



City of Naples

-SUBJECT-

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Mr. Scott Fauzar noted the Police and Fire Pension Board's recommended changes to the Plan: raise benefit accrual rate from 2.5% to 3% for each year of service; raise maximum benefit from 70% to 100% of final average compensation; and eliminate the supplemental benefit that is payable from retirement age to age 62. These changes have been sent to the

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actuary to determine cost and it has been found that the aforementioned changes will require no additional contributions from the City, Mr. Pauzar said.

City Manager Jones briefly explained the history of this request and noted that staff had also requested a cost analysis for 24 new police officers which under the current Plan would require no additional contributions from the City. However, should these recommended changes be adopted, the City would be responsible for another \$41,926 in contributions for additional planned personnel. The Police and Fire Pension Plans are funded by State revenues levied from property insurance. Mr. Jones pointed out that this source of funding could at any time be reduced or deleted completely.

Officer Barrie Kee then spoke regarding the recommended changes and said that officers at age 62 lose 1/2% of their pension as provided for in the current Plan, which Social Security benefits are to pick up from there. The retiree becomes dependent upon that additional 1/2% and once removed, could be in financial distress, Officer Kee said. Noting the requirement for additional personnel, Officer Kee said the Plan is in sound financial condition and could absorb those employees without added cost to the City because revenues would increase as a result of annexation.

Mayor Putzell took exception to the proposed benefit increase which would raise the maximum benefit from 70% to 100% and result in total retirement income in excess of final salary. Most pension plans, he said, contemplate the addition of Social Security benefits as a fixed element and do not continue supplemental income past the point of eligibility for that benefit. It is not the intent of this Plan to provide benefits to the retiree in excess of his current rate of pay.

City Manager Jones noted that approximately two years ago, this Plan was scrutinized very carefully as a result of the Fraternal Order of Police (FOP) initiated lawsuit against the City. The current Plan is a result of those negotiations.

Officer Kee quoted from City Attorney Rynders' memorandum to the Board which cites the Florida Statutes which require a minimum benefit amount of 2%. There is no basis for limiting the maximum benefit of final average compensation, Attorney Rynders said. City Manager Jones pointed out that the City's Plan was in compliance with the Statutes and in some cases exceeded the minimum requirements.

At this point, Finance Director Hanley charted the City's benefits and like Plans. In almost all cases, the City's Plan met or exceeded the median benefits.

In response to Councilman Graver, City Manager Jones advised the current Plan does not provide for an automatic cost of living increase; however, it does require a two year review by the Board. He cautioned Council on making a decision based on any excess revenues which can be found in the Plan at this time. In the near future, he said, there will

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be many more retirees than at present which will require those monies for their pensions. Mr. Jones then suggested employee contribution rates be decreased instead of the proposed recommendations. By having this money available in the Plan, he said, it better serves the employees.

City Attorney Rynders noted that pursuant to his memorandum to the Board dated December 9, 1988, regarding Mr. Marvin Clayton's challenge to the Police Officers' Retirement Program, there were a few housekeeping items which needed to be addressed in order to bring the City's ordinance into compliance with the Florida Statutes. Such instrument would come before Council at its next regular meeting, April 5, 1989.

Councilman Crawford expressed reservations about raising the maximum benefit from 70% to 100% of final average compensation and supported Mr. Jones' comments regarding revenues for the fund. Mayor Putzell concurred.

Mr. Muenzer said he did not believe it fair to eliminate the supplemental benefit payable from retirement age to age 62. Social Security benefits may not always be there to supplement the officers' incomes, he said. City Manager Jones, however, pointed out that should the Board find that Social Security was not providing adequate benefits to its retirees, it could then change the benefits.

Referring to the Board makeup, Councilman Muenzer suggested one retiree be appointed to the Board in order to maintain their interests. There is an opportunity to have a retired officer on the Board, Mr. Jones said. They could hold the position of a City resident on the Board.

It was the consensus of Council to proceed with the housekeeping ordinance, but to workshop the subject of increased benefits further until all members of Council could be present and hear discussion from the parties involved. Mayor Putzell suggested that the consultants be at that meeting also to answer any questions which might come up.

a) General

Finance Director Hanley advised that the General Pension Board had recommended an increase in the multiplier from 1.75% to 2.00% which would make the City's Plan more compatible to other cities. This Plan had met the median for employee contribution rates; however, it was slightly under the median for employer contribution rates.

Additionally, the Board has recommended that the early retirement reduction factor be decreased from 2/5 of 1% to 1/4 of 1%. An employee is eligible for early retirement upon reaching the age of 55. These two changes in the General Pension Plan would require an additional employer contribution of 1.75%. City Manager Jones recommended that Council consider adopting the Board's requests.

