

PUBLIC SAFETY COMMITTEE

10:00 a.m., Thursday, January 10, 2019

The regular meeting of the Public Safety Committee was called to order at 10:00 a.m., Thursday, January 10, 2019 in the City Hall Conference Room, 1207 Palm Boulevard, Isle of Palms, South Carolina. Attending the meeting were Councilmembers Bell, Buckhannon and Ward, Interim Administrator Fragoso, Fire Chief Graham, Interim Police Chief Usry and City Clerk Copeland; a quorum of the Committee was present.

1. Interim Administrator Fragoso called the meeting to order and acknowledged that the press and public were duly notified of the meeting in accordance with the Freedom of Information Act.

2. Election of Chair and Vice Chair

Councilmember Ward nominated Councilmember Buckhannon as Chair, and Councilmember Bell seconded. Councilmember Buckhannon was unanimously elected Chair.

Councilmember Ward nominated Councilmember Bell as Vice Chair, and Chair Buckhannon seconded. Councilmember Bell was unanimously elected Vice Chair.

3. Approval of Previous Meeting's Minutes

MOTION: Chair Buckhannon moved to approve the minutes of the regular meeting of November 5, 2018 as submitted; Councilmember Ward seconded and the motion PASSED UNANIMOUSLY.

4. Citizens Comments

Bob Miller, 3 Fairway Village Lane, stated that he and other members of the Coyote Coalition were present to report their concerns and asked that Jillian Colburn report her experience with both the coyotes and the police dispatchers to whom she reported the incidents.

Jillian Kerber of Hidden Green Lane said that she and her husband recently moved into this home backing onto the Links Course where she routinely sees a pack of seven to eight (7 – 8) deer. On a Saturday morning in December, her husband saw them running down the fairway, heard what sounded to him like a wolf howl and realized that they were being chased by a coyote. A few minutes after the first appearance, she noticed a coyote sitting on the fairway in the middle of the day; she described him as wolf-like in appearance due to his size. When the coyote disappeared as golfers came near, she took her small Corgis out to walk and saw a deer with its stomach eaten out in her neighbor's yard. When Animal Control arrived, they told her that the coyote was likely "waiting to return to finish his meal."

Ms. Kerber explained that her husband was away on business Monday through Thursday and that she does not have permanent neighbors on either side of her home with the master bedroom facing the fairway. A couple of weeks after the first incident, she heard a terrible yapping, barking, yelping and howling noise emitting from that direction and managed to record some of it on her phone. With the video slowed down, eyes darting around near her screened porch can be seen, but the noise was emanating from the fairway. She found the incident scary because she had to

take her dogs out again before bedtime. In her opinion, this was a pack of coyote at her home and she could see a pack of them on the fairway.

Although clearly “rattled,” Ms. Coburn called the Police Department and related what had just happened to the dispatcher who answered the phone to and asked that someone be sent to her home if they could do anything. She described the dispatcher as “uninterested” and saying that “there was nothing they could do and that since she (Ms. Coburn) was in Wild Dunes, she did not know what they did, but they used some kind of traps and then they killed them; they used leg traps but then they shoot them.” The dispatcher then said Ms. Coburn “could hire a trapper on her own, but she did not know what Wild Dunes would do, and if [Ms. Coburn] was concerned about taking her dogs out, she could take them to the dog park at the Rec Center.” This suggestion did not make her feel more secure because she has small dogs, but she was fearful at night with these incidents happening in her back yard within weeks of one another.

Sergeant King and ACO Enourato were very kind to her, but reconfirmed what the dispatcher had said that “there was very little they (the Police Department) could do for her.” She was told that there was a lot of controversy on the island about whether the coyotes should be killed or allowed to live among the residents. Ms. Coburn said that, as a resident who loves living in the City, that was the one (1) thing that really scares her because of what happened to her in December and especially because she is alone the majority of the week. She told the Committee that she was considering hiring a trapper on her own.

Judy Gogol of 8 Summer Dunes Lane and a member of the Coyote Coalition noted that the island was deep into the coyote mating season and having more and more sightings. She was told that before the holidays the City had eight (8) traps deployed, but the number now was six (6) and that Wild Dunes was not trapping.

