City Council Minutes

Workshop Meeting August 21,

City Council Chambers
735 Eighth Street & h
Naples, Florida

City of Naples

		-SUBJECT-	Pa
S N 3 % 0	STORUGO STORENS	Almen R. Crawford	
Review of prel	Liminary gene	eral operating budget for fiscal year 1986/87.	μ-
		Absent: Tyle P. Ridbardson	
		Franklia C. Jones, City Manager Mark W. Wilneld, Asst. City Manager	
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		Paul C. Roble, Police Chief Casetant	g _{C-Continue}
		Called to order 9:10 a m	
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City Manager's Conference Room 735 Eighth Street South Naples, Florida 33940



CITY COUNCIL MIMUTES Workshop !linutes

9:00 a.m. Time

August 21, 1986 Date

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COUNCIL

MEMBERS

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Mayor Putzell called the meeting to order and presided as Chairman:

Present: Edwin J. Putzell, Jr. Mayor

> Kim Anderson-McDonald William E. Barnett William F. Bledsoe Alden R. Crawford

John T. Graver Councilmen

Absent: Lyle S. Richardson Councilman

Also Present:

Franklin C. Jones, City Manger Mark W. Wiltsie, Asst. City Manager Steven C. Brown, Personnel Director Tara A. Norman, Administrative Assistant Paul C. Reble, Police Chief

James L. Chaffee, Utilities Director

Called to order 9:10 a.m.

Mayor Putzell asked for discussion of a new audio system for the Council Chamber. He said he had received complaints from the public as well as the television people and asked that this expenditure be made. City Manager Jones indicated that his staff had contacted the County for information about the new system which has been installed at the Commission Chamber and estimated the cost of a new system here between \$8,000 and \$10,000. Mr. Crawford suggested that clip-on microphones be purchased and Mr. Barnett suggested getting input from the CableVision technicians.

In preparation for discussion of the Parking Operation budget, Mr. Jones explained that the City had assumed responsibility for this function from the Parking Authority. Expenditures are kept in line with revenues from this operation, including the new parking garage study, so that people using the facilities are contributing to the system.

Mr. Jones stated that historically the parking operation began as a special district to provide metered parking in the Fifth Avenue shopping district and provide for purchase of off-street lots. In addition, the City had areas around the pier. for example, which called for parking enforcement and control. Money from these meters maintain meters and pay to enforcement. Both those objectives are currently being met (payment on \$30,000-40,000 of debt remaining, etc.).

Enforcement of parking regulations is under the Police Department and administration of permits and citations is done by Finance with the capital side of the operation handled by the Manager's office.

