$60,000 to \$30,000 and they are matching that, which is done through fundraisers and book sales. The level of service has been maintained that our patrons expect. We have more patrons now than in the past. The Friends of the Library also pay for all of their programming. Ms. Knapp introduced Lexi, their new therapy dog from the Humane Society. She comes to the library once a month. This is a program for the children to read out loud to the dog to build confidence and fluidity in their reading. They also have a Girl Scout troop that has volunteered to do an evening story time. They come in on Tuesday nights and do an hour story time to get community service hours.

In response to Councilperson Stoner, Ms. Knapp stated that she gets a car allowance. Shift differential is because the library is open until 9:00 p.m. The computers are paid for by the Bill and Melinda Gates Foundation; there was a grant for those. The computers have also been updated one time through grant money. There are nine public access computers and there are between 70 and 90 people per day using those. We teach an introduction to the internet class once a month and we teach an e-mail class once a month. The classes are free.

Councilman Tingom commended all of Ms. Knapp's efforts.

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11. HISTORICAL MUSEUM

Ms. Knapp indicated that the Then and Now exhibit has drawn a lot of attention to the museum and has stimulated an incredible outpouring of donations from the community, which will help build up the archives. They are going through the photographs and will be moving forward with digitizing. Hopefully by the middle of next year the actual artifact material will be photographed and put online.

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12. FINANCE

▪ Purchasing

Mr. Herriman, Finance Director, advised that their department consists of the responsibilities of accounting and assisting the Mayor in the budget preparation. They are involved in treasury management functions as well as disbursements and receipt of funds, debt service management and purchasing. Their budget has decreased by 8.25% and that is largely from the absence of the budget manager position.

In response to Councilman Jacobs, Mr. Herriman indicated that all of the positions are filled and they anticipate that they will continue to be filled at 100% for the year. The budget is very tight because the one position has been removed.

In response to Councilperson Stoner, Councilwoman Uria stated that Mr. Romano has the PAL budget in his department.

Mr. Romano advised that there is an annual PAL audit.

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13. INFORMATION TECHNOLOGY

Mr. Castro, Director of Information Technology, indicated that their department consists of 18 employees. They manage around 900 devices around the City. It is their duty to manage the care and feeding of the infrastructure that allows all of the departments to continue to work in the City. They provide all of the circuits that connect to the outside world and everything in between. Two positions were eliminated this year.

In response to Councilman Jacobs, Mr. Castro advised that there are actually 18 employees after eliminating the two positions.

In response to Councilperson Stoner, Mr. Castro stated that the City wide imaging was removed this year. An overshot of the City was done five years ago for the GIS Department. He believes that the actual aerial of photography this year is in the Utilities budget.

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14. **PLANNING, ZONING & ECONOMIC DEVELOPMENT**

- Planning & Zoning
- Economic Development
- Gateway 7 Development District
- Community Redevelopment Agency (CRA)
- Midtown Development District
- Community Development (CDBG and NSP)

Mr. Leeds, Director of Planning, Zoning & Economic Development, advised that their department covers six specialty areas. There are 13 employees including himself. There was a 14th employee who left the City and the position was eliminated. Within the six specialty areas there are four capital and/or housing budgets.

- Planning is responsible for the preparation of State mandated amendments to the Comprehensive Plan and they also handle special projects. Plantation is located in the geographic center of the tri-county area. He is heavily involved in monitoring six or seven major transportation initiatives that are affecting the City, and he is also the Vice-Chair of the Technical Coordinating Committee to the Metropolitan Planning Organization. Planning also manages our ongoing community development programs.
- Zoning basically coordinates the entire City wide review process up to building. They prepare for a minimum of four to six meetings per month; they accept the applications, distribute the plans to the departments heads, they submit recommendations back to Zoning, the plans are put together and the applicants are sent to the Plan Adjustment Committee, Review Committee, Planning and Zoning Board and the City Council.
- Economic Development is responsible for business development and retention. They also hold business assistant workshops and serve as a liaison between the Plantation Chamber of Commerce and the Planning and Zoning Department. Economic Development and the Midtown Development District were incorporated. The people who coordinate those programs participate in the plan review process.
- The Plantation Gateway 7 Development District is responsible for landscape and streetscape maintenance and business support including the Public Safety Grant Program, which is ongoing. The Gateway serves as a liaison with local businesses and also attends meetings of the Planning and Zoning Department, again, connecting the business end of it with the regulatory end.
- The CRA is basically used to fund major infrastructure projects within the CRA boundaries. The current project, which is being coordinated by Brett Butler, with the assistance of Carlos Rodriguez and others, is the underground burial of FP&L powerlines in the northeast quad as well as the follow up signature lighting and landscaping.
- The Midtown Development District is responsible for business development, streetscape maintenance and implementation of the Midtown plan. This is done through funding for major roadway and streetscape construction. A \$4.2 million grant was recently obtained for two projects; Veranda and the Fountains.

