



MINUTES

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

I. CALL TO ORDER

Mayor Samora called the meeting to order at 9:00 a.m.

II. PLEDGE OF ALLEGIANCE

The Commission recited the Pledge of Allegiance.

III. ROLL CALL

Present: Mayor Donald Samora, Vice Mayor Dylan Rumrell, and Commissioners Margaret England, Undine C. George, and Beth Sweeny.

Also present were City Manager Max Royle, City Attorney Jacob McCrea, Police Chief Daniel Carswell, Police Commander T.G. Harrell, City Clerk Dariana Fitzgerald, Finance Director Patty Douylliez, Building Official Brian Law, Public Works Director Bill Tredik, Public Works Assistant Director Ken Gatchell, and IT Manager Anthony Johns.

Mayor Samora advised that this meeting is to decide what to do with the American Rescue Plan Act (ARPA) funds that the City has received and that there are a few presentations. He asked if the Commission would be locked in to any decisions for the allocation of funds that are made today.

Finance Director Douylliez advised the City is not locked into the decisions that are made today. She said that she has prepared a generic budget resolution and once any decisions are made, then she would add in the numbers, and it would be signed. As projects develop, it can be adjusted up or down. She advised that there have not been any Request for Proposals (RFPs) or contracts done and that these are just suggested uses based upon the estimates at this time. Then the money can be put to work to do an RFP, research, etc.

Mayor Samora asked if the goal for this meeting is to allocate for the entire amount.

Finance Director Douylliez advised yes, or the Commission could decide upon moving forward with the purchase of equipment and then get firmer quotes on projects. It can be framed however the Commission wants, but the City has until December of 2024 to encumber the expenses, and December 2026 to have the projects completed. She advised that there is some flexibility, but it is recommended that the City at least get started and have an initial list to present should it be requested.

Mayor Samora said that Public Comments were not on the agenda, and he asked City Manager Royle for his recommendation of where to add them. City Manager Royle suggested adding the Public Comments after Item IV.C.

Mayor Samora moved on to Item IV.A.

IV. DISCUSSION AND DECISIONS CONCERNING USES OF FUNDS FROM THE AMERICAN RESCUE PLAN ACT (ARPA)

A. Review of SurveyMonkey Results (Presenter: Melinda Conlon, Communications and Events Coordinator)

Coordinator Conlon showed a PowerPoint presentation on the survey results (Exhibit A) and discussed the highlights from the presentation. She advised that she emailed the link to the Commission yesterday and that she could also provide a hard copy of the responses. She advised that the survey was on the front page of the City's website, Facebook, Instagram, and she emailed it to her contact list of transient rentals, hotels, and businesses in the beach.

Mayor Samora asked if there were any noteworthy comments received.

Coordinator Conlon advised that there were a few emails that had similar comments on wanting the roads repaired and drainage projects. She advised that the underground utilities were higher ranking in the beginning and then dropped down below beach walkovers.

Commissioner George asked if the City was maintaining an email list. Coordinator Conlon advised yes.

Commissioner George advised that the speaker cards have a line for an email address, and she asked if Coordinator Conlon was retrieving those to be added to the City's email list. Coordinator Conlon said yes, and that she also has an email contact list for hotels, retail stores, restaurants, transient rentals, HOAs, etc.

Mayor Samora asked where parking ranked. Coordinator Conlon advised that improved parking ranked 5th. She mentioned that people wanted the parking improved but no increased parking.

Mayor Samora moved on to Item IV.B and asked Finance Director Douylliez for her presentation.

An audience member asked if Public Comments would be allowed. Mayor Samora advised that Public Comments would be done after Item C and before any decision making.

B. Review of Options and Costs for Adjustments to Employee Salaries (Presenter: Patricia Douylliez, Finance Director)

Finance Director Douylliez advised that the City received slightly over \$3.5 million and that one thing that is specifically addressed within the ARPA funds is employee pay. This presentation is a suggestion for increasing pay for all employees (Exhibit B). She discussed the highlights from the presentation and said that there was additional information in the packets showing what other municipalities are doing, such as giving \$1.00 raises, others are increasing to \$15.00 now to meet the minimum wage requirement, etc. She advised that she read an article that said that the State of Florida workers are some of the lowest paid and that some qualified for Supplemental Nutrition Assistance Program (SNAP) benefits. She said that bonuses have also been done throughout the State for first responders, but that other employees, such as sanitation workers, were out picking up possibly contaminated trash and are at some of the lowest paid levels. She asked for any questions.

Commissioner Sweeny asked if this would apply to both hourly and salary employees and what average percentage of an increase it would be. Finance Director Douylliez advised that it would be from 2% to 4% for salary employees and approximately 8% for lower paid employees.

Commissioner Sweeny asked if this would this be in addition to an annual increase. Finance Director Douylliez advised that it would be in addition to the annual increase which would not be looked at again until budget season. She said that the annual increase is based on the economy and a step-based program of approximately 3% based on performance.

Commissioner Sweeny asked if this would take effect immediately with a mid-year adjustment. Finance Director Douylliez said yes. She advised that the \$436,000 takes into account starting it mid-year this year and two years going forward, which would inflate the budget right now, and then this portion would come from ARPA funds, leaving only the step-increase and/or the cost-of-living adjustment (COLA) to be budgeted for.

Commissioner Sweeny said she is concerned with doing it across the board and would like to see the categories of employees. She said that surrounding municipalities are significantly increasing salaries for law enforcement, and she wants to make sure that the increases that are given would aid the City with recruitment and retention of employees.

Finance Director Douylliez advised that she has looked at this many different ways. She said that it would take 8% to bring the lowest paid employees up to \$15.00 and that 8% could not be done across the board. There are a lot of categories that need to be adjusted, such as bringing good employees up to the mid-point in their step-plan, which has not happened. The City is struggling to meet what our sister city and St. Johns County are doing for pay. She said that there is a lot more work that needs to be done, but this addresses the significant inflation rate this year which hits all categories of City employees.

Commissioner Sweeny said that she is in favor of bringing employees up to \$15.00 per hour. She asked if a salary study has been done. Finance Director Douylliez advised yes; it was done in-house last March. She said that the City was close to where it needed to be for starting pay for all categories and that she adjusts the ranges annually with any COLA that the Commission offers over-and-above the employee's step increase and that becomes the new range for new hires.

Commissioner George asked how much an outside consultant would cost to do the pay study. Finance Director Douylliez advised that she has looked at it before and believes it was approximately \$10,000-\$15,000. She said that there is a city that is doing a pay study now and that they will share those results. She said that some studies were halted due to Covid and were recently started back up this year, which could take several months to do. She expects to see the results probably around July or August.

Commissioner George said that she has concerns using ARPA funds for employee salary increases because the survey did not include any reference to using the funds for that purpose and it would come across as very disingenuous among constituents for the City to add in such a large amount of ARPA funds for that purpose when they were not allowed to weigh in on it. She said that the City needs to meet the State mandate, but she cannot support using the ARPA funds for employee salaries. She said that the City has heard this type of feedback before, and that people have the impression that the City is going to do whatever it wants. She said that she prefers to honor the people's preferences and that things can be changed down the road with ARPA funds which could be rearranged during the budget cycle. She said that she did not think this should be the Commission's first action with the ARPA funds.

Finance Director Douylliez advised the Commission to keep in mind that the next presentation is regarding using ARPA funds for equipment, which was also not included in the survey. The intent of the ARPA funds was not to utilize 100% of it based upon what the residents want, but to get feedback to incorporate what they want. She said that the employee salary increases are \$436,000 out of \$3.5 million and it will cover 2 1/2 years of pay increases. No one anticipated that inflation would go this high, and she is trying to propose this so that the City is not looking at a significant raise, which she would put on top of the COLA and could amount to around 11%.

Commissioner England said that the City did a market study and adjusted the ranges for each position and the goal was to move all employees to 50%. She advised that the corporate sector is at 80%. The City's policy for salaries is complicated because they are on merit and not strictly

seniority. She said that with inflation the salary ranges would need to be adjusted and apply the COLA, which should be part of the budget process. She asked about the possibility of giving a flat bonus like other cities have done.

Finance Director Douylliez said that she has looked at bonuses and that a manager suggested that a one-time bonus is not going to impact the employees next year.

