

CITY OF TREASURE ISLAND, FLORIDA
BOARD OF COMMISSIONERS WORKSHOP MINUTES
May 4, 2010

The workshop was called to order at 6:13 p.m. by Mayor Minning.

I. DISCUSSION ITEMS:

1. Consideration of Ord. 10-05, Business License Fees Adjustment

Neal Schwartz gave a brief explanation of this item. It has been almost two years since the rates were raised. State statute allows us to raise them every two years by 5%.

Mr. Silverboard explained that state statute allows us three different types of taxes; property taxes, utility taxes, and business license taxes. Each city that wanted to have what used to be called occupational license taxes had to have a committee to ensure that they were equitable between the different types of businesses. Once the city went through that it was then eligible to increase the license taxes by no more than 5% every two years. We are proposing that we increase the tax by 5% as allowed by law. There is a comparison of what is charged now and what would be charged is included. On the average it is about \$4 per business. It would provide an additional \$3,000. We are in tough economic times, but if we don't increase it this year we will have to wait an additional two years. Over a period of time the money adds up, and every dollar counts.

Commissioner Coward asked how we compare with our neighbors to the north and south. Mr. Silverboard stated that he did not look at theirs, but that part of the process when setting this up you must be consistent with neighboring communities. You don't have to charge the same amount, but you must be in the same ballpark. Commissioner Coward asked when the committee did the work. Mr. Silverboard stated that it was probably about fifteen years ago. Commissioner Coward asked if the neighboring communities could be called to ask what they charge. She feels that we ask our businesses for so much. She would like to see that. Mr. Silverboard stated that he can get it from Municode and provide it.

Commissioner Collins stated that it is a miniscule amount of money for the businesses. It allows us to charge less money on other fees. This is about \$4 per business per year. He feels that it is immaterial what other communities are charging.

Commissioner Bildz asked if the categories in the exhibit are defined by the state. Mr. Silverboard stated that they were defined by the committee when establishing this tax. The study was probably done in 1993 or 1994. Commissioner Bildz stated that he doesn't feel that they are reading the law correctly. He feels that if we don't raise it this year we should be able to raise them next year. Mr. Silverboard stated that they can not. He will provide him with the citation in the law. Commissioner Bildz asked if Mr. Silverboard could tell them the history of this. They have increased them every other year. Mr. Schwartz stated that he didn't believe it was done in 2006. Mr. Silverboard stated that the City Clerk will provide them with the history of when the taxes were increased.

2. Informational Item- Proposed Location of Pedestrian Crosswalks (NOAA Project) (backup forthcoming)

Mr. Murphy gave a brief explanation of this item. A couple of meetings ago they talked about the concept of adding the NOAA approved crosswalks to Gulf Boulevard. They now have a diagram in front of them that shows five additional crosswalks on Gulf Boulevard. One of them will be funded by the city. The new crosswalks are marked on the east side of Gulf Boulevard on their maps. The crosswalk with the star next to it is the 119th Avenue, or trail end crosswalk. We hope to take that one to DOT for approval quickly. South of the city center we are proposing to put a crosswalk at 103rd. We also propose a crosswalk at 99th Avenue.

Commissioner Collins asked what the next step was. Mr. Murphy stated that he was hoping to get their concurrence, and then they will be working with the NOAA group to get their approval. The next step then would be to take their approvals to the DOT to get the permits for the crosswalks, and then go out to bid. Commissioner Collins asked if the location of these crosswalks could be vetoed by either the DOT or NOAA. Mr. Murphy stated that the good thing about the locations is that they are very equally spaced out, and that is one of the things that they look at. We will work with them to try to get them to approve them. We won't know until the permits go in.

Commissioner Caldwell stated that she is happy with the locations.

Commissioner Coward stated that she is very happy about the one located at 119th.

Commissioner Bildz stated that he is happy with the location, and suggested that instead of a caution sign at the crosswalks they put a large yield sign at the crosswalks. Mr. Murphy stated that we will have to go with the DOT standard on these.

Commissioner Coward stated that in Madeira Beach and the Redingtons they have painting on the streets. Mr. Silverboard stated that we have that also. Mr. Murphy stated that we will not have the decorative brick patterns. We will have the standard hash marks and stripes that will designate the crosswalks. Mr. Silverboard stated that if we ever do the undergrounding and beautification we would then consider putting the more decorative markings in.