There are several initiatives that cross all of the departments; one is to fill vacancies in existing shopping centers and office buildings. They are looking for quality products and will do whatever is possible to get those quality products into the shopping center. Because Plantation is essentially developed, a lot of the work done is

redevelopment. When looking at projects like the Broward Mall, this is a major redevelopment initiative. The Fountains is also redevelopment project. Attractive buildings send a message.

A lot of changes have been made in the organization and also in the protocol and rules and regulations within the Economic Development Department. We are trying to maintain our standards but make ourselves attractive enough to business so people will continue to come here.

In response to Councilwoman Uria, Mr. Leeds indicated that DHL qualified under a program that provides City, State and County funding based on a commitment in terms of employees making a certain medium salary. We had a similar program for Kaplan University but it was only for one year. This may be the last year for the DHL QTI because they have downsized their operation. The City contribution is \$50,000; however, the State and County also contribute.

In response to Councilperson Stoner, Mr. Leeds stated that payroll went up a few thousand dollars. The retirement required employee contribution and health benefits went up. The number is determined by the Finance Department.

Mr. Keefe commented that more than likely there are some hourly employees who have their review on their anniversary date, which took place after April 2010; therefore, they got it part of last year and it will carry into this year.

With regard to community relations, Mr. Leeds advised that it was \$4,800 and was reduced to \$2,500. Funding has been reduced for advertising in the Chamber newsletter. The \$2,500 is the City's contribution to the breakfast. Mr. Leeds stated that each year the Departments are given a directive to reduce their operating budgets by 3% and each year Planning and Zoning and Economic Development has met that directive.

In response to Councilman Jacobs, Mr. Leeds stated that there is a 22% reduction in Economic Development and a small percentage increase in Planning and Zoning. These are considered consolidated because they are two primary City funded operating budgets. The special Districts have additional funding sources; the CRA coordinator is funded by the CRA; the Community Block Grant Coordinator is funded by the Department of Housing and Urban Development.

Councilwoman Uria suggested inviting any new businesses to attend a City Council meeting so they can be welcomed to the City.

Mr. Leeds indicated that he would speak with Mayor Bendekovic. There is a welcome packet given when someone picks up their business license. A letter could be included inviting them to a Council meeting. Ms. Good is also working on a way so that all of the leasing agents in the City office buildings and shopping centers can have a link on our Economic Development website.

Councilman Levy commented that many people watch the City Council meetings and this is a way of getting the new businesses on television to their actual neighborhood population.

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15. UTILITIES

Councilwoman Uria read an email she received from Betty Hoffman who works with Bergeron. She commended two City of Plantation Utilities workers; Nina McCray and Julie Goodrich, who went above and beyond to quickly resolve a situation.

Mr. Breitenkam, Director of Utilities, indicated that their department is tasked with the treatment of potable water for the City of Plantation. There are two 12 million-gallon treatment plants each and we are responsible for the treatment of waste water. We are also responsible for water distribution and for sewage collection. There are 125 major lift stations and when counting all of the smaller locations there is a total of about 137. Globally in the country and regionally in Broward County we are experiencing a severe economic downturn. At the same time our infrastructure continues to deteriorate in Plantation. As mentioned before, we have infrastructure that is 50 years old and we need to keep the forward momentum. Pipes are rusting, equipment is wearing out, concrete is deteriorating and clay sewer pipe is cracking. We need to continue to be proactive in infrastructure rehabilitation and replacement. While the environment in the State and in Washington for new regulations seemed to have slowed down, the fact is that we have existing stringent regulations that we need to continue to comply with. Regulation compliance is not cheap. Our existing utility rates are some of the lowest in the County; we are definitely in the lower quartile of rates in the County. We need to assure that our rates are sufficient to cover not only our operation but also our capital improvements and any debt we might have for capital improvements. In order to do so, we need to perform a rate sufficiency study every year. He highly recommended that in order to accommodate the \$100 million capital improvement laundry list that we have, that we go out for a Bond issue in the coming year.

