

**MINUTES**  
**CITY OF INDIAN ROCKS BEACH**  
**CITY COMMISSION WORK SESSION**

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The Indian Rocks Beach City Commission Work Session was held on **Thursday, July 8, 2010**, in the Commission Chambers, 1507 Bay Palm Boulevard, Indian Rocks Beach, Florida.

Mayor-Commissioner Johnson called the meeting to order at 6:05 p.m.

**PRESENT:** Mayor-Commissioner R. B. Johnson  
Vice Mayor-Commissioner Daniel J. Torres  
Commissioner Terry Hamilton-Wollin  
Commissioner Phil J. Hanna  
Commissioner Joanne "Cookie" Kennedy  
City Manager Charles S. Coward  
City Clerk Deanne Bulino O'Reilly  
Finance Director M. Earl Sanders  
Assistant Finance Director Lisa Robinson  
Building Official Daniel Weigner  
Library Director Jane Mitchell (Left @ 7:15 p.m.)  
Planning & Zoning Director Danny E. Taylor (Left @ 7:15 p.m.)  
Public Services Director Dean Scharmen  
Community Services Supervisor Calvin Warren

**CITY MANAGER UPDATES:**

- Reported on the trimming of the mangroves at Gulf Boulevard and 6<sup>th</sup> Avenue and commented on the view of the canal from Gulf Boulevard.
- Reported that the Florida Department of Community Affairs accepted the City's Comprehensive Plan Amendments (Evaluation and Appraisal Report).
- Stated during the last City Manager's Consortium, County Administrator LaSala reported on the Pinellas County Gulf Boulevard Beautification Project. He stated that the Barrier Islands Governmental Council (BIG-C) made a proposal to the County that the cities enter into an Interlocal Agreement with Pinellas County, so that the project could be bonded. He reported that the Board of County Commissioners held a work session where several of the beach mayors appeared before the County

Commission and made an appeal to restore the full \$35 million and to see the project happen. He stated the County Administrator had not been a proponent of that, as he had recommended reducing the project by 25%, and push it out until 2015. He stated the County Administrator is now in favor of seeing the project go forward with the full funding. He stated the County Administrator is working with the cities to provide an agreement that the cities could bond against.

- Reported that the CRS (Community Rating Service) 5-Year Audit was held this week, and wanted to publicly thank Planning and Zoning Administrative Assistant Johnstone, Building Official Weigner, Public Services Director Scharmen, and Planning and Zoning Director Taylor on the outstanding job that they did in preparing for the audit. He stated verbal confirmation from the auditor that the City has maintained its Level 8 Rating, but was also informed that the City has plenty of points to receive a Level 7 Rating.

### **BUDGET DOCUMENT - APPENDIX SECTION:**

City Manager Coward stated an Appendix Section has been added to the Budget Document, which consist of the following documents:

- Frequently Asked Questions.
- Organizational Chart.
- Historical Department Staffing Levels
- City Millage Rates for Pinellas County
- Pinellas County Tax Collector's Total Millage Rates for Pinellas County Cities.
- History of Ad Valorem Millage, Taxable Assessed Values, and Tax Levies Fiscal Years Ending 1991-2010.
- General Fund Fiscal Year-End Undesignated Fund Balance.
- Vehicle and Equipment Inventory.

### **1. PRESENTATION OF City Manager's Budget Transmittal Letter.**

City Manager Coward stated that the budget is balanced in all funds. He stated the General Fund expenses total \$2,958,829, which is a 1.7% reduction from the current fiscal year. This reduction is driven by an additional 9% reduction in property tax revenue, the third consecutive year that the City's assessed valuation has gone down.

