



## **AGENDA**

**SPECIAL CITY COMMISSION MEETING  
TUESDAY, APRIL 19, 2022, AT 9:00 A.M.**

**CITY OF ST. AUGUSTINE BEACH, 2200 A1A South, St. Augustine Beach, FL 32080**

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### **NOTICE TO THE PUBLIC**

*THE CITY COMMISSION HAS ADOPTED THE FOLLOWING PROCEDURE: PERSONS WISHING TO SPEAK ABOUT TOPICS THAT ARE ON THE AGENDA MUST FILL OUT A SPEAKER CARD IN ADVANCE AND GIVE IT TO THE RECORDING SECRETARY. THE CARDS ARE AVAILABLE AT THE BACK OF THE MEETING ROOM. THIS PROCEDURE DOES NOT APPLY TO PERSONS WHO WANT TO SPEAK TO THE COMMISSION UNDER "PUBLIC COMMENTS."*

### **RULES OF CIVILITY FOR PUBLIC PARTICIPATION**

1. The goal of Commission meetings is to accomplish the public's business in an environment that encourages a fair discussion and exchange of ideas without fear of personal attacks.
2. Anger, rudeness, ridicule, impatience, and lack of respect for others is unacceptable behavior. Demonstrations to support or oppose a speaker or idea, such as clapping, cheering, booing, hissing, or the use of intimidating body language are not permitted.
3. When persons refuse to abide by reasonable rules of civility and decorum or ignore repeated requests by the Mayor to finish their remarks within the time limit adopted by the City Commission, and/or who make threats of physical violence shall be removed from the meeting room by law enforcement officers, either at the Mayor's request or by an affirmative vote of a majority of the sitting Commissioners.

**"Politeness costs so little." – ABRAHAM LINCOLN**

- I. CALL TO ORDER
- II. PLEDGE OF ALLEGIANCE
- III. ROLL CALL
- IV. DISCUSSION AND DECISIONS CONCERNING USES OF FUNDS FROM THE AMERICAN RESCUE PLAN ACT (ARPA)
  - A. Review of Survey Monkey Results (Presenter: Melinda Conlon, Communications and Events Coordinator)
  - B. Review of Options and Costs for Adjustments to Employee Salaries (Presenter: Patricia Douylliez, Finance Director)
  - C. Review of Proposed Vehicles and Projects (Presenter: Patricia Douylliez, Finance Director)
  - D. Decisions by Commission Concerning Uses of ARPA Funds
- V. ADJOURNMENT

## **NOTICES TO THE PUBLIC**

1. **COMPREHENSIVE PLANNING AND ZONING BOARD.** The Board will hold its monthly meeting on Tuesday, April 19, 2022, at 6:00 p.m. in the Commission meeting room. Topics on the agenda may include: a) variance to reduce side setback from 10 feet to 5.5 feet for a screened patio at 400 High Tide Drive; b) variance for 507 F Street to reduce front setback from 25 feet to 15 feet and the rear setback from 20 feet to 12 feet for new house; c) variance to an existing variance at 2B F Street that will allow a two-story garage to replace a one-story garage; d) request from the Sustainability and Environmental Planning Advisory Committee to prohibit the keeping of European honey bees and to allow other types of honey bees; e) request to consider solar power for holiday lighting decorations.
2. **ANNUAL ARBOR DAY CELEBRATION.** It will be held on Wednesday, April 27, 2022, at the County's Pier Park in conjunction with the weekly Farmers Market. Public Works employees will give residents small trees to plant.
3. **ART IN THE PARK/ADOPT A PET.** The event will be held on Sunday, April 30, 2022, in Lakeside Park near the police station. It will start at noon and will feature the works of local artists and live music. In addition, Ayla's Acres will offer orphaned dogs for adoption.
4. **CITY COMMISSION.** The Commission will hold its next monthly meeting on Monday, May 2, 2022, at 6:00 p.m. in the Commission meeting room.

### **NOTE:**

*The agenda material containing background information for this meeting is available on the City's website in pdf format or on a CD, for a \$5 fee, upon request at the City Manager's office.*

**NOTICES:** In accordance with Florida Statute 286.0105: "If any person decides to appeal any decision made by the City Commission with respect to any matter considered at this scheduled meeting or hearing, the person will need a record of the proceedings, and for such purpose the person may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

In accordance with the Americans with Disabilities act, persons needing a special accommodation to participate in this proceeding should contact the City Manager's Office not later than seven days prior to the proceeding at the address provided, or telephone 904-471-2122, or email [sabadmin@cityofsab.org](mailto:sabadmin@cityofsab.org).

## MEMORANDUM

**TO:** Mayor Samora  
Vice Mayor Rumrell  
Commissioner England  
Commissioner George  
Commissioner Sweeny

**FROM:** Max Royle, City Manager df

**DATE:** April 13, 2022

**SUBJECT:** Discussion and Decisions Concerning Uses of Funds from the American Rescue Plan Act (ARPA)

- A. Review of Survey Monkey Results
- B. Review of Options and Costs for Adjustments to Employee Salaries
- C. Review of Proposed Vehicles and Projects
- D. Decisions by Commission Concerning Uses of ARPA Funds

### INTRODUCTION

The City will receive \$3,507,979 in ARPA funds from the federal government. The City has already received half of that amount, which is in a designated bank account. The remaining half is scheduled to be sent by July 31, 2022. The City must show by the end of December 31, 2024, that the money has been committed to particular projects and purchases, and must spend the money by December 31, 2026.

In a recent meeting, Ms. Douylliez, the Finance Director, told you about a proposal by some members of Congress to “claw back” the ARPA funds that have already sent to cities, counties, and states. The latest information is that Congress will not require at this time that ARPA funds be returned for other federal programs. However, this relaxation of claw back efforts could change if the 2022 elections cause significant changes to congressional membership. Because of this possibility, we recommend that you decide now on projects and purchases, so that the money can be committed to them before there are any changes to Congress.

### ITEM A. SURVEY MONKEY RESULTS

At your March 14, 2022, meeting, you reviewed a draft of the survey prepared by Ms. Douylliez and you agreed to have the results and staff recommendations presented to you at your May 2<sup>nd</sup> meeting. However, because of the possibility that the ARPA funds might be clawed back, you agreed at your April 4<sup>th</sup> regular meeting to have a special meeting on April 19<sup>th</sup> to review the survey results.

Attached for your review is the following information:

- Pages 1-2, the memo that Ms. Douylliez provided for your March 14<sup>th</sup> meeting.
- Pages 3-7, the survey results as of April 11<sup>th</sup> of the 103 responses to the City’s request for suggested projects.

The deadline for responses is Friday, April 15<sup>th</sup>, which is after when this report must be provided to you. You will note from the responses received as of April 11<sup>th</sup> that the citizens have suggested the following as their six top preferences for the uses of ARPA funds:

1. Repair roads
2. Drainage projects
3. Put utilities underground
4. Improve beach walkovers
5. Improve City parks
6. Improve parking

As the amount of ARPA funding isn't enough to do projects under all 10 of the categories listed on page 3, we suggest you consider allocating money for four of the above top six categories. The two we suggest not doing now are these:

- Undergrounding of utilities because the project's cost would be far more than the \$3.5 million allocated to the City by ARPA.
- Improving City parks because a) the City has only two major parks, Ocean Hammock and Hammock Dunes, and for the former the City already has grant money for the improvements; and b) there are no plans at this time for improvements to Hammock Dunes Park, which is north of the shopping plaza. To develop plans will take time as well as public education and meetings. Also, we don't know how much the improvements to this Park will cost. As ARPA has deadlines for committing and then spending the money, we propose that you approve using ARPA money for the parking improvements that are described below. Meetings with the public to develop concepts for how Hammock Dunes Park could be used can be held in 2022. Later, a plan can be developed, and the City can apply for grants.