In response to Councilperson Stoner, Mr. Breitenkam advised that we are a participant with the general City and the GIS Department. We have, through the years, scores of as built drawings that are on paper and files that we want to digitize and put into the GIS system. In addition to the as built, the pipes where we do not have as built, good as built, reliable as built, we actually have staff doing the GPS locations in the field. All that information needs to be put into the GIS. The aerial photography is participating with the City to secure new aerial photographs.

Mr. Castro stated that the County's aerials are inferior to what we get. The resolution that we do is much higher. We have had aerials done at the same time as the County's and tried to get a consortium of other municipalities to chip in for the higher resolution pictures and couldn't get any buy in. This will go out as an RFP this year. We have some preliminary pricing. The issue with the County is that they have to fly a much faster aircraft because of the lower resolution. We were going to put our camera next to the County's camera on the same aircraft but because of the speed of the aircraft, they fly too fast for the resolution that we require.

Councilperson Stoner commented that she believes there are ways to save with regard to the aerial photographs and she would like to see that explored. With regard to carry over numbers, she thought the old control building conversion was presented as a stimulus project; that we were getting stimulus funds on those.

Mr. Breitenkam advised that we are getting \$804,000 from the stimulus. It is a \$2.6 million project in total and the project they are doing, the IT bunker, is \$2.1 million, and is currently under construction. As soon as that is complete they need to move to the other side to rehab the building we are presently using for storage. When the new building is complete the old storage materials will be moved into that building. We have to supply updates to the Federal Government; he did not believe that we have received any funding back as of this time. The project will be finished by next June 15th; that is the deadline and that is when the invoice will be into the Federal Government.

Mr. Keefe indicated that the funds are reimbursable after the project.
In response to Councilwoman Uria, Mr. Keefe stated that we are assured the reimbursement.

Mr. Breitenkam advised that they have been working with the Federal Government Department of Energy very closely.

Mr. Ezzedine commented that we have already used \$97,000 of the stimulus money. We report the money spent and they reimburse us.

In response to Councilperson Stoner, Mr. Breitenkam stated that something was on the budget from last year and it has either not been done or has not been completed. Many of these projects carry over from year to year. With regard to new vehicles and take home vehicles, the gentleman in question who drives the Ford Fusion lives in Loxahatchee and is our Maintenance Superintendent. He is responsible for distribution and collection maintenance. When there is a significant water main or sewer break he is the one who makes sure that necessary repairs are done after hours. When there is an after hours issue he does his best to handle the situation by telephone. It is standard in the Utilities industry for a Maintenance Superintendent to have a take home vehicle. He had a large pickup truck and was changed into a vehicle that gets good gas mileage.

In Councilperson Stoner's opinion, it does not make sense to give an employee a brand new vehicle to drive back and forth every day over 120 miles when there are other employees in other departments that could utilize the vehicle, whether it is a pool car or not. There does not seem to be any rational as to how to handle the emergencies given the distance.

Mr. Breitenkam commented that he respects his employee's loyalty; he is always there when needed.

In response to Councilwoman Uria, Mr. Breitenkam advised that a lot of rental fees are paid to the City for water services and waste water services.

Mr. Castro referenced the price quoted in the Utilities budget for aerials. When this was first done in 2005 we paid about \$430,000; therefore, it is a fraction of that cost because we have all of the controls in place. It is just a matter of replacing them with the high definition picture.

Councilperson Stoner indicated that this needs to go on the street to get a competitive price.

Mr. Castro advised that there are two companies that do this at this slow speed for the high resolution; one is out of Miami and the other is just outside of Orlando.

Mr. Breitenkam stated that they are completing the installation of the Hansen Software for the utility billing. The goal is to have this implemented by October 1, 2011.

In response to Councilwoman Uria, Mr. Breitenkam indicated that we used to give a door hanger every time a persons' water got turned off and then people began to depend on the door hangers. Currently door hangers are given if a person has two or more shut off notices within a year.

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16. **PUBLIC WORKS**

- Resource Recovery
- Central Services – Facilities
- Central Services – Crafts
- Road & Traffic Control

Mr. DeCelles, Public Works Director, indicated that he had previous discussion with the Mayor. Since everyone is familiar with the Public Works Department he did not have anything to add.

There were not any questions concerning the Public Works Department at this time.