City Manager Coward stated to keep the General Fund expenditures in balance with available revenues, he is recommending a series of adjustments. Some are included in the basic budget and others are shown as program changes. The program changes adjustments are subject to review and decision by the City Commission. He stated his recommendations are outlined below:

A. Basic Budget.

- Eliminate vacant Public Services Worker position in the Streets and Drainage Division (\$25,000 savings).
- Eliminate vacant Public Services Worker position in the Parks Division and replace with two temporary four month summer positions (net \$16,000 savings).
- Reduce undesignated consultant fees for Planning and Zoning projects (\$15,000).

B. Program Changes.

- Increase Mayor & City Commission salaries to Pinellas County average.
- Provide a 1 to 1½% employee bonus.
- Continue Neighborhood Newsletter insert.
- Replace Public Services backhoe.
- Eliminate pay phones at Nature Preserve and City Hall.
- Purchase Building Department laptop computer with instant access software system.

**FUND BALANCE:**

City Manager Coward stated there is one other point he thinks is important to note with respect to this year's General Fund, and that is the continued improvement (increase) of the undesignated fund balance — otherwise known as "reserves". Reserves are important to a community, especially one that is subject to possible hurricane damage. While there is no absolute number that should be maintained or that can be universally agreed upon, he often hears numbers at professional meetings that range between 20% to 50% of the City's annual expenditures. He stated if all were to go as staff is proposing/planning, the City's reserves would be at about 36% at the end of FY2010-11, which would be a comforting number. However, that has not yet been achieved.

City Manager Coward highlighted five reasons why this City should have a reserve of some significant level:

- Money for repairs and recovery from disasters (hurricanes).
- Unforeseen capital needs, such as the purchase of a backhoe, a street sweeper, or a packer truck.
- Money for cash flow.
- Something like the oil spill could impact the City's sales tax revenue for several years due to a decrease in tourism.
- Times of economic recession.

City Manager Coward stated his personal preference is for 25% to 50% in reserves, and he also thinks the smaller the city is, the higher the percentage should be because the actual cash number is not that big. He stated the City has a \$3 million General Fund, so 50% of that is a \$1.5 million.

City Manager Coward stated that he believes the City should strive to maintain 50% in reserves.

### **COST ALLOCATION:**

Finance Director Sanders addressed the City's Cost Allocation Formula, both the original and the revised formula.

Finance Director Sanders stated the Original Cost Allocation Formula did not include significant administrative costs (such as City Commission, City Attorney, communication devices, etc.) in the allocation formula, nor did it fairly distribute administrative costs over those operations for which support was being provided.

Finance Director Sanders reviewed the methodology of the revised formula; stating the definition of Total Administrative Cost to be allocated will only be those General Fund Departments that clearly support utility fund operations, i.e., City Commission, City Manager, City Attorney, Finance/Personnel, and Central Services (communications). He stated the allocation is based on a percent of General Fund, Sewer Fund, and Solid Waste Fund individual expenses to the total of their collective expenses.

Mayor Johnson recommended that the Cost Allocation Formula be included in the Appendix for future reference. City Manager Coward stated the Cost Allocation Formula will be added to the Appendix for this budget.

In response to Finance and Budget Review Committee Member Ettl's question, City Manager Coward stated the City is currently preparing a grant application

for the proposed docks at Keegan Clair Park, and staff time is being included in the grant application. He stated the grant form actually has a section for staff time, and overhead, that can be charged as in-kind services to the grant, and the City receives credit for the City's participation in that.

## **2. REVIEW of the FY2010/11 Operating Budget.**

### **2A. Departmental Budgets.**

- **CITY COMMISSION BUDGET:**

City Manager Coward stated the City Commission Budget is slightly down, and there are no significant changes to this budget.

There were no questions and/or discussion on this budget.

- **CITY MANAGER BUDGET:**

City Manager Coward stated the City Manager Budget is slightly down, and there are no significant changes to this budget.

There were no questions and/or discussion on this budget.

- **FINANCE AND PERSONNEL BUDGET:**

City Manager Coward stated the Finance and Personnel Budget is slightly down, and there are no significant changes to this budget.

There were no questions and/or discussion on this budget.

