
ROCKLEDGE CITY COUNCIL REGULAR MEETING MINUTES

Wednesday, June 15, 2022 ♦ 6:00 p.m.

1. CALL TO ORDER / ROLL CALL

The Rockledge City Council met in regular session on Wednesday, June 15, 2022, at 6:00 p.m. in the Council Chamber at Rockledge City Hall, 1600 Huntington Lane, Rockledge, Florida.

PRESENT:	Thomas J. Price	Mayor
	Michael Cadore	Councilmember, Seat #1
	Dr. R. Shaun Ferguson	Councilmember, Seat #2
	Sammie Brown Martin	Councilmember, Seat #3
	Frank T. Forester	Councilmember, Seat #4
	Duane A. Daski	Councilmember, Seat #5
	Ted J. Hartselle	Councilmember, Seat #6
	Joseph E. Miniclier	City Attorney
	Dr. Brenda Fettrow	City Manager
	Jennifer M. LeVasseur	City Clerk & Public Relations Officer

STAFF PRESENT:	Matthew Trine	Assistant City Manager & Finance Director
	John Cooper	Planning Director
	Joseph P. LaSata	Public Safety Director/Chief of Police
	Victor "VJ" Karycki	Public Works Director
	James Elmore	Wastewater Treatment & Water Reclamation Director
	James H. Wilson	Deputy Fire Chief

With a quorum present, the meeting was called to order by Chairman Thomas J. Price.

2. INVOCATION

- The invocation was given by Councilman Cadore.

3. SALUTE TO THE FLAG AND PLEDGE OF ALLEGIANCE

- A salute was given to the flag, and the Pledge of Allegiance was repeated in unison.

4. APPROVAL OF MINUTES

- Regular Meeting on June 1, 2022

Councilman Daski moved to approve the minutes of the regular meeting on June 1, 2022; seconded by Councilman Hartselle. The motion carried unanimously (7).

5. PRESENTATIONS

A. Mayor Price

1. Mayoral Proclamation

a. Juneteenth Celebration 2022

Mayor Price read aloud a Proclamation recognizing the weekend of June 18-19, 2022 as Juneteenth Celebration 2022. The Proclamation was accepted by Clarence Whipple, President of the NAACP – Central Brevard Chapter and former City of Cocoa Councilman.

2. Awards for Second Quarter 2022

a. Employee of the Quarter

1) Carol King, Finance Supervisor, City Hall

2) Barbara Crisler, Senior Administrative Assistant, Public Works Department

3) Michael Jarusiewicz, Administrative Coordinator, Public Works Department

Mayor Price recognized Carol King, Barbara Crisler, and Michael Jarusiewicz as the recipients of the Employee of the Quarter Award for the second quarter of 2022. Ms. King, Ms. Crisler, and Mr. Jarusiewicz were each presented with a gift certificate and a Certificate of Commendation, along with the congratulations of the Council.

6. FINANCIAL / BUDGET REPORT

- May 2022

Councilman Ferguson moved to be in receipt of the Financial/Budget Report for the month of May 2022; seconded by Councilwoman Martin. The motion passed without objection (7).

7. PUBLIC HEARINGS / ORDINANCES / RESOLUTIONS

- None

8. REPORTS FROM BOARDS AND COMMITTEES

Councilwoman Martin moved to be in receipt of the minutes from the following meeting:

- Council Finance and Budget Committee, Minutes of Meeting on June 8, 2022

and to consider independently any recommendation(s) contained therein; seconded by Councilman Hartselle. The motion carried unanimously (7).

- A. Council Finance and Budget Committee, Minutes of Meeting on June 8, 2022

1. Recommendation: Salary Increase of Ten Percent for Employees Making Over \$75,000.00 and Eleven Percent for Employees Making \$75,000.00 or Less

...recommend to the full Council a salary increase of ten percent for employees making over \$75,000.00 and a salary increase of eleven percent for employees making \$75,000.00 or less for non-union City employees, with the understanding that negotiations with the unions will be required and to authorize the City Manager to address any salary compression issues that may result from said increases...

City Manager Fettrow reported that the proposed raises further support the effort to present Rockledge as a destination employer.

Councilman Daski moved to authorize a salary increase of ten percent for employees making over \$75,000.00 and a salary increase of eleven percent for employees making \$75,000.00 or less for non-union City employees, with the understanding that negotiations with the unions will be required and to authorize the City Manager to address any salary compression issues that may result from said increases; seconded by Councilwoman Martin. The motion carried without objection (7).