Ms. Melinda Conlon, the City's Communications and Events Coordinator, will be at your April 19<sup>th</sup> meeting to provide an update of the survey results received by the April 15<sup>th</sup> deadline.

#### ITEM B. ADJUSTMENTS TO EMPLOYEE SALARIES

Attached as pages 8-20 is a report and supplemental information from Ms. Douylliez concerning this topic. She'll explain it further at your meeting.

SUGGESTED APPROPRIATION: \$436,000

#### ITEM C. PROPOSED VEHICLES AND PROJECTS

They are listed on page 21 attached. Please note that the dollar amounts are only estimates. Mr. Tredik has been away since late last week because of a family matter and therefore hasn't been able to verify the estimates. He'll be back before April 19<sup>th</sup>. We'll meet with him after he returns to discuss any changes to the estimates. These will be sent to you before your meeting on the 19<sup>th</sup>. In the meantime, please use the estimates on page 21 as a guide. At your meeting, the amounts can be changed.

You'll note at the bottom right of the page that the total amount of ARPA funds provided to the City will be \$3,507,979, while \$3,523,000 is the estimate of the costs of the pay adjustments, vehicles and projects listed on page 21. There is thus a modest gap of \$15,021 between the ARPA funds and the proposed expenditures. This gap may narrow or widen, depending on adjustments to the estimated costs on page 21.

Below is an explanation for some of the proposed expenditures.

1. Vehicles

The major ones are two sanitation trucks (\$250,000 each), a water tanker (\$150,000) and a dump truck (\$130,000).

ESTIMATED COST: \$780,000

Other vehicles and their estimated cost are listed on page 21.

2. Repair roads

Repaving City streets could possibly be the quickest use of ARPA money. No design, engineering, and permitting work is usually required. All that's needed is a list of streets that, according to the Public Works Director, need repaving and then hiring a paving company that already has a competitively-bid contract with the County or the State. What could delay the repaving is how busy the contractors are and the possible scarcity of asphalt.

ESTIMATED COST: \$200,000

3. Drainage projects

Because of the success Vice Mayor Rumrell has had in getting state money for significant drainage projects, we list only one project for ARPA funding. It is the piping of the ditch in the alley between 2<sup>nd</sup> and 3<sup>rd</sup> Streets, west of 2<sup>nd</sup> Avenue.

ESTIMATED COST: \$100,000

4. Improve parking

There are several areas where improved parking could be done. These include:

- Plaza at southwest corner of 8<sup>th</sup> Street and the Boulevard by auto repair shop
- Two plazas west side of the Boulevard between A and 1<sup>st</sup> Streets
- Right-of-way, north side of 5<sup>th</sup> Street between the Boulevard and 2<sup>nd</sup> Avenue
- Right-of-way, north side of 4<sup>th</sup> Street between the Boulevard and the beach.

We suggest paver bricks for the plaza by the auto repair shop and the plazas between A and 1<sup>st</sup> Streets for the sake of uniformity. i.e., so that the new plazas will match the existing ones at 8<sup>th</sup> and 10<sup>th</sup> Streets, and on the east side of the Boulevard between A and 1<sup>st</sup> Streets

Additional proposed parking improvements are the right-of-way of 4<sup>th</sup> and 5<sup>th</sup> Streets because these are areas adjacent either to a hotel or a condo complex. The improvements along 4<sup>th</sup> and 5<sup>th</sup> Streets will be

similar to what was done along 16<sup>th</sup> Street, east and west of the Boulevard, which was the use of paver blocks.

ESTIMATED COST: \$630,000

PLEASE NOTE: a. Parking improvements have been mentioned in the past for the north side of Pope Road between the Boulevard and Clipper Court. However, as Pope Road is owned by the County, we suggest the County be asked to fund the improvements, which will require paying the additional cost to relocate the sidewalk on the Road's north side.

b. There are no proposals to use parkettes in residential areas for parking.

#### S. Undergrounding Utilities

The use of ARPA money for this project isn't recommended for the following reasons: First, its significant cost requires far more than the \$3.5 million allocated to the City. The cost of undergrounding has been estimated at \$1 million per mile. The Boulevard from Pope Road to the shopping plaza is about two miles. If you decide to underground the utilities in the residential parts of the older subdivisions like Chautauqua Beach and Coquina Gables, then much more money than \$3.5 million will be needed.

Second, the time that would be required for the development of plans and specs, and, most of all, obtaining easements from adjacent property owners might make it impossible for the City to meet the first ARPA deadline, December 31, 2024, when ARPA funds must be committed for specific projects. For example, it has taken several weeks to get easements from just the few owners of the lots along 2<sup>nd</sup> Street, west of 2<sup>nd</sup> Avenue.

Third, time is needed to determine the full costs of undergrounding, especially what business owners and residential homeowners will have to pay to connect their properties to the underground lines. The owners and residents would have to be informed of the cost and would have to agree to pay it before the project is started.

If the Commission wants to pursue undergrounding, then there are two other possible funding sources: First, to dedicate each year to a special fund an amount from the additional one-cent sales tax if the voters approve the tax this coming November. Eventually, perhaps over 10 years, the City would have enough money in the fund to do the undergrounding.

Second, if they do not approve the additional cent, then the Commission for the 2024 general election could ask the voters to approve a dedicated property tax millage for a certain number of years to provide enough money for the undergrounding of utilities.

#### 6. Improve Beach Walkovers

In the past, TDC money from the County has been used to pay for the construction of new walkovers in the City. However, if you don't want to depend on the TDC to appropriate money for the walkovers, then we suggest you approve using ARPA funds to build walkovers at the following locations, which currently lack one: 13<sup>th</sup>, 12<sup>th</sup>, 8<sup>th</sup>, 6<sup>th</sup>, 5<sup>th</sup>, B, C, and E Streets.

In addition, the existing walkover at 9<sup>th</sup> Street needs to be replaced. It was originally built more than 15 years ago by an adjacent motel owner, is narrow, and in poor condition.

The new walkovers will be more expensive because they should be eight feet rather than five feet wide for easier use by the handicapped and should be made of composite material because that requires little maintenance and lasts far longer than wood.

ESTIMATED COST: Ten walkovers at an estimated cost of \$60,000 per walkover. Total: \$600,000.

#### ACTION REQUESTED

It is that you discuss the City administration's proposed uses of ARPA funds and that you make decisions concerning the uses of the funds for the following:

- A per-hour adjustment to employee pay.
- The proposed expenditures listed on page 21 for vehicles, road repairs, drainage, parking improvements, beach walkovers and other purposes.

What you approve will be provided in a report to show before the December 31, 2024, deadline the uses for which the City will spend its ARPA money.

In the meantime, the staff will work on getting done the projects you approve, so that the ARPA funds will be spent by the December 31, 2026, deadline.

