

MINUTES OF THE MEETING OF THE BOARD OF COUNTY COMMISSIONERS  
BREVARD COUNTY, FLORIDA

1:00 PM

The Board of County Commissioners of Brevard County, Florida, met in special session on May 11, 2017 at 1:01 PM in the Government Center Commission Room, Building C, 2725 Judge Fran Jamieson Way, Viera, Florida.

**CALL TO ORDER**

<b>Attendee Name</b>	<b>Title</b>	<b>Status</b>	<b>Arrived</b>
Rita Pritchett	Vice Chairwoman/Commissioner District 1	Present	
Jim Barfield	Commissioner District 2	Present	
John Tobia	Commissioner District 3	Present	
Curt Smith	Chairman/Commissioner District 4	Present	
Kristine Isnardi	Commissioner District 5	Present	

**ITEM I.A., BOARD DIRECTION, RE: REDUCTION LIST**

Commissioner Tobia stated he would like to start with Judicial Support; on this list is Central Services; and clearly Central Services have not yet gone, so he will hold on to that until they have the opportunity to go forward. He stated under Judicial Support, he would like to start with salaries; salaries are in the same silo but it is his error, and it should not be associated with Cross Winds Youth Center; he would like to exempt out the salary bit, the \$44,659; and he should have updated that, but he failed to do that. He added also the benefit of \$18,685 should be crossed out. He went on to say the bulk of it comes down to Cross Winds Youth Center, which he visited, and it is a worthwhile organization, but it is nothing different than the Community Based Organizations (CBO) that the Board decided to reduce; he reiterated it provides wonderful services; but the use of General Fund dollars to support that definitely brings up the question of prioritization; there are some juvenile justice aspects of that if that, was to be picked up within the existing budget of the Sheriff, that would make up for the potential cut that he outlined; and again, it is much smaller than the \$128,000, because he removed the \$18,685 and the \$44,659. He stated the Law Library has three Full Time Equivalent (FTE); this does not touch the FTEs; it is just a 20 percent reduction for print and online media; and it is very expensive to maintain all of those online memberships and to keep up with those books which change on a periodic basis to extend that a little bit further, get one extra year out of it. He pointed out that is a reduction of \$13,147. He went on to add the next one is Emergency Medical Services; he wants to thank Kimberly Prosser, Emergency Operations Director; he did not get a response back for quite some time; and he later found out that got bottle necked for over two weeks in the County Manager's Office. He noted it finally landed on his desk two or three days ago. He advised office supplies, he did not get time to respond back, but the County is handing out weather radios and those types of things which sound great, but again, out of General Fund not the best use of resources. He stated he would like to deal with Central Services after they give their presentation. He stated the last item is Transit Services; James Liesenfelt, Transit Services Director, did a great job in explaining how successful they were leveraging resources with federal funds; they took up an issue at the last Board meeting where it discussed leveraging from two to one, maybe three to one perspective; he has the bus routes right here; it is Saturday bus routes for Route 578; and then another one is Bus Route 129. He noted it has zero leverage; this is General Fund money and no leverage whatsoever; further, these Routes will be served, just not with the frequency that they are currently served; and it would be from once every hour to once every two hours. He went on to add these are on Saturday, and these individuals would still be served but not to the extent they are currently

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served; and it is a testament to the Director who has done such a darned good job leveraging funds that there is only this little bit right here, of all of the money he spends, that the Board does not get a good return on the General Fund investment. He noted those are the proposed reduction lists, Judicial Support, Law Library, EMS, and Transit Services.

Commissioner Isnardi inquired what the County does with Crosswinds; she stated she knows a little about the organization because she knows someone who is part of it; but she would like to know what the County does and what services it covers.

Ian Golden, Housing and Human Services Director, replied there are representatives from Crosswinds in the audience. He went on to say the County has a contract that it oversees through Housing and Human Services; the funds actually site in General Government of approximately \$208,000; the services they provide are really intervention, prevention, and diversion services for children to keep them out of further trouble with the Juvenile Justice System and out of the Detention Center; and the Detention Center is one of the County's mandated matches, and for every child kept out of the Detention Center, there is a corresponding impact of approximately \$1,200 difference between services at the Juvenile Assessment Center (JAC), Crosswinds, and the Detention Center. He pointed out he gets to that number because according to Department of Juvenile Justice (DJJ), the County matches approximately \$131 per day that the child is at the Detention Center; DJJ says they have to leverage 11 days per child there; and that is about \$1,450 per child. He stated the services at DJJ, through Crosswinds, average about \$210 per child; they have for their civil citation, which falls underneath DJJ, another diversion program for all law enforcement within the County; and they are running at about a seven percent recidivism rate, which is incredibly low when looking at the services and recidivism rates for other kids in the Juvenile Justice System.

Commissioner Isnardi inquired if the diversion programs are often part of the release or the conditions of pleading before a judge, and when that judge makes a decision, if they usually put them into some sort of diversion program.

Mr. Golden replied affirmatively; he stated there are those types of diversion programs; the civil citation programs themselves are an on-the-street diversion that law enforcement has as a tool they can use for kids to not even get that far into the court system; when law enforcement comes up against a child who is doing some misdemeanor offense, instead of going through the court system, that law enforcement officer has the ability right there to give them a citation; what the citation does is it can impose some punishment on the child keeping them out of the justice system; and what Crosswinds does is all of those citations go to them and they follow through and put services in for the family if needed, and to make sure whatever the officer has determined as that punishment is carried through. He noted a \$63,000 cut will probably mean about 300 less children will be able to go through the Juvenile Assessment Program through Crosswinds.

Chairman Smith stated from his perspective, it is a second chance for children who stumble and fall; he inquired who has not made a mistake; and he stated if a person did do something and did get caught, a person usually gave them a second chance. He noted if the kid is smart, he will take advantage of it and never get arrested again.

Mr. Golden pointed out they do a six-month follow up with the child; what DJJ has found in some of their studies is that if a child is going to fail in a placement, it is usually within the first 150 days; and if they are at seven percent going up to 180 days, that is pretty good.

Commissioner Tobia inquired what percentage of the entire budget at Crosswinds does the \$63,000 account for.

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Mr. Golden replied he does not have that information.

Commissioner Tobia advised he did a little research, and it is less than two percent; that \$63,000 would be less than one-third of the management dollars that go into this; the fundraising dollars that go into accounts for over \$400,000; but the \$63,000 hit to this is less than two percent of the total operating expenses from 2016.

Mr. Golden inquired if that is for the entire agency; he stated they do other things than the JAC; and they are only talking about the \$208,000 that the County contracts with them.

Commissioner Tobia stated that is correct, but again this is cost shifting the exact same way; the Board is looking at taking these resources and potentially putting them to roads; and if they are not obligated for a specific reason, and when his staff put in a request, they could not find that. He noted those holes can be filled in one way or the other. He stated the United Way, in kind contributions, and private organizations support accounts for multiples of what Brevard County provides for these types of services.

Mr. Golden stated he is speaking specifically to just the services under the JAC, which they oversee in that these dollars are specifically to the JAC, and the impact to just that one part of their program of their overall agency would be about 300 children; he cannot speak to what the rest of their budget is or what the impact is; and he would assume there would be no other impact because they are contracted services.

Karen Louce, Crosswind's Youth Services, stated a cut would generally and only affect the JAC, because their other dollars are either federal or other grants that are really restricted for specific programming; the way their organization is set up, for instance, the federal dollars they receive for the shelter can only be used at the shelter; some State dollars they receive can only be used for whatever programs that are community based, it is child welfare and independent living, which is specific for those children; the JAC dollars that are given to them by the County are used specifically for the Juvenile Assessment Center; and it does shift young people from going back into the criminal system. She went on to say, apparently when a civil citation is issued, prior to anyone being involved in a criminal activity and actually facing a judicial process, kids tend to do much better; they also have referrals from law enforcement; it is a model that is used both by the Sheriff's Office and all Chiefs of Police; and they meet with them quarterly to discuss what is happening in the community to young people. She noted it helps reduce activities in school where criminal behavior occurs, because the kids are sent to them; a resource officer can refer them; sometimes they find out there are issues in the family that they can actually help them with; and the impact would be specific to those 300 young people that come to the JAA.

Commissioner Tobia inquired what a civil citation is.

Ms. Louce responded it is in lieu of an arrest; when a young person allegedly commits a crime, such as shoplifting, an officer can at that point issue a civil citation in lieu of arresting the youth; the youth then gets to come to their facility where they take part in a shoplifting course, they would write a restitution to an officer, and they would do a community service project; and that seems to be effective and have them understand what they did wrong. She noted it is a small part of what they do at the JAC.

Commissioner Tobia inquired if the youth is confronted with a law enforcement officer with a uniform, badge, and gun, and he or she is told if they admit to a crime that they potentially may not have done, and they do a poster, then they will not potentially be taken through the Juvenile Justice System where they could spend time away from their families in jail, and is that the decision the youth has to make at that point.

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Ms. Louse replied no, the family is also called at that point.

Commissioner Tobia inquired if their family is presented with that same scenario as well.

Ms. Louse responded it is an opportunity for the officer to offer to the family the ability to in lieu of the child being arrested and going before a judge, to come to Crosswinds; and their Juvenile Assessment Center (JAC) Director, also a retired Sheriff, who works with the families, can talk a little bit more about the citation and how it affects the child.