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17. **POLICE**

Police Chief Harrison advised that the Police Department issues were previously discussed with the Mayor. He failed to mention the significant savings they had in their budget from last year, which was \$575,000.

In response to Councilperson Stoner, Chief Harrison indicated that the \$14,000 for community relations is part of the GRADE program and t-shirts. It is also for the Halloween Safety Festival. He under funded the fuel and lubricants; therefore, there is an increase. The Code Enforcement increase in revenue was for last year.

Mr. Keefe stated that the current Code Enforcement line item was budgeted at \$200,000 and we are at \$410,000 as of the end of July. That is why he conservatively put in \$400,000 for next year.

Chief Harrison advised that there was a change in the Code Enforcement Board versus the Special Magistrate and that has made a huge difference.

Councilman Tingom commented that the Special Magistrate process is much more efficient, the meetings are shorter and the revenue is significantly better. He questioned whether we are looking at a large capital outlay to improve the Dispatch Center.

Chief Harrison has the project in his five-year capital. That is one of the points of the infrastructure that is an absolute must in fixing. The shelf life of the equipment we currently have is beyond its shelf life and that will be a significant investment. He believed the radio system was purchased in the 90's. It will probably be between \$3.5 million to \$6 million. It is not the aesthetics aspect; the Center has been renovated. This cost is for the components that allow the radio system to work.

In response to Councilperson Stoner, Chief Harrison advised that police officers go for training and the City provides the ammunition. There are courses, including SWAT courses, that take quite a bit of ammunition and we have had to cut back because of the amount we were able to budget. The police officers also take Firearm Proficiency Tests.

In response to Councilman Levy, Chief Harrison indicated that when he took the position he refused the raise that came with it. He has never been reimbursed but did get a raise. This year, the General Employees, not only throughout the City, but in the Police Department, will not be getting raises, which includes himself and his Administrative staff. This will be the second time this has been done.

In response to Councilman Jacobs, Chief Harrison stated that the Range Master position was filled; however, the position was changed to part-time. They are still doing inspections at the range twice a year. Even the range is going to need some upgrades. It is also in the five-year plan. Nothing has been done to the range since it was built in 1985/1986.

In response to Councilwoman Uria, Chief Harrison advised that \$14,290 was spent on the Fourth of July parade; that was for the parade and the fireworks. The cost for last year's holiday parade was \$7,731. This cost is for overtime.

Mayor Bendekovic stated that the Code Amnesty program will be brought before Council in October. The program has closed as of July 2011; however, applications were made prior to the July cutoff. Approximately \$75,000 to \$80,000 has been collected and there is currently about \$50,000 outstanding. There are also applicants who made the deadline and have 90 days for completion.

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18. **FIRE**

▪ **Fire Rescue (EMS)**

Fire Chief Harris advised that this is a critical time. The Fire Department represents two budgets; one is the Fire Department and the other is the Rescue side of the Fire Department. The Fire Department cannot survive without the other departments. The budget is lean and there is nothing else left. They are strapped with capital; it is the number one issue. The Fire Department does not spend anything on the parades but what they get is invaluable. The firefighters volunteer to walk in July. On the Fire Department side alone they have cut at least 175 calls this year, which equates to about a \$50,000 savings in the stipend report for the volunteers; we are averaging 50 volunteers per call at \$6 per call.

Councilperson Stoner mentioned three large projects that have recently come in and noted that each project had a staff comment about a contribution for fire equipment. That money goes to the General Fund and the Fire Department does not specifically get it. She questioned whether a way to define what the contribution would be so it would specifically go into a Fire Enterprise Fund.

Chief Harris stated that they are looking into a way that the contributions would go into a Fire Enterprise Fund.

Mr. Lunny advised that the comment was made very early in the process and was resisted all the way through the process and there was no support at the end of the process; therefore, those three are no longer being looked at for any contributions. The ordinance that is currently in effect allows staff to make that comment for those types of projects; however, we do not believe there is any support at the ultimate level. The comment will not be made in the future unless we think there will be support. He truly believes that on a size and scale of those projects with the amount of investment made, surely some contribution would have been reasonable. The same with the lift station we had last week; lift stations are customarily included in loan packages.

Councilperson Stoner indicated that she was a little disappointed. Perhaps a uniform formula could be applied so applicants do not feel like they are being singled out for their projects.

