

CITY OF LABELLE
BUDGET WORKSHOP/SPECIAL MEETING

The City Commission of the City of LaBelle met in a Budget Workshop/Special Meeting on Thursday, May 9, 2019 at City Hall to consider the proposed 2019/2020 budget for the City of LaBelle. Mayor Lyons called the meeting to order at 5:00 p.m. A roll call was taken. All Board members were present with the exception of Commissioner Zimmerly.

1. The Employee Evaluation Results was addressed first. Finance Director, Ron Zimmerly brought the Board's attention to the spreadsheets he had provided. He explained both in some detail. He told the Board that all of the evaluations had been completed with the exception of his and Superintendent Hull's. However, some have not been taken through the last steps where the employee's supervisor would go over the evaluation with the employee. Most had been done but, there were some that have not been through that last step. He also told the Board that most of the evaluations were lower than what he had expected. There was one score of a 2.3 and two scores of 5.0, with the majority being in the 3.0 - 4.0 range. He told the Board that they were welcome to look at the individual evaluations and that most were done just by the employee's supervisor.

Mr. Zimmerly told the Board that when the evaluations had been completed by the supervisor, that he, Superintendent Hull, Human Resources Director; Lisa Smith and the supervisor went over them together. Some of the scores were then questioned and the supervisor had to justify his reasoning.

Mr. Zimmerly reminded the Board that at the Budget Workshops last year, it was decided that once the evaluations were completed, the increases would be retroactive to October 1, 2018. He was expecting that number to be significant.

Commissioner Wilkins told the Board that the increases attached to the assessment scores seemed low and they don't really offer any incentive. An amount of \$.20 when added to the total with deductions taken out just wouldn't make any difference. She suggested that maybe the evaluation score of 5 could generate a \$1.00 increase with the others being scaled down from there. She suggested that after putting everybody through this lengthy process, the increases are just not adequate. She further advised that with the Building Department going through the changes recently Administrative Assistant; Judy Taylor has had to go far above and beyond her usual duties. And in order to encourage that, the City needs to reward that. The discussion continued. Mr. Zimmerly advised that since the scores were lower than he had anticipated that maybe he could adjust the amounts connected with those scores.

When asked by Mayor Lyons if it were possible to do a comparison with the County or the Rec. Board by job title, Mr. Zimmerly advised that he could do that but, many of the jobs being done by City employees include many more duties than those being done by the County or Rec. Board employees. He asked the Board for guidance on the matter. It was decided that Mr. Zimmerly would give the Board a fiscal impact number based on column 3 of the spreadsheet. Then, adjust the increases connected with the evaluations and give the Board a number based on those calculations. He would then e-mail those to the Board.

2. Turning to Other Budgeting items, Mr. Zimmerly advised that they were right where they should be currently on expenses and although this is 2 months earlier than he typically puts out the budget books, he was happy were things are currently. He also advised that he doesn't even have a draft audit yet but, feels the City is in a good position. He advised that in his opinion, the City's financial position is stronger than it was at this time last year. He told the Board that he is still working with FEMA on the Hurricane Irma damage.

Mr. Zimmerly advised the Captain Hendry House was still an issue. They have a proposal from a company in Fort Myers who has had a lot of experience with historic buildings that is still being worked on. The other option is to rebid the project that has now crossed the threshold of a large project with an estimated repair cost of over \$120,000. He added that the hurricane damage done to the Civic Center will be taken care of through the renovation project. All of the other major FEMA projects had been completed. The bid for the repairs to City Hall had come in quite a bit more than expected so the insurance company would look at that again. He also advised that the insurance company had City Hall and the Civic Center together but has now separated the two which then increased the wind adjustable number.

Mr. Zimmerly advised that there was going to be some issues with the Fire Department as the new legislation just signed into law was going to require that 9 of the professional fire fighters would have to resign. Fire Marshall; Josh Rimes would be able to stay on in that position and continue his administrative duties as well. The rules connected with the new legislation have not been handed down yet. He discussed it a little further.

Mr. Zimmerly reported that the SCOP Agreement had been executed but the bid will probably not go out during the rainy season. He also reported that 2 generators were still in the appropriations budget but, had not made it to the Governor's desk for signature as of yet.

Turning back to the Civic Center Mr. Zimmerly reported that change order # 2 for \$5,800 had come back from USDA approved. There was some additional discussion on the Civic Center project and items still on the appropriations budget.

He also advised that the majority of the items on the consent order at the waste water treatment plant have been completed.

Commissioner Wilkins asked Mr. Zimmerly for a copy of the consent order. He advised that he would provided it as soon as he had it. Mr. Zimmerly also advised that the City's lobbyist had told him that after speaking with one of the Senators about funding the SCOP program, \$9,000,000 was put in for that.

As there was no further business, the meeting was adjourned.

APPROVED:

David A. Lyons, Mayor

Attest:

Thomas A. Smith, Clerk-Commissioner