Mr. Barnett asked if more meters were being removed; some meters on Broad and 13th from Gulf Shore Blwd. to the beachend would be replaced, per Mr. Witsie. Wr. Jones also mentioned the lot as financially successful because the public, instead, used the adjacent unregulated parking. The meters therefore were removed to encourage use of the lot, these meters are now used when replacements are needed. Mr. Bledsce asked if it costs more to collect money from meters than what the City receives. Mr. Witsie said that the City does underwrite its costs, but no more. Future plans were to extend to the beachends the type of parking operation used at the pier, Nr. Jones further pointed out; fees would be used to support this function as well as maintenance of the beachends. Mrs. Anderson-McDonald asked about a beach parking permit system. Mr. Jones said that a combination of metered and permit parking had been contemplated. Mayor Putzell said that a workshop would be conducted on this soon. Mrs. Anderson-McDonald asked near oncern was utilization the detriment of local residents. Mr. Jones said that the correct was utilization to the detriment of local residents. Mr. Jones said that the correctically each beach parking needs so that local residents would be assented of a certain portion of the spaces. Council then turned to review of the Police Department budget, and Chief Reble first addressed the personnel element. For the first time in several years the force as at full shouth, both reported. This includes, however, recent academy graduates and others entering the academy, so seven of the full complement are not fully implemented at this time. The City Manager has also authorized recording the continue say than needed. A recent advertising/testing effort did not yield very positive results, but they will try again, the Chief said. Mr. Barnet asked for a workshop to discuss the methods used in hiring; Mr. Graver asked if the problem centered eround where the City advertised these positions. Chief Reble said that 90	CITY OF NAPLES, FLORIDA				VC	TE	
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CITY OF NAPLES, FLORIDA	- 214 T k	M	s		T	1,
City Council Minutes Date August 21, 1986	COUNCIL MEMBERS	OTIO	E	YES	NO	HSHN
Mayor Putzell pointed out that because Naples is in competition with other larger city police departments which provide a different environment, officers frequently find work in this community routine and not as exciting. "Word gets around in the fraternity very fast. This is not a unique problem to Naples, but the same as like departments in other cities this size," said Mayor Putzell.	Dekes and the matern of the ma	to a state of the				
Mr. Crawford asked about the written test. Chief Reble said this determines how proficient applicants are at putting their thoughts into writing; not many are eliminated by this portion of the exam, however. Mr. Bledsoe suggested that advertising be done farther afield for officers who are in the latter part of their careers and who would like to move to a warmer climate. Chief Reble said that he found that more mature individuals do want to settle and stay, but it is difficult to find mature individuals who qualify.	ne asked ne meters the said the c no more, and were to anking ob- anks functal					
Pay-wise the department compares favorably with cities on the west coast of Florida; 30-50 percent more is paid, however, on the east coast, Chief Reble explained, and serving in an environment like the east coast is worthwhile to some young, aggressive officers. Many who have left the department for other jobs are returning to request reinstatement, although frequently this does not work out favorably. "The word is getting around the department that the pastures are not always greener and this will promote more tenure," the Chief predicted.	rm mayer may		im edi edi edi edi edi edi			
Addressing economies of the past year, Chief Reble referred to the joint effort with Equipment Management to utilize vehicles first for general administrative functions and then police patrol. The patrol function gets just as much life out of the vehicles, but the bonus is the administrative use. This is a good mixing of the two uses and is proving to work well, he said.	chen turn pagent, p	1		AND AND THE PROPERTY OF THE PR		
This year the department received a donation of a 21-foot boat and confiscation funds were used to purchase a trailer and outboard motor, resulting in a basically cost-free marine unit. Mrs. Lavern Gaynor from Keewaydin Island also donated various other marine equipment.	oer beslade fliw aso s doop A A soc yiev B a chief a c					
Another efficiency achieved by the department in the past fiscal year was the assignment of special events to specific individuals to coordinate which resulted in savings of overtime pay through better planning.	eed in hir entered avo sitions. S came for erad for test. Oral	11 (8) 0 (8) 2 (8) 8 (0)				ALALA PINA ANTICONO ESCUADA DO MILO PARA ANTICIDA
Donated was Officer Mac (robot) to use for training in schools; an electric typewriter was donated as well as other equipment. Mr. Barnett stated that the robot was doing a great job and Chief Reble said that its use will be expanded, particularly with the "Say No" to narcotics program. The Chief advised Council that he had been attending meetings on the problem of crack cocaine and cited a significant increase in drug arrests this year.	Total test in the control of the con	4 0 8 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1				
-3-		and the Constitution and		-	-	-

Date August 21, 1986 0 B City Council Minutes E T S I OY E ONEN N COUNCIL N D 5 0 T MEMBERS Mr. Crawford said he had seen films on this were shown in the schools and feels they do not get the message across, particularly because the parents rarely take the time to see them also. He suggested that reformed drug users speak in the schools which might have more impact to illustrate what physical and psychological damage can result from drugs. Chief Reble will distribute a packet of information to the Council on the subject of rock (or crack) cocaine. He further pointed out that this area was the first in the state to identify that type of narcotic and, surprisingly, there are seven or eight counties in Florida which still say that they have no problem, but they do. Law enforcement people are also having to provide the judges with information because this drug is so new, and under current laws, there would have to be enough crack in a person's possession to kill 20 people before possession of that amount could result in a felony conviction. There are no programs in the local area to combat this problem. "You cannot involuntarily detain someone under the influence of these drugs," Chief Reble explained, but advised that the legislature is in the process of reworking statutes specifically address this problem. Addiction occurs the first or second time crack is used; a 20 minute high is followed by a deep depression. Mr. Graver asked if more could be done to get publicity; Chief Reble said he has continued to work with the news media and reporters were with the department when a large arrest was recently. Department representatives have appeared on television. Mrs. Anderson-McDonald asked whether there was a problem in the elementary schools; although the department hasn't experienced any problem, agencies have, said the Chief. The department's levels of service were then addressed. This is measured by calls received; for the first seven months of this year there was an increase of 25%. This goes along with growth and indicates that it will continue, according to the Chief, who confirmed for Mayor Putzell that the department is allowed hot pursuit into the County, which is provided by state statute. Proposed economies include the volunteer programs on which a presentation will be made to the Council next week. This program will be expanded and should allow slack to be taken up without any additional, or very little additional cost. In connection with the building expansion, Mayor Putzell asked if space for the volunteer program was being anticipated; Chief Reble said that this is being taken into consideration. "We don't want to have another expansion four or five years from