Interim Chief Usry stated that the traps are deployed by a contractor hired by the City and that some were place in the area of Ms. Coburn’s home. In total, five (5) coyotes have been killed, three (3) by cars.

Ms. Gogol stated that she wanted to impress a sense of urgency upon the City because the coyotes are so active right now and are becoming more and more aggressive. She confirmed what Ms. Coburn had described as a “dismissive attitude” by the dispatchers when they report a sighting, and she thought that was discouraging people from calling in. In accordance with the Coyote Management Plan the City adopted, she asked what was being done to educate people about what to do when they meet a coyote and what they should do to discourage them from approaching residences. Ms. Gogol asked if the cameras were located at or near the traps.

Mr. Miller opined that the dispatchers were not following the Plan adopted by the City and that they should be collecting information and not giving callers advice or counsel, such as “to go to the Rec Center in the middle of the night.” He asked what training was being done with the employees who interact with the public.

5. Old Business

A. Discussion of parking and traffic issues

Interim Administrator Fragoso reported that the City has received complaints about the size of the signs on Palm and on Waterway which reference the new regulations about parallel parking on Palm with no double parking and no parking areas on Waterway Boulevard. She explained that

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the standard size of parking signs from SDOT is 12x18; SCDOT believes that, when drivers are looking for parking spaces, they are driving at a slower rate of speed; therefore, the residential parking districts and the beach parking signs are 12x18. The supplemental signs can be 12x18 or 6x12; the recommendation from the engineer was 6x12 out of a concern for sign pollution based on the pushback from residents when the signs were initially installed in 2015 and a concern about the amount of information that would be stacked together making it difficult for the driver to read and understand.

Councilmember Bell stated his impression that enforcement for parking violations was falling only to BSOs when, in fact, enforcement was the responsibility of all officers. In his opinion, the Police Department was not consistent in enforcement; he wanted residents and visitors to know that parking on both side of Palm Boulevard was to be parallel and in a single line, no double parking. He asked if the City had any intention of lining off parking spaces on Palm.

Since the parking plan is now year-round, he was in favor of lining as soon as possible; he reported seeing vehicles parking in the middle of the street on New Year's Eve.

Councilmember Bell asked if the City wanted to delineate the four feet (4 ft.) on both sides of the road or to delineate the parallel parking.

Interim Chief Usry responded that she would reach out to SCDOT about the City's ability to do that and staffing considerations would be required since the Police Department has taken over the task of lining the street. The Department has been trying to maintain some BSOs on a limited basis year-round to get that done.

In addition, the Interim Chief reported that in December officers issued two hundred fifty-eight 3 (258) parking tickets; for the same month last year, nine (9) parking tickets were issued. For the _____year 2018, nine thousand four hundred sixty-four (9,464) parking tickets, a seventy-three percent (73%) increase over 2017. Based on these numbers, she stated that officers were doing their best to address parking issues as they see them.

Interim Chief Usry agreed that a double line on the non-ocean side of Palm Boulevard should be studied since the right-of-way is so wide; if the Police Department is trying to enforce single lane, parallel parking, drivers should be given a lane in which to park. She reported that she and Captain Swain are discussing and have determined that, among other things, the budget for chalk will have to be increased.

Responding to Chair Buckhannon, Interim Chief Usry stated that the car parked on the passenger side would be the vehicle ticketed for double parking; therefore, the double line could prove to be helpful from 20th to 40th Avenues on both sides of the street.

To add to the Chair's understanding, Councilmember Bell stated that, in previous discussions, the Committee agreed that the City wanted to provide the number of parking spaces to maintain state compliance with the Beach Management Act. But, since the City currently provides three (3) times the requirement, the discussion that needs to happen is where the parking is required? If that is met at the minimum, but is currently so many times more than required to maintain state funding, parking on the landside of Palm needs to be reduced since it where the City has its

issues. According to Councilmember Bell, if the City's "goal was to get its arms around daytripping, the expense associated with it. . . the burden to the Police Department, what is it [the Committee] is really trying to do and to have a more holistic discussion around the world of possibility and what [the City] can do.