Mr. Lunny stated there was discussion about how we were going to get to the dollar and from the other side, it was his understanding that they would get back to us with the dollar and it never occurred. There was a bilateral breakdown.

Councilman Jacobs suggested negotiating these things in a way so that the applicant knows what is coming.

Councilwoman Uria preferred to come up with a dollar figure going forward so that when projects of this size come before us we know and they have an idea that a certain amount of money has to go towards the project.

Mr. Lunny advised that in the past we have used the waiver and development agreement technique and we tried to employ that in this case. We could consider policy considerations, not necessarily in the form of an impact fee law, but something uniform like our uniform method of Code Enforcement reductions.

Councilwoman Uria believed that Council was willing to support it going forward. Now there is some direction that Council does not have a problem with it but we have to be up front and open and not require certain things at the last minute.

Councilman Tingom commented that Council was told by staff that something needed to be done about this and because we wanted the project we waived everything else. We did that; it was not the fact that staff did not tell us this was coming. We had the opportunity to put a dollar figure on the contribution and we did not take it.

Councilwoman Uria concurred and stated that there should have been more clarity.

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19. ITEMS REQUIRING CITY COUNCIL CONSENSUS

- **4% Employee Health Insurance Contribution - \$200,000**
- **Employee Commuting Fee - \$88,000**
- **5% Business Tax License increase - \$38,000**
- **Parks & Recreation Fee increases**
- **Tipping fee reduction revenue \$1,465,000**
- **Millage rate increase - \$1,121,230**
- **Use of fund balance**

Mayor Bendekovic advised that direction is needed because a balanced budget was provided. The budget is a fluid document and adjustments will be needed in order to bring it back to Council on September 14, 2011.

Councilman Jacobs saw Kennedy Center Rehabilitation somewhere in the budget.

Mayor Bendekovic stated that is coming back to Council after the first of the year. That is a Bond issue. Mr. Ezzedine has done all of the design and has all of the expenses. Direction is needed from Council as to whether we are going to knock it down, repair it or what types of renovations are preferred. We also need to determine whether it should be made a historical building or not. She has all of the guidelines for preservation and what has to be done. The funds are there in the Bond; there is \$2.1 million.

In response to Councilman Jacobs, Mr. Keefe indicated that if the \$2.1 million is not used it will be used on another capital project.

Councilperson Stoner mentioned post employment benefits with an increase of \$600,000.

Mr. Herriman explained that the totality of all of the retirees including the five former Council members and former Mayor are included within the number. There are expenses including Mr. Keefe's retirement along with

the pension amount for the former Mayor, which totals about \$1,933,000. That budget has had to increase by another \$84,000 of which in the revenue there will be currently \$870,000 coming in because of the employee share that has to be paid for the health benefits which include dental and vision.

In response to Councilwoman Uria, Mr. Herriman indicated that the employee share of health benefits has nothing to do with the former Council members.

In response to Councilman Tingom, Mr. Herriman stated that contractually we are obligated to pay retirees 40% of their medical coverage to certain employees that retired prior to 2000. With regard to the former Council members, the charge would be excluded.

Mayor Bendekovic commented that we also have retirees and COBRA medical insurance, account receivables outstanding, which is \$34,000. Outstanding people were looked into that have not paid their COBRA, which totals \$34,435.70. There is a broad range of payments owed; it ranges from \$3.25 to \$8,268.

Councilperson Stoner indicated that she still does not see \$600,000. She understood that the prior Mayor's retirement benefit was pre-funded.

Mr. Keefe stated that he did not believe the budget was correct last year because it did not take into account the COBRA payments and the retirees payments; that is reflected this year. There is an amount along with an offsetting amount of revenue that is collected from retirees who do pay for their medical insurance and for COBRA payments. That is the reason for the difference from this year to last year.

Councilperson Stoner noted that the reality is that last year's budget was over an additional \$600,000.

Councilman Tingom thanked all of the Department Heads. He met with all 15 and asked each of them six questions, to which they responded very well.

The following are items that require City Council consensus:

- **4% Employee Health Insurance Contribution**

There was a consensus to move forward.

- **Employee Commuting Fee**

Councilman Jacobs was fine with this.

Councilperson Stoner mentioned a few concerns regarding the employee commuting fee. There is more to it than just having taken home cars because there is additional liability on behalf of the City. She believes there is something to be said for when employees pay for that. She questioned whether the IRS requires that is a fair value. Employees are also given free gas. We are still paying and we only get \$3 every two weeks. One of the things specifically requested at the April 20, 2011 Workshop was to review the employee benefit packages and the senior executive packages and we have not done that. She does not feel that we explored everything possible. She would like to review this more before saying yes or no.