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now," said the Mayor and Chief Reble assured him that this expansion should handle needs for at least ten years with storefront type operations used if additional areas were annexed to the City.	onf on new of the car spage of the car in th		et et et				
contracting for services would probably be limited to custodial work, but this has not been successful in the past, Chief Reble explained. Now two part-time individuals are doing all the needed routine maintenance. In the past costs for contractual maintenance have not compared avorably with hiring employees, and consideration was also given to including this facility in the city Hall contract, said Mr. Jones, and this has not worked out well. Mr. Graver asked if there was a requirement for security with custodial becople; the department does a background check on all people employed. Total costs for these services are divided between janitorial supplies and the two part-time employees shown in the budget.	ate what phy oult from the a packet of the sta the sta and, sur and, sur and, sur and, sur and, sur the sta the sta and sur the sta the sta the sta the sta the sur the sta the sur the sur the stal the stal the stal the stal the sur the stal the stal the sur the stal the st	E TE	OR COLOR	A D D O . Blee E B B & W II D W II			
Mayor Putzell asked where employees from last year's administrative functions were reorganized into other divisions. Chief Reble said these people were divided among the administrative and services sections.	e no progr under the stillingd, ' the proce saily addre		ver nte ome sbl	T 7 8 2 4 5			
Mr. Bledsoe asked about the cost of keeping the colice boat at the city slip; it costs \$400 per month for two covered slips.	on occurs; t 20 minus ison,		tdi sed	A			
Mr. Crawford asked about the portable computers used in vehicles and about other possible savings in this area; Chief Reble said the department was looking at computer aided dispatch which is, however, still extremely expensive. It is a great administrative aid and would be of much assistance in the future, he added. Lap computers now in use eliminate the need for officers to return to the station to write reports; input goes directly into the computer when the officer visits the scene and can be edited for clarity later, if necessary. Mr. Crawford asked if computer aided dispatch would be implemented in the capital improvement program; Chief Reble noted that in the next few years it would be and that costs might come down by then.	iver asked to the chief for the news of the chew and the		an a				
Mr. Bledsoe stressed the value of the volunteer program in supplementing the department's efforts; "people like to be associated with police work," he said. Chief Reble said that the department hopes to greatly expand this program in the coming year to include external services as well as administrative work.	il octes the call is who call is who call is wildhist to concomment of the call is week to be call inext week		nd be be cou	TO CAMPA CAM			
Mayor Putzell asked Chief Reble about the meetings and seminars listed and asked how he is sure the department is keeping up with the state of the art in law enforcement. Chief Reble said that state standards call for a minimum amount of training for each officer to maintain certification. Each one of these programs provide a curriculum outline which covers important issues and this information is provided for review when requests for seminars are made.	buld allow dated or version with a seried if and or total or total or total or total or taken in a another e	100 100 100 100 100 100 100 100 100 100	000 000 000 000 000				
Mayor Putzell asked about using FBI training services; the Chief is a graduate of the FBI -5-							