Mayor Minning asked if the signalization would be the same as what we currently have. Mr. Murphy answered in the affirmative. Mayor Minning asked if we could inquire about the strobes. Mr. Silverboard stated that people get used to what is out there, and we have to maintain them so it is easier to standardize. Commissioner Collins stated that he understands what Mr. Silverboard is saying, but there are problems when people stop on the inside lane and don't on the outside lane.

This item will move forward to the next meeting agenda.

3. Consideration of Res. 10-42, Award of Contract for an Insurance Consultant (Liability, Hazard, Casualty and Ancillary Insurances)

Ms. Valdes explained that they are getting ready to start negotiations with carriers for the various insurance coverages. Knowing what a big ticket item this is for the budget she is

proposing that they have a consultant come in as they did in 2008 to help with this. She is suggesting that they hire someone who doesn't sell insurance so that they receive an unbiased opinion. She feels that the best thing to do would be to have a consultant review our current coverages and make suggestions.

Commissioner Collins stated that he is concerned about spending \$9,000 for something that Ms. Valdes might be able to do just as well. Mr. Silverboard explained that Personnel is an HR type of function. Risk management was moved there a couple of years ago, but it is not typically something that is done there. We are not talking about a \$4,000 premium. We are talking about a \$400,000 premium. When we did this the last time we saved the city about \$100,000, and the cost for the consultant was about \$8,500. Commissioner Collins asked if that was done in-house would we not have saved the money anyway. Mr. Silverboard stated that it is very complicated and there are so many products, and insurance is not our area of expertise. Ms. Valdes explained that there are many types of insurance to consider, and many types of claims that we may have. It is a very complex process to go through.

Commissioner Coward stated that she knows that Ms. Valdes is very involved in the insurance industry. Does she feel that she will need help with this? She asked what types of claims we have had this year. Ms. Valdes stated that we had a very bad year in the work comp area, and a lot more trip and falls this year. Commissioner Coward stated that she has heard from another business that she works with that they are having the same issues due to the economy. Commissioner Coward asked if we have found out that we are not covered adequately. Ms. Valdes stated that it is not that we are not covered; it is the little things that may not be included. She doesn't feel that we are inadequately insured, but there are a lot of details to look at. Commissioner Coward stated that we had a consultant come in two years ago and things were missed. Ms. Valdes stated that it might not be that things were missed; it could be that they chose to go with a less expensive option at the time. Going out to bid helps to keep prices down.

Commissioner Bildz asked if Inter-risk would spend as much since they were already familiar with us. Ms. Valdes explained that all of the companies came back very high, and the reason they were higher this year was that they went over their hours the last time. Commissioner Bildz stated that he thinks that it is a good idea to have another set of eyes on this.

Mayor Minning stated that with that not to exceed amount it will likely come in at around \$9,700. Ms. Valdes stated that she tried to get them to come down. Mayor Minning asked if firms that have expressed interest in the past would be notified so that they can bid now. Ms. Valdes answered in the affirmative.

Commissioner Coward asked what other cities are doing about this. Ms. Valdes stated that they are all having the same issues. You don't typically go out to bid every year. Most cities use a consultant.

This item will move forward to the next meeting agenda.

4. Consideration of Res. 10-41, Vesting in 401a Pension Program

Ms. Valdes gave a brief explanation of this item. She explained that she has spent a lot of time going through the Career Services Manual. She was looking for ways to assist in

retaining and attracting department directors. A lot of cities have a lot of things available to department directors. To try to bring us more in the middle rather than the outside spectrum she is proposing a step vesting. It would still require mandatory contributions, but would allow some vesting if they are here less than five years.

Commissioner Collins clarified that if a department director was here for one year they would receive 20% vesting rather than nothing for the first five years. Ms. Valdes answered in the affirmative. She explained that she is trying to move more into the middle range. Commissioner Collins asked if the cliff vesting was causing a problem in hiring people. Mr. Silverboard stated that in his opinion it was. He had the conversation with Mr. Murphy when he was hired, and it was an issue that needed to be discussed. When they are talking about hiring directors they are not talking about an entry level employee that may leave. They are talking about an experienced person who could have been vested elsewhere. They are starting all over. We have the same issue with the pay ranges. When he replaces someone that is experienced he is not looking for an entry level skill set, he is looking for someone with similar experience. Typically a department head will ask the City Manager how long he will be there and what his relationship is with the Commission because often if a City Manager is asked to leave department heads are asked to leave as well. Department heads are not insulated from the politics. A department head takes risks. Should you penalize somebody that takes a risk that doesn't work out? All of these factors should be taken into consideration when looking at department head level employees. In most cases when we hire a department head it will be from the outside.