- **CITY ATTORNEY BUDGET:**

City Manager Coward stated the City Attorney Budget is up slightly due to an increase in the travel and per diem for half the cost of the Florida League of Cities Attorney Conference.

There were no questions and/or discussion on this budget.

- **PLANNING AND ZONING BUDGET:**

City Manager Coward stated there is a \$15,000 reduction in undesignated Planning Consulting Services.

There were no questions and/or discussion on this budget.

- **CITY CLERK BUDGET:**

City Manager Coward stated the Intern Program has been reduced by \$5,000.

There were no questions and/or discussion on this budget.

- **LAW ENFORCEMENT BUDGET:**

City Manager Coward stated the Law Enforcement Budget has increased by 2.42% attributable to health insurance with staffing remaining at their current level.

Commissioner Wollin inquired if Option 2 is still available, which was five deputies (with relief) which provides two deputies for two of the three shifts in a 24-hour period and one deputy for one of the three shifts in a 24-hour period seven days a week, and if so, what would be the cost for this option.

Mayor Johnson stated he is happy with the level of service provided by the Pinellas County Sheriff's Office (PCSO); however, that does not mean figures cannot be provided to the City Commission for review.

Commissioner Hanna stated the way the standard operating procedures (SOPs) are set up for the PCSO, if there was ever an issue, backup would come from other areas.

City Manager Coward stated that is true; however, what he heard last year was that the Sheriff may not be willing to do that. To paraphrase the Sheriff, the City should not under fund its needs and count on backup from other areas.

Commissioner Torres stated over the last two years, the PCSO staffing levels have been fine tuned, and are at a very good level now. He stated bringing it back further, may not be a good idea; stating having less deputy presence for a longer stretch of time could prove to be a bad thing at some point.

***CONSENSUS FOR THE CITY MANAGER TO ASCERTAIN IF OPTION 2 IS STILL AVAILABLE TO THE CITY, AND IF SO, WHAT WOULD BE THE COST FOR THIS OPTION.***

- **PERMITTING AND INSPECTIONS BUDGET:**

City Manager Coward stated there are no major changes to the Permitting and Inspections Budget.

There were no questions and/or comments on this budget.

- **CODE ENFORCEMENT BUDGET:**

City Manager Coward stated the Code Enforcement Budget has been reduced by \$3,000. He stated last year, there was \$5,000 in Professional Services and \$4,000 in Contractual Services to deal with foreclosure issues. The City has set up and appointed special magistrates to handle foreclosure issues and other code enforcement issues. He stated the expenses for the special magistrate will come out of the City Attorney's Budget.

There were no questions and/or comments on this budget.

- **LIBRARY BUDGET:**

City Manager Coward stated the Library Budget has no significant changes.

There were no questions and/or comments on this budget.

- **PUBLIC SERVICES — ADMINISTRATION:**

City Manager Coward stated there were no significant changes in the Public Services — Administration Budget.

There were no questions and/or comments on this budget.

- **PUBLIC SERVICES — STREETS AND DRAINAGE:**

City Manager Coward stated the Streets and Drainage Budget has been reduced by \$30,000 due to the elimination of a Public Services Worker position and the elimination of flags in the amount of \$8,000. He stated the purchase of flags has been placed in Program Changes for City Commission discussion; stating

he wanted the City Commission to be aware of how much the flags cost the City on an annual basis.

There were no questions and/or comments on this budget.

- **PUBLIC SERVICES - BUILDING MAINTENANCE:**

City Manager Coward stated the Building Maintenance Budget has been increased due to the agreement with Pinellas County for the maintenance of the beach parking lot at 1700 Gulf Boulevard.

There were no questions and/or comments on this budget.

- **PUBLIC SERVICES - PARKS:**

City Manager Coward stated the Parks Budget has been reduced by \$30,000 due to the elimination of the one position. The budget provides for two temporary positions during the summer months due to the elimination of the one position.