Commissioner England said that it is part of the salary policy that the City keeps the salary grades current, awards merit, and adjusts for COLA. She advised that it is the ongoing responsibility of the Commission. The ARPA funds are a one-time adjustment that can be used for many things, and she would like to keep the City's salary policy and keep the ranges current, reward performance, and pay to retain employees. She said that if the purpose of ARPA is to reward the employees that stuck in there during the pandemic, maybe a bonus would be more appropriate and a lot less money, but she is not sure about giving \$1.12 across the board.

Vice Mayor Rumrell thanked Finance Director Douylliez for her presentation. At some point the Commission is going to have to get behind what Finance Director Douylliez is saying whether it is through the millage or other sources. He said that he does not think that any constituent wants the City to pay staff more than it should, but what they do not understand is that the City does not pay enough compared to what is going on. He asked if there is a way to get the numbers to show what the step/COLA would look like with this raise so the Commission would have an idea for this budget season. Finance Director Douylliez said yes.

Vice Mayor Rumrell said at some point the City is going to have to pay its employees more because it is cheaper to retain than to hire and the City needs to take care of those that have taken care of it. He said that if we lose those employees, it would cost twice as much to hire and train again. He said that there may be another way to get to this number and he suggested to take a look at it while the City has the funding for it.

Finance Director Douylliez said that was the reason she gave the Commission the other articles where President Biden asked cities to use ARPA to take care of employees, retain employees, etc. She said that inflation is significant, and the City has lost Public Works employees and was notified yesterday of a Police Department employee that is leaving for more money. It is imperative that the City looks at this now. The timing is unfortunate that ARPA, inflation, and everything else is hitting at once and she was trying to soften the load of where the City needs to be in three years and to utilize the funding that is being offered.

Mayor Samora said that it has been a good discussion and there are some points that he likes. He said that he would be in favor of a mid-year bonus because the wage inflation is real. He said that his issue is that this is part of the operating costs going forward for the City and ARPA is a one-time lump sum. He said is it somewhat disingenuous for the City to cover the pay increase for the next 2 ½ years with ARPA funds, and then what happens after three years. He said that it will eventually hit the millage whether it is in year one or year three. He suggested that the City should keep its policies in place and use ARPA for a mid-year adjustment for those employees that were here which might help with retainage. When the City goes through the budget cycle, it could adjust everything upwards. He expects that the COLA increase will be huge this year and at that point the City could decide to use some of the ARPA funds. He advised that it would probably have to be part of the millage at some point.

Finance Director Douylliez agreed. She said that if the City does approximately \$2,000 for each of the 65 employees, it would be roughly \$130,000 from ARPA. She recommended leaving \$436,000 in a reserve account in case it is needed at some point to fund the salary increases that are inevitable. The City does not have to allocate all the money and use it until December 2024 but at least it would be saved if it is needed for salaries or some other project.

Mayor Samora asked Finance Director Douylliez for her recommendation of a dollar amount for a mid-year bonus. Finance Director Douylliez suggested \$2,000 across the board. The Police Department has asked in the past for something for the administrative staff and that she advised that it would need Commission approval and that it would affect other employees that stayed through Covid. She advised that the State is going to be giving another \$1,000 bonus to first responders and that the \$2,000 is a valid number to consider.

Commissioner Sweeny said that she shared the Mayor's concerns about using the ARPA funds for a reoccurring expense. If the City chooses to give a \$2,000 bonus and puts aside a portion of funds into a reserve account, that the apprehension would still be there to use those funds for salary increases. She said that she would support setting up a fund for recruitment and sign-on bonuses for hard to recruit positions.

Finance Director Douylliez advised that some of the other managers may have some input.

City Clerk Fitzgerald advised that on the HR side, it is cheaper to retain employees than to hire new. She said that a potential new hire must have a drug screen, a background check, and a physical which costs about \$200-\$300 per employee and if they fail, then the City has already spent that money, not to mention the uniform expenses for the Police and Public Works Departments. She advised that Public Works has a high turnover rate of employees that leave for higher pay and not just to other cities, but to places like Publix, which are less physically demanding jobs. She said that the City has access to other cities' salary surveys and unfortunately the recent surveys show the City has been below the average since before Covid. Salary increases are inevitable because the City has difficulty attracting new employees. Several years ago, when the City was more in line with the economy, it would receive several hundred applicants and now it receives maybe a dozen, which causes hiring difficulties. She said that the City may have to review the services it offers if it cannot keep employees.

Commissioner England said that is the main reason the Commissions needs to do the market surveys, adjust the salary ranges to the market, pay employees that are performing well, and move them up the range. She advised that it is part of the budget and the millage process. She said the City needs to decide what it wants to do with its one-time shot at the ARPA funds.

Commissioner George said that doing an industry specific analysis is critical because certain departments are more susceptible to these issues than others, such as Public Works.

Mayor Samora asked City Clerk Fitzgerald if she thought that a mid-year bonus would help retain employees until the next budget season. City Clerk Fitzgerald said it could help employees from immediately leaving, but it is only a one-time thing.

Vice Mayor Rumrell asked what if an employee leaves right after receiving that bonus.

Mayor Samora advised that how the bonus is executed would be part of the details that would need to be worked out and that it would be a concern.

Finance Director Douylliez said that it is more than just Public Works. The City recently struggled to find a replacement for City Clerk Fitzgerald's prior front office position. The pay range that applicants wanted was significantly higher than what the City's range is, but the City ultimately found a new employee that was skilled, had a background in government, and she was hired to the detriment of two employees that have been with the City for years and are now making less. The St. Augustine Record publishes everyone's salary once a year and we are losing people that have been with the City for years because the market is demanding more. This goes back to what Commissioner England had suggested that it is an overall review of the employees. The City has a great employee who is making less than a new hire and she does not want to risk losing them

because they are not at mid-range. She said that she advocates moving the range up and doing an analysis for the budget cycle.

Mayor Samora said wage inflation is real, the labor economy is the worst he has ever seen, and the City will continue to have to deal with it. He asked Chief Carswell for his thoughts.

Chief Carswell said that City Clerk Fitzgerald spelled it all out. He said that the bonuses would be great, but if they can make \$5,000 more a year starting out elsewhere, why would they not do that. He said that the Police Department is not receiving as many employment applications, and some are clearly not qualified and would not even be looked at. He advised that the officers that are leaving now are not following the Sheriff, some are leaving their police careers all together for higher paying careers in the private sector. They have been with the City for years, have master's degrees, and are not being bumped up with the pay that they deserve. The employees are hurting because of inflation and the City has an opportunity to do something for every employee. He said that he understands following the cycle and doing pay increases as part of the budget, but employees are leaving now, and October may be too late.

Mayor Samora said that the recommendation was to give a \$1.12 an hour increase now, but also on the table is to give a one-time, mid-year bonus of \$2,000 and adjusting pay for COLA during the budget cycle.

Commissioner Sweeny agreed that a mid-year \$2,000 bonus would be more upfront and then the Commission could address salaries during the budget cycle, which would provide more cash in employees pockets now.

Commissioner George suggested that the bonus should have a forfeiture if an employee leaves within a certain period of time.

Mayor Samora said that if the Commission decides to do the one-time bonus, that staff could sort out the details.

Commissioner England said that the reason for the bonus is to reward those employees who were with the City during the pandemic years.

Mayor Samora said that there is a lot of flexibility.

Chief Carswell said that everyone would be appreciative of a \$2,000 bonus, but the pay increases need to happen soon or there will be a problem with employee turnover.

Mayor Samora said that he experiences employee turnover problems every day and that wages have continued to increase. He asked Public Works Director Tredik for his comments.

Public Works Director Tredik advised that a bonus could be problematic in a few ways. He said that the only leverage the City has against an employee leaving after receiving a bonus is their vacation time or last paycheck. He advised that his entry level employees do not even make \$2,000 in their paycheck and it would not be an incentive for them to stay. He said that bonuses could possibly be staged over a several month period which could avoid the urge to leave in the short-term, but then the City would be faced with the dilemma of the bonuses going away and the need for a big raise in September to be able to retain them. He said that Public Works is down two employees now and when summer comes, he could lose more. Having a sign-on bonus could attract new people but could cause problems with other employees that are not making as much. He said that he is going to have to hire people above the minimum because he gets very few applicants, some never show up for the interview, others do not show up for the drug screening. He advised that it is hard to get people at the City's minimum. He said that if he hires at a higher rate, it gets challenging to retain those that are competing salary wise.