Mr. Keefe stated that we recently went through an IRS audit and the way we do the commuting fee meets IRS standards. We have the number of miles that are used for commuting, which is taxable, and that is what

employees are taxed on. For employees that have a take home car, it is a benefit, and some Department Heads believe the take home vehicles are a necessity as far as response.

Councilwoman Uria concurred with Councilperson Stoner as far as reviewing this further before saying yes or no.

Councilman Tingom believes there is a benefit to employees having the take home cars but he also thinks if they live outside an eight-mile radius that they should be charged so that gas would be included; the government rate is currently \$.55.5 per mile. He would agree with anything less than eight miles as long as it meets IRS requirements, but anything beyond eight miles should be charged at \$.55.5 per mile.

Councilman Levy was fine with charging for the cars and he believes that Councilperson Stoner's comments are relevant.

Mr. Keefe stated that this would be something to review for the FOP.

Councilwoman Uria advised that the FOP will be discussed at contract negotiation time.

Mr. Keefe indicated that if we do not have the \$88,000 and we do the commuter fee it is \$11,000 for General Employees including Fire employees for one year.

In response to Councilwoman Uria, Mr. Keefe explained that \$76,960 is the FOP, including the command staff. The bulk of the \$88,000 is our FOP cost.

Councilwoman Uria stated that she would not be willing to do anything at this time; she believes it should be part of the contract.

Councilman Levy and Councilperson Stoner concurred.

Councilman Tingom disagreed and believed that this should be implemented for all employees now.

Councilman Jacobs was ready to move forward.

Mr. Lunny questioned whether the concern is that the agreement has to be bargained. He also questioned whether or not the agreement covers this.

Mr. Keefe advised that this was done three years ago and actually had several meetings with the FOP and they agreed to the commuting fee. It was then brought before Council and it was turned down. This year it was decided to bring it to Council prior to any discussion with the FOP. We cannot do this outside of the contract negotiation, as they have to sign off on that.

Councilwoman Uria commented that there is only a few months prior to starting negotiations.

Councilman Jacobs did not understand the hesitation.

Councilwoman Uria indicated that very few cars are taken far away in the Police Department.

Mayor Bendekovic stated that there are quite a few cars that drive more than eight miles and one of them goes up to 97 miles.

Councilwoman Uria suggested saying that this is a maybe and that we should look at it a little more in depth. Perhaps it should be round trip or anything over 20 or 30 miles instead of eight miles.

Mr. Lunny requested that the Council at least support Administration in trying to contact FOP to see if they will sign off on this voluntarily.

Councilwoman Uria indicated that there are other things in the Police contract that are much more expensive. There are things we need to review. The FOP agreement is not just one thing; it is a package.

Mr. Lunny commented that this is what they are recommending.

Mr. Keefe stated that this may have to be tabled to bring it back to discussion. He did not see that they would definitely be able to put this in as a budget item; therefore, we need to look for \$88,000 in revenue elsewhere.

Councilman Tingom does not feel that we should support employees driving the cars and he chose eight miles because it covers the entire radius of the City and a little of Fort Lauderdale, Sunrise, and Davie and because it keeps the cars within our jurisdiction as well.

Councilman Levy emphasized that the initial reason for take home cars are for the people on duty pretty much 24/7 so they can be called out at any time. As far as the Police, there is always a deterrent when a Police car is parked in the driveway; that is an additional benefit. Employees using take home cars are already paying taxes on the vehicle; therefore, the cost of operating the vehicle needs to be proportionate as well.

Mr. Keefe stated that it can be set up any way that is preferred but it seems like there is a lot of different directions. He suggested that this not be looked at as budget revenue and if this can be implemented sometime during the budget that is fine.

Councilman Levy commented as a minimum of the \$88,000; he would put that in the budget. He did not believe anyone was planning to go less than that.

Councilwoman Uria advised that if we do not implement charging the FOP the cost would be \$11,000 and we would have to look for the remainder. It is not that Council is not willing to look at this further; however, tonight different ideas are being suggested.

Mr. Keefe indicated that they would try to come back with some other options and alternatives. He suggested this be brought back for a Workshop at a later date and if it can be implemented in the budget that would be fine.