Mike Scully, Director of Juvenile Assessment Center, stated he is a former Deputy Sheriff; he was a consumer of Crosswinds products throughout his law enforcement career; and it has been quite an education for him over the last 12 months to be a part of the Crosswinds team and to learn about the depth and scope of services they have available for the youth. He went on to say the way the civil citation program works is simple; it is intended to be a diversionary program to keep kids out of the Juvenile Justice system; and it saves real revenue dollars on the back end by keeping these kids out of the system. He pointed out the way the Legislature wrote the Statute, the youth must admit guilt as a part of the civil citation process, not that they have to admit guilt at the onset of the process; but at some point during the process, they move through the civil citation process, they do have to admit guilt; and as a part of that, they may be required to write a letter to the officer apologizing and/or write a letter to the victim admitting their involvement and the error. He noted the civil citation is made to help these kids; good kids make bad decisions; and the goal is to help keep these kids out of the process. He stated if that can be done on the front end, it may keep a lot of kids out of the system and a lot of General Revenue dollars will be saved on the back end. He added this is something the Legislature, the Sheriff, and police chiefs have endorsed for this program; it is important to the future of the kids; and if it keeps one kid out of the jail or prison, it is worthwhile.

Commissioner Barfield stated seven percent recidivism is amazing to him; just on the return investment side of it, if it saves someone from going to jail, it would be a million dollars over their lifetime; that is just from return on investment; and on the moral side, every child may make a wrong decision, and this will help keep them out of the system and is worthwhile. He noted he does not want to make these cuts.

Commissioner Pritchett stated from the accounting standpoint of it, this is meeting one of the strategic goals of lowering future problems, and having to put more money in the Sheriff's budget down-the-road. She stated she has watched Crosswinds for a while, and she knows they are making a big impact; it is rescuing a lot of future lives out there; and she expressed her appreciation to the representatives of Crosswinds for what they do.

Commissioner Isnardi stated she is the Chairperson for the Public Safety Coordinating Council, she knows what those numbers looks like and the jail looks like, and to her it scares her a little bit; and if the Board is able to defer some of these children from the jail, it is saving money within the first quarter of the year. She stated she would like to learn a little bit more about Crosswinds.

Chairman Smith stated he has firsthand experience; he was the deciding factor if this child would get a second chance; they gave it to him; and he supports what Crosswinds is doing as it is a tremendous service to the community.

Commissioner Tobia stated the second one is the Law Library, it was a 20 percent reduction in Capital Outlay, with no impact on the three FTEs; he has a list of the various subscriptions, which are numerous; he did not get any usage of these individual subscriptions; and there was no such accounting of that. He pointed out this would be a 20 percent cut across the board for the Law Library.

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Commissioner Barfield inquired what subscriptions they will be losing.

Commissioner Tobia replied that would be completely up to the discretion of whatever the Director wants; he has Florida Attorney Fee Relations, Real Estate Property Litigation, and he has the list right here; and he is sure they will find out which ones are used the most to keep those, and do away with ones that are not used as much.

Commissioner Barfield inquired how this impacts the service levels; he stated they serve the legal community and the lay legal community; and he would love to know that.

Kevin Mawn, A. Max Brewer Memorial Law Library Board of Trustees, stated he knows this is an emotional appeal; he got into the elevator where he saw the Constitution, Bill of Rights, and all these documents that supposedly support people's rights; he is an attorney and does not use the Law Library like the citizens do; but his Law Library is used for people who cannot afford attorneys; and these are people unlike themselves. He stated to go through and to say that a particular subscription is going to be cut, there is no way to know when the need is there; this is unlike any public library where they are placing books that have grown old and tattered; what they are doing is updating resources; and the law changes every single day. He went on to say these reference materials, if they are cut, ultimately if that book is needed at some point down-the-road, it will cost them more money; it is cheaper to update every year or two; and this particular budget cut will take them back to the same budget they had in 1991. He stated the Board of Trustees meet once a month and they analyze what the budget is and they work to save money, charge costs, and they have notary services; they are doing everything they can to generate money; but the Library is not in the business to generate money, so they have to rely on the County's resources to support this for the people of the community. He reiterated cutting \$13,000 takes them back to 1991; they are not just buying resources they do not need; and to take them back to 1991, he finds it amazing.

Commissioner Tobia stated what a library does generally is to keep track of how many people check out John Grisham and if that is a popular author they purchase 'X' amount of copies of that type of book; he asked the question but he did not get a response but he did not see it; he received the first list of the 50 or 60 odd subscriptions; and he inquired if they sent it to the County Manager's office where they kept track of how many times a citizen logged into any one of these books. He inquired if the Law Library kept track if someone uses any one of the online subscriptions or if there is a way to track that.

Annette Melnicove, Law Library Director, stated staff keeps track of the Lexis Nexis usage, because that is their public access terminal for all of their reporters, shepherds, and secondary materials; the West Law subscriptions are staff, governmental staff licenses, and they all need those subscriptions, as they cannot be cut; they do not buy multiple copies of things unless the Board wants to consider they buy more than one divorce book; they have had instances where a landlord and tenant are in litigation together and came in at the same time; and there has to be more than one book on a particular subject. She went on to say preferably there are books from different publishers so there are different points of view; they need books for the defense as well as the prosecution; and it is all part of what a library does for collection development.

Mr. Mawn stated cases are reported in a reporter; those books cost \$1,000 just for one book; the library have realized they can no longer purchase books, so what they have done is go electronic in order to give people access; and if someone comes in and needs a case report, the reporter no longer is being supplied, they go to the computer and access the information that way. He added this library is different than the public library; they have to update the subscriptions or the publications become useless; someone cannot be presented with a 2003 book when it is 2017; and for them to cut, they would have to pick and choose to get rid of a

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particular area of law someone may need. He noted these are reference books; they are not taken out of the library.

Commissioner Tobia inquired if the Board cuts \$140, the sky will fall; he stated he tried to stay away from the FTEs; he thought that was important; but if the subscriptions are so vital, then he would sub it out for one FTE, then they could keep abreast of all of that stuff. He inquired how many hours a week the library is open.

Ms. Melnicove replied 8:30 a.m. to 5:00 p.m., straight through lunch.

Commissioner Tobia stated two FTE would cover that.

Ms. Melnicove responded it would be difficult to run on two people if someone is sick, if someone is allowed to go to lunch every once in a while, or if someone goes on vacation; and in the past the Board has seen it as a security issue.

Commissioner Tobia inquired where the Law Library is located.

Ms. Melnicove replied in the courthouse.

Commissioner Tobia inquired if that is where there is a metal detector to get in.

Mr. Mawn advised that is true.

Commissioner Tobia stated there is a security issue in the courthouse; and he inquired if that is what he is being told.

Mr. Mawn responded that is why they have deputies; he stated if that was a non-issue there would be no deputies trying to enforce civility in the courthouse.

Commissioner Tobia inquired if they have to go through security to get to the Law Library.

Mr. Mawn responded affirmatively, but it does not stop someone with a mental health issue from grabbing a librarian.

Ms. Melnicove pointed out they have had to use their silent alarm in the past.

Commissioner Tobia advised the Board he would relent on the subscription position for one FTE; but either way, he thinks it would be a little disingenuous to think \$1 less would provide a reduction of great services to the public.

Commissioner Isnardi stated she asked Frank Abbate, Interim County Manager, about putting the Law Library with the other libraries, and to take it out of the General Fund all together; and he said that was something staff is looking into.

Mr. Abbate noted he knows a number of years ago, the Law Library was under the Library system; it changed, he does not remember the reasons why; but if that is possible, and the Board has an interest in doing that, then obviously the Library has its own millage rate that it would be able to move from the current General Fund; and he reiterated staff can look into it if the Board has interest in that.

Chairman Smith inquired if it would be managed in the same place.

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Mr. Abbate replied a number of years ago, as he recalls it, it was under the direction of the Library Director; when it was changed and started funding through the General Fund, it is independent and does not operate under that; whether or not they can go and just change the millage and leave the operational structure where they report directly to the Trustees, it would be something staff has to take a look at; and he does not remember the specifics of when that happened a number of years ago, but it is possible.

Scott Knox, County Attorney, advised staff needs to take a look at it; he has a vague recollection there is a special act involved with both the Library system and the Law Library, different special acts; but he thinks that is what happened.

Commissioner Pritchett stated after the last meeting, she briefed with staff; she Googles most everything; her staff looked at her like she is nuts, and told her that the Board cannot get rid of this; they told her this is for people who do not have enough money to find legal representation; they go in there and staff helps them; and her staff sold her on how important the service the Law Library gives to the community is as far as legal aid.

Commissioner Tobia stated that is a great idea from Commissioner Isnardi to investigate the funding mechanism, because that is a compromise that potentially would not lower any amount of service, yet free up quite a few dollars for the Board to use for infrastructure.

Commissioner Isnardi stated if as it stands right now, she would like to at least see the options to find out what the Board can do to make it happen; she does not want to just be told the Board cannot do it; and she wants to see if there are any options at all to make that happen.