Chair Buckhannon suggested that what was needed was a long-term plan, and, that chalking was a plan and a short-term fix, the City needed to determine what a long-term plan was to be for delineation along both sides of Palm Boulevard.

According to Interim Chief Usry, another issue requiring additional discussion was the municipal parking lot where the kiosks are set to be uncovered on March 1. The Police Department needs to know if the rates will change for 2019 and, if so, what they will change to in order to re-program the kiosks and to have the appropriate signage in place for that date.

B. Update on public transit initiatives

The Interim Administrator stated that she did not have an update from the COG, and Councilmember Ward reported that CARTA would meet next week.

C. Update on Waterway Boulevard multi-use path improvement project

Interim Administrator Frago reported that twenty-five thousand dollars (\$25,000) was included in the FY19 budget for engineering for the project, and the Charleston County engineers conducted an assessment in November. She has received recommendations for repairs and cost estimates this week; the construction estimates range from one hundred fifteen and two hundred thirty thousand dollars (\$115,000 - \$230,000). Based on these cost estimates and engineering specifications, she was recommending that the City seek funding from TST because they tend to fund pedestrian projects; in addition, she reported that the County had done the engineering at no cost.

5. New Business

A. Consideration of cancer benefit bike ride "Lowvelo" as a City-sponsored event

Chair Buckhannon stated that the presentation for this event was made at the November meeting, and the Committee asked the event organizers to coordinate with public safety officials of the City who would make a recommendation to the Committee.

Having met with Chief Graham and Interim Chief Usry about the route over the island, they were making their official request for City-sponsored event status to hold their event in November 2019.

Chris Reed, Vice President of Technical Operations with Medalistsports, stated that they had partnered with the Hollings Cancer Center and MUSC to hold a fund raiser-bike ride on November 2, 2019 with the intent of becoming an annual event. He reported that all funds raised through the event will go to the Hollings Cancer Center for cancer research. They have designed a rules-of-the-road bike ride that goes through the Isle of Palms; they will come onto the island via the Breach Inlet bridge, to Ocean Boulevard to 14th Avenue and exit over the IOP Connector. He stated that

they are anticipating seven hundred (700) riders on the fifty (50) or one hundred (100) mile bikers, and they will traverse the island over a couple of hours, and assistance from the Police Department will be needed to control the traffic light at 14th and Palm Boulevard.

Interim Administrator Fragoso stated that the City has no plans to close Ocean Boulevard for the bikers.

Interim Chief Usry said that, since the event is in November and early in the day, traffic should be light; the only impact to island residents would be that they might wait a little longer at the light at 14th and Palm to allow bikers to exit the island without stopping. She noted that the event will cause the Department to incur overtime costs for two to four (2 – 4) officers at approximately thirty-five hundred dollars (\$3,500), which could possibly be reduced.

Responding to Councilmember Ward's question, Mr. Reed said that they would be advertising the event on local media, news outlets, newspaper and potentially radio, and they can mention the Isle of Palms in it. He indicated that he could provide a list of the places where advertising would appear.

MOTION: Councilmember Bell moved to recommend to City Council the approval of "Lowvelo" as a City-sponsored event for Saturday, November 2, 2019; Chair Buckhannon seconded.

Interim Chief Usry stated that every officer works the day of the Connector Run and streets are closed, so the cost incurred then is far greater than this event could generate.

VOTE: The motion PASSED UNANIMOUSLY.

B. Discussion of FY19 budgeted replacement of five (5) patrol vehicles

(1 @\$38,000 from Capital Projects Fund, 2@\$38,000 from municipal ATAX and 2@\$38,000 from State ATAX)

The Interim Chief stated that the replacement of the patrol vehicles with SUVs means that they can go on the beach and through floodwaters; she noted that the SUVs would not be back on 5 State contract until April, meaning she would place an order for these five (5) vehicles in May of _____FY19 for delivery and payment in FY20. Therefore, this purchase can be moved to the FY20 budget year; she explained that the manufacturer will take three to four (3 – 4) months to build the vehicles once the order is placed. She directed attention to the memo included in the meeting packet that detailed the condition of the five (5) 2013 vehicles being replaced; the mileage of these vehicles range from one hundred five thousand (105,000) miles to one hundred fifty thousand (150,000) miles.