Commissioner England said that Public Works entry level employee's salary range is already adjusted. She said for a manager and that is at the top of their range, the policy is to adjust the salary range, recognize merit, and those that are at the top should take on more responsibility to have the range adjusted. She said that she cannot agree that just because the market demands the increase for the lowest level to do it for every management level.

Director Tredik said that he thinks that all levels are impacted. He said that his managers could go to a private company and possibly make \$10,000 more a year. The economy is so strong, the growth is driving it so hard, that engineers have 2-3 years of backlogs now and contractors have more work than they know what to do with, and they will pay whatever it takes to get workers. He said that most of his employees have valuable commercial driver's licenses, and the City should not ignore the middle level employees.

Commissioner England said that she does not want to ignore the middle level, but it must be done by the demands of the market and the salary ranges. She said the City needs to bring people up into the salary range where they need to be.

Director Tredik agreed and said that it is a process for the budget cycle, but to keep employees between now and September is important too. Public Works is down two people, has taken on recycling, and can barely keep up. He said that if he loses more workers, that he would have to make hard decisions such as what Public Works can and cannot continue to do, what gets contracted out, etc. He advised that he has been trying to get day labor this past week and cannot get anyone. He advised that he had to put supervisors on the back of the truck this week. He said that he needs to find a way to retain and attract workers.

Building Official Law said that his recommendation for the Building and Zoning Department is a \$2,000 bonus issued the first Monday of May to all employees of the City with a \$500 signing bonus to future employees after the completion of their probationary period. He said that if an employee leaves, that garnishing vacation time for such a small amount of money would probably not be beneficial. He reiterated that this is for all current employees that are not on probation and those on probation would receive their bonus after their probationary period.

Director Tredik agreed with Building Official Law that it needs to be for all employees and not only those that were here during Covid because it is more than just rewarding people for service it is about retaining people for the future.

IT Manager Johns advised that the managers are all unified on this topic, have discussed it during Department Head Meetings, and every department has the same issue with retention. He said that he is not worried about recruitment funds and would rather retain his personnel and that if the City does not do something to compensate for inflation that he will be losing an employee. He said that he has a long-term employee that has discussed leaving as well from a lack of adjusting the pay. He said that the Commission is talking about policy and adjusting pay but has not stuck with that. He has been with the City for 20 years and is the longest standing employee out of the department heads. Pay studies keep coming up and were done against private sectors for a full market comparison. He said that idea was dropped within 50 seconds because the private sector gets paid more than City employees do. He said training and the investment of time with employees is critical and we do not want to lose them. He said that personally he would like to see a mid-year adjustment but that the City needs to keep up with inflation. As far as the step-plan, the City has not kept up with it and that last year everyone was adjusted to step one. He has been with the City for 20-years and is under step one and he is not the exception.

City Manager Royle said that the Commission has talked a lot about the lower ranks, and he wanted to talk about the upper ranks, particularly the Police Chief, the Public Works Director, the Building Official, and the Finance Director. He said that recently he went through a City Clerk

search and that one applicant wanted \$94,000 because that is what she was making in south Florida. He said that the most qualified applicant was from a small city in Illinois, similar to this City, and that she and her husband came to St. Augustine and loved the area but could not afford to move here. He advised that the City has been fortunate that people like Director Tredik live in the City and that to replace him with someone outside of the area might not be affordable for them to move to the City or to St. Johns County. He said it would be the same to try to replace any of the other department heads and that the City has to make sure it is paying the upper management enough to be competitive, or the City would not be able to get people to move here.

Mayor Samora said that the Commission has heard loud and clear from staff and that it can expect significant increases when it comes time to adjust. He said that there is a proposal on how to use the ARPA funds in several different ways. He asked for a quick poll of a percentage rate for an increase for raising the pay scale.

Director Tredik said that based on the Consumer Price Index (CPI) of 8.5% from March to March and the unpredictability, he suggested a 10% adjustment.

Building Official Law agreed with 10%.

Chief Carswell agreed with 10%.

City Clerk Fitzgerald said that 10% is a good estimate for most employees, and up to 25% for those with specific certifications to retain them.

Commissioner Sweeny said that this is a discussion for another day, and she does not want her comments to be construed as not understanding the importance of salary, it is absolutely important for recruiting and retaining employees. She said that when the time comes, she would like to see a comprehensive employee retention plan. She said that Building Official Law does an excellent job encouraging his employees to seek certifications and to grow professionally and that she would like to see it happening across the board.

Mayor Samora said that 10% was the consensus, and his personal experience has been 10-20% this year.

Commissioner England said that salaries have been relatively stable for a long time and there is a need to address it right now with a bonus and to put money aside to seriously address what has happened over the past two years.

Mayor Samora moved on to Item IV.C and asked Finance Director Douylliez for her presentation.

C. Review of Proposed Vehicles and Projects (Presenter: Patricia Douylliez, Finance Director)

Finance Director Douylliez advised that she would discuss the overall presentation and then each Department Head would take over for their portion. She said that they have put together a list of equipment needs that take the cost out of the Capital Expenditures over the next few years as well as projects that the City has (Exhibit C). She advised that she is also looking at other things that may have been removed from the budget process over the years such as the electronic sign board which would help funnel information to residents and visitors. She pointed out that Slide #2 of the PowerPoint presentation shows the grand total of \$3,523,000 and the ARPA funds at \$3,507,979 so there would have to be reductions in some of the requests. She said that she put the presentation together with the departments listed in alphabetical order and that the IT Manager would speak first.

IT Manager Anthony Johns advised that he was asked to put together non-recurring expenses. He said that most items on the list are recurring, but some are less frequent. He discussed each item from Exhibit C, Slide #3.

Commissioner Sweeny asked if the estimates are on the high or low end. IT Manager Johns said that some items are sure estimates, such as the directional bore. He advised that he has been told that the estimate for securing Building C is accurate, but it could change because of labor, material, and construction cost increases. He said that he is confident with the accuracy of the other estimates.

Commissioner England asked how long Building C would suffice the needs of the IT Department. IT Manager Johns advised that the IT Department has a lot of compliance standards that it must keep up with, especially with the Police Department, but that he does not anticipate expanding personnel and he believes that Building C will meet the needs of the IT Department for the next five plus years.

Commissioner Sweeny asked if the digital sign is in compliance with City Codes. IT Manager Johns said that there are codes for signs, but he was not sure if the City was bound by them, and he referred the question to Building Official Law.

Building Official Law advised that he would not say that. He said that the sign would be made to conform just like every other business has to; that the Code allows for digital signs, but he did not know all the specifics at this moment. He said that the sign would be a valuable tool for the City.

IT Manager Johns said that the reason that the electronic sign is in the budget every year is because the City previously had two mobile sign boards and one was struck by lightning and the other rusted away. The new sign board would be fixed/stationary and would be able to have messages rotated around.

Mayor Samora asked if there were any more questions. Being none, he moved on to the next presenter and asked Police Chief Carswell for his presentation.

Chief Carswell said that his list is short and that he did not include anything that was not a critical need. He discussed each item from Exhibit C, Slide #4. He said that he believes that his estimates could be high.

Mayor Samora said that at some point most of these items are recurring and he asked what the replacement cycle is for the vehicles and the radar. Chief Carswell said that the rule of thumb is five years/80,000 miles for a police vehicle and that all the vehicles on the list are at or beyond that; they have become a burden and are not cost effective to keep. He said that some radars last between five and ten years and are pretty reliable and that he is only asking to replace the radars that are a decade old.

Commissioner George asked what was budgeted for this year for vehicle acquisitions. Chief Carswell said that there are two vehicles coming in about a month, which does not address the vehicles on the list.

Commissioner Sweeny asked if the vehicles are leased or owned. Chief Carswell said that they are leased to own.

Commissioner Sweeny asked if those vehicles filter down or get sold. Chief Carswell said that if they cannot be filtered down for an additional use, they would be auctioned off.

Commissioner Sweeny asked if the vehicles on the list would have been asked for during the next budget cycle. Chief Carswell said that he would still need regular patrol vehicles for the next budget cycle, but these are a critical need, and he would have liked them for the next budget cycle. He said that this seems like an easy fix for obtaining these vehicles.