2. Recommendation: Authorization to Adjust Hourly Base Rate in Accordance with Salary Increases

...recommend to the full Council authorization for the City Manager to adjust the hourly base rate in accordance with the salary increases...

City Manager Fettrow noted that the base salary increase will help the City to meet the Federal minimum wage requirement in advance of the 2026 deadline.

Councilwoman Martin moved to authorize the City Manager to adjust the hourly base rate in accordance with approved salary increases; seconded by Councilman Cadore. The motion passed unanimously (7).

3. Recommendation: Approval of American Rescue Plan Act (ARPA) Expenditure List

...recommend to the full Council approval of the American Rescue Plan Act (ARPA) expenditure list...

City Manager Fettrow reiterated that the ARPA funds provide financial relief and allow the City to purchase necessary items that may otherwise be cost-prohibitive.

Councilman Ferguson moved to approve the American Rescue Plan Act (ARPA) expenditure list; seconded by Councilwoman Martin. The motion carried by unanimous vote (7).

4. Recommendation: Addition of Three (3) Full Time Employee Positions in the Police Division and Sanitation Division

...recommend to the full Council approval of the addition of three full time employees (one Police Officer, two Sanitation Truck Relief Drivers)...

City Manager Fettrow reported that an analysis has revealed that these additional employees are needed in the respective departments.

Councilman Daski moved to approve the addition of three full time employees; seconded by Councilwoman Martin. The motion carried without objection (7).

5. Recommendation: Increase in Residential Garbage, Recycling, and Refuse Collection

...recommend to the full Council an increase in the rate for residential garbage, recycling, and refuse collection by 5 percent each year for each of three years, beginning October 1, 2022...

City Manager Fettrow explained that the enterprise funds must be able to support themselves, and the proposed increases would help to close the gap. She noted that the proposed increase equates to .86 cents per month for the first year, and staff is cognizant of the cost increases that residents currently face in other areas of life, such as living expenses.

Councilwoman Martin moved to approve an increase in the rate for residential garbage, recycling, and refuse collection by 5 percent each year for each of three years, beginning October 1, 2022; seconded by Councilman Cadore. A call for discussion was made.

Councilman Hartselle inquired as to whether recycling costs have increased. City Manager Fettrow reported that the City still pays for recyclables to be disposed of.

The motion passed unanimously (7).

6. Recommendation: Increase in Commercial Dumpster and Can Collection Rates

...recommend to the full Council an increase in the rate for commercial dumpster collection per cubic yard and can collection by 5 percent each year for each of three years, beginning October 1, 2022...

City Manager Fettrow explained that the cost for the first year is approximately \$4.20 – \$4.40, and this proposed rate increase will help to sustain the fund.

Councilman Daski moved to approve an increase in the rate for commercial dumpster collection per cubic yard and can collection by 5 percent each year for each of three years, beginning October 1, 2022; seconded by Councilwoman Martin. The motion carried unanimously (7).

7. Recommendation: Increase in Wastewater Base Rate

...to recommend to the full Council an increase in the base rate by 5 percent each year for each of three years, beginning October 1, 2022...

City Manager Fettrow reported that the proposed increase will result in an \$8.76 increase in the first year for a $\frac{3}{4}$ inch meter.

Councilman Ferguson moved to approve an increase in the base rate by 5 percent each year for each of three years, beginning October 1, 2022; seconded by Councilwoman Martin. The motion carried without objection (7).

8. Recommendation: Allocation of Wastewater Base Rate Funds to Operations, R&R, and Capital Improvement Reserves

...recommend to the full Council the allocation of \$8.00 from the new base rate into Operations, 60 percent of the remainder into the R&R Fund, and 40 percent of the remainder into the Capital Improvement Reserve Fund, beginning October 1, 2022...

City Manager Fettrow noted that the proposed allocation decreases the Operations contribution from \$10.00 to \$8.00. The split of the remainder into the R&R Fund and Capital Improvement Reserve Fund will help to fund future plant improvements and capital projects.

Councilman Daski moved to allocate \$8.00 from the new base rate into Operations, 60 percent of the remainder into the R&R fund, and 40 percent of the remainder into the Capital Improvement Reserve Fund, beginning October 1, 2022; seconded by Councilwoman Martin. The motion passed without objection (7).