CITI OF HAT BED, I BOKIDA August 21, 1986 City Council Minutes Date 0 S I 0 E COUNCIL 0 N E N MEMBERS N D administrative program and currently a lieutenant is attending. "If this city is going to keep up with organized crime, we've got to stay up with the state of the art or we are going to regret it," said Mayor Putzell. Chief Reble also advised Council that the department currently has four individuals with master's degrees and six more in bachelor's programs. Master's degrees are actually in the MBA area because there isn't a master's program specifically for law enforcement. Mayor Putzell asked if seminars are also used in the area of criminal investigation. Chief Reble confirmed this, although he said it does sometimes create staffing problems. A narcotics seminar is coming up, he added, and he hopes to arrange scheduling so that an investigative officer can attend. The Council raised the issue of service from the 911 emergency number. The County takes the call and cannot transfer the call itself to the Police Department but must instead take the information and relay it, the Chief explained. This is a telephone line problem between the County and the Motorola Company and there is currently a dispute in the area between the two. Mayor Putzell asked what it would cost for the City to have its own 911 number. There are massive problems in this, said the Chief, particularly in splitting jurisdictions. This current problem would be solved if the telephone company became totally computerized. Mr. Barnett asked what the City could do to intervene on the County's behalf, but Chief Reble advised that part of the problem is that because of the phone system Motorola does not have a solution, either, at this time. Formerly the department could talk directly to caller but can no longer do this. "Why can't they use short-wave radio?" asked Mayor Putzell. "It would be a dedicated frequency and it seems that the solution would be to patch two phone lines together and we already have hot lines to County communications center." The department puts out information on the its own emergency number as an alternative to 911. Mayor Putzell suggested negotiations with the County on a higher level to settle this problem. Mr. Bledsoe suggested providing the public with phone labels with the City's police emergency number. Mr. Jones said that last week the commission was addressing the various problems they were having with their telephone system and when this is solved it may help the 911 situation as well. Mr. Crawford noted education and operating supplies increases. Chief Reble said that much of this is in the union contract, and there are many people going to college at this time. Mr. Graver noted the increased visibility of the department in the Crayton Road area. This is a goal which is ongoing, Chief Reble commented. Utilities Director Jim Chaffee then appeared to discuss his department's budget. The philosophy