Commissioner Bildz stated that he doesn't agree that the Commission had much affect on department heads. He then stated that he thought we had always had a step vesting in place and asked what the rest of the employees had. Ms. Valdes stated that everyone followed the same schedule of cliff vesting. Commissioner Bildz stated that he would be in favor of doing this for all employees.

Commissioner Coward stated that she is familiar with this and would be in favor of it. It really takes almost six years because it is the completion of the fifth year. She agrees with Commissioner Bildz that we need to take care of our other employees too. Most of our employees have stayed a long time. Many of them get paid so little that it is almost embarrassing. Do we want this for all the employees? We don't want our department heads to leave. We want them to improve and become a great asset to us. She doesn't have a problem with the step plan and feels that we should think about it for the other employees too.

Mayor Minning asked if this would be retroactive. Ms. Valdes stated that she was not proposing that, but that it could be effective for whenever they wanted it to. She is proposing that it go into effect now as of the date of the resolution. Mr. Silverboard explained that anyone who is here now would be vested by however long they have been here. It was clarified that it would actually be retroactive for five years.

Mayor Minning asked if there was a difference between being fired and voluntarily quitting. Ms. Valdes stated that there was not. Mayor Minning stated that cliff vesting is tough. The city is also taking a risk. He suggested that they start in year two and go 25% each year after that. It would be the same five years to be fully vested. Ms. Valdes stated that it would still be an enhancement.

Commissioner Caldwell stated that she likes that better.

Commissioner Coward clarified that the first year would be a probationary term, and after the second year they would be vested at 25%. Ms. Valdes explained that it is our plan and we can term it any way that we want.

Commissioner Collins clarified the timeline for vesting.

Mayor Minning clarified that it would go back to date of hire and clarified the percentages for each of the first five years.

This item will move forward to the next meeting agenda with the suggested changes.

5. Consideration of Res. 10-40, Amendments to the Personnel Manual

Ms. Valdes gave a brief explanation of this item. When she came here she found that there were many different policies being followed. She reviewed all the policies, and then asked for a committee of employees to assist her in her review of the policies. What has happened in the past was a lot of practices that moved forward without being placed in the Career Services Manual. The committee did a good job of going through the policies. She had a representative from every department with the exception of Police and Fire because they work under their contracts. What they have is what the committee approved. After she went through it with the employees she did the same thing with the department directors. Some of the things are just stale items that needed to be modernized. Some policies have been revamped to meet new state and federal policies, and some have been added to match what has been done in practice. The most significant things are what is in practice now.

Mayor Minning suggested that they go through it page by page. Commissioner Collins suggested that they read it and bring up questions at the next workshop. Ms. Valdes explained that the FMLA and military policies were mandates and we can discuss them but can't change them. Mr. Silverboard suggested that they look at pages 25, 26, and 27 for the military leave pages. They will see sections that have been stricken and whole new sections added.

Commissioner Coward stated that she was reading about department heads doing a review of employees that work for them, but she didn't see anything about the two employees that work for the Commission and their reviews. Ms. Valdes stated that they are exempted from this. They are typically contract employees.

Mayor Minning asked for clarification of "terminating". He then asked why "work period" was removed. Ms. Valdes explained that each department has different needs for work schedules and it was better to take it out so that each time a schedule needed to be changed they wouldn't need to come before the Commission.

Mayor Minning made suggestions for different language for Paragraph H. in Rule 2.3 regarding the Deputy City Clerk and department heads and directors. Ms. Valdes explained that the intent was not to take them out of being "at will" employees, but to include them because there are some provisions that apply to them. Mayor Minning asked if they could include that they are at will employees in this section as well.

Commissioner Bildz clarified that relatives of employees can be hired but can't be supervised by a relative. Ms. Valdes answered in the affirmative.

Commissioner Coward asked about the section on outside employment. Ms. Valdes stated that it is important that we know about outside employment for many reasons. It is not meant to prohibit people from having other jobs, but to ensure that it is being done properly. Mr. Silverboard stated that it is also to ensure that they know that their first responsibility is here.