9. Recommendation: Increase in Wastewater Usage Charge Per 1,000 Gallons

...recommend to the full Council an increase of 5 percent per year for each of three years on the usage charge per 1,000 gallons, beginning October 1, 2022...

City Manager Fettrow reported that the proposed increase would equate to .23 cents per month for the first year.

Councilwoman Martin moved to approve an increase of 5 percent per year for each of three years on the usage charge per 1,000 gallons, beginning October 1, 2022; seconded by Councilman Ferguson. The motion passed by unanimous vote (7).

10. Recommendation: Review and Approval of Investment Policy as Written in Resolution 2019-818

...accept the investment policy as written...

City Manager Fettrow reviewed the Policy's three main priorities and noted that the Council Finance and Budget Committee did not recommend any changes.

Councilman Daski moved to approve the Investment Policy as currently written; seconded by Councilwoman Martin. The motion carried by unanimous vote (7).

11. Recommendation: Modification of Retirement Benefit for City Council Members Serving 20 Years or Greater

...recommend to full Council that an Ordinance be drafted to modify the retirement benefit for City Council Members who have served 20 years or more, to remove the restriction that service be consecutive, and to establish it as best determined by the City Manager and City Attorney...

Mayor Price reported that he requested that this topic be considered by the Council Finance and Budget Committee, as two prior Council Members were unable to collect a retirement benefit as their cumulative service was over 20 years, but it was not consecutive. City Manager Fettrow confirmed that the recipient would collect half of their monthly stipend (at the time of their departure from Council) each month. While the State has established a retirement mechanism via Statute, municipalities are empowered by that Statute to create their own retirement mechanism.

Councilwoman Martin moved to direct the City Attorney to draft an Ordinance modifying the retirement benefit for City Council Members who have served 20 years or more, to remove the

restriction that the service be consecutive, and to establish it as best determined by the City Manager and City Attorney; seconded by Councilman Cadore. The motion carried without objection (7).

12. Recommendation: Approval of Capital Improvement Plan and Authorization to Draft Ordinance and Transmit to the State

...recommend to the full Council approval of the Capital Improvement Plan as presented and to authorize it to be transmitted to the State...

City Manager Fettrow explained that cities are required to create and review a five-year Capital Improvement Plan each year, and the Plan must be formally approved via Ordinance before submittal to the State.

Councilman Ferguson moved to approve the Capital Improvement Plan as presented and to authorize the City Attorney to draft the requisite Ordinance for transmittal to the State; seconded by Councilwoman Martin. The motion carried unanimously (7).

Councilman Forester explained to the audience that while the Council Finance and Budget Committee recommendations were reviewed quickly, much vetting and research has gone into preparing this information for Council consideration.

B. Reappointments and Appointments

1. Reappointments

- None

2. Appointments

- a. Board of Adjustment (*Tabled October 20, 2021*)

Councilman Daski moved to remove the item from the table; seconded by Councilman Ferguson. The motion passed unanimously (7).

Mayor Price confirmed that one application has been received by Doug Williams.

Councilman Hartselle moved to appoint Doug Williams to the Board of Adjustment as a regular member; seconded by Councilwoman Martin. The motion carried without objection (7).

9. UNFINISHED BUSINESS

- None

10. CONSENT BUSINESS

Councilman Daski moved for approval of these consent business items:

- A. Approval: Purchase of Five (5) Police Vehicles (Public Safety Department)
- B. Approval: Renewal, Line of Credit, Community Bank of the South (City Manager/Finance Division)
- C. Approval: Renewal, Banking Services Agreement, Community Bank of the South (City Manager/Finance Division)
- D. Approval: Declaration of Surplus Property and Authorization to Sell or Scrap Said Property, Two (2) Vehicles (Public Works Department)
- E. Approval: Street Resurfacing List for Fiscal Year 2022 (Public Works Department)

The motion was seconded by Councilwoman Martin and passed by unanimous vote (7).

11. ITEMS REMOVED FROM CONSENT BUSINESS

- o None

12. NEW BUSINESS

- A. Action Item: Selection of Voting Delegate, Florida League of Cities Annual Conference, August 11-13, 2022 (City Manager)

City Manager Fettrow stated that the by-laws of the Florida League of Cities require City Council to designate a Voting Delegate for the Florida League of Cities Annual Conference, which will take place in August 2022. A Resolution is not required, and the Voting Delegate form will be completed and returned to the League.