Commissioner Tobia stated Emergency Management had a \$30,000 line item for office supplies, and for the amount of FTE, it was extraordinarily high compared to other Departments; there were things, copies, brochures, and weather radios; Kimberly Prosser, Emergency Operations Director, sent that to the County Manager's Office; and it sat at the County Manager's Office for more than two weeks before they finally received a response within the last three or four days. He stated that is why he had to arbitrarily come up with 20 percent; but he does not know what the exact expense is for that; and he reiterated he just received this information recently. He went on to add he does not want to blame the Director because she turned it around in less time than what he asked for it, but he just received access to it.

Ms. Prosser stated the weather radios were a one-time purchase, so it is not something that will be purchased going forward; they are used when they do outreach presentations at fairs and different types of public events where they educate the public on how it should be informed about any emergencies; and with regard to the brochures, they have switched this year from using a commercial vendor; they now use PRIDE, which is the prison system; and that will decrease their cost in that. She noted this cut is something they can absorb.

Commissioner Tobia asked Ms. Prosser to send him the breakdown of that, what the needs are, and how much she will be saving using PRIDE as she moves forward into next year. He stated the next item is routes that receive services, it just increases the frequency of the service, and it was his understanding it is 100 percent General Fund with very little or no leverage like the other routes; and the Director of Transit Services has done a great job in leveraging.

James Liesenfelt, Transit Services Director, stated Routes 5, 7, and 8 run week days, and this \$154,000 added Saturday service on those; and Routes 1 and 29 were at service every two hours, and they have it down to every hour; and for all of the Routes they were able to use existing buses that were not operating on those days. He added there is also an extra transfer at 7:00 p.m. outside the Government Center, which was changed from 6:00 p.m.; and the service began in December.

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Commissioner Barfield stated it was changed due to people working multiple jobs, and being able to get to their other jobs; he has received a lot of feedback of how grateful they are; and people do work weekends, which is what it is for.

Commissioner Pritchett inquired since the time was extended is there a good ridership.

Mr. Liesenfelt replied the ridership increase in the last three to four months it is 4,600 trips; Routes 5, 7, and 8 are not the heavily used Routes, so the Board will not see the huge numbers; but even Routes 1 and 29, which existed themselves, has increased by 30 to 40 percent in comparison to the same months last year for the Saturday service.

Commissioner Tobia inquired if Mr. Liesenfelt could repeat that.

Mr. Liesenfelt replied roughly 4,622 trips, but the March and April ridership is still in a draft.

Commissioner Tobia inquired if that is in a month.

Mr. Liesenfelt responded that is total over four months, it would be 13,000 for the year.

Commissioner Tobia inquired if that is an added increase of \$154,000; and he stated that would be about \$11 a trip paying. He inquired was there any study to find out that those were the areas that had the highest need of workers in the County on Saturday, or were those done for political reasons.

Mr. Liesenfelt advised there is ridership service, so the best example is SR 520 and the A1A corridor, and they will carry gobs of people back and forth all day long; operating between Mims and Titusville, there are not as many, so they look at that in terms of coverage; and political is not the right word, but they are a government service so they try to provide as much service across the County as they can. He went on to say the reason they did not have Saturday service is they fall into the coverage area; they were the last ones to get service; and they do not expect them to carry the 30 to 40 hours and cost them \$3 to \$4 a trip; but what it does by adding Saturdays, it completes the network.

Commissioner Tobia inquired if it truly was an effort to get as many people to work as possible, he had \$154,000, and he wanted to keep that cost as low as possible, is the most efficient way to get people to their jobs by having Saturday bus Route service on Routes 5, 7, and 8.

Mr. Liesenfelt replied no, because there would be more put on Routes 4, 9, and 25.

Commissioner Tobia inquired if the County is at roughly \$4 per trip; and they are paying at a factor of \$3 to get people to work.

Mr. Liesenfelt replied yes, but there will always be Routes that do way better with cost efficiencies.

Commissioner Tobia asked if it was the intent to get people to their jobs, there are more efficient ways by a factor of three roughly.

Mr. Liesenfelt responded true, but all the jobs would not be caught; there are some areas they could not cover; if a person lived in Mims, he or she could not get to Titusville; and the Route 8 is West Cocoa. He stated a lot of those folks work in the service industry at the beach, and they would have to figure a way to get to a bus route.

Commissioner Tobia noted he appreciates the explanation.



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Commissioner Isnardi stated obviously the Board would love to enter Mr. Liesenfelt's brain because of the data he has constantly moving up there; she would like to see something on paper as user-friendly as possible to look at those numbers, because she remembers the survey he did before; and that is what she wants to look at so she can see why those people are taking the bus, how many are riding on Saturdays, and the Board has to be careful before it removes service once it has been given.

Mr. Liesenfelt noted they did a ridership survey of the riders November through January, the demographics, why are they riding, what they want to see, and where they get the information as well.

Commissioner Pritchett inquired if Mr. Liesenfelt started a service and only had one or two people on a Saturday riding, would he rethink that.

Mr. Liesenfelt replied affirmatively.

Commissioner Pritchett stated they talked about maybe down the road of going to a public service uber system, so instead of running big buses, lower economy vehicles could be ran to take people on small trips.

Mr. Liesenfelt replied they do have smaller buses, but when looking at the cost of operating the bus it is not the bus, it is the employee, fuel, insurance, and those are the big operating costs, which is the big difference; and efficiency is gained by having 30 people on the bus with one driver versus seven people, and it lowers that cost. He advised the Board when looking at autonomous vehicles, especially with bus service, self-driving cars, it may not help the bus service, it is how much it will cost the people to ride it; and if it still cost them \$5 to \$8 a trip to ride in a car that does not have a driver, there will still be people who need bus service because they cannot afford that. He pointed out they do not go after the choice riders; they go after the transit dependent folks.

Commissioner Pritchett inquired if the County is going to eventually target that market of choice riders.

Mr. Liesenfelt replied as the Board will see in the survey, the consultants are surprised by the number of people who ride the buses that do have a choice.

Chairman Smith inquired if these were an experimental choice to see if they were worthwhile.

Mr. Liesenfelt responded yes, Routes 5, 7, and 8 at three different times were looked at; Route 1 and 29, from Titusville to Melbourne, used to run every two hours; a bunch of citizens came before the Board and wanted it every hour; this was more than 10 years ago; and the Board said to make it every hour and gave him the funding, and to go to Mims. He stated they separated it out the Mims and Titusville; that was an experiment to see if they were riding; and they were riding. He went on to add Route 8, which is West Cocoa; the same as the others, the citizens came before the Board; their terminal is in Cocoa, so there are deadheading buses going back and forth; and instead of someone having a one-half hour, they put it back out on the road and called it Route 8. He pointed out that one has done way better than he ever predicted, it has been triple the ridership of what he thought it would do. He advised Route 7 was a Service Development Fund three or four years ago where the State paid the 50 percent, and that ended; and then the Board picked up the other 50 percent because people were riding. He pointed out they all were experimental, different times for different reasons.

Chairman Smith inquired if he found it was worthwhile keeping those Routes.

Mr. Liesenfelt replied affirmatively.

Commissioner Tobia inquired if Mr. Liesenfelt will produce some numbers that will provide the Board with the \$154,000; and if the County's goal is to truly get to jobs, how to get to that most efficiently.

#### **ITEM I.B., CENTRAL SERVICES**

Teresa Camarata, Central Services Director, introduced Kim Cox, Finance Officer for Central Services. She went on to say Central Services has four programs, Asset Management, Facilities Management, Fleet Services, and Purchasing Services; their adopted budget for 2016/2017 was \$15.5 million; of that the General Fund transfer is \$9 million; internal services charges \$5.2; and their capital balance forward was \$1.4 million. She noted the General Fund transfer of \$9 million is divided between Facilities at almost \$8.2 million, Asset Management at \$427,000, and Purchasing Services \$420,000. She provided the Board with a breakdown of the General Fund. She stated the Facilities salaries and benefits is \$3 million; utility bills is \$2.1 million; building services is \$1 million; building maintenance is \$1 million; property insurance \$540,000; and then the Asset and Purchasing General Fund transfers. She advised the Board the Internal Service Charges for services is \$5.2 million, which are user service fees and charges for services; the biggest chunk is the fuel charges, the fuel sold at the nine fuel stations at \$2.2 million; fleet parts that are replacement parts on the vehicles at \$750,000; Facilities rent, which is paid through the cost allocation plan at \$850,000; fleet repairs at \$875,000; and the maintenance and construction fees at \$400,000. She noted this is just a small part of what Asset Management does; this slide represents the money returned to the Departments through the sale of surplus property; they had a big year in 2016 because of a \$300,000 property sale; but typically it is closer to \$600,000 to \$700,000 in revenue generated through surplus equipment. She went on to say the work Purchasing Services does for them allows the County to save money for all Departments through their formal solicitations, which are the bids, proposals, and quotes; the total for 2016 in formal solicitations was over \$72 million; and of that, they avoided the cost of almost \$12 million through the bidding process, so that is a difference between if they took all the high bids versus putting them out to be competitively negotiated. She noted the difference is \$11.6 million avoided costs for their work. She pointed out over the years, this goes back to 2007, Facilities General Fund has diminished from about \$12 million down to closer to \$8 million; however, their square footage has continued to climb from 1.3 million square feet to 1.6 million square feet; and it makes it difficult to keep the buildings in the condition that would be most desirable. She added this graph represents the deterioration of a system that is losing about 40 percent of its quality over the first 75 percent of the useful life expectancy of a building component; the rate of deterioration of a building component is like a ball rolling downhill; at the next 40 percent it will drop significantly; and by deferring the maintenance beyond a 75 percent of the useful life of a piece of equipment, the dollars go from \$1 repairs to a \$4 or \$5 multiplier. She stated the decision to underfund the County's maintenance will always have an adverse effect; the cost of ownership will go up, regardless of the funding; and the longer it is deferred, the more it cost. She explained the Industry Standard, according to the Facility Management Association, is two to four percent per year for building maintenance; they have been typically funded at less than one percent; and their aggregate building replacement cost is about \$380 million. She pointed out this is the list of Facilities needs for architectural modifications; this is taken from the five-year work plan; what they do is every year they adjust it based on priorities and emergencies; but they program about five years' worth of work for the General Fund buildings; and in the architectural modifications right now for five years and out their total is \$5,430,000. She noted for their electrical modification they are at \$4,120,000; the biggest chunk of this is the repair of the cell doors in the Detention Center.