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M E M O R A N D U M

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**TO:** MAX ROYLE, CITY MANAGER  
**FROM:** PATTY DOUYLLIEZ, FINANCE DIRECTOR  
**SUBJECT:** ARPA SURVEY  
**DATE:** 3/10/2022

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As discussed in the Commission meeting on March 7, 2022, staff has suggested a survey of the residents to gather their recommendations for use of American Rescue Plan Act (ARPA) funds. The attached survey was put together to be posted using Survey Monkey to gather the information. It has been sent to the Commissioners for their review and comment, and I have received the following suggestions for discussion:

- Condense the options of Improve Parkettes and Develop Hammock Dunes Park to one option such as, "Develop City Parks and Parkettes (please specify particulars below)"
- Considering the response to the recycle transition, perhaps add one additional selection such as, "Adding Eco-Friendly Elements to the City (developing a composting program, investing in electric vehicles, solar power generation, or other types of projects. Please specify particulars below.)"

These were the only two suggestions that were received. Once the Commission has approved the survey, Melinda will publish it through Survey Monkey and begin promoting it on social media, via email, and on our website. We will need direction on how long to leave the survey open. Staff will be presenting suggestions for ARPA spending to the Commissioners at the April 4<sup>th</sup> meeting, so depending upon how long we leave the survey open, we may not have the responses gathered by that time. The final suggestions can be compiled and presented at the May Commission meeting.



# St. Augustine Beach Survey

## ARPA FUNDS

### American Rescue Plans Act

### ARPA SURVEY

The City of St. Augustine Beach has received funding from the American Rescue Plan Act (ARPA) and is seeking input from the residents on how the funds should be allocated. The funds should be used for one-time expenditures, such as capital improvements, so the city does not create recurring expenses that must be funded through taxes in the future. There are some restrictions on the use of funds such as they cannot be used to reduce debt, fund reserves, reduce taxes, or contribute towards other federal grants awarded to the city.

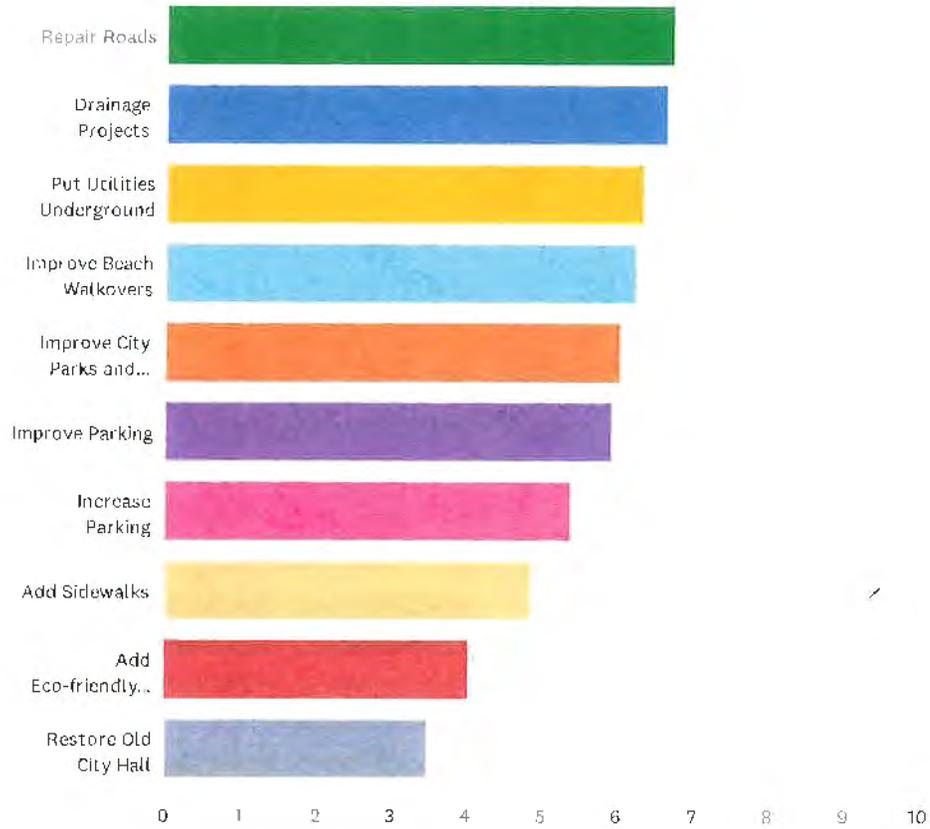
1. Please rank how you would like to see the city allocate the ARPA funds.

- Build More Beach Walkovers
- Improve Parking
- Increase Parking
- Improve Parkettes
- Repair Roads
- Drainage Projects
- Add Sidewalks
- Put Utilities Underground
- Restore Old City Hall
- Develop Hammock Dunes Park (North of Publix Shopping Center)

2. If you have a specific project you would like to suggest, please provide information below for review by the City Commission.

ARPA SURVEY

Q1 Please rank how you would like to see the city allocate the ARPA funds.



ARPA SURVEY

	1	2	3	4	5	6	7	8	9	10	TOTAL	SCO
Repair Roads	9.38% 9	21.86% 21	9.38% 9	12.50% 12	17.71% 17	13.54% 13	7.17% 4	6.33% 8	2.08% 2	1.04% 1	96	6
Drainage Projects	15.63% 15	14.58% 14	10.42% 10	14.58% 14	12.50% 12	8.33% 8	14.58% 14	3.13% 3	2.08% 2	4.17% 4	96	6
Put Utilities Underground	16.30% 15	10.87% 10	9.78% 9	13.04% 12	15.22% 14	6.52% 6	7.61% 7	11.96% 11	4.35% 4	4.35% 4	92	6
Improve Beach Walkovers	17.89% 17	7.37% 7	10.53% 10	15.79% 15	6.32% 6	13.68% 13	8.42% 8	9.47% 9	5.26% 5	5.26% 5	95	6
Improve City Parks and Parkettes (Please specify particulars below)	8.70% 8	11.96% 11	13.04% 12	13.04% 12	15.22% 14	9.78% 9	7.61% 7	7.61% 7	6.52% 6	6.52% 6	92	6
Improve Parking	8.70% 8	20.65% 19	15.22% 14	6.52% 6	5.43% 5	4.35% 4	10.87% 10	4.35% 4	18.48% 17	5.43% 5	92	5
Increase Parking	13.48% 12	8.93% 8	15.73% 14	5.62% 5	3.37% 3	6.74% 6	7.87% 7	11.24% 10	10.11% 9	16.85% 15	89	5
Add Sidewalks	2.17% 2	4.35% 4	9.78% 9	8.70% 8	10.87% 10	10.87% 10	20.65% 19	21.74% 20	7.61% 7	3.26% 3	92	4
Add Eco-friendly Elements to the City (Please specify particulars below)	7.87% 7	1.12% 1	5.62% 5	10.11% 9	4.49% 4	12.36% 11	7.87% 7	6.74% 6	15.73% 14	28.09% 25	89	4
Restore Old City Hall	6.67% 6	2.22% 2	4.44% 4	1.11% 1	5.56% 5	7.78% 7	7.78% 7	13.33% 12	24.44% 22	26.67% 24	90	3

ARPA SURVEY

**Q2 If you have a specific project you would like to suggest, please provide information below for review by the City Commission.**