Commissioner Coward asked to discuss the accumulation of annual leave. Ms. Valdes explained that current policy doesn't allow for staff to accumulate more than 80 hours without permission from the City Manager. Due to staffing levels it has become harder for some employees to take their vacation, and there are more people carrying more hours. The goal for this is to eliminate exceptions. Right now we have multiple exceptions. Commissioner Coward is asking if this is mostly with department heads. Ms. Valdes explained that it is happening throughout the city. People are not being denied. We have loyal employees and they are not asking for the time because they know that the work needs to get done. We felt a good compromise was to raise the level, but we will not allow exceptions to that. Also, the Fire contract allows for higher levels.

Commissioner Collins asked if someone was here for one year and didn't take vacation time and then left, would they get paid for the time. Ms. Valdes answered in the affirmative.

Commissioner Bildz stated that the problem with accumulating vacation time was that the employee could earn it when they are earning a lower salary, and get paid at the end at their current salary. Ms. Valdes stated that that was correct.

Commissioner Coward asked about the city buying back the time. Ms. Valdes explained that it was vacation self funding. We have employees that have accumulated large amounts of vacation time. We would allow them to cash in matching amounts of vacation time in increments of five days. It would address the issue that Commissioner Bildz brought up. Commissioner Coward asked if we accrued the vacation time on the books. Ms. Valdes answered in the affirmative.

Commissioner Bildz asked to review the accrued sick leave paid at retirement. Ms. Valdes explained that employees that were here over ten years are paid a percentage of their sick time when they leave. Commissioner Bildz asked if there was a cap. Ms. Valdes explained that it was capped at six months.

Commissioner Bildz asked if an employee needed to specify that someone they were not married to was their significant other. Ms. Valdes stated that they do not. This is not typically a benefit that is abused. Mr. Silverboard stated that our employees are trustworthy and is has not been an issue.

Mr. Silverboard stated that they needed to point out a major issue on page 22. Ms. Valdes explained that we currently pay an employee the difference in their pay up to 180 days for work comp claims. We are proposing to eliminate that, with the exception of life threatening injuries. They would still receive their work comp pay, which is tax free income. We want the focus to be on treating their injuries and getting them back to work. Also, the way it is written now we are required to hold their position for the 180 days. That can be restrictive for a small city. We will work with the doctors and keep it open if they are close to coming back. The employees support this because we have had a lot of claims. We are not taking away

anything regarding medical needs. Commissioner Coward asked if we had to hold that job, or just provide a job when they come back. Ms. Valdes explained that we have to either hold their job or pay them for the 180 days. FMLA only requires twelve weeks. We want to get them taken care of and get them back to work.

Mayor Minning asked if there are any career track programs in place. Ms. Valdes stated that there are not.

Commissioner Coward asked if we are doing any in service training now. Ms. Valdes answered in the affirmative. She discussed some of the training that has been done and commented on the safety committee that will be starting up.

Commissioner Bildz asked about the service bonus. He thought that we had done away with it. Mayor Minning asked how many employees this applied to. Ms. Valdes stated that there are a lot, and she will provide them with the numbers. Commissioner Coward asked if we are adhering to this. Ms. Valdes answered in the affirmative. Mayor Minning asked if we had part time employees that have been there over ten years. Ms. Valdes answered in the affirmative.

Mayor Minning asked if we had any problems with drugs and drug testing in the city. Mr. Silverboard stated that we do mandatory random testing for those people holding CDL licenses, for new hires, and for anyone involved in an accident. Ms. Valdes stated that we have random testing in here for all employees. Some were in here but not activated. They are now activated. We try very hard to be consistent and enforce the policy. There are some hospitals that will not do testing, so there is no way to have a fail safe here.

Commissioner Caldwell clarified that in the event of an accident it was per DOT rules. Ms. Valdes stated that that was correct, but again some hospitals will not test. The statutes tell us how the tests can be done. She has looked into having a state certified collector, but the closest one is in Orlando, and we would have to have the employee monitored until they arrived. Now we do the best that we can.

Commissioner Collins asked if an employee refused a random drug test, would they be dismissed. Ms. Valdes stated that under DOT regulations that is considered a positive test so they would be dismissed.