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Commissioner Barfield inquired if Ms. Camarata is talking about not preventative maintenance, corrective maintenance, or is she talking about because it is falling apart; and he stated he is not clear what she means.

Ms. Camarata replied modifications on the architectural would be renovations of restrooms, like the restroom on the floor at his building; it is in rough shape and does not meet the American Disability Act (ADA) Code; they have not completed that one; they did the first floor because there is more public there; and that has been six or seven years ago.

Commissioner Barfield stated so this is not about things that are failing.

Ms. Camarata responded it is both, but under architectural modifications, some of it is stucco; it could be weather proofing, weather stripping, water proofing, there have been problems with water seeping through bricks causing mold between the block and the brick fascia; and it could be carpet or tile replacement. She went on to add they just discovered the original elevator equipment at the six story in Titusville needs new controls; and that project is estimated at one-half a million. She stated the fire alarm replacements that is on the list is \$365,000; they intend to do the design on the six story building this year; then they are going to ask for the balance in their Capital Improvement Plan (CIP), but that project is \$280,000; that is the fire alarm, it is antiquated and causing a lot of trouble calls; and it is not standardized to what is used now. She stated the HVAC modifications are \$5.6 million; and they anticipate doing \$305,000 in 2018, which will include air handlers at the six story building and a chiller replacement at the Titusville Courthouse. She added they have \$5.7 million in pavement and ground needs; and for 2018 they intend to address the gate controllers at Moore Justice Center, sidewalks at the Melbourne Courthouse, and seal and stripe the Sarno parking lot. She stated plumbing modifications is \$1,056,000; in 2018 they estimate they will need about \$50,000 to renovate showers in a section of the Jail where the tile is failing; it is a security risk where the inmates could break off tile and use it for a weapon; and that is highest on their priority list for plumbing needs. She noted roof replacements right now are at \$1.4 million; they have no roof replacements planned for 2018 unless something fails. She stated their structural modifications for 2018 is \$50,000 to demolish the modular that Asset Management hopes to move out of soon; they have an old guard tower at the Detention Center that needs to come down, as it is a safety issue; and the Rockledge Health Department is further down the list in structural modifications, but it is coming clear, that building needs to be demolished.

Chairman Smith inquired if there is a time frame being looked at for the Rockledge Health Department.

Ms. Camarata responded they have pushed it out to 2021 simply because they have other projects that are a high priority.

She provided a synopsis for their critical needs for 2018, which is \$1,360,000; but she stated they are faced with a total facilities needs for the five-year plan of almost \$24 million. She stated in Fleet Services they have renovated all but one of the fuel tank systems; and they need to replace the Flake Road fueling station, to install video security at seven of the fuel sites, and fuel pump replacements for five fuel sites. She stated Central Services has had a 16 percent turnover rate; that is because they cannot compete with the outside world; the only thing she could find to compare it to is from Indeed.com they are staring air conditioning mechanics at \$17.92 an hour, and outside the average in Florida is \$24 an hour; automotive mechanics at \$14.79, outside they can make \$16, electricians at \$17.08, on the outside they can make \$18.42, and plumbers they pay \$16.27 and they can make \$19.83 on average outside; this year they lost eight mechanics; and they have hired on some at below the starting salary with the expectation they will get their license before they finish their first year. She pointed out they are down two mechanics in Fleet Services out of five.

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Chairman Smith inquired if they are eligible to participate in Florida Retirement System (FRS).

Ms. Camarata replied affirmatively.

Chairman Smith inquired if Ms. Camarata finds that is why people are leaving, because there is not a big disparity in most of the salaries in outside wages versus inside; and he would think with Fleet Services it would more than make up for that. He stated he has employed those people, and they do not think about years down the line, they think about today.

Ms. Camarata advised she thinks there is also a difference in Fleet; when they bill a customer for a job, if they can get that job done, such as a four hour job charging \$50 an hour, they will make \$200 whether they get the job done in two and one-half hours or four hours; if they are an efficient mechanic, they can make more money; and if they go outside they could make more money. She added there has been one position in Fleet for months that has not been filled; and then they lost another one last week.

Chairman Barfield inquired if they looked at outsourcing this compared to what the cost would be to put this out to bid and then what the County's cost is, and then sees which the better cost is.

Ms. Camarata replied they do outsource; they have term contracts with air conditioning, plumbing, and electrical contractors; the hourly rate is higher; and they use those for emergencies and for billed customers if they cannot send one of their trade workers.

Commissioner Barfield inquired he knows the County's rate would be not higher, but if they had all of the benefits added to it, is it still that much higher.

Ms. Camarata replied she does not have that information.

He inquired in efficiency how fast can they get it done versus the County workers. He stated he has seen it before in government where they actually compare how they do the work than what they can do it for.

Commissioner Pritchett inquired if the County receives applications for these often for people looking for these jobs; she stated she would never had thought to applied to the County for a job for these areas; and maybe there should be a hiring campaign to let people know there are jobs such as that in the County.

Ms. Camarata advised the job service in Brevard County occasionally does a job fair, and they have advertised for that, and they have never had anyone apply through that workforce.

Commissioner Pritchett stated maybe through Facebook something could be put out.

Commissioner Isnardi stated a lot of cities have done just that; a lot of people have asked her how to apply and what jobs are available; and they do not know where to start. She stated the website is a little crowded and a little overwhelming for someone trying to navigate to what departments are hiring.

Ms. Camarata stated in their Procurement Office they have lost two procurement officers this year, three in the last several years that have gone to cities in Brevard County for a lot more money; and the difference in the cities versus the County is about 15 percent.

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Commissioner Barfield inquired on the fuel cost how do they buy the fuel; he stated he knows there are ways to buy it on futures level; there are different things to do to save on bulk; and he inquired if it is bought off a supply schedule.

Leslie Rothering, Purchasing Manager, stated it is a co-op deal they have, along with the cities, and the School Board is the lead agency.

Commissioner Barfield inquired what their mechanism is, if they buy it in bulk.

Ms. Rothering replied they have looked at that in the past, it was brought up several years ago, but it kind of went away.

Commissioner Barfield advised Southwest Airlines got a big boost because they started to buy fuel at a future price; they buy it, put the money aside, and the price is locked in.

Ms. Rothering pointed out the City of Palm Bay did that a few years back, and she thinks they did finally get out of that because of some issues with it.

Chairman Smith stated when he and Commissioner Barfield took office he suggested the future purchases as well; in fact, he and Jim Liesenfelt, Transit Services Director, talked extensively about that; and over the next few years, gas went down approximately \$1.50, so they would have been stuck at \$3.50 a gallon when in reality it could have been bought for \$2.50 a gallon.

Commissioner Isnardi stated they did it at the City of Palm Bay and saved a boat load of money, at least for a while; it looked like it was going to head the other way; and that is when the City got out.

Commissioner Tobia stated since the Board did not have the list of priority needs on future projects, he would like to hold off on the ones that there is no specific reduction on, such as Capital Outlay facilities; and he would like to spend more time reviewing that. He asked the Board to pull off that first number there. He went on to say this is the Department who had really cool cell phones; it is scary to him that the organization is in charge of purchasing is the one that is purchasing the really cool cell phones; they are talking I-Phone 6, 6 plus, 7, and SE; and he has a reduction for cell phones of \$9,500. He pointed out Frank Abbate, Assistant County Manager, mentioned he is doing a system wise approach looking at cell phones; and he asked him to not only look at reimbursement, but to look at the hardware being selected.

Mr. Abbate stated part of what staff is seeing is in some of the instances some of those phones, which he can understand the prospective of it being is someone went out and tried to purchase one of those phones what the costs would be; they are looking at it because of their ability and the types of contracts the County has that in some cases the phones are coming along with the purchases and there is not an additional cost side of the monthly fee; staff will have the monthly fee for the Board; and they will show it the whole thing. He noted they will definitely look at the hardware costs if they are in addition with what they pay along with the fees, and they will disclose all of that; and they will make sure across the board they are taking advantage of the best opportunities, which they will let the Board know what that is.