#	RESPONSES	DATE
1	Keep on track with the current 2 phase upgrade to Ocean Hammock walkway. Fiscally irresponsible to move just for Sea Colony. the 1 owner can plant large palm trees	4/12/2022 2:11 PM
2	Charging stations	4/12/2022 12:18 PM
3	Work with Publix and address drainage issues behind it, next to Whispering Oaks.	4/12/2022 12:02 PM
4	plantings,more trash containers,poop hag stations-walking outdoor/pet friendly	4/12/2022 11:24 AM
5	Do NOT close Ocean Hammock walking bridge! Create more parking in Ocean Hammock park EAST of A1A Beach Blvd. NO PARKING WEST of A1A Beach Blvd in Ocean Hammock Park! NO PARKING in ANY City Parkettes! Purchase Land to build parking garages/lots AWAY from City parks.	4/12/2022 11:05 AM
6	Keep and maintain the wooden part of Beach walkway	4/12/2022 9:40 AM
	I would like for the playing/athletic field at Ron Parker park to be improved - smoothed, replanted, and maintained. I feel as though the park adjacent to the pier could use a make-over as well. Ocean Hammock Park should be not be encroached upon and should be improved as designated and maintained accordingly.	4/12/2022 9:17 AM
8	Perhaps create small downtown near A street	4/12/2022 8:31 AM
9	Please improve parks and fields for youth. Since RB Hunt closed their fields to the public there is no place for youth to practice sports, play safely. The field at Ron Parker is a mess. Would love to see a really nice, well maintained, clean park with clean safe facilities. Also please keep the Ocean Hammock walkover exactly as it is. It is safe, accessible and lovely. It is not in need of any major improvements. It is used as a safe walking and exercise space for many of our older residents and families. It is home to much wildlife that undisturbed. I observe so much happy positive use of this walkover by our community. It is of great value that should not be undermined. More happy clean safe park spaces please!	4/12/2022 7:45 AM
10	Boardwalk at e street please	4/11/2022 10:21 PM
11	I would like if we invested in eco friendly infrastructure	4/11/2022 8:40 PM
12	Drainage at ocean hammock park on west side of beach Blvd Beach walkover on E street	4/11/2022 8:06 PM
13	Repave 4th Street. It is one of the most used roads in the city. It has free parking, access to the beach, and is used by thousands of local and visiting beach goers. This excess use and wear, in addition to several road openings for sewer connections along the road has made the surface uneven and rough as the asphalt erodes. Please consider repaving or laying new asphalt over the existing road.	4/11/2022 1:40 PM
14	Add car chargers, more use of solar panels, cleaning wetlands on pope road and a1a	4/11/2022 6:27 AM
15	Put sturdy benches in parkettes along 2nd Ave, along Beach Blvd, and Mikler. Put a painted crosswalk & flags at 2nd Ave & A St. Maintain sidewalk on A St. Keep all sidewalks clear of leaves, debris year round.	4/10/2022 8:13 AM
16	Keep and beautify public spaces. We need to keep trees and grass or the City will lose its charm. PLEASE do not add more parking and concrete	4/8/2022 10:12 AM
	Improve/restore the space being used for the Art Studio and Dance studio	4/5/2022 9:29 PM
	More green infrastructure and beautification of the city	4/5/2022 11:32 AM
	For over 20 years there has been talk of an art center in the old city hall. Although The space	4/5/2022 9:28 AM

## ARPA SURVEY

	is limited, I believe it is time to finish the project and restore the building	
	we need to upgrade and fix and maintain the current city items the parking lot at hammock dunes is a mess and on 10th and 2nd ave we have drainage issues	4/5/2022 9:08 AM
	Study and improve the storm water drainage issues at Hammock Dunes Park Provide an environmentally friendly solution to the drainage issues at A St. and Beach Blvd	
	Sidewalk on Beach A1A from Embassy Suites to Anastasia Blvd (A1A). Along Anastasia State Park Sidewalk on A Street from Beach A1A to the beach Both of these are dangerous areas for walkers.	4/2/2022 10:09 AM
	Create center lane on A1A southward from Approximately Ocean Grove to Crescent Beach Bridge. Traffic has become so heavy it can be difficult to get out of your own subdivision	4/2/2022 2:01 AM
	*** 4 Street beach walkover and turn-around *** My vote to Improve Beach Walkovers is specific to a very busy and popular beach street, which is 4th Street The walkover is narrow and barely wide enough for one person to pass over. Along with this popularity comes the vehicles which turn around in our driveways This is because the turn-around at the end of 4th Street is uneven and crumbled Thank you! Cheryl & Paul Marziani	4/1/2022 4:36 PM
25	Need more parking to stop people parking illegally or driving in circles waiting for a spot	4/1/2022 4:15 PM
26	Add a designated cross walk at 8th Street.	4/1/2022 3:41 PM
27	Utilities underground and drainage will pay off the most during storms Add that to my 3rd choice and it will provide the best infrastructure spending for residents	4/1/2022 2:33 PM
28	Increase recreation area include pickle ball courts AWAY from residences. Improve the appearance of the south end of A1A Beach Blvd, trees and plants to blend in so the first thing seen is not the gas station. Clean up A1A Beach Blvd, add plants that will improve soil retention so the Blvd is not covered with sand.	4/1/2022 2:30 PM
29	A scheme to mitigate storm surge from hurricanes, which cause flooding in the many areas of our city where building permits have been approved in the full knowledge that the property is prone to storm flooding.	4/1/2022 1:54 PM
30	Isn't there a plan to create more of a park near / across from Ocean Hammock Park? Will that ever happen?	4/1/2022 12:24 PM
31	Plant more trees, allow less building, keep more natural space, bike rental (like the downtown area has)	4/1/2022 11:46 AM
32	Please continue fixing the flooding issues. Commissioner Rumrell is helping the community. We are thankful for his service!	3/30/2022 11:32 AM
33	City Hall - create a space/science/rocket tracking center (STEM) to attract students Eco Friendly - add solar roadways & sidewalks; approve solar driveways	3/29/2022 4:17 PM
34	We need safer and more effective bike trails!! Too many have died and usage has gone up I see cars using them as turn lanes	3/28/2022 10:12 PM
35	The city doesn't have any parks to improve. Stay OUT of the parkettes! Why would you improve the old city hall which is no longer available for public use. The tenants can pay to improve them The roads that are supposedly maintained by the city are literally disintegrating from non-maintenance. And as far as parking goes, I think your constituents have spoken loud and clear about that. especially when talks start about potentially placing them in the common elements of their neighborhoods. (Max, you are literally a broken record at this point)	3/22/2022 11:42 AM
36	Green space is a must. With CoSAB becoming busier and more built, please protect the parkettes and add gorgeous greenery and foliage	3/18/2022 10:28 AM
	Fort matanzas river opened	3/18/2022 6:49 AM
38	The beach is the city's main tourist asset Make it the best beach for people to visit. Add a few public toilet/kiosks combos - a toilet with a small kiosk selling snacks. The lease revenue on the kiosk will pay for maintenance costs The facilities will make the beach more friendly for visitors	3/17/2022 11:31 PM
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## ARPA SURVEY