Vice Mayor Rumrell said that he recently rode with the Chief and the Commander in the Chief's vehicle, and the vehicle is in dire need. He said that the vehicles trickle down from person to

person until the wheels literally fall off. He said that it is imperative that the Police Department be taken care of.

Commissioner Sweeny asked if the administrative staff is being compensated for using their own vehicles. Chief Carswell said that if they turn in their mileage they get reimbursed.

Commissioner George noted that most of the officers are allowed to take their police vehicles home. Chief Carswell advised that anything over 15 miles out of the City limits, they start paying \$20, \$40, or \$60 a month. He said that there are only a select few officers that live close enough that they do not pay.

Mayor Samora asked for any further questions. Being none, he moved on to the next presenter and asked Public Works Director Tredik for his presentation.

Public Works Director Tredik said that his list is more extensive than some others and that he broke it down into two categories, Equipment and Projects. He showed Slide #5 from Exhibit C and provided background information for each item. He said that the equipment items listed would be in the budget for the next five years. He said that the problem is that it could take 12-18 months to obtain a refuse truck. He advised that there are two truck chassis coming in July that he could possibly get by December if he is authorized to move forward now. He said that if he is not authorized to act now and must wait until September, it could possibly take until December of next year before he could obtain the two trucks that are needed. He said that he has five trucks in the fleet, two are 15 years old, one is 10 years old, and they are at the end of their service life.

Vice Mayor Rumrell asked what the cost was for the new recycling truck. Director Tredik advised it was just under \$200,000 because it was used as a demo and was discounted.

Vice Mayor Rumrell asked if there were any others like that available. Director Tredik advised that he has not found any other demo trucks at this time and that the next best thing is to look at trucks that are coming off the assembly line and get the City's name on them. He described how difficult it is to keep the City services going if more than one truck goes down.

Mayor Samora asked what would be done with the trucks that get replaced. Director Tredik said that he would recommend to surplus the trucks because they are too expensive to retain.

Director Tredik moved on and continued describing the list of equipment items. He said that by purchasing some of these items with the ARPA funds it would alleviate having to spend the money in the budget. He advised that some of the list items, such as the storm drain cleaning, would be proposed as a recurring item for the budget periodically. He said that there is one other item that is not on the list, which is a claw truck that is getting old.

Vice Mayor Rumrell asked what the cost is for a claw truck. Director Tredik said that he would estimate \$140,000.

Commissioner George asked for clarification whether the \$100,000 for storm drain cleaning was for equipment, contracting, or something else. Director Tredik advised that the \$100,000 would be for contracting because purchasing the equipment would cost about \$400,000.

Commissioner George asked if there was a schedule of priorities for the storm drains that would need to be addressed first. Director Tredik advised that there is no set schedule, but that he has noticed which ones have problems.

Commissioner George asked if Director Tredik thought it would be well suited for use of the ARPA funds due to the time restrictions. Director Tredik said that we are getting into the rainy season, and it would be good to try to do some work to clean the drains and pipes in the vulnerable areas now and use ARPA money to start the ball rolling prior to the biggest rains in the summer, otherwise it would be on the budget for next year.

Commissioner George asked where the trucks on the list would fall into the five-year capital schedule. Director Tredik said that when the recycling truck was purchased, a couple trucks were pushed back; such as truck #79 is scheduled for replacement in FY 2024.

Commissioner George asked what the life expectancy for a new truck is. Director Tredik said approximately ten years.

Commissioner George asked if the other vehicles on list had the same time frame for capital improvement projections. Director Tredik said that he has tried to get the dump truck into the budget for several years and higher priority items were needed instead. He said that the water truck was planned to be budgeted in either FY 23 or FY 24 and the pickup trucks are part of a normal replacement cycle and that three trucks would be proposed for FY 23.

Commissioner George said that the listed items would meet existing needs and probably save the City a lot of maintenance expense immediately. Director Tredik said that it takes a long time to get the equipment and the sooner we start, the better.

Commissioner England asked how Director Tredik balanced the ARPA funds for equipment needs vs. the Public Works facility needs, such as air conditioning.

Director Tredik the Public Works facility has not been thoroughly evaluated for its needs at this time. He said that with the time frame and limited money, it could be factored in somewhere else in the budget.

Vice Mayor Rumrell asked how often the water tanker is used. Assistant Public Works Director Gatchell said approximately 2-3 times a week.

Vice Mayor Rumrell asked if the City has looked into used tanker trucks that might be in good condition. Assistant Public Works Director Gatchell said that the City had purchased one from Florida Department of Transportation (FDOT) which was also swapped out for a chassis on one of the garbage trucks. He said they are patching together used equipment on top of used equipment and that is what Public Works is trying to prevent now.

Vice Mayor Rumrell suggested looking for a discounted water tanker from FDOT. He said that the refuse trucks are critical needs, as well as the 20-year old dump truck. Director Tredik said that if they are able to get the additional 6-yard truck, the plan would be to keep the old one for now to help quickly block the beach ramps with sand.

Vice Mayor Rumrell asked how many of the pickup trucks on the list are critical or could be budgeted for and how long would the \$100,000 for the storm drain cleaning last. Director Tredik said that he does not have a detailed breakdown yet. At this point it is an approximation of the main lines, but it would need to be budgeted for to keep some of the neighborhood lines functioning.

Vice Mayor Rumrell asked if St. Johns County does their own cleaning or if they contract it out. Director Tredik said that he was not sure and could check on it. He said that A1A Beach Boulevard is a pretty big job. Assistant Director Gatchell advised that the County subcontracts it out.

Vice Mayor Rumrell said that the City could possibly piggyback off of the County since all the pipes are connected. He advised that with all the hard work that has been put into stopping flooding, it is imperative as a Commission to maintain it. Assistant Director Gatchell advised that he did a quick calculation of what the City has for drainage pipes and the \$100,000 would just be a drop in the bucket. He said it could be upwards of \$800,000 for a one-time shot.

Vice Mayor Rumrell said that it would be foolish for the City to not maintain what is being done.

Public Works director Tredik moved on to the Projects portion of his presentation and showed Slide #6 from Exhibit C. He said that these are all projects that have been talked about. He said that some of the estimates might be on the high side and could possibly be brought down. He advised that the drainage and the beach walkovers were big items from the survey. He suggested that the paving could be done in stages so that replacement does not happen at the same time.

Mayor Samora asked how much paving could be done for \$200,000. Director Tredik said that asphalt prices are probably going to increase. He said that 6th Street north to 16th Street for the roads on the east side of the Boulevard could probably be done for \$200,000.

Commissioner Sweeny asked if 6th to 16th Streets were to be the next on the paving schedule. Director Tredik said yes and that he is hoping to get the contract executed soon but that he needs to make sure the contract allows for ARPA funds to be used.

Vice Mayor Rumrell suggested to look at Port & Waterway grants for the beach walkovers. Director Tredik said that a presentation was given to them several years ago but that they wanted to see a financial commitment that the City was planning to do it.

Vice Mayor Rumrell said that if the City puts in a couple hundred thousand dollars for beach walkovers that maybe the Port & Waterway would match it. He would like to put some of the ARPA funds into reserves. Director Tredik said that the \$600,000 estimate might get 5-6 potential connections improved and it could be cut back. He would hope to get additional revenue from the Port & Waterway.

Vice Mayor Rumrell said that drainage, walkovers, and paving were front and center on the survey and it would show that the Commission is listening to what the residents want.

Commissioner Sweeny agreed and would like to put a little more money into paving by doing \$200,000 in year one, and possibly another \$200,000 in year two.

Vice Mayor Rumrell said that he has talked to Chief Carswell about putting in another emergency beach access point because A Street is the first access for emergency vehicles during high tide, when there is no access from Pope Road. He suggested to talk to St. Johns County about adding another access around 15th or 16th Street to help rescue vehicles get on the beach and to possibly use ARPA funds for it.

Commissioner Sweeny said that the City has a third project that was not funded by the State for approximately \$45,000 and asked if ARPA funds could be used. Director Tredik said that the 7th, 8th, & 9th Street drainage and Magnolia Dunes/Atlantic Oaks Circle were funded. He advised that the Ocean Oaks project did not make the list and the consultant is being asked to look at it for the Master Drainage Plan update. He said that the project is not refined and would have to be developed for use of ARPA funds. He said that time would be tight but that it could be done.