Commissioner Tobia stated he appreciates that, but this was the only Department he saw with the really cool cell phones; if that was indicative, the Board would see everyone having the wonderful toys; and he reiterated this is the only Department where he saw that when he and his staff went through this. He stated there is a conference of \$3,000; while it is in Florida, there is no requirement for certification; there is a change in Policy that is an \$859 reduction; the \$34,680 one is a partial reduction due to some non-reoccurring purchases of pallet jacks; and he wants to make sure that is not filled with something else. He pointed out he will report back to

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the Board on specific projects, but to take out the phones until the Board hears a little bit more; the non-reoccurring should have no more issues there; and it comes down to the \$3,000 for the Florida Association of Public Procurement Officials (FAPPO) conference, \$209 for unnecessary membership, and \$859 for a Policy change.

Chairman Smith inquired if Commissioner Tobia wants to eliminate the need for the \$3,000 for travel and per diem purchasing for whatever the trips consist of.

Ms. Camarata advised the Purchasing Agents are certified, they are not required to be certified, but it is certainly to their benefit; the educational reimbursement, they do have some employees who are required to re-certify, for example, their Plummer is required to be recertified every other year for his back flow prevention certification, which saves the County hundreds of dollars every year; and then as far as any other educational, that could be in keeping with the County's initiative for employee development. She noted if this is taken from last year she cannot address what will be in the budget for next year.

Commissioner Tobia stated just the FAPPO conference website, it says it is a networking event; it is a vendor tradeshow; again, he is sure certifications are neat and cool; but if it is not a necessity, though it is in Florida, still \$3,000 for networking and to see some vendors he does not know is the wisest use of County dollars.

Commissioner Pritchett inquired how many people are involved in that conference.

Ms. Rothering replied no, it is for four people in the office; the FAPPO that is offered in Florida, they take advantage of that for training for their certification; staff can go to the training there, receive credits at a reduced rate compared to what it would cost to take it on webinars or through the national governmental purchasing organization; and this is a savings for them. She went on to say the classes being offered, the networking is part of that; it is a great tool they offer; but at the trade show for this year, they have, in addition to networking, they offer bid tampering, talk about Florida Statutes, strategic planning, critical services regarding invitations to negotiate, and panel discussions on procurement challenges; and it is more than just networking or a trade show.

Commissioner Tobia inquired if those certifications are required for employment for Brevard County.

Ms. Rothering replied they are not required; back in 2007 the Board did recognize the certification is important to have; it is training the Purchasing Agents to have to work in their office; with the Purchasing Agents in the County, which if a little different with the cities, is they have to process all the way from a pencil or pen to a construction project; and they have to know the entire process for every method of procurement. She noted it is imperative they receive the training, and they do not have that luxury; and there are only five people currently in their office. She advised the City of Palm Bay have five people compared to the County's five people; they have lost staff to the City of Palm Bay and City of Titusville, which has a \$300,000 budget compared to what the County has; and they still function and operate.

Commissioner Barfield stated looking at various government agencies, purchasing is where the biggest risk is; certifications go through all of the details; it is an industry standard; and that industry standard is to understand all that goes along with this.

Ms. Rothering pointed out it is not just processing requisitions and purchase orders; there are government regulations, Board Policies, Administrative Orders, FEMA requirements, grant requirements, and every procurement related transactions; she reiterated they need the

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appropriate training; and the training that is offered through the seminar, they receive a reduced rate of over 50 percent.

Commissioner Tobia stated he thinks the registration is \$209, or it was last year; and he inquired if that is correct.

Ms. Rothering replied the numbers she provided to Commissioner Tobia was what the average cost would be for the purchasing agent to take that if they went through FAPPO; if they went outside of FAPPO and did the exact same training, there is a difference of about \$500 per agent.

Commissioner Tobia inquired what the FAPPO conference cost.

Ms. Rothering responded the \$209 is for the number of credits they would receive for that.

Commissioner Tobia inquired how many people attended.

Ms. Rothering advised they have not attended yet.

Commissioner Tobia inquired how many attended last year.

Ms. Rothering replied there will be four attending this year.

Commissioner Tobia stated 400 times four is 800.

Ms. Rothering pointed out the registration itself runs about \$1,200.

Commissioner Tobia stated these numbers still are not adding up; and he asked her to help him.

Ms. Rothering stated the registration runs between \$900 and \$1,200, and it depends on the number of events they go to; it is over five days; they look at what is being offered; there are four days they can attend; some are part of the registration; and it depends on which events they take. She added the \$3,000 that is currently in there this year, that was for the hotel reservations, which was not approved, though it is still in there; but the travel was part of that.

Commissioner Isnardi inquired if they were staying in Orlando.

Ms. Rothering replied no.

Mr. Abbate noted that was not approved.

Commissioner Isnardi stated normally she does not have a problem with this, she wants people to be the most educated they can be at their job; but she inquired if four people are going to a conference for a couple of days, and there are only five people in the office, how is that rectified.

Ms. Rothering replied she stays behind and lets the staff attend.

Commissioner Isnardi inquired if one person stays behind and covers the office for four days.

Ms. Rothering responded affirmatively; she stated they will be short staffed, they will let the Departments know; and they work with them.

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Commissioner Isnardi stated she used to take issue with this in the City of Palm Bay; she served during really tight times when people were being furloughed; all travel on the Agenda had to be approved by the City Council; she was critical of the training, as she understands they need things that are required for their jobs; but the only thing she has to compare it to is herself. She went on to say as a nurse, she has to have credits; most of what she did affected peoples safety and wellbeing; and her employer does not cover that cost even though it is required to keep up her nursing license through the State. She pointed out it is expected of a person when they are hired; any kinds certifications she had come out of her pocket; it made her more marketable and more desirable; and perhaps it would put them in a better position to negotiate a better salary. She stated she has been to many conferences out of her own pocket; she has seen good and bad classes; but she does not think the County should be on the hook for paying for some of these conferences when in reality most of them are trade shows, dinners, and networking. She stated if it is not that expensive for an employee to attend the conference, then it would be a cost that should be bared by the employee.

Ms. Rothering pointed out it is hard with the salaries the employees are offered to ask them to pay that; the starting salary for the Purchasing Agent I in the County versus the City of Palm Bay, there is a \$2 an hour difference.

Commissioner Isnardi noted she can show everyone the same with public safety, the fire department, and in other areas, but it does not mean the municipalities are in the right price range either; maybe the municipalities should come down on the salaries some; and they are servants of the people.

Chairman Smith stated for him the key word is 'professionals'; he does not know that a person making \$16 or \$18 an hour would be considered a professional; and that is where he differs.

Commissioner Isnardi stated a person can darned well be a professional at \$18 an hour.

Motion by Commissioner Tobia, seconded by Commissioner Isnardi, to nix the \$3,000 for the networking event and vendor trade show.

<b>RESULT:</b>	<b>DEFEATED [2 TO 3]</b>
<b>MOVER:</b>	John Tobia, Commissioner District 3
<b>SECONDER:</b>	Kristine Isnardi, Commissioner District 5
<b>AYES:</b>	John Tobia, Kristine Isnardi
<b>NAYS:</b>	Rita Pritchett, Jim Barfield, Curt Smith

\*The meeting recessed at 2:39 p.m. and reconvened at 2:50 p.m.

#### **ITEM I.C., BOARD OF COUNTY COMMISSIONERS**

Jill Hayes, Budget Office Director, stated this budget represents the five Commission offices; the total budget is \$1.6 million; 96 percent of that is for compensation and benefits of the five District offices; the way the budget is comprised is there is a separate cost center for each office; and then there is also a cost center for shared administrative expenses. She went on to say the next slide shows the shared administrative expenses; the largest portion of that is travel at \$18,000; each office has telephones, copy machine rentals, office and operating supplies, and the Capital Outlay represents computer replacements, furniture, and things of that nature; and that is the Commission offices budget.



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Commissioner Tobia inquired who made the most copies.

Ms. Hayes replied she does not have the answer to that.

Chairman Smith inquired what the \$18,000 consists of.

Ms. Hayes replied that consists of mileage reimbursement or any overnight and out of State travel; and that is the adopted budget for the current fiscal year.

Chairman Smith inquired what the actual numbers are for last year.

Ms. Hayes responded she probably does have that; she believes it was actually higher because that was reduced; it was \$27,503 last year; and as staff develops the budget each year, the Budget Office contacts the offices and asks if any significant travel or purchasing of any new equipment, such as computers is being anticipated. She advised based on the responses, staff did reduce the travel.

Commissioner Tobia inquired if any Board Members have gone out of the County and used travel.

Ms. Hayes responded she reviewed the budget versus the actuals, and the only costs to date for this fiscal year were the mileage reimbursements; there was no overnight travel posted in SAP; but there is a possibility that those reimbursement requests have not gone through Finance yet, and they have not been posted.

Commissioner Tobia inquired if the bulk of this was in County travel.

Ms. Hayes replied the bulk of what is posted to date, which is around \$6,000, would be mileage reimbursement for the staff as they travel using their personal vehicles; and they requested the mileage reimbursement in accordance with County Policy.

