

MINUTES

City Council Public Safety Committee

Thursday, March 22, 2018 – 5:00 PM

Administrative Conference Room at City Hall

Members Present: Maurice Jones, Chair, Council Member
Charlie Landreth, Vice-Chair, Council Member
Jim Fatland, City Manager
Phil Harris, Police Chief
Mike Galloway, Interim Fire Chief

Absent: None

Staff Present: Tom Whitlock, Deputy Finance Director
Kelley Craig, Human Resources Director
Shawn Miller, Deputy Police Chief
Mark Norton, Assistant Fire Chief
Denise Hodsdon, Executive Assistant

A. Welcome & Call to Order

Committee Chair Maurice Jones called the meeting to order at 5:03 PM.

B. Certification of Quorum

Executive Assistant Denise Hodsdon certified that a quorum was present.

C. Approval of Agenda

Motion by Mr. Landreth, seconded by Chief Harris to approve the agenda as presented. The motion carried unanimously.

D. Approval of Minutes from November 15, 2017 Meeting

Motion by Mr. Fatland, seconded by Mr. Landreth to approve the minutes of the November 15, 2017 meeting as presented. Motion carried unanimously.

E. Police Salary Evaluation

Mr. Fatland and Police Chief Phil Harris informed the Committee that the Police Department is having trouble recruiting new officers because our starting salary is no longer competitive and when officers look at other cities, they feel that the pay and benefits packages are better in those other cities. HR Director Kelley Craig noted that we currently have three vacancies as officers are leaving to go to other places and we are having difficulties recruiting officers to fill the vacancies. She conducted a survey of neighboring police agencies and presented the results to the Committee. The results of this review are that the City of Brevard salary ranges for sworn law enforcement positions are below the market average and that our overtime threshold is very different from what the other agencies are using. The City of Brevard's dependent premiums for health insurance are the lowest of all agencies surveyed, which she sees as an opportunity to educate staff about the City's benefits package. It is her recommendation to move the Police Officer rank up two pay grades and increase their current hourly rate by 10% and to move all other ranks through Deputy Chief up one pay grade with a 5% increase in their hourly rate. She also recommends moving all non-exempt positions to a 14-day work cycle so they will not get overtime until they go over 86 hours, which is comparable with the other agencies. She said the fiscal impact is hard to determine because of the change in the overtime calculation. With the new salaries, the budget increase is approximately \$71,000.00, but she expects the overtime expenditure to go down somewhere between \$20,000 and \$30,000. Mr. Fatland said that he will consider this request in the FY19 budget recommendations.

F. Speed Study

Chief Harris and Deputy Chief Shawn Miller shared a report of the data recently gathered from the City's two radar signs. The signs were received in November and since that time, ten different streets have been monitored. The report highlights areas within the City where speeding is a problem, as well as areas where we don't have a problem. The results will assist the Police Department in determining which times and days of the week to allocate resources to speed enforcement. Chief Harris said the Department is investigating purchasing one more sign that will have multiple uses in addition to monitoring speed.

G. Fire Department Compensation; and

H. Fire Department Budget

Mr. Fatland informed the Committee he is looking at making some modifications in compensation for the Fire Department. Currently the Fire Chief and Assistant Chiefs

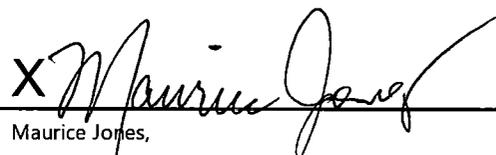
are paid a rate of \$14.97 per hour and also receive a monthly stipend. For the upcoming budget, he would recommend deleting the stipend and increasing the wage to \$16.10 per hour. The budget will also include funding for three Firefighters on duty during the daytime shift. Mr. Galloway said that having the extra man would give the Department the capability to respond to more than one call at a time. Mr. Fatland said that although he has not decided which route is the best way to go yet, he will include the salary for a full-time Chief in the budget. He noted that the ladder truck loan will be paid off so the budget will be down from last year and he'd like to have the flexibility of having the full-time salary in there. He noted that one of the items not included in the budget recommendation is the service rescue truck. The truck is due for replacement but the County Commissioners want to put a hold on it because they want to look at the Rescue Squad's responsibilities and the City's responsibilities to determine whether that would be a duplication of effort. Mr. Fatland feels that in Fire Department service, you do want a duplication of effort in some aspects for the safety of the citizens of our community and the County. He said since the ladder truck will be paid off this year, a loan for a new service rescue truck would not increase the tax rate for the City or the County. The County has asked for preliminary budgets from all the Fire Departments and he would like to give them our proposed budget tomorrow. Mr. Fatland and Interim Fire Chief Mike Galloway will meet with Assistant County Manager David McNeill next week to get feedback to help finalize the budget.

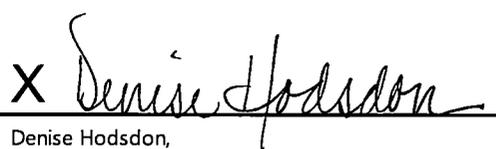
I. Set Date for Next Meeting

The next meeting is scheduled for April 24, 2018 at 5:00 PM.

J. Adjourn

Motion by Mr. Fatland, seconded by Mr. Landreth to adjourn the meeting at 6:03 PM. The motion carried unanimously.

X 
Maurice Jones,
Chair, Council Member

X 
Denise Hodsdon,
Executive Assitant