In response to Councilman Levy, Mr. Keefe advised that we had the same discussion and the same commuting fee for \$10 for all employees, Police, etc. and the Council did not want to do it at that time; that was in 2008. At that time FOP had agreed; however, nothing was implemented.

- **5% Business Tax License Increase**

In favor: Councilman Jacobs, Councilperson Stoner, Councilman Tingom

Not in favor: Councilwoman Uria, Councilman Levy

There was a consensus to move forward.

- **Parks & Recreation Fee Increases**

In favor: Councilman Jacobs, Councilwoman Uria, Councilman Tingom, Councilman Levy

Not in favor: Councilperson Stoner

There was a consensus to move forward.

- **Tipping Fee Reduction Revenue**

In favor: Councilman Jacobs, Councilperson Stoner, Councilwoman Uria, Councilman Tingom, Councilman Levy

Councilman Tingom commented that we have been undercharging and questioned whether there is any way to get a higher percentage.

Mr. Keefe advised that as of August 1, 2011 the tipping fee will decrease from \$99.80 to \$57.52. The contractor will not pay that tipping fee when they go to Wheelabrator so that money will be returned to the City. The number is based on an estimate of the tonnage that the City would dispose at the Wheelabrator plant based on the last three years averages.

Mr. Lunny stated that this would be cost neutral to the customer. If you want to further increase franchise fees that means that the customers would need to pay more. This allows that money to flow back to the City and not be kept by the contractor.

In response to Councilman Levy, Mr. Keefe clarified that the purpose of the availability fee was to encourage people to use the blue bags. In the past some residents were not using the service except for bulk pickup and it was believed that it was better to use the recycling grant money, which would be the vehicle to refund some of the money. If the grant is approved the dollar paid per month for recycling would go away and the three recycling bags would not cost anything; therefore, we would be able to get three-quarters of \$1 million back. He believes the tipping fee will go down again next year. The resolution has to be amended with Waste Management next week and we are also looking at what may happen with the Interlocal Agreement. Currently it is set through July 3, 2013 but there has been a bid that was put out through the City of Miramar, which we will look at. Some options may surface in the next two or three years.

Councilman Levy would worry about a long-term agreement because they start out at a low rate and before you know it goes to the \$100 range.

There was a consensus to move forward.

- **Millage Rate Increase**

In favor: Councilman Tingom

Not in favor: Councilman Jacobs, Councilperson Stoner, Councilwoman Uria, Councilman Levy

The consensus was not to move forward.

- **Use of Fund Balance**

Mayor Bendekovic commented that if Council is not in favor of this we would go the reserves for \$2 million. The money could not be used from the Stormwater Management funds; it would be taken from the General Fund. It offsets each other; \$550,000 would come out of the General Fund.

In response to Councilman Jacobs, Mr. Keefe advised that it would not help balance this year's budget because of the timing.

Mayor Bendekovic indicated that the millage rate could be set at a different rate. There is a figure that would not give us the 1.2 but would bring it down a couple \$100,000. A consideration would be to increase the millage rate but it would not be as much as the 4.66. She noted that the reserves were increased to \$2 million.

- **Eliminate Federal Lobbyist**

In response to Councilman Levy, Mayor Bendekovic advised that we meet with the Congressman and the Aide on a regular basis and they are helping us so we do get the Federal grant. They have helped in certain areas but it is believed that we would have gotten the help all along. Perhaps this should be sunset for a couple of years and if we ever have the money again we can bring it back. At this time we need to keep the \$60,000.

We have already eliminated the turkey and the holiday money, which was \$55,000; the Plantation Quarterly, which was \$82,000; and the amount to the Chamber was reduced. We also stopped donations to the school systems; we were only donating to two schools and if we cannot donate to all ten schools there should not be any donations. Our donations were lowered to some of the other non-profits.

Councilperson Stoner believed that cell phones should be reviewed. She also mentioned that in the past two years the City has averaged between \$40,000 and \$45,000 to the Chamber. There have been additional things that she has tracked and the figure is higher than \$32,000. Traditionally Chambers are self sufficient and there is a reason for that. Last year the City gave ten scholarships to the membership. There are currently about 330 members and two-thirds of the members are Plantation businesses; the other third are from other cities. Out of 4,800 potential businesses in this City, only 5% of our businesses are members. She appreciates that we want to be a partner but not to the extent of \$40,000 per year. Their purpose is to reach out to those businesses and make them join membership. Her concern is that the Mayor and the Council President are voting members on the Board of Trustees.