Commissioner Tobia stated he is pretty sure his staff is not doing it because he would be signing for it; if a person were to travel to a meeting or workshop, he understands the reimbursement; he inquired if a person is going to a pancake breakfast, art museum opening, or parade, is that eligible for mileage reimbursement if it is in the District by a Commissioner; and if so, do any of the Commissioners take those.

Frank Abbate, Interim County Manager, advised staff would be looking at what each Commissioner would have the responsibility to authorize what he or she thought was work related travel on that mileage reimbursement form, and he would honor that if a Commissioner said that it was; he has not personally looked at it, so he could not say if there were any such submittals made; but he would think if a Commissioner thought it was related to the duties or roles of the County Commission Office, that he or she would process it and County Finance would accept it.

Ms. Hayes pointed out those reimbursements are submitted to County Finance; she believes they are the ones who develop and maintain that Policy for travel; she can look into it; but those do all get submitted and County Finance reviews the mileage reimbursement requests and determines if those expenses are in accordance with Policy as part of their review.

Chairman Smith stated he has not been to any pancake breakfasts, but he has been to homeowner's association meetings and St. Patrick's Day parades; his staff does the miles, but if he was not the Commissioner, he would not be making those trips; and they have to be Commissioner related.

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Commissioner Isnardi stated if she requires her staff to be somewhere, she almost always makes sure they put that mileage on the mileage form that she signs.

Chairman Smith stated if Commissioner Isnardi was not the Commissioner, she would not have the staff, and she would not be going to those events.

Commissioner Isnardi noted this is only her staff; she does not claim any mileage, because it is part of her job she believes; and if her staff was here, and she finally sent them home, she would expect he or she to put that on the expenditure report, because she is not expected to have to travel here from the office.

Commissioner Pritchett stated if the Board wants to set up policy, it could be a topic of discussion; in her office they set up where if they are inside of District 1, they sort of absorb it; there are some staff members who are not as financially secure as others, so she would hate to put that burden on the employee; and she is sure if they have to travel, they are able to claim mileage, and she has no problem with it. She noted she does not mistrust anyone of the Commissioners; she knows some of the Commissioners donate his or her paycheck back to the County; if the Board wants to set up policy, that is fine with her; but she has no problems with thinking anyone is mishandling funds as far as County money.

Commissioner Tobia stated he did not mean to single out staff; he thinks staff should be compensated; the Commissioners understand when he or she ran for office that there would be certain travel related expenses; and to turn around and potentially bill the County for those travel related expenditures seems a bit unusual. He pointed out he would like to look at a policy.

Commissioner Barfield inquired if there is already a policy.

Commissioner Tobia stated it sounds like there is no policy.

Mr. Abbate stated the Board has a travel Policy; he will get that to each Commissioner to look at; and if the Board wants staff to make modifications and bring it back, they will be happy to look at that.

Chairman Smith stated his perspective is if people want him to do his job as a County Commissioner, he should be paid a salary; that salary does not include using his car to go to and from functions; and if he is expected to attend functions, he provides the car and the County provides the fuel.

Commissioner Tobia inquired if the reimbursement is purely for gas or is it per mile, which includes a whole bunch of things outside of gas; and he asked how many cents a mile is being paid.

Ms. Hayes replied she is looking that up.

Mr. Abbate advised the Board it is between .50 and .55 cents per mile; and he thinks it is consistent.

Commissioner Pritchett stated it covers wear and tear on cars and tires; and they try to get specific with those numbers for tax purposes.

Commissioner Tobia pointed out it is more than gas.

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Chairman Smith stated it compensates a person for the wear and tear on their car; it is not like a money maker; and he made more money in 1980.

Commissioner Isnardi stated she does not think any Commissioner makes more money than if he or she worked in the private sector.

Commissioner Tobia inquired if the Board has a policy on memberships.

Ms. Hayes advised there is a Policy on membership, and she can get that to the Board.

#### **ITEM I.D., COUNTY ATTORNEY'S OFFICE**

Scott Knox, County Attorney, expressed his appreciation to the Board and to Interim County Manager Frank Abbate for giving him the first opportunity in many years of actually doing a budget presentation; and he stated it may be because his budget is fourteen one-hundredth percent of the whole County budget. He stated he hopes the Board will indulge him as he will not be here in 10 months, as this is his last budget presentation; he wants to leave this office in better condition than he found it; when he started with the County 24 years ago there were 15 employees; and now they have 14 employees. He went on to say what he is going to talk about at the end of the presentation is transition for when he is not here anymore; the reason he wants to bring that up is because there are two people behind him in line, Eden Bentley, Deputy County Attorney and Shannon Wilson, Deputy County Attorney, who will not be here in five years; and there will be a lot of training that needs to be done over the next three to five years, which will require some effort on their part. He added it will also require them to retain people in the future that will be able to do the job they do, because all of that experience will be gone in five years. He noted with that back drop, he wants to give the Board a couple of examples of why experience makes a difference in the County Attorney's job; this Complex is part of a bigger piece of property that A. Duda and Sons used to own; part of the Duda property is the wetland system at the end of Wickham Road that serves the sewer plant; when they condemned that 240 acres, Duda wanted \$9 million for it; they did not believe it was worth \$9 million; and their attitude was that anything that ended up next to a sewer plant will diminish and die because of the smell and the terrible things that go on there. He stated because he and Ms. Bentley had experience in eminent domain, they went around looking for property that was similar to that site; they found some in Titusville; the most expensive land in the County sits next to the wetlands in Titusville; when that was discovered, they fought with Duda over the issue of how much their property was worth and how much the County would have to pay for it; and they went to court with what is called an Order of Taking where the County gets possession and title to the property. He added Duda fought them tooth and nail with that, and they fought back tooth and nail; it took them two weeks to litigate the issue of an Order of Taking, normally it is a less than one hour proceeding; it was then appealed; the County won the appeal and the litigation; and eventually they settled, because they knew the County was going to fight, and it was settled for \$2 million plus an extra 110 acres. He pointed out that is the wetlands the County has today that is an international tourist attraction. He stated that is because they knew what they were doing and had experience at it. He went on to say another example is Florida Department of Transportation (FDOT) went to trial on a case involving the CVS on the corner of Babcock Street and U. S. 192; the issue there was whether the taking of a strip of landscaping would cause them \$2 million to \$5 million in damages; the reasons CVS claimed it did was because there were about 25 or 30 parking spaces that were going to be eliminated because the City of Melbourne would not allow them to use that facility unless they rebuilt the parking spaces somewhere else on the property; that meant they would lose 30 spaces; and 30 spaces to CVS is worth a lot of money. He added they tried the case and FDOT lost; they paid \$2.5 million for the taking and they paid about one-third of that for the attorney's fees and costs; they had the identical situation on Barnes Boulevard; there was a 7-Eleven on the corner that had a strip of

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landscaping; and because that landscaping was there, they had to move the landscaping back, and five or six parking spaces was going to be lost. He advised before the County ever filed the plans, John Denninghoff, Interim Assistant County Manager, Ms. Bentley, the City of Rockledge, and he all sat down and tried to figure out a way to avoid that problem, because they knew it was going to be a problem before it was ever filed, before the plans were ever submitted for litigation; and they came to the conclusion they could initiate a waiver program in the City of Rockledge where the City could waive any damages caused by lack of a landscape buffer. He noted the damage claim ended up being \$383,000 to remove the landscape buffer, which is a 10-foot strip of property maybe 100 feet long; they settled the case for \$38,000, because they had the waiver before it ever got to that point; and again, that is because they knew what they were doing. He pointed out the Board needs people who know what they are doing; they do a lot of eminent domain because of the road projects the County is involved in; that is the experience the County will be losing in about five years; and it needs to be replaced. He stated he is actually asking for an increase this year of \$45,000; private practice charges for legal services, the hourly rates they are charging, 81 percent of the lawyers that responded to the survey reported they made between \$201 to over \$350 an hour, with the median hourly rate figured out by the Florida Bar at \$300 per hour; they then looked at billable hours for each of the private law firms and they reported the average law firm, more than 51 percent of them anyway, had about 1,700 average billable hours each year; they have nine lawyers; and by multiplying comes up to \$15,300 number of billable hours they have the equivalent in the County Attorney's Office. He stated the Paralegals median hourly rate was \$120 an hour according to the Florida Bar; they have two Paralegals; and the average number of hours they used was 1,000, equaling 2,000 hours. He noted he put all of that together, and the number of Attorneys and Paralegals, and the total came out at \$4,830,000 for the same service the County provides. He stated he wants to show the Board the hourly rates of some of the different counties; Brevard County is down to \$103 per hour compared to Collier County at \$206 per hour; he based the \$103 on the budget of \$1.536 million, which was last year's budget; but in actuality, that \$103 is based on this year's proposed budget, which is \$1.5881 million; and it is \$45,000 more. He pointed out the actual number is \$100 per hour by going by last year's budget, the lowest of all that group of counties listed. He advised he has had one local attorney comment that the County Attorney's Office is, "terribly underpaid"; the evidence is mounting that they are in that position; the first thing that it brings to mind is they have one lawyer that has been training in eminent domain and various litigation who has been with the County for five or six years; and she is now moving on to Orange County for considerably more money than the County is paying. He went on to add they have an intern program where they take interns from the University of Florida, Miami, University of California Hastings, New Jersey, and all over the country who come in and spend time with the County Attorney's Office every summer; he has had the pleasure of cherry picking some of these folks to work for Brevard County; and he thinks four people working in his office now are former interns. He stated they are smart people, accomplished, and all they are lacking is experience; they have been out training these folks, they lost one, and they are about to lose a second one; and it is partially because the County cannot pay them enough. He pointed out he feels his budget needs to be increased to accommodate some higher salaries so those people will stay; what experience the County does have, it needs to keep; it does not keep the experience, it will be in trouble; and if people do not have experience, they will lose in the long run, which is a lot of money. He stated to summarize, he is asking for \$1,581,882; that is \$103 an hour; and the equivalent with private practice, including the Paralegals, is \$381 an hour, which is a substantial difference. He noted it will cost the County at least \$100,000 a year to get anyone with experience, in eminent domain specifically, because they do a lot of that; the reason they do that is because of Barnes Boulevard Widening Project, St. Johns Heritage Parkway North, and Washingtonia within the next five years; and that will be a complicated acquisition, because Florida Power & Light Co. lines, gas lines are out there, so the Attorney will have to know what they are doing. He stated the County has increased road construction issues, increased development and utilities issues, implementation of Indian River Lagoon and

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Amateur Sports initiatives; it is a lot of contract work; and they need people who know how to do it.