	Add a city public pool with a small entry fee for future maintenance	3/17/2022 9:42 PM
	Add beach walkovers on streets like C Street to ensure we don't continue to see Dune erosion from years of foot traffic. Thanks	3/17/2022 8:30 PM
	need more recycling and trash receptacles on the beaches	
	Public parking (free or paid) needs to be priority. The neighborhoods and businesses feel the pinch anytime the weather is nice or extra tourists are in town. It creates anger amongst residents which gets directed at businesses and tourists	
	Pave the end of 7th st. Been promised for 6 years	3/17/2022 5:10 PM
	Maintain and repair parks. Improve Pier Splash Park. Add larger park for all ages. i.e. James Holland Park in Palm Coast	3/17/2022 4:51 PM
	Parking parking Parking	3/17/2022 4:34 PM
	13th Street St. Augustine Bch has no means to direct standing water to the large drain at the west end of 13th that sends storm water to the Matanzas River. Street drainage should be installed to avoid continued standing water in front and back yards. Specifically 107 13th St's abandoned city ditch collects runoff from properties on all 3 sides and the street creating sanitation issues. Prior to the city abandoning the ditch, a culvert behind 109 13th St was sending retained water to another culvert 2-3 lots west. That culvert has not been clear for more than 10 years. So, water now backs up in the backyard of 107 13th St. Please consider this in your master plan to use the grant to improve water flow as that is a welcomed project! Thank you so much!	3/17/2022 4:28 PM
48	Pave 4th Street for beach parking with designated spaces or ban parking there altogether	3/17/2022 4:26 PM
49	Install solar power on municipal buildings	3/17/2022 4:18 PM
50	Blinking signals at crosswalks on A1A Purchase the lot south of the Marriott and build a pay for parking lot. Discount for city residents. Hide it visually on A1A with an extensive landscaping design. This can help on infrastructure projects from the revenues generated	3/17/2022 4:10 PM
51	Please add in flashing pedestrian crosswalk all along A1A Beach Blvd because people are not stopping. Tourist DO NOT want to stop and let anyone cross	3/17/2022 6:46 AM
52	Do not add parking. Also, why spend money on old city hall. Have someone else do the work and lease it out for full amount. Can't imagine the cost to maintain and insurance	3/16/2022 9:21 PM
53	Please pave 200 block of 7th St. Been "on a list waiting for funds" for years. 6-7 years ago the City received @ 60K in impact fees. Piggy backed onto another paving project would control costs for the small amount. The dirt and damage to cars is quite annoying. Thanks.	3/16/2022 4:11 PM
54	Extend the pier	3/16/2022 3:14 PM
55	Blah, blah, blah	3/8/2022 12:12 PM

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M E M O R A N D U M

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**TO:** MAX ROYLE, CITY MANAGER  
**FROM:** PATTY DOUYLLIEZ, FINANCE DIRECTOR  
**SUBJECT:** ARPA  
**DATE:** 4/12/2022

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I would like to present to the Commission for their consideration, a pay adjustment for all employees to go into effect immediately. One of the recommended uses of ARPA funds was to respond to workers performing essential work during COVID-19. This is specifically addressed under letter B of ARPA, as well as under the lost revenue category, letter C. What I have put together is a proposal that would increase the lowest paid employees to \$15/hour, and the same amount of increase would be added to all other employees as well. This will accomplish three things.

1. Increasing our minimum pay to \$15/hour.
2. Reward all employees for their dedication to the city during the pandemic and beyond.
3. Assist employees with the rising cost of inflation, estimated at 7.9% as of February, with estimates being as high as 8.4% for March.

Increasing the minimum rate to \$15 per hour, will allow us to meet the state requirement to be at this rate by the year 2026 and we will have accomplished this ahead of the mandate. With our current step program, we anticipated we would have met this goal over the next 3 years. By using ARPA funds, we can achieve this goal and fund the change ahead of time. The change will amount to approximately \$173,000 per year, all funded by ARPA. As this will go into effect for only part of this year, the amount to fund this change would be a total of \$436,000 for FY22, FY23, & FY24.

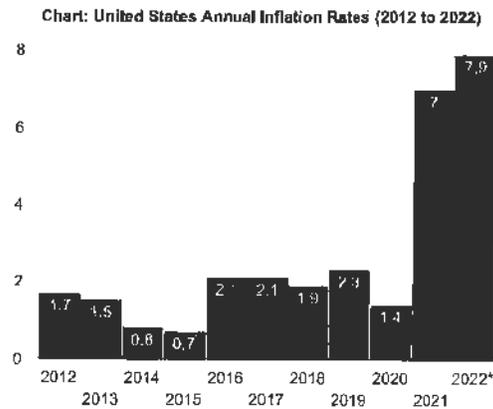
Attached are some recent articles regarding employee pay, inflation, and other municipal government pay increases for your review.

Municipality	Doing Mid-Year Adjustments?	What they doing/did	Send Results
City of Gainesville	No	Addressing on a case by case basis	Yes
City of Palm Coast	Need to do something but doesn't think it will be this year	Re-classifying some of their positions to align their pay bands better	Yes
City of St. Augustine	\$500 Net Bonus	Giving a net \$500 bonus to all employees at the end of April.	Yes
City of Atlantic Beach	Yes, 12%	increasing all the pay grades by 9% and giving all employees a 12% increase (9% pay grade adjustment + an additional 3%)	
City of Indian Harbour Beach	Pay study results were implemented in January where everyone got a 4% increase in addition to their 3% COLA increase		
City of Altamonte Springs	No	Making targeted salary and pay plan adjustments, in addition, seeing higher starting salary requests so they are doing internal equity adjustments.	Yes
City of Tallahassee	No	A 4.5% regular fiscal year across the board raise was given	
City of Jacksonville	0.025	According to online resources, approved 2.5% for all employees, plus hazard pay between \$650-\$2,600/year for 1st responders	
City of Ormond Beach	Yes, \$1.50 hour across the board		
City of Bradenton	Decision not made yet		
City of Punta Gorda	No		
City of St. Petersburg	No		
City of Port Orange	No	Has a position that is always evaluating the market for all positions	
Town of Orange Park	No	They negotiated pretty strong increases last summer. Gave \$1k bonus to all FT EE's earlier.	Yes
Alachua County	Proposing a 1K increase across the board		
City of Rockledge	Possibly doing an increase for Wastewater Plant Operators		
City of Fernandina Beach	Yes, 3% across the board increase in April 2022 and a 4% across the board increase October 2022, raise minimum hourly rate to \$15		
City of Titusville	Yes, doing a mid year modification but don't have the dollar amount		
City of Jacksonville Beach	We currently have a pay study underway and are in the process of determining what, if anything, we plan to do mid year.		
City of Bunnell	Yes, \$1.00 hour all employees	February 2022 agenda	
St Johns County Sheriff's Office	Proposing \$1,200-1,500 bonus and increasing starting pay to \$50k.	Nothing approved as of today.	
City of St Augustine Police Dept	\$500 net bonus, increasing starting pay from \$45,364 to \$48,514	Expect bonus by end of April	

## Current US Inflation Rates: 2000-2022

The annual inflation rate for the United States is 7.9% for the 12 months ended February 2022 – the highest since January 1982 and after rising 7.5% previously, according to U.S. Labor Department data published March 10. The next inflation update is scheduled for release on April 12 at 8:30 a.m. ET. It will offer the rate of inflation over the 12 months ended March 2022.

The chart and table below display **annual US inflation rates** for calendar years from 2000 and 2012 to 2022. (For prior years, see [historical inflation rates](#).) If you would like to calculate accumulated rates between two different dates, use the [US Inflation Calculator](#).



\*The latest inflation data (12-month based) is always displayed in the chart's final column.