Mayor Samora asked if there were any projects from the previous Master Drainage Plan update that could be done with ARPA funds. Director Tredik said that the only other project that he could think of would be the middle and southern piece of the Mickler ditch which could be done with ARPA funds, but it would have a lot of concerns from the residents. He suggested to evaluate it in the drainage study to better understand it before the City puts too much money towards it.

Commissioner England said that she had concerns with paving the dirt lot/parkette on the 8th Street for parking because the residents have objected to using the parkettes for more parking on the Boulevard and that the City wants to bring buildings forward and move parking to the back. City Manager Royle advised that the parking is not in front of a building, it is just to the north of the auto repair shop with nothing in front or behind.

Discussion ensued regarding whether people are already parking there; that it is being used by the auto repair shop; etc. Director Tredik said that it is a great objective to have parking behind the buildings. He advised that it is not a platted lot and that the parkette could not have a building constructed on it. He said that it could either be paved parking, landscaped, or left natural.

Mayor Samora said that there is a parkette for parking across the street. Director Tredik advised that it is the least impactful to the community.

Mayor Samora asked if there is a beach walkover at 8th Street. City Manager Royle said no. Director Tredik advised that that could be one of the beach walkovers from the list.

Commissioner George asked Director Tredik if he read the comments from the ARPA survey because there were some Public Works issues that she wanted to get his opinion on such as standing water on 13th Street. Director Tredik advised that he had a conversation with that property owner about the problem and that the water is not getting to the swale. He said that he has instructed the consultant to look at that particular problem for the Master Drainage Plan update. He said that it is a small project that could qualify for ARPA funds and that he would need to discuss it with the Finance Director about creating something for miscellaneous drainage projects that could be constructed with ARPA money.

Commissioner George asked if the Master Drainage Plan update has the option to be paid for with ARPA funds. Director Tredik said that it is an option that is still being explored to make sure that it qualifies with the language. He said that because it is a survey it might not have to have the same language as a construction project, and he would have to consult with the City Attorney.

Commissioner George said that another drainage issue from the survey comments is Whispering Oaks next to Publix plaza. Director Tredik said that it is a localized drainage issue in Whispering Oaks flowing from the plaza to Hammock Dunes Park and he is not clear how much is making its way to Whispering Oaks, but it can impact a few residents on the south side. He is investigating it and does not have a project developed yet.

Commissioner George said there was also a reference to a crosswalk at 8th Street which would make sense if there was going to be extra parking on the west side. Director Tredik advised that he would have to look at it because it may be needed, and he would have to coordinate it with the County.

Commissioner George said that she appreciated some of the comments from the survey about undergrounding utilities. She said that there are some upfront costs and she asked if there was an estimate of those costs and could they be covered with ARPA funds. Director Tredik advised that there is a process to undergrounding utilities. He said that he would need at least some firm direction and authorization from the Commission to commence with the engineering design on the Florida Power and Light (FPL) level, which would require a deposit and would be expensive because of the significant powerlines on the Boulevard. He said it would be time consuming and he does not know if any of the deposit could come from ARPA money because of the extensive time and the cost and that it could probably not be done in that period of time.

Commissioner George said that the deposit is for design work, and she asked how long the investment would be good for on the preliminary design work. She appreciates that he did not explore it further because of all the other projects that can be used for ARPA. Director Tredik said that he could reach out to FPL regarding what an engineering deposit may cost for the Boulevard. He said that it would be expensive to spend it on a design that may never happen.

Commissioner George said that is why she wanted to know what the life expectancy would be of the initial investment.

Commissioner England agreed because the undergrounding of utilities was ranked so high on the survey. She suggested that it could be on a referendum for the 2024 ballot and get millage dedicated to it.

Mayor Samora agreed that it was a high priority, high visibility project but without funding it is hard to spend money now.

Commissioner Sweeny asked if 4th Street was on the paving schedule. Director Tredik advised that if he is able to move forward with the paved parking on 4th Street that both could be done hand-in-hand. He said that he did not believe that 4th Street was scheduled to be paved but it could be on the expanded list. He said that paving could be done from A Street to 16th Street and pick up a lot of the older paved roads, along with other locations.

Commissioner Sweeny said that improving parks was also high on the survey, and she asked if ARPA funds could be used to hire a consultant help plan Hammock Dunes Park. Director Tredik agreed that ARPA funds could be used, and he said that it is still unclear what to do with Hammock Dunes Park and he would ask for Commission direction whether to have a study done. He said it was not planned for the upcoming budget, but it could be done with ARPA funds.

Commissioner George advised that there would be a lot of interest from the Whispering Oaks property owners. She said that there were plans done by a resident engineer showing how a parking area could be done to add 25 parking spaces that would not impact the housing area or the green space of the dunes. She said that it is absolutely a key component if the City ever wanted to add parking.

Director Tredik said that there are some old concept plans that he believed the prior Public Works Director had been involved with. He said that parking is doable and that there are wetlands that would need permitting. He said that he would need clear direction from the Commission to move forward.

Commissioner England advised that the City should be careful about how many new projects are started and the capacity to complete them. She said that there was a survey comment about keeping the sidewalks clear from encroachment from foliage, especially on A Street.

Mayor Samora opened Public Comment.

Michel Pawlowski, 109 Kings Quarry Lane, St. Augustine Beach, FL, thanked the Commission for their service to the community; that the #1 priority is public safety, #2 the Commission; he has attended many other meetings and communities are lining up to get money; suggested working with County Commissioner Henry Dean to get additional money for the beach; there is a difference between fact and fiction and he has doubts about the survey; no one asked him what he thought; how reliable is the data that was gathered; and that decisions should not be made from it.

Dwight Miller, 1107 Makarios Drive, St. Augustine Beach, FL, discussed how he traveled back and forth over the years to St. Augustine and then retired here in 2009; he loves St. Augustine Beach and is impressed with this meeting; ARPA has created an opportunity and the City is competing for the funds; he is part of an advocacy group called "CARE" which is "Community Advocates for Racial Equity"; asked if there was any input for people in need; asked about the housing compact; communities need to work together.

City Attorney McCrea said that it is important to make sure that there is a diverse pool for spending the ARPA funds and that people are rightfully concerned about pay increases and it is very important. He suggested a compromise that the Commission only fund an increase in pay for the rest of the year until the next budget because if it equals the same amount of money, it could help so that employees do not leave.

Mayor Samora moved on to item IV.D.

D. Decisions by Commission Concerning Uses of ARPA Funds

Mayor Samora complemented staff for their diverse presentations for how to allocate the ARPA funds and that the non-recurring costs could alleviate some of the burden on the budget going forward. He asked City Attorney McCrea for his recommendation how the Commission should proceed. City Attorney McCrea asked if it was the Commission's intention to allocate all the funds today.

Mayor Samora advised that it is his impression that the Commission would allocate as much as it could today to broad/generalized pools, such as the \$215,000 to the Police Department, but not to specify specific uses because those could be approved separately.

Commissioner George suggested that the Commission be guided by the requirements of the reporting that is due April 30th.

Finance Director Douylliez advised that she just attended another webinar with the Florida League of Cities, and it is her understanding that the City has one shot to take the full amount of ARPA funds and to put in under the "lost revenue" category. She said that for this year only the City would take a standard deduction and that she would direct the consultant to do that. It leaves the flexibility of how to spend the money for all the projects to be achieved, such as pay, equipment, or any operational expense at that point.

Commissioner George asked if the reporting would be one line item with the schedule attached. Finance Director Douylliez said yes, and that the schedule is not required but an addendum would need to be developed internally to go with it to support how it is being spent. She said that going forward a category would need to be chosen such as the Clean Water Act. She advised that the best option for the City is to put the \$3.5 million under the one line item and it would be substantiated via audits going forward.

Commissioner George clarified that the only requirement is to take it all and spend it within the time frame. Finance Director Douylliez said yes; that there were talks about the Federal Government taking some of the money back, but we do not know if it is true.

Vice Mayor Rumrell said that the City can submit the list with a resolution to change where it goes. Finance Director Douylliez advised that she has a blanket budget resolution that can be done. She advised that some things are more sensible at the moment, such as purchasing the two garbage trucks that are available and that they could be added to the budget resolution today to pull the \$500,000 into the budget to get the commitment letters.