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taken was a conservative one, he said; no	MEMBERS	N	D	S	0	-
additional personnel in sanitation were requested although some personnel have been transferred within this division for better utilization among the operations.	of the	a de				-
In Utilities Administration one position has been downgraded from utilities engineer to a technician since the director is a registered engineer and this would have been a duplication of services. The department does have a need for technician's services, however, Mr. Chaffee advised.	old s place with the margarity and the control of t	III TI TI TI TI TI TI	103 178 104 130	11. 58 50 13 50 50		
In water treatment no additional personnel have been proposed, but in the capital improvement portion there is a large effort for next year. In wastewater treatment additional personnel will be needed for the new plant and reuse operation and because of the conversion from a 16-hour to 24-hour a day operation. Although six personnel were budgeted for 1985-86, they were not hired because of construction delays on the new plant and will not be hired until necessary. The expansion in personnel will be in the technician area, Mr. Chaffee explained.	to add the second to a second	L L L L L L L L L L L L L L L L L L L		O O O O O O O O O O O O O O O O O O O		
Mr. Chaffee also told Council that there will be a consolidation of lab testing staffs for water and sewer work which will result in an overall reduction in staff as soon as this new lab is available. There are increasing testing needs including monitoring wells for both the water system and reuse system as well as those located around the City's landfill. Certain testing, however, will continue to be contracted out because of the expense of the equipment needed, making it is more cost effective than doing the work in-house.	ar. There are distributed by the talk asked on the Culture bart and be called a could to coul					THE RESERVE OF THE PROPERTY OF
Contracting is also used for major line installation because larger contractors are better able to handle these project, but in-house personnel is used for smaller lines and pump installation.	do tnis kked Mayor freguend to patch t have h					Section of the control of the Contro
New levels of service are not being proposed within the Utilities Department, said Mr. Chaffee, but the staff is continuing to look at economies within the current service level. He cited the reorganization of the trash/garbage operation as an example of improving service within current resources. There has been an increase in tonnage for residential garbage because of the addition of the bag program for horticultural clippings, although there are corresponding savings in the other areas of the operation.	thent pub number a number of level to e level with seld tha seld tha d the var		Management of the Control of the Con	Tipe of the second seco		The state of the s
Mayor Putzell said he was concerned about the the costs associated with hauling to the County landfill and the tipping fees which will go up in October. The proposed transfer station will not have any effect on the tonnage which goes to the landfill, but it does impact transportation costs and the overall operation. This project is proposed in this year's capital improvement program and can pay for itself in about four years without additional personnel. Estimated cost is \$750,000. Mr. Chaffee further explained that this avoids necessity of individual trucks going to the	Tord no con a concept of the con a concept of the con a con	we co				
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City Council Minutes Date August 21, 1986	COUNCIL MEMBERS	0		Y E S		
landfill each time they are full which takes them off the road for as much as two hours where a transfer truck can haul as much as three or four regular trucks.	in chate equires t asked agor collection	10 Å	iv toi ev	b 10		
In addition, Mr. Chaffee pointed out, residential trucks can be reduced in size because the economy of scale on which the City depended will no longer be a factor when these trucks no longer have to haul to the landfill. This is a reduction of a capital cost, about \$10,000 savings for each unit.	ara cum stared, ha Menday an Thankecte n overtime	e year controller controller for controller		id los out		commenter (Inc.) of Chairs are reposed to the chair contract of the Chair Chair contract of the Chair Chair contract of the Chair Ch
It will take about a year for the design and construction of the transfer station, taking into consideration the consultant selection process, etc., Mr. Chaffee advised.	eco to mas continea tions amoun contem tootem its, will do		d din qink rid desi	ik W O O	disease's to contribute the contribute to the desire that the contribute to the cont	
Mr. Graver said that landfill costs could go to \$25 per ton once the County recycling plant goes into operation. This transfer station could be a considerable savings in this area.	si io yn Minio bna bna bald News bard	s be seva seta seta	bm ess eve tt tt	in i		
Because of lead time needed, Mayor Putzell recommended that the research into this matter should be expedited, including privatization of a transfer station operation.	ni inebuog. Mienoka ya Walatani	10.1	del del eno			SANSON SA
Mr. Jones added that in the short term, operation of a transfer facility should be looked at for possible privatization.	fund sömli enterpriss provided	ari ori	903 718			Constitution of the Particular Street,
Mr. Graver cited opportunities for utilizing sludge and clippings for fertilizer production. Mr. Chaffee said he was concerned about space needed for continuation of the horticultural landfill unless some measures such as this are taken. "We are running out of space and it would be very costly to have to send this material to the landfill," he said. "This could be chipped and combined with sludge to make a useful fertilizer product." He also pointed out that there is a continuing sludge disposal problem which requires the City to dispose of a product which of itself is not attractive. In the future, Utilities will be considering recalsifying water plant sludge for reuse of the lime byproduct.	explained meglings for early wind discount of the same as a second of the same		TE AND TO THE PROPERTY OF THE			
Mr. Bledsoe asked if larger developments could be encouraged to use some of these fertilizer byproducts. Mr. Chaffee confirmed that there is potential in this area, particularly if the material is given free of charge just to dispose of it. He said he also wants to experiment with using some of the water plant sludge for fill and will demonstrate this on some of the City's own facilities.	de artes alle et l'est l					
Mr. Graver asked if the City owned sufficient land for some of these uses; Mr. Chaffee replied that there is potential for acquiring enough property. The department is now, for example, working on a long-term lease with the owner of the land where the horticultural landfill is operated.	a PA DE C OUR LAIGN T TENNE ON CAN CONCENSE CONTRACT CONCENSE CONTRACT		bet te be			
Mr. Crawford asked about increases in the solid waste operation, particularly overtime. One of reasons for this, explained Mr. Chaffee, is the newly instituted bag program which utilized people from the trash operation in the residential	A STANDARD S		TI PE PI SI TI			The property of the same and th