The Interim Administrator reported that the City did issue an RFB for the vehicles, and only one (1) company responded with the caveat that the vehicles would not be available until late summer or fall of 2019.

Councilmember Bell understood the need to replace vehicles, but, looking at the FY20 budget in its entirety, he questioned that, with only three (3) officers were on the road at one (1) time, the need for a fleet of patrol cars. He stated that having a car to drive to and from work was a job

benefit; he asked how many vehicles were sitting idle in the Public Safety Building (PSB). With five (5) officers leaving the Police Department, he expected to see at least five (5) vehicles not being used.

Interim Chief Usry corrected the Councilmember in stating that three (3) officers had resigned and that one (1) was terminated; those vehicles were in the PSB lot and were the Chevrolet Impalas to be replaced. She reported that every agency in the tri-county area has take-home vehicles for their officers; this practice means that they are available at any time to be called back to the island for an emergency. When the City faces a hurricane, every officer is on-duty and needs his/her vehicle to be deployed patrolling the neighborhoods to provide safety to the residents; a reduction in the number of cars would be a reduction in the Department's ability to respond as they currently do.

Responding to Councilmember Bell's questions, Interim Chief Usry stated that the Department has twenty-three (23) vehicles, and a standard shift means that three (3) vehicles are on the street. In addition, the detectives need vehicles to be able to do their jobs. She continued saying that currently the City is on the lower scale for patrol officer wages, and the car is a perk that every agency in the area provides. She reported that the three (3) resignations were for more money and other perks they do not have here.

Based on payroll projections and ever-increasing expenses, Councilmember Bell said that the City must look for savings in every way possible.

Interim Chief Usry stated that the Police Department is extending the life of patrol vehicles to seven (7) years and minimum mileage of one hundred twenty-five thousand to one hundred fifty thousand (125,000 – 150,000) miles as they relate to maintenance costs and re-sale value. She opined that putting the vehicles on the road twenty-four (24) hours a day will put more wear and tear on them increasing maintenance costs and require turnover sooner. The Interim Chief noted that the police presence during Hurricane Florence when a mandatory evacuation order was issued has been credited with the fact that no burglaries, no larcenies, no break-ins, etc. were reported.

The 2013 vehicles to be replaced are in their seventh year of service. Three (3) vehicles are scheduled for replacement in FY20, and they have been deferred to FY21 and possibly FY22 if they are in good condition when evaluated.

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Councilmember Ward noted that items B, C and D under New Business total more than four _____hundred thousand dollars (\$400,000), and Council has hard decisions to make relative to the FY20 budget.

The Interim Chief stated that she plans to continue using the Chevrolet Colorado for a couple of more years, so the replacement truck can be deferred to FY22.

Following up on Councilmember Bell's question, Councilmember Ward voiced understanding of the need for the vehicles in an emergency-situation, but asked for the justification for allowing officers to drive the patrol vehicles home, adding to the wear and tear on them.

According to Interim Chief Usry, the justification for driving patrol vehicles home is not only the need to have the officer respond in an emergency, but also the availability of the vehicles to shut down roads for the Connector Run or to have the ability to deploy officers as needed throughout the island, etc.

Councilmember Ward summarized the deferrals the Interim Chief was bringing to the table as pushing the five (5) patrol vehicles to FY20 and pushing the Chevrolet Colorado out one (1) and possibly two (2) years.

Interim Chief Usry added that the three patrol vehicles scheduled for replacement in FY20 have been pushed out one (1) and maybe two (2) years as well as the ATV used by BSOs will go out another year.

Councilmember Ward stated that those deferrals would free up more than one hundred thousand dollars in FY20 to be used toward vital projects.