Vice Mayor Rumrell said that those are the most pressing that need to happen right away.

Finance Director Douylliez advised that the Police Department vehicles are also pressing due to the delays in getting the vehicles.

Vice Mayor Rumrell asked if those need to be added to the resolution as well.

Finance Director Douylliez said that any vehicle is taking at least six months to a year to get, and some production lines are shutting down and we would have to wait for the 2023 vehicles to come out. She suggested to get those approved, and then further investigations for the project costs could be done over the next few months. She reminded the Commission that they would be seeing a proposed budget in a few months and that whatever is not approved for ARPA would be added to the budget. She suggested that if the Commission decides to go forward with pay increases/bonuses that it gets done quickly for payroll.

Commissioner George asked how many employees the City has. Finance Director Douylliez said approximately 65 employees.

Commissioner Sweeny asked how many positions are budgeted. Finance Director Douylliez advised that there are no new positions that have not been budgeted for.

Mayor Samora suggested to use the list as a framework and asked if there are any adjustments to it. He would like to see \$130,000-\$135,000 allocated as a mid-adjustment for pay increases and the remaining \$300,000 put into a contingency.

Vice Mayor Rumrell said that he would like to see the \$300,000 stay in a fund that is only for pay increases with the possibility of being allocated for other projects.

Commissioner Sweeny asked if the mid-year adjustment would be a bonus or a salary adjustment.

Mayor Samora advised that he would leave that up to staff because some departments have different concerns for their hourly vs. salary employees.

Commissioner Sweeny asked how much it would cost to raise the hourly employees to \$15.00 per hour for the rest of this year.

Commissioner George said it would be approximately \$90,000.

Commissioner Sweeny said that she could support raising the hourly employees to help recruitment and to give the employees an additional \$2,000 bonus.

Mayor Samora said that is the flexibility that he would like the Department Heads to have.

Commissioner George asked if the Department Heads would rather have direction or use their flexibility.

Building Official Law said that the Building and Zoning Department has no opposition to controlling their own under City Manager Royle's guidance.

Public Works Director Tredik agreed. He said that he is trying to prevent wage compression and it is already a compromise to have a fixed dollar amount for all employees which does make sense, and that he has no problem with the flexibility.

Commissioner Sweeny said that the school districts have already gone through this with the Governor allocating a minimum \$47,000 for beginning teacher salaries which caused compression issues. They would then put aside money to bring everyone up to a minimum and another amount was set aside to deal with the compression issues. She asked if that would be better or to give flexibility.

Public Works Director Tredik said that it would need to be addressed sometime in the near future possibly during the budget. He does not want to have dramatic wage compression, and that some employees at entry level are now making close to someone with more experience.

Finance Director Douylliez said that if there is the flexibility to increase everyone by \$1.12 an hour, then asked if the Commission's intent was to fund it through general resources. She said if it is done as a bonus, then approximately \$135,000 ARPA funds would be used. At budget time, she would have to propose a 10% increase across the board that would be funded either through any ARPA reserve funds or taxpayer funds. She said that she does not want payroll to roll back and that an hourly increase across the board would only be \$90,000 allocated now, which would raise the bar when she puts the budget together.

Mayor Samora said that the City is expecting to have a significant increase and it would put 10% of the ARPA funds into contingency to have the flexibility at budget time. He said that more information would be needed during the budget.

Commissioner George said that some of the big items that are getting covered by ARPA funds would alleviate burdens from the budget going forward. She said that the employee costs need to be sustainable.

Commissioner Sweeny said that she has concerns using the ARPA funds for permanent salary increases and she would like to see it more for bonuses. Finance Director Douylliez said that if it moves in the direction of giving bonuses, then salary increases could be proposed during budget.

Commissioner Sweeny said that she would rather use recurring funds so that the City does not find itself in a budget bind.

Commissioner England said that she liked a mid-year adjustment now along with a bonus and to retain some ARPA funds for budget purposes.

Mayor Samora asked if there were any further discussion of the other categories.

Vice Mayor Rumrell said that all the vehicles from the list total \$1.60 million. Since the vehicles are time sensitive, then that amount should be allocated now and then search for discounted vehicles to possibly save money.

Commissioner Sweeny said that she would support anything that is time sensitive and to fund it today. She said that the entire list cannot be funded and that a comprehensive discussion would be needed. She said that she would personally like to see more money go towards paving.

Vice Mayor Rumrell asked if all three pickup trucks are dire now or could they be put into the budget for FY23.

Public Works Director Tredik advised that the trucks are years 2006, 2007, and 2008 and are at the end of their useful life and would be in the budget for replacement. He said that prices will continue to rise and could be more expensive.

Vice Mayor Rumrell suggested to possibly buy the water truck from FDOT at a discount.

Commissioner Sweeny asked if the water pump is needed.

Director Tredik advised that Public Works has needed one for a long time and it has never passed the budget year after year. It can be rented but it becomes an availability issue during an emergency, and it would cost about \$1,500 a week. It would be better to own one and not have to rely on renting one.

Finance Director Douylliez advised that the list contains some smaller items, such as the \$2,000 for locking rack enclosures for IT which is an operating expense that could easily be in the budget. She said that the concrete grinder and the Scag mowers could be moved into the regular budget and removed from the list.

Director Tredik agreed and said that there may also be some adjustments that could lower the costs of some of the projects to allow for more money to go towards paving. He said that if the City can get partners for such things as the beach walkovers it could lower the costs.

Commissioner George suggested that beach access could be made a broader category such as beach access and parks and to possibly ask SEPAC about projects and parking improvements.

Mayor Samora asked City Attorney McCrea if this would be a motion to adopt as an addendum to the ARPA report.

City Attorney McCrea said that there needs to be something to move the money.

Finance Director Douylliez said yes that she would need a budget resolution amount.

Mayor Samora said that two motions would be needed. One to adopt this as the framework for the use of the ARPA funds and a resolution to spend the funds.

Motion: to adopt the list on page 21 of the agenda book as an addendum to ARPA report with the following changes: under pay increases to allocate \$136,000 to a mid-year increase and hold \$300,000 for a payroll contingency, to change the category of beach walkovers to general beach access, and to remove small cost projects. **Moved by** Mayor Samora, **Seconded by** Vice Mayor Rumrell.

Commissioner George asked for further discussion regarding the \$75,000 for video production improvement.

Mayor Samora advised that anything from the list would still come before the Commission as a resolution.

Commissioner George asked if the video equipment is an immediate need.

IT Manager Johns said that automatic captioning equipment could cost between \$20,000 to \$25,000. He said that YouTube is set to auto-caption, but it usually does not do it. He advised that once the loophole is closed that the Commission would see the equipment as an emergency purchase.

Commissioner Sweeny suggested to at least purchase the automatic captioning equipment to be in compliance. She said that she would also be fine with removing the digital sign.

Mayor Samora asked for roll call vote.

COMMISSIONER SWEENEY	YES
COMMISSIONER ENGLAND	YES
MAYOR SAMORA	YES
VICE MAYOR RUMRELL	YES
COMMISSIONER GEORGE	YES

Motion passed unanimously.

Mayor Samora asked about the resolution for the vehicles.

Finance Director Douylliez advised that she could move the ARPA funds to make the vehicle purchases and place the orders to create the Purchase Orders. She advised that if the Commission decides to move forward with pay increases that it could also be done with this resolution and could be completed by the next payroll cycle. She advised that Budget Resolution 22-02 is open ended and whatever dollar amount is decided upon could be included and could be signed Friday with payroll.

Motion: to approve Budget Resolution 22-02 for \$500,000 to be used to purchase two 25 cubic yard refuse trucks, \$136,000 for a mid-year pay adjustment with details to be determined, \$215,000 to be allocated to the Police Department, \$100,000 for piping of the ditch in the 2nd/3rd Street alley, west of 2nd Avenue. **Moved by** Commissioner George, **Seconded by** Vice Mayor Rumrell. **Motion passed unanimously.**

Mayor Samora said that it would total approximately \$951,000 and asked Finance Director Douylliez if the funds were available.

Finance Director Douylliez yes.

Mayor Samora thanked everyone for a very thorough discussion.