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division; in that division, holidays are worked which requires the payment of overtime. Mr. Graver asked about the impact of not having garbage collection on holidays. Four major holidays are currently granted drivers, Mr. Chaffee stated, but because holidays predominantly fall on Monday and with the Thursday and Friday off for Thanksgiving, there is an unavoidable impact on overtime.	each sime road for rucks. rucks. on, Mr. Ch n be reduct on which to or when to	er t	10 3 du 5 a a a a a a a a a a a a a a a a a a	isI isc isi isi		
Mr. Jones said that the increased payroll expense is the need to make additional contributions to workers' compensation funding. Each workers' compensation amount is a contribution toward the city-wide program which include reinsurance. In past years, Mr. Jones explained, the City hasn't funded any of it because there was sufficient reserves and claims levels were low. Now premiums have doubled and losses went up 50%, which is anticipated again this year. To be safe, he said, half was funded in the general fund and one hundred percent in the enterprise funds.	take about ton of the chartee a char	LE L		A DOOD HAND		
Liability, property, and casualty insurance has gone up in the water/sewer enterprise operation, also.	led that 's axpedited gration or		ente Ente	13		
General fund administration expense is the costs to the enterprise operations of administrative services provided by other departments, Mr. Jones further explained. As briefly covered in previous budget meetings, the allocation method is set by federal guidelines. Services for construction contracts, for example, have required legal services. Also included is postage on utility bills, Mr. Jones said.	added the marker factor of the country of the count	41d	88	IN SOUTH		
Mr. Crawford cited expenditures for water storage facilities and asked if this must be done now and thus utilize the entire reserve. Mr. Chaffee said he felt strongly that delays would have a very dramatic effect on the system and, because they are long-term projects, they will not be on line right away. To be able to use the capacity of the Golden Gate well fields, additional raw water storage is needed, and the distribution system also needs attention fairly soon. "Once that's done, it will serve for quite a number of years before another storage tank is needed," Mr. Chaffee explained. The two finished water tanks are a greater need than raw water tank, but both are actually essential.	continue as a second continue			3 0 3 6 1 3 8 3 3 3 3 3 3 3 3 3 3 3		
Mr. Crawford wanted to know why raw water storage is going to be located in Golden Gate City. This is because the City already owns the land. "Will this be a PR problem with Golden Gate residents seeing our large tank going in out there?" asked Mr. Crawford. This tank will be visible and adjacent homeowners might disapprove of it, Mr. Chaffee conceded. Mr. Bledsoe said there should be some buffering.	me of the monstrate test asked to the second to the second arthment is arthment is	GIES GEES	90	CENTRA CONTRACTOR DE CONTRACTO		sedan ekerinamanan dengangan mendapan dengan dengan dengan dengan dengan persenta
If reserves are exhausted this year, Mr. Crawford asked if the City would be able to restore the reserves soon. They will be restored, City Manager Jones confirmed. Mr. Graver pointed out that the reserves were, in fact, established with the idea that these projects would be done.	ticultular Jord Asked Persilon, For this Retiruted E trash ore	S CO		California de Albanda de Calonda		
With a design/build type of contract on the tanks, there is an economy of scale by using the same		-	-		-	

City Council Minutes Date August 21, 1986	COUNCIL MEMBERS	M O T I O N	SECOND	YES	N	A B S E N T
company for all three, Mr. Chaffee explained, because these firms are out-of-town specialty contractors.					i di	==
Following Mr. Chaffee's presentation, City Manager Jones showed a video tape on the quality improvement program which was established by Florida Power & Light and developed for use by cities. The tape involves a program which has been in operation about 18 months, he explained, and further stated that this is an effort where results are not usually visible until after the first year. The expenditure for establishment of a quality improvement program for the City is shown in the non-departmental budget.	TIME OF THE PROPERTY OF THE PR	0 2 0 3 0 3 0 3 0 3 0 3 0 3 0 3 0 3 0 3	ni d be ta no ie ie			
Mr. Jones explained that the local version of the program would be to train representatives from each department/division who in turn would train quality circles of other employees. These groups would be the ones to identify various problems or inefficiencies and provide recommended solutions and methods for implementation. "We gain employee involvement on problems which might go unidentified for long periods of time and therefore unsolved," Mr. Jones pointed out. "Involvement of service delivery level employees gets them committed to solving problems."	Elected and a control of the control		OR SEL SEL SEL SEL SER SER SER	10 00 00 00 00 00 00 00 00 00 00 00 00 0		
The initial \$20,000 will allow the City to contract for the development of the program and will require a commitment of support from the departments. There may be very little initial result while the program is developing, but Mr. Jones predicted that there will be great eventual benefit. Mr. Barnett noted the success of the Toyota Company with this program over the past several years.	Service de la company de la co					
Mayor Putzell asked about other costs involved. There would not be other direct costs, only the commitment of each department head to relinquish employees for committee meetings and possible other activities to implement suggestions which are approved, responded Mr. Jones.	E ov voi a La on bisa Sen there voi al voi il	880		10 22 20 20 20 20 20 20 20 20 20 20 20 20		
Mr. Graver asked what response had been received so far from the departments. Mr. Jones indicated that the department heads have been very enthusiastic about this program; they have all seen much more about the program than this presentation, he pointed out, since one whole day was devoted to a training session on the concept and on implementation.	al doller land san delinia a lest mich volume na volume oc delinia e los	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0.00	pe he ll su ll se		
Mr. Graver cited needs communicated by the departments for personnel and cited, in particular, the data processing needs of Community Development Department. This is an excellent candidate for this process, Mr. Jones pointed out, because the people working with this data are the most familiar with how data processing is to be used in their application. Director Barry is committed to allowing his employees to participate in this, Mr. Jones said.	an benes of the control of the contr	A DIL	288			ritigi sigin almatani kata kata kata kata kata kata kata kat
Council then pursued various other issues. Mayor Putzell suggested discussion of the proposal to reduce the requested new personnel by one position and the suggested need for increased reserves. Also discussion is needed about philosophy toward salary increases.	proper 64 proper 881 proper 881			0.00		