**NATURE PRESERVE LEASH-FREE PARK DOUBLE ENTRY GATES:**

Mayor Johnson stated the cost to install the two double entry gates is \$1,600, and inquired if the City Commission is interested in doing one this year and one next year.

Finance and Budget Review Committee Member Ettel inquired if there would be a risk management issue if only one of the entry gates to the Leash-Free Park were done.

***CONSENSUS OF THE CITY COMMISSION TO INSTALL DOUBLE ENTRY GATES AT BOTH ENTRANCES.***

In response to Commissioner Hanna's inquiry, Public Services Director Scharmen stated the resident who wrote the letter would like for the City to modify the Leash-Free Park and reduce it in size inasmuch as he does not feel that dogs should be romping, playing, or getting into the wetland detention pond area, and he is willing to offer funding to close that area off to the dogs. In retrospect, the City has also had residents request that the City not close that part off to the dogs; stating their dogs enjoy splashing around in that area.

Commissioner Wollin inquired if there are any health issues associated with the dogs running in the wetlands.

Public Services Director Scharmen stated he has had discussions with individuals from the Pinellas County Environmental Management who do not believe that a dog area should include the retention/detention pond area because it is a direct discharge into the wetland areas. However, the City does perform fecal chloroform bacteria testing in the Nature Preserve annually, and the City is well below State limits.

Commissioner Torres inquired about a dog wash/doggie shower for the Leash-Free Dog Park.

Mayor Johnson stated that maybe the City Commission could float the idea of purchasing a doggie shower for the Leash-Free Dog Park to the City's organizations.

Mayor Johnson requested that staff obtain some prices for doggie showers.

#### **CHILLED WATER FOUNTAINS:**

Mayor Johnson inquired if there have been any problems with vandalism or maintenance with the chilled water fountain located in Brown Park.

Public Services Director Scharmen stated the compressor was replaced in that water fountain, and there was a problem with the water pressure.

Mayor Johnson suggested that the civic organizations be approached to see if they would be interested in donating a chilled water fountain for Kolb Park.

#### **• LEISURE SERVICES BUDGET:**

City Manager Coward stated there are no significant changes to this budget.

City Manager Coward stated the City currently budgets \$2,500 for a \$15 a week subsidy program for Indian Rocks Beach residents attending the camp. The YMCA pays the City for the use of the auditorium; therefore, the two become a wash. He has, therefore, reduced this line item to \$250 just so the City does not forget about this program.

There were no questions and/or comments on this budget.

- **CENTRAL SERVICES:**

City Manager Coward stated there are no significant changes to this budget.

City Manager Coward explained that staff has put together a three year computer upgrade program.

City Manager Coward stated the Public Services Director and the Finance Director are working on the City's communications, i.e., telephone, data, wireless, and so forth. He stated the City is in the process of renegotiating the City's contracts with those, and savings in the 20 to 40% level are being realized.

There were no questions and/or comments on this budget.

**2A. Departmental Budgets.**  
**(1) Program Changes for FY2010-11.**

- **GENERAL FUND REVENUES**

**Increased Mill Levy.**

City Manager Coward recommended not to increase the mill levy.

**Increase Communication Services Tax.**

City Manager Coward stated if the Communication Services Tax was raised from 2.3% to 6%, it would provide an additional \$150,000 in revenue. However, he is not recommending increasing the Communication Services Tax.

**Expand Use of Parking Meters.**

City Manager Coward stated if the City installed parking meters at the beach accesses, it would provide an additional \$100,000 in revenue. However, he is not recommending that.

City Manager Coward stated the one problem with installing parking meters at the beach accesses would be finding change, as it would not be cost effective to provide change machines at each beach access.

**Adopt Public Utilities Tax.**

City Manager Coward stated if the City adopted a 10% Public Utilities Tax, it would provide an additional \$450,000 in revenue. However, he is not recommending adopting a Public Utilities Tax.

