

MAYOR
Hal J. Rose

DEPUTY MAYOR
Andrea Young

COUNCIL MEMBERS
Daniel Batcheldor
Pat Bentley
John Dittmore
Daniel McDow
Stephen Phrampus



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CITY COUNCIL REGULAR MEETING

MINUTES

February 1, 2022

1. CALL TO ORDER

Mayor Rose called the meeting to order at 6:30 p.m.

2. PLEDGE OF ALLEGIANCE AND MOMENT OF SILENT MEDITATION

Mayor Rose led the Pledge of Allegiance followed by a moment of silence.

3. ROLL CALL

Attending: Mayor Hal Rose, Deputy Mayor Andrea Young, and Council Members Pat Bentley, Daniel Batcheldor, John Dittmore, Stephen Phrampus and Daniel McDow.

Also present: City Manager Scott Morgan, City Attorney Morris Richardson, Assistant City Manager Tom Bradford, Assistant City Manager Tim Rhode, Police Chief Rick Wiley, Jacobs Project Manager Brian Mascher, Public Works Director Mark Piccirillo, Systems Administrator Christian Arsenault, Assistant City Clerk Eric Popham, and members of the public.

4. PUBLIC FORUM

There were no comments made during the Public Forum.

5. CONSENT AGENDA

Council Member Dittmore moved to approve the following consent agenda. Council Member Bentley seconded the motion, which passed unanimously.

- Approve the Regular City Council meeting minutes for Tuesday, January 18, 2022.

6. ACTION AGENDA

Employee Wage Increases.

Council Member Bentley motioned to remove item from table from previous meeting. Deputy Mayor Young seconded the motion. Motion to remove item from table was passed 6-1 with Mayor Rose opposed.

Council Member Bentley motioned to adopt Resolution No. 2022-02 approving a Memorandum of Understanding with representatives of the Coastal Florida Police Benevolent Association. Deputy Mayor Young seconded the motion.

Council Member Dittmore stated it was unclear as to why we are doing this action at this time since it will not take effect until July. Delaying may give Council a better idea of what the budget and the local economy will look like. He also expressed concern about the on-going cost of this action since the increases would build on the base salaries. Council Member Dittmore stated that a one-time bonus may be a more responsible step to take at this time.

Mayor Rose stated that in his opinion it is not good business to negotiate while in the middle of a contract. Mayor Rose agreed with Council Member Dittmore about the aspect of reoccurring cost of the action and suggested perhaps a one-time bonus is a better idea.

Council Member Phrampus agreed that it is a bad practice to open up negotiations in the middle of a contract and opposed the action.

Council Member Batcheldor stated he supported the motion. The City needed to keep up with salaries and of the rising costs of living. This increase was good for employees' mental well-being. The cost to taxpayers is minimal.

Council Member Bentley asked the City Manager Morgan for his opinion on this measure. City Manager Morgan stated it was a good strategic decision for the City, good for the employees, and the City has adequate funding to handle the additional costs. Council Member Bentley stated that while a one-time payment will help this year, it would not help in the future.

Deputy Mayor Young stated that this measure shows lots of support for our Police Department and supported the measure.

Council voted on the motion to approve Resolution No. 2022-02, which passed 4-3 with Council Members Dittmore, Phrampus, and Mayor Rose opposed.

Council Member Bentley motioned to adopt Resolution No. 2022-03 directing the City Manager to provide non-represented employees with a supplemental 2 percent cost of living wage increase effective July 1, 2022. Mayor Rose seconded the motion with an amendment to increase the rate to 4 percent.

Mayor Rose stated that if we are giving police department a 4 percent increase in Resolution No. 2022-02, then we should give all other employees the same level of increase.

Council Member Bentley identified that non-represented employees have already received an increase and that this additional 2 percent will make things even for all employees.

Council voted on the amendment to raise the supplemental amount from 2 percent to 4 percent for non-represented employees, which failed 2-5 with Council Members Bentley, Dittmore, Batcheldor, McDow, and Deputy Mayor Young opposed.