### Table: Annual Inflation Rates by Month and Year

Since figures below are 12-month periods, look to the December column to find inflation rates by calendar year. For example, the rate of inflation in 2021 was 7.0%.

The last column, "Ave," shows the average inflation rate for each year using CPI data, which was 4.7% in 2021. They are published by the BLS but are rarely discussed in news media, taking a back seat to a calendar year's actual rate of inflation.



2019	1.6	1.5	1.9	2.0	1.8	1.6	1.8	1.7	1.7	1.8	2.1	2.3	1.8
2018	2.1	2.2	2.4	2.5	2.8	2.9	2.9	2.7	2.3	2.5	2.2	1.9	2.4
2017	2.5	2.7	2.4	2.2	1.9	1.6	1.7	1.9	2.2	2.0	2.2	2.1	2.1
2016	1.4	1.0	0.9	1.1	1.0	1.0	0.8	1.1	1.5	1.6	1.7	2.1	1.3
2015	-0.1	0.0	-0.1	-0.2	0.0	0.1	0.2	0.2	0.0	0.2	0.5	0.7	0.1
2014	1.6	1.1	1.5	2.0	2.1	2.1	2.0	1.7	1.7	1.7	1.3	0.8	1.6
2013	1.6	2.0	1.5	1.1	1.4	1.8	2.0	1.5	1.2	1.0	1.2	1.5	1.5
2012	2.9	2.9	2.7	2.3	1.7	1.7	1.4	1.7	2.0	2.2	1.8	1.7	2.1
2011	1.6	2.1	2.7	3.2	3.6	3.6	3.6	3.8	3.9	3.5	3.4	3.0	3.2
2010	2.6	2.1	2.3	2.2	2.0	1.1	1.2	1.1	1.1	1.2	1.1	1.5	1.6
2009	0	0.2	-0.4	-0.7	-1.3	-1.4	-2.1	-1.5	-1.3	-0.2	1.8	2.7	-0.4
2008	4.3	4.0	4.0	3.9	4.2	5.0	5.6	5.4	4.9	3.7	1.1	0.1	3.8
2007	2.1	2.4	2.8	2.6	2.7	2.7	2.4	2.0	2.8	3.5	4.3	4.1	2.8
2006	4.0	3.6	3.4	3.5	4.2	4.3	4.1	3.8	2.1	1.3	2.0	2.5	3.2
2005	3.0	3.0	3.1	3.5	2.8	2.5	3.2	3.6	4.7	4.3	3.5	3.4	3.4
2004	1.9	1.7	1.7	2.3	3.1	3.3	3.0	2.7	2.5	3.2	3.5	3.3	2.7
2003	2.6	3.0	3.0	2.2	2.1	2.1	2.1	2.2	2.3	2.0	1.8	1.9	2.3
2002	1.1	1.1	1.5	1.6	1.2	1.1	1.5	1.8	1.5	2.0	2.2	2.4	1.6
2001	3.7	3.5	2.9	3.3	3.6	3.2	2.7	2.7	2.6	2.1	1.9	1.6	2.8
2000	2.7	3.2	3.8	3.1	3.2	3.7	3.7	3.4	3.5	3.4	3.4	3.4	3.4

#### Calculating Annual Inflation Rates

Annual rates of inflation are calculated using 12-month selections of the Consumer Price Index which is published monthly by the Labor Department's Bureau of Labor Statistics (BLS).

For example, to calculate the inflation rate for January 2017, subtract the January 2016 CPI of "236.916" from the January 2017 CPI of "242.839." The result is "5.923." Divide this number by the January 2016 CPI and then multiply by 100 and add a % sign.

The result is January's annual inflation rate of 2.5%.

# Retaining Government Workers More Complicated Than Throwing Money at Them



By Kery Murakami,  
Senior Reporter

FEBRUARY 11, 2021

**Despite the Biden administration's urgings, few counties and cities are using Covid relief funds on retention pay.**

Connecting state and local  
government leaders

Top Biden administration officials, and even the president himself, are urging local leaders to use some of the billions in coronavirus relief funds they haven't yet committed for pay raises and bonuses to get their employees to stick around through the pandemic.

However, few cities and counties are using relief funds on retention pay, even though officials say they are having trouble keeping law enforcement, health care and other workers.

While more may follow, county officials told *Route Fifty* that retaining workers is more complex than simply throwing money at them. Some said they have offered retention pay only to lose workers to larger counties and the private sector. And for cops and corrections officers, pay is only one factor amid the national fallout over the murder of George Floyd.

A joint effort by the National League of Cities, Brookings Metro and NACo examined how 104 large counties are using the relief dollars. Only 18 of the counties have spent or plan to use the funds to retain workers. The \$140 million they have set aside is a tiny percentage of the money they have committed thus far.

Similarly, only five of 41 large cities studied have spent ARPA funds on premium pay for employees.

  San Diego County is leading the way among counties, spending \$36 million of its relief funds to give a one-time \$2,500 payment to employees who work in detention centers, medical facilities and other settings with an increased risk of coronavirus exposure. The county also gave \$1,500 bonuses to employees who have a smaller risk.

Some smaller counties are also spending relief funds on retention pay. Snohomish County, Washington gave \$1,250 to its health workers, and Collier County, Florida gave each EMS worker a \$2,000 bonus.

Nevertheless, localities mainly are using the relief dollars on other needs—most notably, keeping their governments running.

Counties and cities are using “a significant portion of funding” to replace the revenue they’re losing during the pandemic, according to the [analysis](#) by the NLC, NACo and Brookings.

“This commitment indicates that in the early stages of the recovery, many cities and counties are first stabilizing operations, balancing budgets, and restoring service levels,” according to the analysis.

The relief measure has helped counties weather the coronavirus, said NACo chief economist Teryn Zmuda. But, she added, “there are a lot of needs.”

For example, Peoria County, Illinois’s board of supervisors focused \$28 million of its \$34.8 million in ARPA funds to fix and build county facilities, including creating a public health campus. It plans to spend the rest of its money on small business development, increasing the availability of broadband and addressing “social determinants of public health” including expanding housing, eliminating food deserts and providing child care.

But the challenges are wide and growing. Peoria County administrator Scott Sorrell said his county has tried giving corrections and law enforcement officers a raise. The county also flattened wage scales so that the officers can rise to receive higher pay more quickly.

Despite the retention pay, 18% of the county’s corrections positions are vacant.

“What it means is that those that are working are having to work lots of overtime,” he said. The county’s jails are seeing a spike of Covid cases every three months and one officer died.

Playing a role is the sweeping criminal justice reforms Illinois’ legislature passed last year. Among other things, the measure, which was opposed by law enforcement organizations, made it easier for officers to lose their state licenses to work in law enforcement and

allowed citizens to make anonymous complaints against the officers. That, combined with the negative attention towards police, has turned many off many potential candidates.

"No one wants to go into law enforcement right now," Sorrel said.

#### Same Troubles for Other Departments

Susan Garnett, chief executive officer at My Health My Resources of Tarrant County, Texas, said the state raised the pay of health care workers, but is still having trouble being fully staffed, in part, because it is competing with private health systems.

Another obstacle counties face is employees can save money on costs like child care by not working, said Phyllis Randall, chair-at-large of the Loudoun County Board of Supervisors in Virginia.