Commissioner England asked Coordinator Conlon to think about how the City communicates the decisions that have been made to the public.

Vice Mayor Rumrell said that he received a communication from St. Johns County Commissioner Henry Dean and that the County received a one-time emergency funding from the Federal Government to bring Vilano Beach and St. Augustine Beach back to their November, pre-nor'easter status with no money from the residents or the County.

City Manager Royle reminded Vice Mayor Rumrell about using Zoom.

Vice Mayor Rumrell advised that he would be out of town for the next Monday meeting and asked to be allowed to Zoom in for the meeting.

It was the consensus of the Commission to allow Vice Mayor Rumrell's excused absence and for his Zoom attendance.

Mayor Samora moved on to Item V. and asked for a motion to adjourn.

V. ADJOURNMENT

Mayor asked for a motion to adjourn.

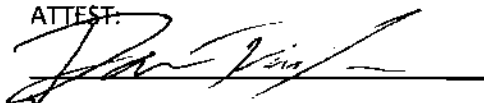
Motion: to adjourn. **Moved by** Commissioner George, **Seconded by** Commissioner Sweeny. Motion passed unanimously.

Mayor Samora adjourned the meeting at 11:56 a.m.



Donald Samora, Mayor

ATTEST:



Dariana Fitzgerald, City Clerk

City of St. Augustine Beach Survey ARPA Funds (American Rescue Plan Act)



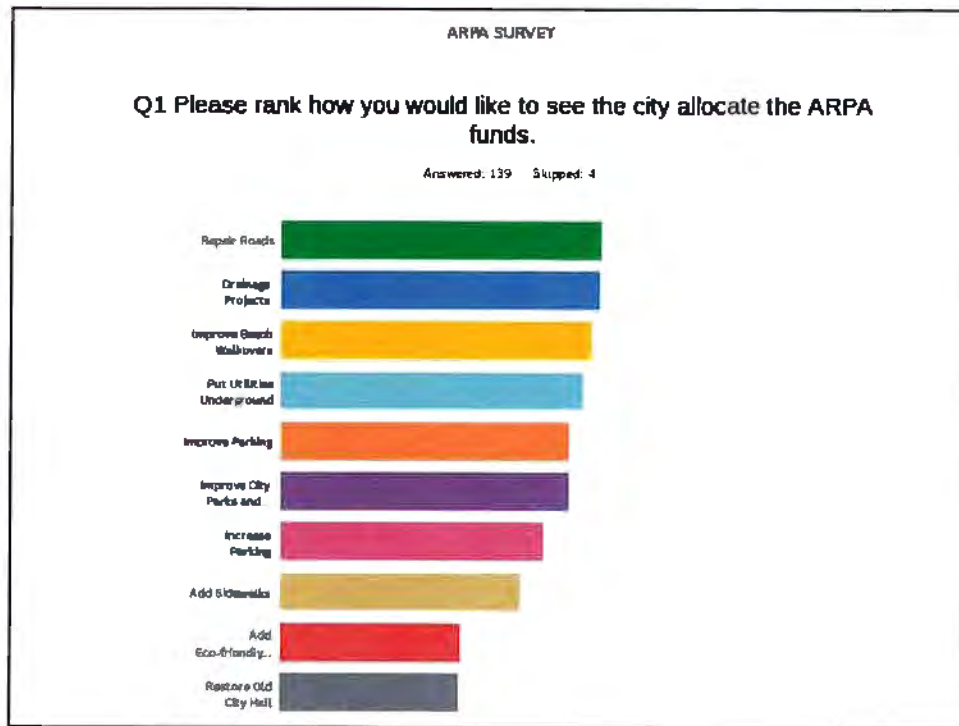
1

+ The Survey opened on March 8th, 2022 and closed on Friday, April 15, 2022. Final count was done on Monday, April 18, 2022.

+ Approximately 145 responses -- some respondents only answered question # 1 others answered both question # 1 & question#2. A few people sent in emails instead of filling out the survey.

2

Exhibit A-1Date 4-19-2022 1



3



4

Exhibit A-2
 Date 4-19-2022

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

•Answered: 74

•Skipped: 69

This was an open-ended question.

There were too many individual responses to include in the presentation.

Link emailed to the Commission on April 18, 2022.

5

SAMPLING OF ANSWERS ON QUESTION #2:

Widen the stairway and add handicap access to the beach near the pier. 4/14/2022 4:59 AM

More Christmas lights, no tax increases, increase pay of city workers 4/14/2022 4:29 AM

Flashing lights at crosswalks like downtown Saint Augustine 4/13/2022 8:28 PM

Flashing lighted crosswalks signals on A1A beach, and if not that at least make sure all crosswalks are very well lit from above. 4/13/2022 7:35 PM

The City did such an excellent job with the Ocean Hammock Park and the walkway .. and the corner lots on beach A1A .. would be nice to save more "Old Florida" on the Island with similar green space projects, maintaining the beauty of St Augustine Beach 4/13/2022 6:33 PM

Finish splash park with rubber matting in water area. The current area is dangerous should a child slip and fall. 4/13/2022 6:10 PM

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

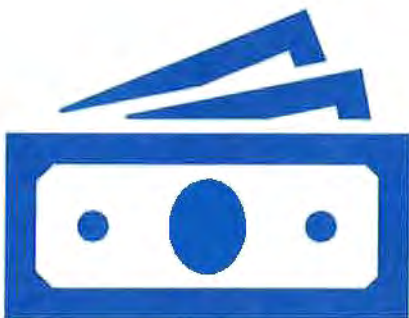
6

Exhibit A-3
Date 4-19-2022₃

ARPA American Rescue Plan Act

April 19, 2022

1



Employee Pay Adjustment

2

Exhibit B-1
Date 4-19-2022 ₁



Facts:

\$15/hour State of Florida Minimum Wage Mandate Eff. 2026

Current inflation rate 8.4% as of March 2022

ARPA Funds suggest using for employee retention

3

Proposed Increase



\$1.1240 per hour increase for all employees



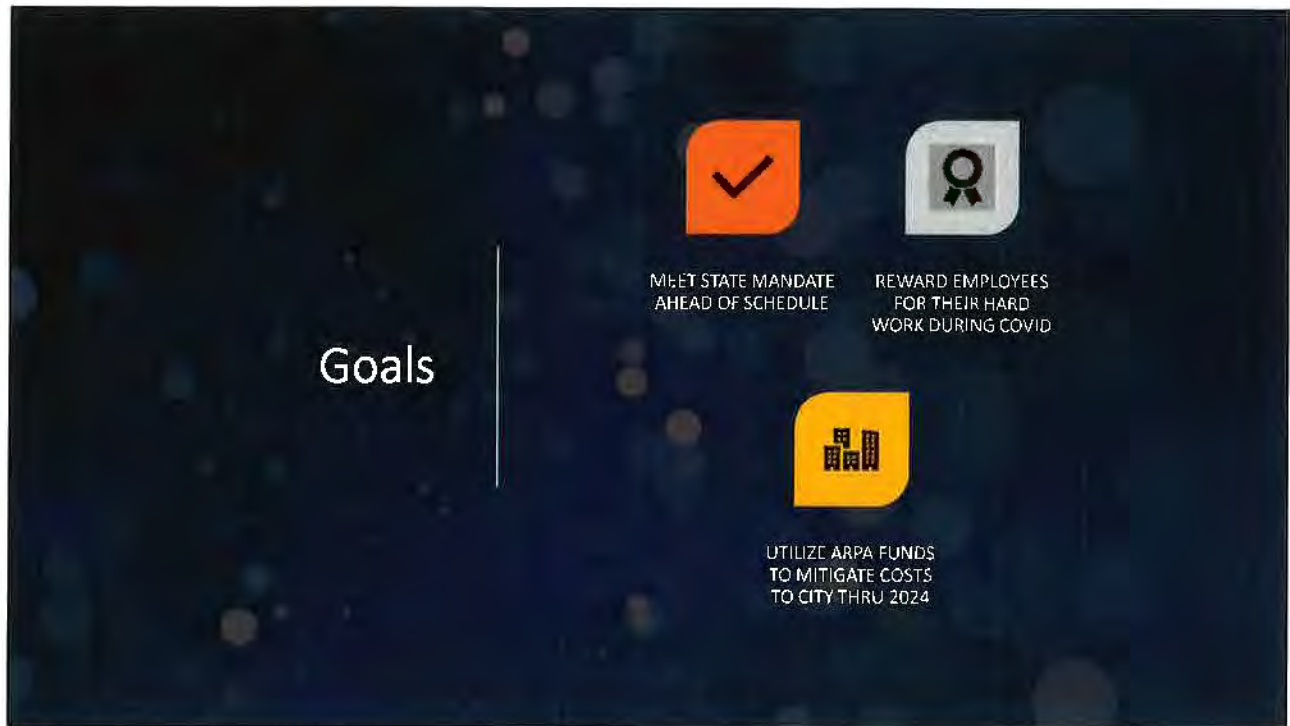
\$2,337.92 annual increase.