Mayor Bendekovic indicated that the City Clerk and Robert Castro with IT met with all of the Council members and it is imperative that each of you have a cell phone, as it must be used for City business.

With regard to the Chamber, Mayor Bendekovic clarified that the average was \$32,000. She feels that the Chamber is an integral part of this community and they are a liaison with the small businesses as well as with the corporate businesses. They work very closely with Larry Leeds and the Economic Development Department. She assured that there is no conflict of interest with the Mayor and the Council President being on the Board of Trustees.

In response to Mayor Bendekovic, Councilwoman Uria commented that we gave ten businesses memberships to the Chamber.

Mr. Lunny explained that there was a conclusion that was very fact intensive that a non-compensated Board member of this not-for-profit would not be a conflict of interest under certain rules. It was also his understanding that there were some members of the Chamber, with the Mayor's support, might be trying to change that so they would not be voting members.

Councilperson Stoner emphasized that there is an opportunity to vote on the budget at the Chamber and what we pay to the Chamber as part of this budget.

Mr. Lunny believes there is a concern and it is his hope that it changes.

Mayor Bendekovic indicated that they are requesting the Chamber permit the President of the Council and the Mayor to still sit on the Board but be honorary members and not have any voting rights. She feels that any person in these positions needs to be in touch with what the Chamber is doing and it is also a communication between a lot of small businesses. Again, she stated that the Chamber is an integral part of this community and at one time was going bankrupt. Due to a contribution given by Mrs. Deicke, they have been able to pay their mortgage off.

Councilwoman Uria stated that she has been the Council President since March and has yet to be invited to one of their Board meetings and has no idea when the meetings are held.

In response to Councilman Tingom, Councilperson Stoner clarified that \$40,000 per year is excessive given the economy and the number of businesses and we need to bring this into perspective. The Chamber is important but should be self sufficient.

Mayor Bendekovic commented that she reduced the Chambers budget by \$7,000 this year. The amount is currently \$32,700.

- **4th of July Parade**

Mayor Bendekovic indicated that she is adamantly opposed to eliminating the 4th of July parade. She feels that all of the parades have become very traditional.

In response to Councilman Jacobs, Councilwoman Uria stated that we either get rid of the whole thing or nothing.

Councilperson Stoner questioned whether the holiday parade would continue.

Councilwoman Uria did not have a problem with doing one or the other. She commented that perhaps we could say that there would not be 4th of July activities until the economy changes.

Councilman Tingom believed that we should keep both of the parades.

In response to Councilman Jacobs, Mayor Bendekovic stated that donations were made for the decorations in the park.

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20. **BUDGET RECOMMENDATIONS**

Councilman Tingom suggested another method of generating revenue. We do cost allocations with Utilities, Pension Boards and Building. We have other Enterprise Funds; the golf course, Midtown and the CRA. If these are Enterprise Funds, two of them have a taxing district; he believes that the services we provide to them should generate some costs back to the City. His concern is that we took about \$3 million out of the fund last year and if we don't increase the millage rate we are going to take another \$2 million. He is extremely concerned that we are going to continue to draw out of our financial reserve until there is no more left. Another concern is investing less than 1% on capital and infrastructure, as that bill is going to come due some day. Residents live here because of the services provided, the parks and other things. He does not know whether it is a good idea to continue to draw from a fund balance that has been built up over many years. He feels that we should look into the cost allocation and consider a method of generating more than less than 1% for capital outlay.

Mayor Bendekovic advised that she would look at the golf course. The CRA already does a cost allocation of \$68,000. The two allocations she chose to take out this year was Midtown and Gateway because those two Boards are advisory and the contribution we make should be part of the position.

Councilperson Stoner referenced the Enterprise Funds and believes that the tennis center should be workshopped. We are missing a three-quarter of a million dollar potential.

Mayor Bendekovic indicated that it will be coming back to Council; the models will be presented. A survey has already been done of all of the other tennis centers, which will also be presented.

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Meeting adjourned at 10:48 p.m.

Sharon Uria, President
City Council

ATTEST:

Susan Slattery
City Clerk

RECORD ENTRY:

I HEREBY CERTIFY that the Original of the foregoing signed Minutes was received by the Office of the City Clerk and entered into the Public Record this _____ day of _____, 2012.

Susan Slattery, City Clerk