According to the Interim Administrator, the City made a policy decision for patrol officers to take their vehicles home; yes, it is a perk for the officers, but it also serves to make the IOP Police Department more competitive to other departments in the area. If the officers were not allowed to drive their vehicles home, it would create another recruitment challenge for the City.

Chair Buckhannon recalled that maintenance for patrol vehicles increased substantially beyond the sixth year; he also recalled the study about allowing patrol officers to take their vehicles home and that the cost was lower than when they were left on the island between shifts.

Interim Chief Usry said that the experience in the Department is that the officers take better care of the vehicles because they become his/her office; maintenance is done according to the manufacturer's schedule, they are kept cleaner, the oil is change on a regular basis. etc.

Councilmember Ward added that he has read in several places that the presence of a police car parked at a residence is a crime deterrent in the neighborhood.

The Interim Administrator noted that the officers have a strict policy regarding take-home vehicles and she was unaware of any incidents of abuse.

For the FY20 budget, the Interim Chief was asking for an increase of ten thousand dollars (\$10,000) to the one hundred ninety thousand dollars (\$190,000) already budgeted because she does not know what the price increase will be.

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Councilmember Bell stated that he could not support this purchase until he saw the entire Police _____Department budget and could determine what could be done to save money.

A motion as made and seconded but was withdrawn.

C. Discussion of FY19 budgeted replacement of 2012 Chevrolet Colorado with

**1-2019 Dodge Ram pickup truck at \$22,655, state contract pricing, for BSOs
(Pg. 28, In 264, State ATAX fund, Police Department Capital Outlay - \$29,000)**

The Interim Chief did not want to make this purchase in FY19 and was comfortable in deferring it to FY21; when the times comes for evaluating it for the FY21 budget, she may decide the need is not sufficient to warrant its replacement.

D. Discussion of FY19 budgeted expenditure of \$247,644.75 to replace 27 portable radios and 25 mobile radios (in cars) for the Police Department (Pg. 22, In 32, Police Department Capital Outlay – \$130,000; pg. 25, In 109, Muni ATAX, PD Capital Outlay - \$65,000; pg. 28, In 263, State ATAX, PD Capital Outlay - \$65,000)

According to the Interim Chief, the radios are at the end of their useful life, and Motorola is no longer making new parts for them. The City is dove-tailing on Charleston County's contract with Motorola to get the best price; PD staff has spoken with the Motorola representative and has gotten the price quote that includes the trade-in of the existing radios in order to qualify for the discounted price. This purchase represents the replacement of all of the portable and mobile radios for the Police Department, and the cost is twelve thousand dollars (\$12,000) under budget.

Chief Graham stated that the City has been saving for this purchase knowing when they would have to be replaced; the City has the funds in hand to pay for these radios.

All agencies in the area will be benefitting from the discounted price quoted to Charleston County; the change is necessary because the County will be going to encryption and, without the new radios, agencies will not be able to communicate with Consolidated Dispatch.

MOTION: Councilmember Bell moved to recommend to the Ways & Means Committee the award of a contract to Motorola for new portable and mobile radios for the Police Department in the amount of \$247,644.75; Chair Buckhannon seconded and the motion PASSED UNANIMOUSLY.

E. Discussion of Police Department's organizational structure, job responsibilities and roles

Councilmember Bell voiced his concern that wage increases under the existing policy are unsustainable. He stated that the City has not seen an organizational restructuring in the past twenty (20) years. He commented that the Police and Fire Departments have a lot of people, and overtime last year was four hundred seventy thousand dollars (\$470,000); he wanted to know why. He noted that the City had been named the Safest City for its size in the state, yet the City has a fulltime Victim's Advocate. His next question was what does a fulltime Victim's Advocate do? The fulltime Livability Officer is also a sworn patrol officer. He asked if the Department was optimizing the organization with only three (3) patrol officers on-duty at any point in time.

The Councilmember asked if the City could afford to have these specialty positions at a time when it is faced with budget constraints or if a person is a patrol officer, he is a patrol officer not a _____ Livability Officer or a Victim's Advocate. He stated that the Committee was going to look at replacing things and at expense growth;

as a holistic discussion, what can the City afford to do? He asked how to challenge the Police and Fire Departments to participate with City Council and residents, to whom Council is accountable, to find places to reduce expenses.