### **Create Stormwater Enterprise Fund at \$3 Per Month.**

City Manager Coward stated if the City created a \$3 per month Stormwater Enterprise Fund, it would provide an additional \$100,000 in revenue. However, he is not recommending creating a Stormwater Enterprise Fund.

City Manager Coward stated currently, the City is handling the entire stormwater responsibility in the General Fund.

City Manager Coward stated the aforementioned revenue sources are very common, and very legitimate for the community. However, he did not recommend any of them because after reviewing the preliminary budget and the fund balance, he does not think the City needs to adopt, increase, or create any of those revenue sources at this time.

In response to Mayor Johnson's inquiry, City Manager Coward stated if the City Commission used one of the aforementioned revenue sources, it would help the City diversify its revenue sources. The City currently receives 50% of its revenue coming from property taxes, which is a fairly high percentage for one revenue source. He stated if the City Commission felt the need to diversify, it might add a communications tax and decrease the mill levy. This would change the percentages a little bit.

Vice Mayor Torres stated the City's revenue sources work very well, and the adoption of utility tax is a "good card to have in the City's pocket" if the City truly really needs to use it. He stated the City currently does not have a need for the implementation of a utility tax, and he does not want to see any other taxes implemented unless the City really needs to.

Vice Mayor Torres complimented all Departments for maintaining their budgets as well as they have over the past couple of years.

Commissioner Kennedy stated she understands the need to diversify revenue sources, and inquired of the City Manager if another revenue source, which would not affect the residents of Indian Rocks Beach, like parking meters, could be used to reduce sewer rates.

City Manager Coward stated parking meter revenue would be a General Fund revenue not a Sanitary Sewer Enterprise Fund revenue.

Commissioner Hanna stated he likes the idea of diversification, because he feels the Country got into this financial problem, because everything is tied to real estate tax. He stated he is not in favor of anymore taxes.

Commissioner Hanna stated Pinellas County was interested in building a parking lot on Gulf Boulevard between 23<sup>rd</sup> and 24<sup>th</sup> Avenues with the City receiving a portion of the proceeds from the parking meter revenue. He stated tourist (non Indian Rocks Beach residents) come to the City to use the beach, and if there was an additional parking lot, the City would receive an additional \$40,000 to \$50,000 per year from parking revenue. If that is the case, then the City Commission could forgive some of the debt payment from the Sanitary Sewer Enterprise Fund and the Solid Waste Enterprise Fund to the General Fund, which would allow the City to lower its sewer and solid waste rates.

Vice Mayor Torres stated he likes Commissioner Hanna's idea, but not the location of the parking lot.

Mayor Johnson stated he highly doubts there is going to be a parking lot at that location, but if there was some magical other location where there was a similar type of parking lot and it was metered, then that would be a revenue source. He stated he has never been happy about the thought of metering the beach accesses, which would be a change in the City's identity as a city; from a city that is open and friendly and not doing what other beach communities are doing that find every possible way to milk their visitors. He stated this City has a totally different reputation and there is a reason for that, and he would hate to be thinking of short term gains that would take a hit to the City's long term image as a city. He stated the beach accesses were improved with State money, and there are strings attached to that, where it may become much more difficult to set aside a few parking spaces for local residents.

Commissioner Hanna asked Mayor Johnson to share his thoughts on the County property on Gulf Boulevard between 23<sup>rd</sup> and 24<sup>th</sup> Avenues.

Mayor Johnson stated Pinellas County purchased the property a couple of years ago without receiving the approval from the City to build a parking lot. He stated the City Commission was not happy with the notion of an entire block of commercial property being used as parking lot. He stated an additional parking

lot at that location would not be to the benefit of the general public. He stated the City has plenty of beach parking, both free and paid.

Commissioner Hanna stated he is just looking for another revenue source that would not impact the residents of Indian Rocks Beach, such as an additional parking lot. People go to the beach and park on the City's side streets, empty lots, and so forth, so why not have an additional paid parking lot to generate additional revenue at the expense of the visitors and not the residents.