"People during the pandemic found they can cut their household spending. If they have at least one person stay home, they're not paying for child care, they're not paying for gas and not paying for clothes ...," Randall said.

Some are starting to return to work because private employers but workers are returning to county jobs more slowly. "We know with county government is a little harder because we never keep up with what the private sector pays," she said.

Randall said the county is considering giving employees a 3% raise. "But there's also a discussion for the first time about whether we want to do bonuses, either signing or retention bonuses," she said.

But even if the county were to offer more money, it would face stiff competition for workers.

Randall said she drove by a Roy Rogers restaurant offering a \$2,000 bonus for those willing to take a job.

"You know, when fast food restaurants are giving that kind of signing bonus, you know that it's a tight market," she said.

Smaller counties may not have offered retention pay because they don't think they can afford it long term. Sara Folsted, administrator of Rice County, Minnesota, said her county negotiated a three-year contract with its workers last year.

"Because of your resources and your size, you only have so much to try to be competitive for a benefit or a wage factor," she said.

So, she said the county tries to be a good manager, "so people don't go hopping to another job for a couple of extra dollars."



### **Challenge From the President**

Still, White House officials urged counties at a gathering of the National Association of Counties in Washington on Tuesday to spend the relief funds to keep workers.

"I want to press you on whether we can do more," Gene Sperling, special advisor to Biden and the administration's coordinator of the \$1.9 trillion American Rescue Plan Act's implementation.

Biden also challenged the officials at the conference. "Put these funds to work to keep people on the job. Connect people to get better jobs. [Provide] retention bonuses for teachers and bus drivers," Biden told the county officials during the NACo event. 🗣️

Kerry M. Marakami is a former reporter for [WUAB-TV](#) in Washington, D.C.



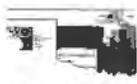
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## 6 Steps Public Employers Can Take to Retain Workers



DETTY IMAGES/HINTERLUDJIS PRODUCTIONS

By Rivka Lise-Levinson | MARCH 21, 2022

**COMMENTARY | State and local governments are teetering on the brink of a workforce crisis. But there are actions leaders can employ to prevent workers from walking out the door.**

WORKFORCE    MANAGEMENT PRINCIPLES    COVID-19



Public sector staffing shortages caused by the Covid-19 pandemic continue to increase. Despite the most recent job numbers from the Bureau of Labor Statistics showing an increase of approximately 24,000 state and local government jobs from January 2022 to February 2022, total employment by state and local governments is still down by nearly 650,000 since the start of the pandemic.

Public sector workers face unrelenting stress, burnout, anxiety and compassion fatigue. Simultaneously, workers are reevaluating the intersection of their personal and professional priorities leading many to decide to leave their jobs altogether.

New findings from a MissionSquare Research Institute survey of 1,100 state and local government workers reveal that 52% are considering voluntarily leaving their jobs due to Covid-19 either to change jobs, to retire or to leave the workforce entirely. Essentially, if you're a public sector employee and you're not considering leaving your job, then the person sitting next to you is.

The same study found that six in 10 survey respondents reported that their organization has experienced an increase in the number of people leaving their jobs voluntarily in the last two years. Respondents most frequently attribute these departures to the added stress people are experiencing from the pandemic, concerns about contracting Covid at work, and people rethinking what they want to do.

And when employees do leave, it has a reverberating impact on those who remain. Seventy-eight percent of those surveyed reported that the increase in the number of people leaving voluntarily has put a strain on their workload.

So, what can employers do to stem these departures and instead instill a sense of pride and excitement about working in state and local government? Here are six strategies:

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**1. Increase compensation:** State and local government employees surveyed reported that their top recommendations for improving retention were salary increases and offering bonuses. Employers can consider how they can increase compensation, whether utilizing recent federal funds and increased tax and fee revenues, repurposing existing funds or pursuing other options.

**2. Show appreciation and recognition:** Nearly four in 10 respondents surveyed suggested that employers could improve retention by showing more appreciation and recognition of employees and the work they do. It is important for employers to recognize the ways in which employees have gone above and beyond in their jobs during the pandemic, and take actions to demonstrate that appreciation (e.g., provide more flexibility in schedule, write personalized thank you notes to employees, acknowledge individuals at team meetings, showcase staff in the community).

additional debt and/or spending emergency funds to make ends meet during the pandemic, workers are looking to their employer for programs and resources that can help their financial health. Employers could explore the possibility of offering programs that help set aside money from one's paycheck into an emergency savings fund, automatically increase contribution amounts to a secondary retirement savings plan every year up to a preset maximum, automatically enroll employees into a supplemental retirement savings plan and offer free online financial wellness resources.

**4. Prioritize employee safety and mental health:** Employees are feeling stressed, burned out and anxious while at work due to the pandemic. And many are concerned about exposure to Covid-19 while working in person. Employers could implement safety measures to reduce this stress and anxiety and provide emotional support (e.g., respect, acknowledgment, encouragement or employee assistance programs) to improve morale and productivity.

**5. Emphasize employee impact on community:** Nearly six in 10 public sector employees surveyed reported that they value serving their community during this difficult time. Employers can emphasize the critical role that these workers are playing in making a difference in their communities and in keeping essential services and programs running across the country. This can help both in retaining existing staff and appealing to job candidates who are seeking meaningful employment.

**6. Foster employee development and succession planning:** State and local governments face a wave of older workers reaching retirement age. To preserve institutional knowledge and maximize retention of remaining staff, employers could prioritize training, mentoring, and job rotation opportunities to develop talent and leadership potential throughout the organization.

The current wave of employee departures will have a significant impact on the ability of states and localities to offer critical services and programs across the country. The time for employers to act is now. There is a wealth of resources for employers to leverage that will help rejuvenate and retain current public sector employees as well as recruit a talented, diverse, mission-driven workforce of the future. 🍀

Rivka Lisa Lewandowski is senior research manager at MissionSquare Research Institute, a nonprofit focused on public sector retirement benefits, health and wellness, along with workforce demographics and skill set needs.

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## Successful Strategies for Attracting and Retaining Public Employees



GETTY IMAGES/SHUTTER

By Katherine Borrett & Richard Greene | MARCH 31, 2022

Some department vacancies are 20% to 30%, but governments are making headway filling positions and keeping workers with signing bonuses as high as \$20,000 and big hourly wage hikes.

WORKFORCE CITY GOVERNMENT STATE GOVERNMENT



Over the decades we've been covering the competition between the private and public sectors for top notch employees, we've argued that states and local governments couldn't compete with corporate America on the compensation front. Instead, we've written that they've had to attract employees with the potential for career development, good benefits and a workplace culture focused on employee engagement and public service.

That's still abundantly true, and these factors are at the heart of any successful recruitment and retention effort. But the pressures to compete with dollars are growing. In recent months, we've written several pieces for *Route Fifty* about public sector staffing difficulties, including the long-term decline in job applications and the alarming rise in turnover in many state and local governments over the last year.

Many states are facing employee shortages including the Nebraska Department of Correctional Services, where the vacancy rate in 2021 was 30%. In June 2021, 20% of positions in North Carolina prisons were vacant. And in the Arizona Department of Public Safety Highway Patrol Division, a 20% vacancy rate was reported last year.

Not surprisingly, the battle to compete with pay continues to be an uphill one. In February, a statistical analysis by The Pew Charitable Trusts found that government wage growth lagged the private sector by a wide margin, with fourth quarter 2021 private sector wages up 3% and state and local governments up only 2.7%.