To clarify certain misperceptions, Interim Chief Usry stated that the Department has a sworn detective who also serves the dual role of Victim's Advocate; she explained that the Department was mandated by the Victim's Bill of Rights from the State Attorney General's office to provide certain services to victims. In order to do that, the decision was made to have an officer serve a dual role; it was a simple way to meet the City's requirements and was cost effective. The position is required to be a certified officer, and they must go through training and get fifteen (15) hours of training each year. Part of the funds from the Uniform Traffic Tickets goes to the Victims Fund; fourteen thousand dollars (\$14,000) is transferred into salaries for the time she spends in that position, and the fund pays for her cell phone and a small amount of printing supplies. She noted that in 2018 the City was named the Safest City based on 2016 statistics from the FBI based on non-violent crimes, i.e. no rapes, no murders, no assaults, etc. In 2017, the City was not so safe in that there was an armed robbery and several aggravated assaults.

Councilmember Bell stated that the purpose for putting this item on the Agenda was to begin the discussion for department heads to look hard from a "needs" perspective at their budgets for reductions to expenses and possibly personnel.

After a review of the Department's structure in 2016, two (2) positions were added, i.e. another detective based on the number of cases being assigned to them and a second Livability Officer again based on the number of incidents reported, that number was six hundred seventy-seven (677) in 2018. In addition to quality of life issues, the Livability Officer supervises the BSOs and the Animal Control Officers and handles issues related to coyotes; in a dual role, he serves as the Training Officer while interim Chief Usry serves dual roles as Interim Chief and Operations Captain. She informed the Committee that the majority of officers in administrative positions serve dual roles, for instance, the Detective Sergeant is also the Accreditation Manager.

As she goes through the hiring process, she told the Committee members that currently the wait list for attending training at the Justice Academy is seven (7) months.

Councilmember Ward was interested in knowing what was said in exit interviews with the three (3) officers who resigned.

Interim Chief Usry stated that they had indicated they were leaving for higher pay. She reported that the three (3) officers went to Summerville Police Department where the starting pay is forty three to forty-five thousand dollars a year (\$43,000 – 45,000); she noted that the Summerville Department has sixteen (16) new positions. The Summerville Department works a wider variety of crimes than they would see here; they also are organized into specialized units and one (1) officer wants to be assigned to the traffic unit and the other wants to be on the SWAT team.

F. Discussion of impact of FY19 COLA adjustment for Police and Fire Departments

Councilmember Bell stated that there are expectations in the City that he did not see in the corporate world, and, at the budget meeting in December, Council was told that the City has twenty-seven million dollars (\$27,000,000) in projects to address while expenses are increasing 9 at a fast pace. He added that the combined COLA and merit increases have trended between _____four to five percent (4% - 5%) "for a very long time." The two point two percent (2.2%) COLA in the FY19 budget for the Police and Fire Departments totals ninety-two thousand dollars (\$92,000); employees have the expectation of a merit increase as well, bringing the total increase to wages of one hundred seventy-three thousand dollars (\$173,000). Overtime burdens these numbers with retirement costs.

Interim Administrator Fragoso stated that the policy set by the previous Council was to give employees a COLA increase based on the February CPI established by the federal government and to establish a merit pool of two percent (2%). For a period of about five (5) years, the City only gave merit increases and eliminated the COLA.

Councilmember Bell said that he does not want to be the Councilmember who recognizes that the City has overspent so that now the City has to terminate employees; he reported that the City's total payroll budget has risen thirty-two percent (32%) in five (5) years. He asked the Committee to go to the Ways and Means Committee meeting "eyes wide open and understand we [City Council] have got some really, really severe City challenges in the way we fund things" or tell the residents that the City has to cut-back on services.