Mayor Minning asked for clarification of the merit increase. Ms. Valdes explained that they currently have a step increase where everyone gets 5% for a satisfactory evaluation. They are proposing that the increase be performance based up to 5%. It is moving from a step increase to more of a merit based increase. Commissioner Coward asked who makes the determination of which employees were satisfactory or above satisfactory. Ms. Valdes stated that it would be different in each department. It would be a scale based on a point system. Mayor Minning asked who does the grading. Ms. Valdes explained that it would be whoever does the evaluation, and then the department director would sign off on it.

Commissioner Bildz asked if there is a time clock for employees. Ms. Valdes explained that there are time clocks for some employees but not all.

Commissioner Bildz asked if the Florida Legislature had passed a law allowing people to have weapons in their vehicles. Ms. Valdes answered in the affirmative.

Mayor Minning asked if employees should be required to sign receipt of receiving a notification of disciplinary action. Ms. Valdes stated that some employees refuse to sign it. Mr. Silverboard stated that it is unnecessary. Mayor Minning stated that he has had experience where an employee has argued that it was not received. Commissioner Coward stated that it is usually done face to face and it could be noted if they wouldn't sign it. Commissioner Caldwell stated that it has been her experience that most employees will not sign it because it is an admission of guilt, and they documented that.

Mayor Minning asked why employees are not considered classified employees until completion of probation, but they are still given benefits. Ms. Valdes explained the current policy. Mr. Silverboard stated that during times when it is difficult to get good employees this gives us another tool to help us recruit good people. Mayor Minning stated that this was not consistent. Commissioner Coward agreed. Mr. Silverboard stated that this is in relation to the grievance procedure and not what benefits they are entitled to.

Mayor Minning stated that employees are required to report injuries, and asked if they were required to report unsafe working conditions. Ms. Valdes explained that we are working on a program, and are rewarding employees for reporting safety issues.

Commissioner Coward asked if we are going to have training within the departments to go over this. Ms. Valdes stated that all employees will be given an updated manual and asked to sign that they have received and read it. She will also be available to answer any questions. Commissioner Coward suggested that she hold meetings to go over these changes. Ms. Valdes explained that she is going to continue with the committee as well. Employees will listen with each other more openly. We will get the information out.

This item will move forward to the next meeting agenda.

6. Consideration of Ord. 10-04, Amendments to Chapter 30, Personnel, Code of Ordinances

Ms. Valdes gave a brief explanation of this item. There is nothing in here that was not in the Personnel Manual discussion. The significant change is to allow exempt employees to participate in the personnel program. The other change is to recommend eliminating the personnel advisory committee as it has not been active in at least ten years.

Commissioner Coward asked about the City Manager and City Clerk being subject to the Career Service Manual. Ms. Valdes explained that they are not subject to it.

Commissioner Bildz stated that he questions the need to strike all reference to the Personnel Advisory Board, because at some point we may need it. Mr. Silverboard stated that it could be reinstated at that point. It was his understanding that the last time it met was when Chuck Coward was hired and he asked to meet them. Mr. Turner was asked about this and he said that it didn't meet in the 20 years that he was here.

This item will move forward to the next meeting agenda.

The workshop was recessed at 8:13 p.m.

The workshop reconvened at 8:20 p.m.

7. Discussion on updating the Commission Rules of Procedure

Mr. Silverboard explained that the rules are divided into two sections. One discusses the workshop, and one discusses the meetings. It is repetitive in both sections. He has started to consolidate it. He gave an overview of the types of recommended changes that he has been working on. He is trying to come up with a more consolidated set of rules, adding some new things and some things that the Commission may want to consider changing. He can have it to them by the next workshop.

Mayor Minning suggested that they do that and have Mr. Silverboard e-mail them his changes to compare with the current version.

Commissioner Coward asked if they should discuss some of the things that are in there now. Ms. Kiefer stated that she had some suggestions too. They have something in there that has been controversial for many years. The item that no action can be taken at a workshop is one that she sees. There may be times that they want to take action at a workshop. She also discussed the consent agenda for items that they were all in agreement with. She also suggested that they reconsider the section regarding a member of the public being able to request that an item be removed from the consent agenda. She feels that those two things impede their efficiency.

Commissioner Coward stated that she feels a consent agenda would be great but they should talk about it in depth. Ms. Kiefer stated that it is already in there, but it has never been used.