Vice Mayor Torres stated the City is trying to use that parcel of land for the City's community garden, which would be a community-based project.

Mayor Johnson stated he could see implementing a utility tax should the residents want to continue the undergrounding of utilities once all the Pinellas County Beautification Project funding is used up.

- **GENERAL FUND EXPENSES:**

- **City Commission Compensation Adjustment:**

City Manager Coward stated a survey has been prepared of Pinellas County cities with a population of 25,000 or less and with a City Manager/City Commission Form of Government.

City Manager Coward proposed to increase the City Commission salaries to the middle of the 13 cities surveyed. He stated currently the Mayor receives \$430 per month and recommends increasing that to \$650 and City Commissioners receive \$325 per month and recommends increasing those to \$450.

City Manager Coward stated the salary adjustment would have to be done by ordinance, and would not take effect until after the March 2011 election.

Vice Mayor Torres stated he is not in favor of increasing the City Commission's salary at this time due to the economic conditions nationally.

Commissioner Kennedy stated the City Commission does need a little bit of increase, and advised that in the past, the City Commission used to make more per month. She has talked to several residents about it to ask what their thoughts were, how they felt about it, and so forth, and stated the residents could not believe that is all that the City Commission makes, because the residents know how much this City Commission works outside of their jobs

doing City business. She stated this City Commission is very "hands on". She stated the residents did not have an issue with increasing the salaries of the City Commission.

Commissioner Kennedy stated at the very least, the City Commission salaries should be where they were before, but believes the City Commission is worth more than that and recommended an increase of \$100 per month.

Commissioner Wollin stated the City Commission does work hard and the City Commission is a great team that does a lot of work for its citizenry. She does not believe the citizenry would begrudge the City Commission of an increase in their salaries.

Mayor Johnson stated in 2003, the City Commission salaries were reduced by \$50 per month across the board, and stated he is in favor of raising the salaries by \$50 per month. However, he is not in favor of the increases recommended by the City Manager.

Vice Mayor Torres stated now knowing the history of the salary for the City Commission, it does change a little bit of how he feels; however, he does not want to do something that is inappropriate. He stated the City Commission needs to think about employee compensation in a sensible way; he wants everyone to get something without burdening the taxpayers.

Commissioner Hanna stated the City Commission should not sell themselves short. The City Commission has a responsibility, the City Commission has to analyze items, make decisions, good, bad, or indifferent, and the City Commission is held accountable for those decisions. He stated there is responsibility that goes with being a City Commission Members.

***CONSENSUS TO INCREASE THE CITY COMMISSION SALARIES BY \$100 PER MONTH.***

**City Employee Compensation Adjustment:**

City Manager Coward stated he is recommending an annual bonus of a \$750 per employee, approximately 1½% of payroll, which would not be added onto their annual salary.

Commissioner Hanna stated he wish it could be more, and stated there are 30 reasons why the City is doing so good, and feels that the employees deserve the annual bonus.

Vice Mayor Torres gave kudos to the employees for streamlining the workload and for accomplishing their tasks with less employees. He stated he is in favor of the annual bonus for the employees.

Commissioner Wollin stated the City of Madeira Beach closes Fridays at noon instead of giving raises. She stated the employees are paid for a 40 hour work week when, in fact, they are only working 35.5 hours per week and stated this was done for one year only. She stated this has proven to be a huge morale booster for their employees and it really does not cost the City anything.

Mayor Johnson stated that he has no problem with an annual bonus for the employees.

***CONSENSUS TO PROVIDE AN ANNUAL BONUS OF \$750 PER EMPLOYEE.***

**GRIFFIN COMMUNITY NEWSPAPER:**

City Manager Coward recommended continuing the Indian Rocks Beach Newsletter in the Griffin Community Newspaper at an annual cost of \$3,800.