Councilmember Ward reiterated that payroll and payroll fringes makeup seventy-two percent (72%) of the City's General Fund budget, and sixty-eight percent (68%) of the seventy-two percent (72%) can be attributed to the Police and Fire Departments. He has been told that overtime is a sensitive issue with many IOP employees and that they count on it.

Interim Chief Usry stated that she has frozen overtime in the Police Department; any overtime going forward must be approved by Captain Swain or the Interim Chief. Overtime in the Police Department can be generated court, hold-over for reports, training, filling in when an officer is sick or on vacation, special events, etc.

Councilmember Ward said that overtime is one (1) reason employees leave and go elsewhere.

According to the Interim Administrator, overtime is available to cover or meet needs as they occur it is not a guarantee. In the Fire Department, a certain number of hours is scheduled overtime due to the number of hours they work.

Councilmember Bell commented that the dollars paid in overtime is shocking. Some tenured employees who are getting close to retirement want overtime to drive up their retirement.

Responding to Councilmember Ward's question, Interim Chief Usry stated that she and Chief Graham intentionally hold back a portion of the merit pool for their departments in order to give new hires a pay increase when they successfully complete their probationary period; therefore, the pool is depleted by the end of the year.

Councilmember Bell again commented about using the mid-point in a pay range as a starting place; he opined that an employee who is twenty percent (20%) above the mid-point should not

get the maximum in a merit-based system. In his opinion, the people who would benefit the most from a higher percentage of the merit pool would be those who are below the mid-point.

The Interim Administrator stated she has not been directed by the Personnel Committee not to propose merit increases for employees above the mid-point. She wanted to see where 10 employees fall relative to the mid-point to determine a reasonable rate for growth for merit and _____COLA depending on where they stand in the pay range. She plans to bring information to the Ways and Means meeting to assist Council in developing a policy that is sustainable and fair, that takes into consideration tenure and long-time employees and with an understanding that some positions make employees vulnerable to be poached by other agencies.

G. Discussion of FY20 Budget and Capital Plan

POLICE DEPARTMENT

Replace 5 patrol vehicles	\$ 190,000
Replace Front Beach surveillance system	30,000
Replace computer server w/backup system	15,000
Replace body-worn cameras for all officers (upgrade)	5,000
Replace in-car cameras	34,000
Replace 7 traffic counters at Connector and Breach Inlet	18,000
50% of PSB renovation (estimate only)	2,000,000
Building maintenance contingency	<u>50,000</u>
TOTAL	\$2,352,000

Chair Buckhannon stated that he was still interested in real-time traffic counters that would provide data on peak times, assist with deployment of officers/BSOs, etc. He asked that, as the budget process moves forward, the Interim Chief provide Council with the cost of traffic counters with real-time data.

The Real Property Committee will hold a Special Meeting Friday, January 11th to gain a better understanding of the proposals Hill Construction and Trident Construction submitted for the investigative phase of the PSB remediation project.

FIRE DEPARTMENT

Refurbish 95' ladder truck purchased in 2003 (possibly gain 10 to 15 years additional use)	\$ 600,000
Replace 75" ladder truck purchased in 2004	849,500 (muni. lease)
Replace vehicle radios (only with failure)	25,000
Replace 2010 Ford F-150	35,000
Replace one thermal imaging camera	12,000
Replace Porta-Count machine for SCBA mask fit testing	10,000
Replace person watercraft	14,000
Firefighter accountability system	5,000
50% of PSB remediation (estimate only)	2,000,000
Building Maintenance Contingency	<u>75,000</u>

TOTAL

\$ 3,603,550

7. Departmental Reports

Fire Department and Police Department - The monthly reports are on the City's website.

Councilmember Bell asked that a distinction be made between overtime that is built into the schedule and discretionary overtime.

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8. Miscellaneous Business _____

Next Meeting Date: 10:00 a.m., Thursday, March 10, 2019 in the Conference Room

9. Executive Session – unnecessary

10. Adjournment

MOTION: Councilmember Ward moved to adjourn the meeting at 12:44 p.m.; Councilmember Bell seconded and the motion PASSED UNANIMOUSLY.

Respectfully submitted:

Marie Copeland
City Clerk