Commissioner Bildz stated that a consent agenda tonight would have saved them about two minutes. Mr. Silverboard explained that the way he has it written is that the items that they have discussed at a workshop and are in agreement on they could vote on them in one motion. It would save time and materials. They would still have the workshop discussion. Ms. Kiefer's other comment about discussion items, there are things that could be put on a regular meeting without a workshop. It should be discussed. Ms. Kiefer stated that there wasn't much on the agenda tonight, but some meetings there is a lot. It would save reading the resolutions. It could not be done for ordinances. Mr. Silverboard asked that the commission discuss everything having to be done by resolutions. Many of these things can be done by a motion without having to have a resolution that is typically drawn up by staff. We are not experts in drafting resolutions. He would like to see them try to make the approval process simpler. The consent agenda is normally approved by a motion. Ms. Kiefer explained that it is as time consuming to do a resolution as an ordinance and the minutes would reflect the discussion. Mr. Silverboard stated that it would be as easy to keep a motion book as it would a resolution book. Ms. Kiefer suggested that if it involves money or contracts they still do a resolution.

Mr. Silverboard stated that he will send out his draft in a day or two and will add the item to the next workshop agenda for discussion.

Commissioner Caldwell asked for clarification on the consent agenda. The items would still be workshopped then put on the consent agenda for two weeks later. Ms. Kiefer stated that she was correct. Commissioner Caldwell commented that at the last workshop we had items that were administrative in nature. We had staff input and discussion. We were not able to

send them immediately. We had to bring them back and lose at least two weeks. Those things seem like administrative items that they should be able to send on immediately. Her next question was regarding the fence. The commission approved that item and expenditure in the budget. Would that not also be an administrative thing because it was already budgeted and approved? They were given the information on the bidding process. Might that be another area that they might want to consider? Mr. Silverboard stated that because the ordinance says that they have to award bids over \$8,000 they have to approve it. Because it was discussed and approved at budget they could have put that on the regular agenda, had any discussion necessary, and saved the two weeks and extra agenda packet materials. This would meet the requirements of the Commission having to award the bid, and makes it a one meeting process rather than a two meeting process. Commissioner Caldwell stated that if we get to the point where we streamline these things there are checks in place to ensure that we don't rush. Commissioner Collins stated that it would take the consensus of the board. It was clarified that it only takes one person to ask that it be pulled out for further discussion. Ms. Kiefer stated that in the current rules all items must be workshopped. She agrees with a change in that section. In most cases they have the information before the meetings and have had time to study it. Commissioner Caldwell stated that the other thing is the ability to have a workshop called for a topic that needs additional discussion. They should have a range of things from in depth types of discussions to items that require briefer discussion.

Commissioner Bildz stated that they have to keep in mind that these are public meetings, and we have to keep in mind that these are for the public to discuss the items. He is not in favor of changing them in such a way that it wouldn't give the public time to be informed. We have workshops on quasi-judicial items that we can't discuss until the meeting. He would not be in favor of changes to this. Ms. Kiefer stated that they already have exceptions for this in the rules.

Mayor Minning stated that they will go ahead with the plan to get the proposed changes from Mr. Silverboard and take it up at the next workshop.

II. OLD BUSINESS:

Commissioner Coward stated that she was hoping that she would have an answer tonight for her question regarding the cash adjustment. Mr. Silverboard stated that Mr. Keranen doesn't have an answer from the auditors yet. It will be provided as soon as they get it.

III. CITY MANAGER/CITY ATTORNEY REPORTS AND COMMENTS:

Mayor Minning asked what the status was of the sewer law suit. Ms. Kiefer stated that she has just finished drafting interrogatories for it. The next step will be to get their response. Mayor Minning asked that the Commission be given copies of the interrogatories and their responses.

Mr. Silverboard reported that the Vision Committee will be meeting with Collaborative Labs to outline the procedure that they will follow on Thursday. The committee will also be meeting on May 13th at 5:00 in the Garden Room. He has asked Collaborative Labs to recommend a format for a strategic retreat for the Commission to work on establishing some goals for the next few years. He has received a proposal for it. It would take place at their facility on Ulmerton Road. The idea of it is for the City Commission to come up with all the projects that it would like to see as priorities. You would prioritize them and come up with a Commission work program for the

next year or two. The consultant suggested that they do this the first week or so in June so that they have the benefit of attending some of the Vision Committee meetings. The cost is \$4,250, which is the government rate, and is half of what they would normally charge a private business. They would prepare the written report as well as video highlights that we could show on our channel 615. He would like to enter into an agreement with them to begin this. He hopes that the entire Commission is willing to participate. He will ask staff to set up a date. We would start at 8:30 in the morning, have a working lunch, and finish by about 3:30 in the afternoon. He feels that it is critically needed. Commissioner Collins asked how many people the charge covered. Mr. Silverboard stated that it would cover up to 20 people. The participants would be the Commission and department heads.