Council discussed conference attendance and potential conflicts.

Councilman Ferguson moved to designate Councilman Cadore to serve as the Voting Delegate and Councilwoman Martin as alternate Voting Delegate at the Florida League of Cities Annual Conference in August 2022; seconded by Councilman Daski. The motion passed without objection (7).

- B. Action Item: City Attorney Annual Performance Evaluation (City Manager)

Mayor Price reported that the tabulation of the annual performance evaluation forms for the City Attorney resulted in an overall job performance rating of 4.98 out of a possible 5.0, which equated to "Superior" rating. Councilmembers were encouraged to meet with City Attorney Miniclier with any questions or comments.

Councilman Ferguson moved to accept the City Attorney Annual Performance Evaluation Report; seconded by Councilman Daski. The motion passed by unanimous vote (7).

13. PETITIONS, REMONSTRANCES AND COMMUNICATIONS

- Katiana Saintable, 1515 Huntington Lane, thanked Council Members for their service.
- Charlie Davis III, Gadsden County, reported that he has traveled to the area to visit Eastern Florida State College as Admissions Representative for Florida A&M University and thanked Council for allowing him to attend the meeting.

14. REPORTS

A. City Manager Report

- City Manager Fettrow:
 - Has closed out three of five union contracts and reported that employees are very appreciative of the raises approved by Council.
 - Thanked City Clerk & Public Relations Officer LeVasseur and Sanitation, Grounds Maintenance & Beautification Supervisor Reed for helping to coordinate the James Allen Goins Field naming ceremony.
 - Reminded Council of the Independence Day Picnic and requested Council's availability to volunteer in the Coke trailer.

B. City Attorney Litigation Report

- Month of June 2022

Councilman Ferguson moved to be in receipt of the City Attorney Litigation Report dated June 6, 2022; seconded by Councilwoman Martin. The motion passed unanimously (7).

City Attorney Miniclier provided a brief update of cases listed on the Report.

C. Reports from the Dais

- Councilwoman Martin:
 - Attended the Council Finance and Budget Committee meeting on June 8th and commended staff and Committee Members for a job well done.
 - Attended the James Allen Goins Field naming ceremony.
 - Requested further clarification on the retirement benefit for Council Members. City Manager Fettrow and City Attorney Miniclier

confirmed that the benefit can only be paid out prospectively and not retroactively.

- Councilman Cadore:
 - Thanked the audience for attending the meeting.
 - Attended a recent veteran recognition event at Alura Senior Living.
 - Thanked Council for his selection as Voting Delegate at the Florida League of Cities Conference.
 - Thanked City Attorney Miniclier for his service.
- Councilman Ferguson:
 - Congratulated City Attorney Miniclier on his evaluation and thanked him for his service.
 - Attended the James Allen Goins Field naming ceremony.
 - Attended the Space Coast League of Cities dinner on Monday.
 - Attended the Florida League of Cities Nominating Committee meeting.
 - Congratulated Councilman Cadore and Councilwoman Martin on their Voting Delegate and alternate Voting Delegate designations.
 - Wished all a happy Father's Day.
- Councilman Hartselle:
 - Attended the Space Coast League of Cities dinner on Monday.
 - Attended the Council Finance and Budget Committee meetings.
 - Reported that he will be serving as Lieutenant Governor for Kiwanis in Brevard County.
- Councilman Daski:
 - Attended the James Allen Goins Field naming ceremony and praised Mr. Goins for his work in the community.
 - Congratulated Doug Williams on his appointment to the Board of Adjustment.
 - Thanked staff for the thorough budget preparation.
 - Congratulated City Attorney Miniclier on his positive evaluation.
- Councilman Forester:
 - Attended the veteran recognition ceremony at Alura Senior Living as well as a 100th birthday celebration for a veteran at Shell Harbor.

- Offered to volunteer in the Coke trailer at the Independence Day Picnic.
- Echoed congratulatory remarks to City Attorney Miniclier.
- Thanked the audience for attending the meeting.
- Mayor Price:
 - Thanked City Manager Fettrow and staff for the budget preparation and hard work.
 - Thanked Doug Williams for serving as a volunteer board member.

15.ADJOURN

There being no further business to come before the Council, Chairman Price declared the meeting to be adjourned at 6:56 p.m.

Council Chairman

ATTEST: _____

City Clerk