Vice Mayor Torres inquired if more attention could be given to the City's insert, such as being placed on top of the inserts.

The City Commission requested that Mr. Griffin be asked if the City's insert can be the first of the inserts in his newspaper.

***CONSENSUS TO CONTINUE THE INDIAN ROCKS BEACH NEWSLETTER IN THE GRIFFIN COMMUNITY NEWSPAPER AT AN ANNUAL COST OF \$3,800.***

**CATV / WEBSTREAMING OF CITY COMMISSION MEETINGS:**

City Manager Coward stated Pinellas County has excellent services and expertise in this area and they have offered to help the City in its production activities.

City Manager Coward stated Pinellas County can produce the City Commission Meetings for about \$7,000 per year. He stated the one-time capital expense for hardware and software is approximately \$20,000, including the upgrade of the audio system. He stated the City's current audio system is not video/television quality, and stated residents complain now about the audio system.

City Manager Coward stated Pinellas County advised him that all new productions are required to be close-captioned, which is an ongoing expense.

City Manager Coward stated the City is talking about \$20,000 up front for equipment, and then probably \$25,000 a year to operate the program. He stated he is not recommending this program.

Mayor Johnson stated during the July 7, 2010 Mayors' Council Meeting, the Mayors discussed the drop in viewership on the governmental channels when they were moved to the higher level channels. He stated several cities webstream their City Commission Meetings.

Commissioner Wollin stated when the City Commission first started discussing televising City Commission Meetings, webstreaming was not a viable option at that time. She stated webstreaming is now a viable option, and inquired of Commissioner Hanna if there is way to watch computer programming on television screens.

Commissioner Hanna responded in the affirmative; stating it is a new technology. He stated televising City Commission Meeting is a great idea, but out of the City's price range.

Commissioner Wollin stated the City could look at webstreaming as an alternative and have some discussion on that later down the road.

Mayor Johnson requested that this issue be brought back before the City Commission during the City Commission Budget Work Sessions next year.

The remaining Program Changes will be discussed during the July 22, 2010 City Commission Budget Work Session.

Mayor Johnson opened the floor to public comments.

**Larry King, 420 Gulf Boulevard,** stated that some time in the future, he believes the Solid Waste Facility will be relocated off the island, and would like

to see in the budget some budgetary considerations as to what this relocation cost would be, the process, and so forth. He was advised that that information would be available during the July 22, 2010 City Commission Budget Work Session.

**Kelly Cisarik, 448 Harbor Drive South**, stated in the past, she has volunteered to donate \$500 toward a digital recorder for City Commission and Board Meetings; stating it is not adequate to have meetings recorded on cassettes. She stated that it is not necessary to provide televised meetings; however, she does think it is necessary to provide an audio format that is available to anyone who has a CD player or DVD player.

Ms. Cisarik stated regarding employee compensation and benefit packages, the City Commission needs to consider total employee compensation, which includes pensions and healthcare. There have been very steep increases in healthcare costs over the last decade, and if the City continually, each year, adsorbs the full cost of employee healthcare benefits, then the total cost of compensation for employee goes up each year, and the City is in effect giving a bonus. She stated it is important to give employees more control of their healthcare, and she would prefer a benefit system where the City gives employees a bonus, but the employees have the control of where to allocate that bonus.

## **2B. Sanitary Sewer Enterprise Fund.**

The Sanitary Sewer Enterprise Fund will be discussed during the July 22, 2010 City Commission Budget Work Session.

## **2C. Solid Waste Enterprise Fund.**

The Solid Waste Enterprise Fund will be discussed during the July 22, 2010 City Commission Budget Work Session.

## **3. ADJOURNMENT.**

The meeting was adjourned at 9:06 p.m.

July 27, 2010  
Date of Approval

\_\_\_\_\_  
R.B. Johnson, Mayor-Commissioner

ATTEST: \_\_\_\_\_  
Deanne Bulino O'Reilly, MMC, City Clerk