Commissioner Bildz asked why we needed a facilitator to tell us what our goals and objectives should be. Mr. Silverboard explained that the facilitator helps them to narrow them down and writes the reports. Commissioner Bildz asked if Mr. Silverboard thought it was money well spent. Mr. Silverboard stated that he did and felt that they would too once they did it. In the corporate world they would be doing this at least every year and in between would be meeting to review the status.

Mayor Minning stated that he is a strong advocate of this. Most companies do strategic planning with senior management. He thinks that it is time that they become proactive and start setting goals for themselves. He is 100% in favor of it.

Commissioner Coward stated that she has been involved with these and feels that they are worthwhile. Her problem is that she is leaving in June the day after the first meeting and not coming back until the second meeting.

Commissioner Caldwell stated that she has been involved with them in business, and in the past two or three years in the non-profit sector, and it is done every year. She is in the process of helping to organize a division of a non-profit and will be doing this with them. In business it organized their thoughts and set them on a path of what they wanted to do.

Commissioner Bildz stated that he isn't opposed to doing it, but doesn't understand why we can't do it here on TV in front of the residents. Mayor Minning stated that the residents would be invited to attend. Mr. Silverboard explained that it is not very conducive to televising it as they will be broken down into groups to work on it.

Mr. Silverboard will try to get a date that will work for all of them.

Mr. Silverboard reported that he has spoken to Publix regarding their contribution for the traffic signal at 104th. They will send a check when they receive a bill. They have committed to pay 50% of the cost up to \$350,000. He has discussed this with Volkert and is hoping to get moving on this soon. Commissioner Bildz asked if we were going to ask FDOT to reimburse us for our half of it. Mr. Silverboard stated that he sent them a copy of the letter that stated that they will not pay for it but will allow us to put it in. We will try to get a LAP agreement to get reimbursement when funding is available.

Mr. Silverboard stated that he has met with Progress Energy and has tentatively come to an agreement that the new feeder line will come down the center of the causeway and the center of the bascule bridge at a depth of about 100 feet. There will be at least 25 to 30 feet of solid material between the lines and the supports for the bridge. He will be getting a letter from EC Driver that will state that what they are doing will not endanger anything. They will have to close

the inside lane in both directions probably from Paradise Blvd. to 79th during their work period. It will probably be a six to nine week timeframe. We may lose some of the bottle brush trees in the median, but they will restore the median and put new trees of our choosing in. The proposed paving of the causeway will be delayed until after that is completed. We will still go out and get the specs developed and go out for bid so that once Progress Energy is finished we will be able to get that section of Causeway Blvd. repaved.

Mr. Silverboard reported that the beach renourishment project is being delayed. It is now scheduled for sometime in July or August. We believe that they were not renourishing a sufficient portion of the beach so they are now reevaluating the erosion that we have experienced this past winter.

Mr. Silverboard reported that the state of emergency for the oil spill has now been declared for Pinellas County. We don't have any idea of how much will reach our shores. We are coordinating with all agencies and our surrounding cities. It will have a significant impact, and already has had an impact on tourism in Florida.

IV. REPORTS & COMMENTS BY COMMISSIONERS:

Commissioner Collins asked how the Visioning Committee was coming with their donations. Mr. Silverboard reported that they have already collected \$3,000 and are putting together a committee to work on this.

Commissioner Caldwell reported that she pulled up census information. The state of Florida is at 73%. Treasure Island is at 67%.

Commissioner Bildz reported that there is a library board meeting to be held on May 17th to discuss the budget. He suggested that they attend if they have any comments. Mr. Silverboard stated that the county has cut the PPLC funding down to approximately \$165,000.

Commissioner Bildz reported that the Sunset Beach Civic Association had their end of the season function at the Beach Pavilion. It was very successful.

Mayor Minning reported that the John's Pass bridge is nearly completed. By the end of June the entire bridge should be open.

Mayor Minning stated that the information on the oil spill is on the website. We will keep people informed as we get new information.

V. PUBLIC COMMENTS:

VI. ADJOURNMENT:

The meeting was adjourned at 9:12 p.m. by Mayor Minning.