Commissioner Tobia inquired if these attorneys that work for these firms, if they bill out at \$350 an hour, is that actually what the attorney makes or does it get divvied amongst the partners, and the attorney gets a small amount of that.

Attorney Knox replied that is the gross for the whole firm; the average firm partner is making \$150,000 a year; that was the median rate; and if a person has been around for a number of years, he or she will probably make twice that much.

Commissioner Tobia asked if he has been with the County twenty some years, the Florida Retirement System (FRS) contribution will be substantially higher than what the private sector may offer.

Attorney Knox replied that is possible, he does not really know; they probably set up their own 401K's and stuff like that.

Commissioner Tobia inquired if well over \$100,000 a year in an FRS payment is probably much higher than what those private individuals would make.

Attorney Knox replied it is not \$150,000 a year.

Commissioner Tobia asked if nine attorneys work in his office or do some work from home.

Attorney Knox responded they work at the office most of the time, sometimes he allows them to work at home.

Commissioner Tobia inquired if there are any offices he knows of where they have lunch hours where they are not available between the hours of 12:00 p.m. and 1:00 p.m. as is posted on the door.

Attorney Knox responded he does not know, there probably are not, but he allows the staff to go from 12:00 p.m. to 1:00 p.m.

Commissioner Isnardi inquired how many people Attorney Knox has working from home.

Attorney Knox responded one that works from home one day a week because she has a problem with her children at home; she did have that problem, but she does not anymore; and they are no longer in that situation.

Commissioner Isnardi stated she would like to make everyone happy; she does not know if the numbers are a fair comparison given that many of these counties have municipalities within them; and it just cannot be based on population, it must be based on how much area is county versus city. She stated it just happens to put Brevard County at the bottom of this list, because every county is unique.

Attorney Knox explained every county is unique, but he thinks it is a good comparison because this County has 16 municipalities; and many other counties have municipalities.

Commissioner Pritchett stated since Attorney Knox is on his way out, it is not going to affect him much that she would guess he is giving the Board a pretty good recommendation for the health of the County; and that weighs a lot with her. She stated she knows the County is going to have to find funding, they are working on pay increases, but this is the basic theme of the Department

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heads; legal is very important; there are a few Departments that have more benefits as far as lowering costs; and the County Attorney's Office is one of them. She pointed out he keeps the County from getting into a lot of trouble. She expressed her appreciation to Attorney Knox for his recommendation.

Chairman Smith pointed out Attorney Knox is leaving, and it would behoove the Board to think about his replacement sooner rather than later.

Commissioner Isnardi stated maybe that is where that extra money comes from is trying to get a transition that happens and it overlaps rather than to hit the budget with it now. She noted she was never told the date Attorney Knox is leaving.

Attorney Knox advised the Board he is leaving March 31st of next year.

### **ITEM I.E., COUNTY MANAGER'S OFFICE**

Frank Abbate, Interim County Manager, stated he wants to answer one prior question before he begins, and that the travel reimbursement rate is 53.5 cents an hour, consistent with the Internal Revenue Service (IRS) standard; it is current Board Policy; but staff will send the Board a copy of that Policy as well. He stated their mission is to provide organizational leadership to effectively and efficiently implement Board of County Commission Policies and directives; manage available resources to achieve missions and proposed outcomes; and facilitate strategic planning for enhancing and ensuring Brevard's quality of life. He went on to say he shared with the Directors where the County Manager's Office wants to be focused; the first area is to promote inclusiveness and responsiveness; to address funding for maintenance and enhancement of the County's road system; to accelerate Indian River Lagoon restoration by leveraging local sales tax dollars with matching funds from local, State, and Federal partners; to address employee compensation and benefits; and to stay focused on Lean Six Sigma, employee development, executive leadership training, and succession planning. He explained in terms of an organizational chart, the County Manager has limited staff; there are three Assistant County Manager positions, but for a lot of years they have operated with two; as long as he is in the Interim role, his goal is to continue to provide the flexibility to remain with two; and there will be additional transition with Venetta Valdengo, Assistant County Manager, retiring in July, but they will do what is needed to provide the Board the opportunity to look at that and hopefully the County Manager the Board selects to lead the organization will look at that, providing that flexibility moving forward. He added the compensation and benefits make up over 97 percent of the budget; there is very little for operating expenses and Capital Outlay; but as the Board had in prior dialogue, there were other areas that are covered under General Government, which have already been covered.

Commissioner Tobia stated Stockton Whitten, former County Manager, had a pretty good car stipend in there; and he asked if that is standard operating procedure.

Mr. Abbate replied that was a negotiated item in the Contract when Mr. Whitten came on board; he believes there is a similar one for the prior County Manager; as he recalls there was a Commissioner on each of those negotiation panels who then worked with the consultant involved and negotiated with the candidates at that time; and the Contract came back to the Board for its approval. He noted those terms were the same terms that are applying right now, and it is the same way the Board has operated in the past when it had an Interim County Manager; and it is the Board's choice if it wants to modify that Contract.

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Commissioner Pritchett stated when the Board looks at the new County Manager, the Board will look at those things; and the Board will have a lot of input on the benefit package for the new County Manager.

Commissioner Tobia stated he sees where there are three Administrative Assistants; he inquired if Mr. Abbate could explain the position of the Agenda Coordinator; he stated someone puts together the Agenda; and he asked what other role that individual plays.

Mr. Abbate advised she is responsible for doing all of the scheduling, and all functions related to the Agenda, which starts early in the process; before a Board meeting, they are already receiving other Agendas; they are all processed through that person; there are significant modifications made to drafts back and forth with County staff; and it is not just something that happens the day before the Board meeting, it is a continuous process. He pointed out that is her primary duty as the Agenda Specialist.

Commissioner Pritchett stated Mr. Abbate is doing a really good job stepping up.

Commissioner Isnardi stated she wants to make sure while Mr. Abbate is in the Interim role that he is being compensated properly; she has seen it before where the Interim did not want to ask; and if he has the weight of the world on his shoulders that he is at least paid well while he is in that position.

Commissioner Tobia inquired to be clear, is Mr. Abbate being paid the same as the former County Manager.

Mr. Abbate responded affirmatively.

Commissioner Tobia stated he is doing a wonderful job stepping in at this time; and he deserves every penny of it.

#### **ITEM I.F., UF/AG AND EXTENSION SERVICES**

Linda Seals, University of Florida Brevard County Extension Service Director, stated their mission is to provide scientific, research-based information about agricultural, natural resources, and human development that citizens use in making decisions which contribute to an improved life. She explained the FY 16/17 budget was \$862,469; it does not include the University of Florida side of things; but this is what it looks like in the budget right now. She added charges for services are \$54,638; grants are at \$5,254; they rent two offices to Department of Plant Inspection for \$6,400; the transfers are \$38,000; and the General Fund transfer is \$761,159, and statutory reduction is \$2,982. She pointed out on the expenditure side compensation and benefits takes up the majority of the budget; operating expenses, Capital Outlay, and transfers is the remaining. She provided a table with the same information. She stated charges for services are class fees, farmer's market revenue, continuing education credits, pesticide study books, My Brevard Yard program, field visits, and 4-H clubs. She stated a breakdown of their expenditures are Maintenance Worker at \$29,307, Secretary at \$26,478, Administrative Assistant to the Director at \$35,911, Administrative Secretary at \$33,301, two 4-H Youth Program Assistants, one at \$24,960 and one at \$27,040, and Agriculture Faculty at \$78,914. She stated the next slide is of their faculty who have split positions; in the far right corner it shows the percentages of the breakdown is; there are a lot of variances; and those are things that are negotiated when those positions were created. She stated they have a large program in their office that is funded by USDA SNAP-ED Grant, which is the family nutrition program; it consists of five program assistants, a Health Specialist, and a Program Office Assistant; they go into Title I schools to work with youth on healthy living issues; the goal is reduce obesity and

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diabetes; they work with seniors in senior centers for the same reasons; and they also work with Parks and Recreation through their summer camps when school is out. She provided the Board a slide with the University of Florida Fiscal Year 14/15; some of the programs provided through the University are 4-H youth development, dairy/4-H youth development, aquatic, fruit crops, and fringe; there have been changes there; but she wanted to give the Board a snapshot of what those folks do for the County. She went on to say professional development is an important part of a faculty's career; the University does provide some professional development opportunities; and those are staff development and training support and pesticide certification exam reimbursement. She noted they get \$1,727 a year for publication and editorial support; it helps them buy things at the University Book Store; and those are things such as reference books and things like that; and the university pays for the postage machine at \$6,367. She stated from 2006 to 2018 they took a nose dive; it was primarily in positions and travel; and they lost operating and capital dollars as well. She stated staff decreases since 2010 were two secretarial staff, one horticulture program assistant, and one 4-H youth development faculty; the Palm Bay satellite office was closed; there are fewer vehicles; and the night use of the County facility is closed to outside groups. She added they have four vehicles for nine faculty and two program assistants; and they turned in a 2002 Chevy Silverado and a 2006 Ford passenger van in 2016.