Council Member Bentley motioned to adopt Resolution No. 2022-03 directing the City Manager to provide non-represented employees with a supplemental 2 percent cost of living wage increase effective July 1, 2022. Council Member Batcheldor seconded the motion, which passed 5-2 with Council Member Dittmore and Mayor Rose opposed.

COVID-19 Premium Pay for City Employees. City Manager Morgan provided background to Resolution No. 2022-04 for using the America Rescue Plan Act (ARPA) for a one-time bonus for employees. He also explained the parameters and limitations for using the funds.

Council Member McDow asked about rate of turnover among City employees. City Attorney Richardson responded and pointed out the benefit of this resolution with regard to employee retention.

Deputy Mayor Young motioned to adopt Resolution No. 2022-04 authorizing the City Manager to issue one-time premium pay of \$1,000 per employee to City employees for work performed from February 2, 2022 through August 2, 2022, and not receiving disciplinary suspension or demotion during this time, and amending the adopted 2021-2022 budget. Council Member Phrampus seconded the motion, which passed unanimously.

City Manager Selection Process. City Manager Morgan presented background on the succession plan in advance of his pending retirement. City Manager Morgan stated that Council could begin evaluation of Assistant City Manager Rhode for the position and then could pursue outside recruitment if they felt they wanted to consider a broader pool of applicants.

Council Member Dittmore motioned to adopt the suggested process and guidance to the incumbent City Manager in seeking to assist the City Council in the process toward City Council appointment of the next West Melbourne City Manager. Council Member McDow seconded the motion.

Council Member Batcheldor expressed his concern that there is no process in place to consider external recruitment now and waiting until April to begin that process will not provide sufficient time. He recommended a parallel process to consider external candidates while simultaneously considering the internal candidate. Council Member Phrampus agreed.

Council discussed other forms of recruitment. It was suggested that employment and education background of Assistant City Manager Rhode be provided to Council.

Council Member Batcheldor offered an amendment to the motion to include a parallel process to solicit applications for City Manager from outside candidates using a process which the City Manager will present to Council at the next meeting. Council Member Dittmore accepted the amendment. Council Member McDow withdrew his second of the original motion.

Deputy Mayor Young seconded the amended motion, which passed unanimously

7. CITY COUNCIL REPORTS

Council Member Stephen Phrampus reported that he hosted the Brevard County Sheriff's Office mounted patrol for a demonstration to the community and also thanked Council Member Dittmore and Mayor Rose for attending.

Council Member Daniel Batcheldor had no report.

Council Member John Dittmore reported he continued to get construction-related complaints from the Buena Vida Cottages project on Woodland Drive. He also discussed the updates on situations at America's Best Value Inn and the timeline of reporting of events to Council by Police Chief Wiley.

Council Member Pat Bentley also discussed the recent events at America's Best Value Inn and expressed concern of vouchers being used to pay for rooms at the hotel. Police Chief Wiley clarified the situation and how a social services organization paid for rooms during the recent cold weather temperatures are affecting things.

Deputy Mayor Andrea Young reported on her attendance at transportation related events in Orlando as well as upcoming meetings in Orlando and Rockledge.

Council Member Daniel McDow attended Tourism Board meeting where Deputy Mayor Young was voted in as Vice-Chair. He also attended the Day of Remembrance Ceremony at NASA. He asked about upcoming legislation out of Tallahassee.

Mayor Hal Rose thanked Council Member Phrampus for the Brevard County Sheriff mounted patrol demonstration. Mayor Rose presented the duties of City Council to a Boy Scout Troup. He also mentioned the start of the Mayors' Fitness Challenge kickoff

at Viera Regional Park. Mayor Rose provided updates related to the COVID-19 testing site at Field of Dreams Park.

City Attorney Richardson presented information to Council about Promise in Brevard wanting to put our City logo on a vehicle wrap for their new vehicle.

Council Member Phrampus motioned to allow Promise in Brevard to include the City logo on a vehicle wrap for their newly purchased vehicle. Council Member Dittmore seconded the motion, which passed unanimously.

8. ADJOURNMENT

There being no further business, the meeting adjourned at 8:36 p.m.