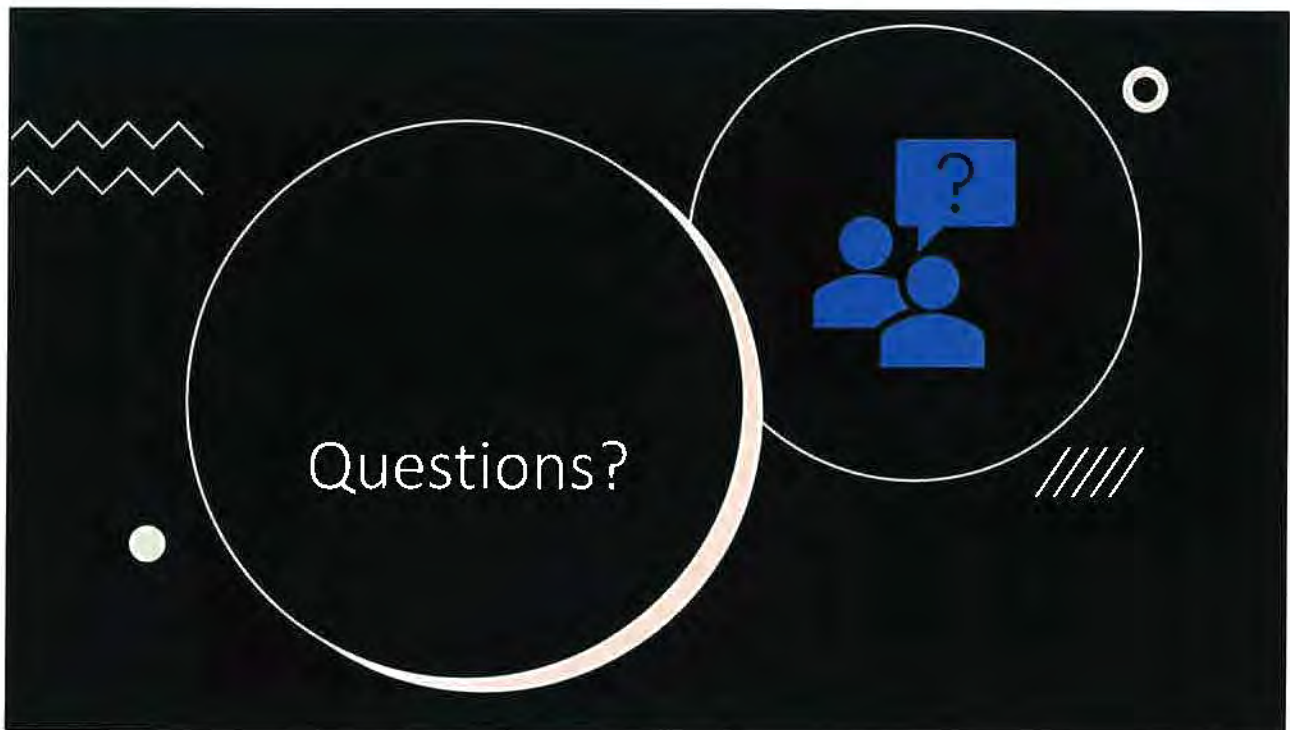
\$436,000 ARPA Fund Use

4

Exhibit B-2
Date 4-19-2022



5



6

Exhibit B-3
Date 4-19-2022

ARPA American Rescue Plan Act

Equipment and Project List
April 19, 2022

1

Total Costs

Pay Increase	\$ 436,000
Police Department	\$ 215,000
Public Work Department	\$1,090,000
IT Department	\$ 252,000
Projects	\$1,530,000
TOTAL	\$3,523,000
ARPA FUNDS RECEIVED	\$3,507,979

2

Exhibit C-1
Date 4-19-2022

1

IT Department

\$252,000

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, cyber-insurance underwriters are going to be requiring this.	1	\$40,000.00
Video Production Improvement	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

3

Police Department

\$215,000

Police Department ARPA List		
<u>Item</u>	<u>Quantity</u>	<u>Cost Estimate</u>
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

4

Exhibit C-2Date 4-19-2022 2

Public Works Department Equipment

\$1,090,000

Public Works ARPA List

Refuse truck 25cy	Replacing 77	1	\$250,000.00
Refuse truck 25cy	Replacing 79	1	\$250,000.00
22' Trailer 12 TN deckover		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

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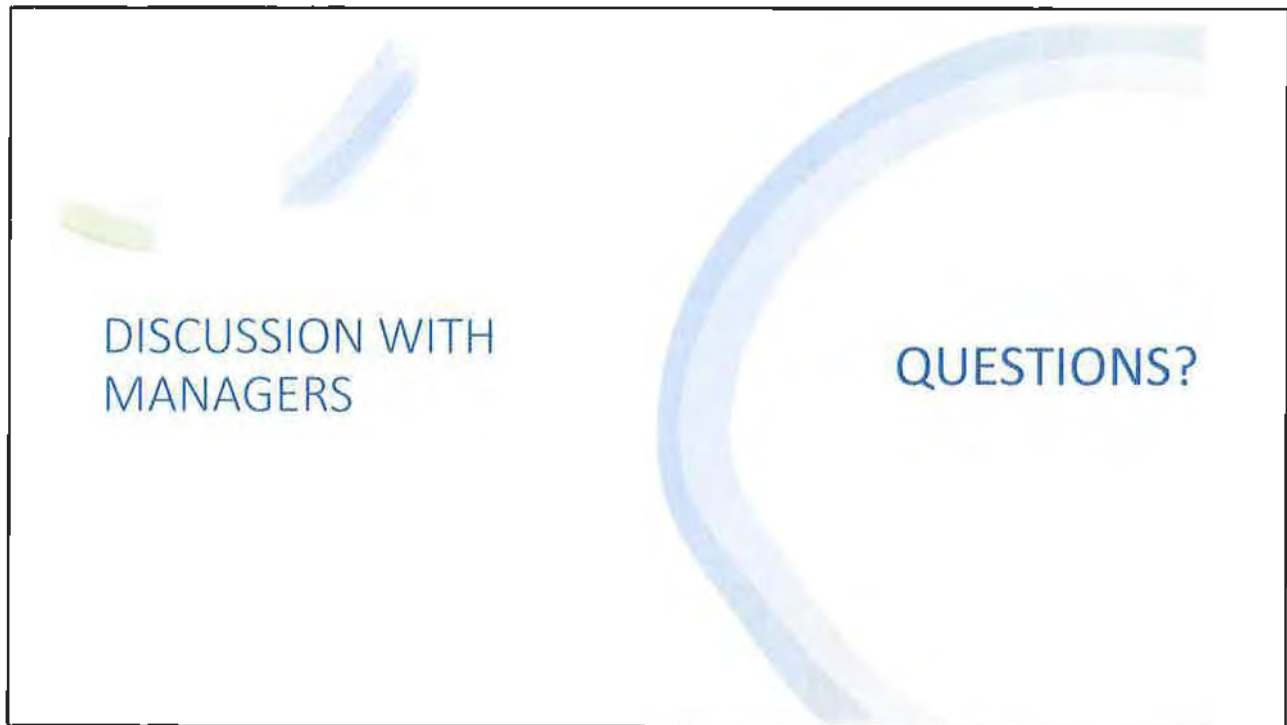
Projects - \$1,530,000

Other Suggestions

Parking Improvements	North Side of 5th St Between Blvd & 2nd Ave	\$150,000.00
Parking Improvements	N Side of 4th St Between Blvde 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

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Exhibit C-3
Date 4-19-2022



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