#### **ITEM I.G., BUDGET OFFICE**

Jill Hayes, Budget Office Director, stated the mission of the Budget Office to is promote fiscal responsibility and transparency by developing sound fiscal management practices to effectively allocate and manage scarce resources in accordance with the vision and priorities set forth by the Board of County Commissioners; and their goal is to provide the Board with timely, accurate information, to help facilitate decision making, and they also want that information to be available to the public, so that community trust can be built. She went on to say they have a total of seven people on staff; that is her and four Budget Analyst positions, and two Special Projects Coordinators. She stated the Budget Office services provide budget management and oversight; formulate millage rates, forecast ad valorem and major revenues; ensure budget compliance with State Statutes, regulations, and local ordinances; business process improvements through cross-functional teams and performance measurement; capital planning and cash flow forecasting; and coordinate and monitor reimbursements associated with the Federal Emergency Management Association (FEMA) Public Assistance grant program. She stated the initiatives are to enhance transparency by implementing up-to-date reporting tools on the County's website, providing citizens with current financial information; develop budget and management recommendations that support Board Policies and priorities, and optimize the allocation and utilization of resources; establish cross-functional teams and facilitate process improvements through the Lean Six Sigma methodology; and assist in the negotiation of Community Redevelopment Agency Interlocal Agreements. She pointed out their budget is a little under \$6 million; 96 percent of that is compensation and benefits; operating expenses at \$18,865; and Capital Outlay at \$3,500. She noted they will be reducing that request for Capital Outlay next Fiscal Year; they were able to purchase three computers with the Capital Outlay in this Fiscal Year; and they only have a need to purchase one more computer next year.

#### **ITEM I.H., SCGTV**

Don Walker, Communications Director, stated he is over Space Coast Government TV (SCGTV), and he is the Public Information Officer for Emergency Management; about 18 months ago Fire Rescue lost a Public Information Officer; and he was given the opportunity to take over that position. He pointed out that takes a lot of his time because he receives telephone calls all of the time. He stated their mission is all about transparency, provide



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information on Brevard County Government programs, emergency information, cable-access Government Channel, news media, and social media; he has the smallest budget in the County; he has a four-person staff; and most of his budget is compensation and benefits. He added they also have other contracted services, engineers that take care of their equipment when it breaks down; the expenditures include the County's AT&T bills; and the salary credits are dollars available for social media. He stated with the County's foresight, they were able to leverage that money and some money from the General Fund to bring on a social media person that handles the social media campaign, and also helps organize those efforts. He provided the Board with a slide breaking out what the salary credit is and the responsibility of the position; he stated she handles social media for FEMA and the County; she is helping organize the social media campaigns for all County Departments; and they want to speak as one voice when speaking for the County. He noted he has a production manager that runs the SCGTV office; he also does a variety of other jobs; and he does a great job. He added he has a programmer working 24/7; 59 percent of their programming, meetings of the Board, and meetings of the Transportation Planning Organization (TPO) that occur at the Government Center; and he does the quarterly report. He pointed out he used to put together an employee newsletter he put together once a quarter, now he does it every month; he does an employee profile every month; they handle everything from meeting setups; and they set up for the Board meetings. He inquired why is social media so important; he stated that is where more and more communication is occurring; if there was an accident on the Interstate that closed down the southbound lanes of the Interstate, he could put a press release together, but by the time that gets done, the accident is either cleared up or it is old news; with Twitter and Facebook it can be gotten out there immediately; and a conversation can be generated where questions can be answered immediately. He stated the impact with social media is 30,554 followers on Facebook; the vast majority of those are not millennials like would be expected; but there are more generation 'X', his class the Baby Boomers, and then the millennials; and the vast majority is in the Melbourne and Palm Bay area. He pointed out the majority of the followers of Facebook are women. He went on to add the majority of the Twitter followers are women; and the mass majority is from ages 25 to 54. He noted in the last Fiscal Year, their County Facebook traffic has increased by 22 percent, the Emergency Management traffic has increased by 118 percent; a lot of that was probably due to a major storm event; and their fire followers has increased by 18, almost 19 percent. He stated they keep the citizens informed; it allows immediate messaging, real time updates, and ability to dispel rumors; and the numbers below are the amount of Facebook/Twitter posts for hurricanes, wildfires, road closures, severe weather events, rocket launches, cold weather shelters, and boil water notices. He added they do fliers for County events. He stated they take the pictures of the Resolution recipients at the County Board meetings; and they do various digital publications. He stated 55.9 percent of the programming they do on SCGTV is locally produced; and he did a breakdown on the slide of how staff spends the other hours of the day. He stated every time there is a rocket launch, he gets activated; there were 32 rocket launches in the past year; they do not always launch when they are supposed to; and he may be activated on Monday, and if the rocket does not go, he is activated again Tuesday when it does.

Chairman Smith stated the Board is going to have to hire a full-time rocket launch spectator, because if there are 150 launches a year in five to eight years from now, he or she will have to move in.

Mr. Walker pointed out his Department was awarded the Governor's Hurricane Conference Public Information Award; that same year they also received the Florida Emergency Preparedness Association Media Award for Hurricane Awareness Campaign they put together; recently Mayor Kathy Meehan from City of Melbourne called him; she went to a mayors conference for the Florida League of Cities; there was a representative from Facebook there; and he told the mayors in that room that the model for Facebook social media posts are Brevard County. He noted it was a compliment to them. He advised SCGTV was started in 1999 and

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the vast amount of equipment they have is 18 years old; the problem with adding new equipment to old equipment is like putting a computerized carburetor in a 1965 Chevy, it does not work with the rest of the equipment; and they need computer upgrades. He stated there are the escalation of rocket launches and growing production demands.

Commissioner Tobia inquired if the Federal Emergency Management Association (FEMA) social media grant is a one-year grant.

Mr. Walker replied it is a recurring grant, and they will get it again next year.

Commissioner Tobia asked if there is not an end to that.

Mr. Walker responded to the best of his knowledge, unless they quit taking advantage of it, it is there for them.

Commissioner Barfield pointed out he was Chairman during Hurricane Matthew; he was amazed at how fast information got out; Mr. Walker was on it all of the time; there was a lot of things going on; and the difference it made is everyone knew what was going on due to social media and the immediate responses from staff.

Commissioner Pritchett stated Mr. Walker is doing a good job; and she likes the publications he is doing more often.

Chairman Smith inquired how long does Mr. Walker anticipate his antiquated equipment going to last before the Board has to bite the bullet and buy state of the art equipment.

Mr. Walker replied they are low definition in a high definition world; obviously, television is going to ultra, high definition, and Brevard County is far from that; he recently had a contractor come in an eyeball their equipment, and to give them some ideas on the dollar figures; and it is estimated in the \$500,000 range if the entire office is upgraded. He went on to say there are ways to do that where that money is not being paid all upfront, but it can be scaled down the amount of equipment, based on the new equipment available; and where they have three huge racks of equipment now, they could probably do it all with one. He pointed out it would be less equipment, better equipment, and it requires a lot less room to put it in. He stated within the next five years they would have to do it; it is not anything that needs to be done next year; but he is bringing the items to the table when the budget talks begin; and in the years to come, it will have to get rolling.

Chairman Smith inquired if there are grants available.

Mr. Walker advised he has not been able to check on that; right now he is getting an assessment on what damages financially that the County would be looking at; and the question is how to pay for it. He stated there is a possibility to lease the equipment to own, kind of like paying off a car; grants would be a great way to go; and they will have to look into that. He pointed out since they do use that equipment for emergency purposes as well, there may be some sort of technology grants available.

Frank Abbate, Interim County Manager, stated it is 4:00 p.m. now; there is an Executive Session scheduled following the Workshop that will take a while; and he asked what the pleasure of the Board is.

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Upon consensus of the Board, the meeting adjourned at 4:05 p.m.

ATTEST:

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SCOTT ELLIS, CLERK

\_\_\_\_\_  
CURT SMITH, CHAIRMAN  
BOARD OF COUNTY COMMISSIONERS  
BREVARD COUNTY, FLORIDA