City Council Minutes Date August 21, 1986 Council Council Minutes Date August 21, 1986 Council	City Council Minutes Date August 21, 1986 COUNCIL COUNCIL MEMBERS With reference to salary increases, Mr. Jones explained that on April 1 or January 1, depending upon bargaining unit, there will be general increases of 3.5% for general workers; 4.0% for police; and 2.5% for fire. This increase is applied to the salaries at the time the adjustment is instituted. These increases are set forth in the contracts with the exception of 77 people who are not represented by any bargaining unit. These people receive their increases April 1 and generally receive what the highest bargaining unit is granted, and perhaps more. Mr. Jones stated that there is an effort to maintain as much management connection to increases as possible through the merit system. This is more effective than a longevity program. Managers can award higher increases for exceptional performance; the average is 2% for merit. Evaluations are done at a specific time, including department heads, and everyone receives increases at the same time. Mr. Crawford asked for additional information comparing where costs in each budget account increased and decreased so that the Council could better respond to the public. Council then addressed the reserve issue. Current level of reserve is \$1.5-million. Mr. Graver asked City Manager Jones what he considered to be a reasonable number. Mr. Jones recommended not going below 10% for the general fund, but not above 30%. Pressure will come from employees for more money and from citizens to reduce taxes when reserves are maintained at a high level. Mr. Jones distributed an analysis of reserve levels	Council Minutes Date August 21, 1986 With reference to salary increases, Mr. Jones explained that on April 1 or January 1, depending upon bargaining unit, there will be general increases of 1.5% or 10 or	CITY OF NAPLES, FLORIDA	il Minutes	1	0	-	_	١.
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Mr. Crawford took the position that the reserves should be increased. There should be some of each year's increases in revenue assigned to the reserves and such a policy should be established,	MEMBERS	N	D	5	0	7
Mr. Jones pointed out, however, that if the City faced a million dollar judgement, it would not cost the City that much because of excess coverage. There is also sovereign immunity, the Mayor noted, which is a certain degree of additional protection not present in the private sector.						
Mr. Graver said he was concerned about where the City would turn if there was an emergency need for more resources than were on reserve. Mr. Barnett asked for an analysis and Mayor Putzell recommended that the City attempt to increase total reserves annually. Mr. Crawford recommended 1.5% of the operating budget each year to be added to the reserve fund. Mr. Jones said that this would be a reasonable amount to strive for and pointed out that the excess of \$120,000 now shown will be used for next year's budget so this type of amount is achievable.						
Mayor Putzell said the Council was intellectually committed to this.						
Adjourned 11:55 a.m.						
EDWIN J. PUTZELL, JR., MAYOR						
JANET CASON CITY CLERK						
TARA NORMAN ADMINISTRATIVE ASST.						
These minutes of the Naples City Council approved SEP 1 7 1986 -						
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