Still, there are many recent examples of states acting out of necessity. One significant sign of a shift in tactics has been seen in this year's ongoing legislative sessions. States, including ones known for their frugality, are offering larger-than-usual salary hikes, including 3% in Kansas, 5.4% in Florida and 5.5% in Missouri.

While across-the-board public sector pay increases are higher than they have been in recent years, far more dramatic actions are taking place for hard-to-fill job categories.

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### Featured eBooks



Kate Sheehan, director of the Alaska Division of Personnel and Labor Relations. If troopers leave their jobs prematurely, however, they have to regurgitate the portion of the big bonus checks they received.

\$15,000 bonus is being offered to new corrections corporals to deal with particularly difficult staffing shortages in the state penitentiary and a corrections treatment center.

More common are somewhat smaller hiring bonuses, such as up to \$5,000 for corrections workers announced in mid-November by the Florida governor's office. The Virginia State Police also is offering a similar bonus to new hires.

#### **Targeted Pay Increases Common**

Targeted salary increases are particularly common—aimed at both attracting new employees and keeping staff from quitting. In South Dakota, for example, the governor proposed, and the legislature approved, a 6% across-the-board salary increase in March. That was supplemented with an additional \$6 million for targeted increases for employees in areas with high vacancy rates and lagging pay levels.

These changes were supported by research from a market study that selected 160 job classifications that could be benchmarked against those in other public sector entities including in six nearby states, local governments in South Dakota and the private sector.

Overall, the study showed that South Dakota's salaries lagged the total market by 10% or more in slightly more than half the job classes. "We had some jobs that were 25% to 35% below market competition. We have to make up more ground there," says Darin Seeley, South Dakota's HR commissioner.

Hard-to-attract skilled trade workers are among the employees who will see a hefty increase in pay. For example, Seeley says starting pay for building maintenance specialists, which include plumbers and electricians, is jumping from \$20 an hour to \$24 an hour—a 20% increase.

Targeted increases for employees are necessary to make sure their pay is sufficiently greater than new workers. For example, a building maintenance specialist who started in 2016 will receive a 22.3% increase—from \$24.35 an hour to \$29.78. As the changes are new, Seeley says he does not know how well these and other targeted raises will pay off.

In addition to its targeted prison-specific hiring bonuses, Nebraska implemented in December a 40% hourly wage hike, from \$20 to \$28, for corrections officer starting salaries throughout the department.

There's solid evidence of the advantages. State Personnel Director Kevin Workman says applications rose from 34 to 96 per week—a 200% increase since November 2021. Since December, Nebraska added 267 new corrections staffers from 33 states.

These changes were "historic in many ways and unprecedented, not only at the state level, but at the national level," says Workman.

Meanwhile, similar raises were put in place for existing staff, as well, and overtime pay was lifted until June 30, 2023 to twice normal pay rather than the traditional time and a half. Corrections officials predict that turnover will be halved in 2022.

Workman credits a strong working partnership with the Fraternal Order of Police for the discussions that led to the salary increases as well as other workforce changes. "The FOP has been an integral part of the overall marketing strategy," he says. "It was a time to get in the yoke together and partner. We all recognized that this was an extraordinary time with extraordinary needs."

#### **Spreading the Word**

Of course, simply offering better pay packages doesn't do much good if potential job applicants don't know they exist.

Case studies, state and local government leaders

and Veterans Affairs, says the Office of Administration. For registered nurses, starting pay rose through several adjustments from \$59,796 prior to July 1, 2019 to \$78,511 in October 2021. An increase to \$80,472 is planned for October 2022. Nurses also receive annual retention payments of \$1,000 after one year on the job.

Word about the salary hikes was spread through an 11-month multiplatform digital and broadcasting campaign, which included all three departments that depend on nurses—a first-of-its-kind partnership for the state. A spokesman says the enterprise approach, with a short video and content developed by an in-house media production team, resulted in 9.3 million video views and 166,000 click-throughs from digital ads to the state's job website. From March 2020 to February 2021, nurse hires increased by 40%, from 390 to 544.

The traditional benefits of jobs in the public sector, including lifestyle advantages and solid benefits, still help attract employees. But, when it comes time to pay the mortgage, put food on the table and help children pay for college, a heftier paycheck or a juicy bonus counts for a great deal.

Katherine Barrett and Richard Greene of [Poyall LLP](#) are contributors and senior advisers to *Route Fifty*.

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## Cities With the Most and Least Expensive Apartment Rents



Police Department ARPA List			
Item		Quantity	Cost Estimate
Detective's Vehicle		1	\$ 40,000.00
Administrative Vehicle		1	\$ 50,000.00
Commander Vehicle		1	\$ 50,000.00
Chief Vehicle		1	\$ 50,000.00
Vehicle Radars		3	\$ 25,000.00
			\$ 215,000.00

Public Works ARPA List			
Refuse truck 25cy	replacing 77	1	\$250,000.00
Refuse truck 25cy	replacing 79	1	\$250,000.00
Trailer 12 ton deckover 22'		1	\$25,000.00
Dump truck	replacing 56	1	\$130,000.00
Water tanker	replacing 71	1	\$150,000.00
Pickup	replacing 66	1	\$30,000.00
Pickup	replacing 67	1	\$30,000.00
Pickup	replacing 64	1	\$30,000.00
6" dewater pump DBA		1	\$75,000.00
Concrete grinder		1	\$10,000.00
Storm drain cleaning		1	\$100,000.00
48" mower	replacing scag	1	\$10,000.00
			\$1,090,000.00

IT ARPA List			
Directional Bore	Building C to PD-Fiber installation to complete redundant loop through parking lot	1	\$20,000.00
PWD Surveillance Refresh	PWD camera system is due for replacement	1	\$15,000.00
Locking Rack Enclosures	Enclosures to secure communication equip	1	\$2,000.00
Secure Bldg C	Block in front glass, block in W & N PTAC units, place flooring over concrete	1	\$40,000.00
MFA Citywide	Add multifactor authentication for entire city. According to Homeland Security CISA, cyberinsurance underwriters are going to be requiring this.	1	\$40,000.00
Video Production Impr	Cameras/Captioning equipment for city meetings; addition of wiring & technology to dais.	1	\$75,000.00
ID Cards	ID Card equipment, cards, printers, supplies	1	\$20,000.00
Electronic Message Board	Stationary full-matrix, full-color, led, variable message board for City Hall sign replacement	1	\$40,000.00
			\$252,000.00

Other Suggestions			
Parking Improvements	North Side of 5th St Between Blvd & 2nd Ave		\$150,000.00
Parking Improvements	N Side of 4th St Between Blvd and Beach		\$100,000.00
Parking Improvements	Dirt Lot Paving W Side of Blvd Between A & 1st St		\$200,000.00
Parking Improvements	Dirt Lot Paving SW Corner of Blvd & 8th St		\$180,000.00
Beach Access Walkovers	Improvements		\$600,000.00
Pipe Ditch-Vacant Alley	2nd/3rd Street-West of 2nd Ave		\$100,000.00
Paving Projects	Needed paving throughout the city		\$200,000.00
			\$1,530,000.00

Pay Increases			
Pay Increases-FY22-FY24	Increase pay to \$15/hr minimum		\$436,000.00
			\$436,000.00

Total Projected	\$3,523,000.00
ARPA Funds	\$3,507,979.00