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Mayor Putzell suggested a detailed memorandum be prepared and submitted to Council prior to its consideration of the ordinance. It was the consensus of Council to direct staff to draft an ordinance incorporating the aforementioned recommendations.

Mayor Putzell then asked Council to consider enacting a moratorium on building permits or any other action which would require construction of additional commercial or rental docks or slips for 120 to 150 days. Because of the impending Master Plan Study for boat traffic on Naples Bay, it might be prudent for the Council to consider such a moratorium on this type construction until that Study has been completed, he said.

City Manager Jones asked if the Mayor intended to include single-family homes in this restriction. Mayor Putzell said that his intent was to stop only commercial construction until results of the Study have been obtained. In response to Councilman Graver, Mayor Putzell noted that the City Dock expansion would also be affected by this moratorium.

Another alternative, Mr. Jones noted would be to advise the State of the City's intention to slow construction approval for docks and slips when it is notified by the State of an impending permit.

Discussion then ensued regarding preparation for passage of such a moratorium. City Attorney Rynders pointed out that this issue would first have to be brought before the Planning Advisory Board (PAB) prior to Council's consideration. It was the consensus of Council to begin the procedure for possible action by the Council relating to a building moratorium for docks and boat slips.

ITEM 2

UPDATE ON HISTORIC DISTRICT ORDINANCE.

Planner Heinonen brought the Council up-to-speed regarding progress thus far on drafting the Historic District Ordinance. The purpose of this project, she said, is to preserve the character and ambience of those traditional neighborhoods as designated by the Historical Society.

Staff has been meeting monthly with the Planning Advisory Board (PAB) regarding this proposed ordinance and asked if Council wanted to schedule a workshop meeting prior to the first reading of this instrument. It was the consensus of Council to hold a joint workshop meeting with the PAB prior to first reading of this ordinance.

CITY OF NAPLES, FLORIDA

City Council Minutes

Date 03/22/89

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ITEM 6UPDATE ON LAND DEVELOPMENT REGULATIONS IN
CONJUNCTION WITH IMPLEMENTATION OF
COMPREHENSIVE PLAN.

Community Development Director McKim advised that the State requires each municipality to provide land development regulations in conjunction with implementation of their Comprehensive Plan. The City has begun to put together a table of contents which will include zoning, subdivision, construction and flood plain regulations. In response to Mayor Putzell, Mrs. McKim noted that staff had not enlisted the consultant's help as of this time.

ITEM 4DISCUSSION OF MEMBERSHIP IN THE ECONOMIC
DEVELOPMENT COUNCIL.

City Manager Jones suggested this item be continued to the next workshop meeting when all members of Council could be present.

It was the consensus of Council to continue this item until the next workshop session.

ITEM 8DISCUSSION OF D.O.T. PLANS TO REMOVE
MEDIANS ON DAVIS BLVD. BETWEEN U.S. 41 AND
AIRPORT ROAD.

Councilman Crawford noted that at the last Metropolitan Planning Organization (MPO) meeting this issue was withdrawn.

ITEM 7DISCUSSION OF SUPPORT FOR AMENDMENT TO THE
STATE CONSTITUTION REQUIRING THAT FUTURE
LEGISLATION MANDATING LOCAL GOVERNMENT
ACTION PROVIDE A FUNDING SOURCE TO COVER
COSTS OF SUCH ACTION WITHOUT THE
REQUIREMENT FOR A REFERENDUM BY LOCAL
GOVERNMENTS.

This item was also continued to the next workshop meeting.

ITEM 1

UPDATE ON ANNEXATION IMPLEMENTATION.

City Manager Jones distributed a ledger outlining estimated expenditures for the current 1988/89 fiscal year and upcoming 1989/90 year (a copy of which can be reviewed from the meeting packet).

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These expenditures include additional personnel as well as equipment which are needed to maintain the City's current level of service to the newly annexed areas.

Councilman Graver asked if the beach ends in those annexed areas would be metered in accordance with the beach parking program. Mr. Jones advised that meters would be installed along Horizon Way; however, he was not sure if the off-street parking would remain.

Referring to the City's median beautification program, Mr. Jones pointed out that staff anticipated including Goodlette Road in this program. It would provide some landscaping and irrigation for those medians but not to the same degree as U.S. 41. Since Goodlette is a County road, it will be necessary to negotiate a contract similar to that with the State for median beautification on U.S. 41.

Mayor Putzell said that it was important for Council to begin thinking about significant projects which it might want to undertake with this additional revenue from the annexed areas. He then noted that the new Vera Cruz restaurant on U.S. 41 East would have an access problem once the traffic light at River Point Drive was installed and, further, suggested the City could acquire a portion of the property in that area to provide an access easement. City Manager Jones, however, advised that adjacent property owners had already suggested a plan of cross easements for all adjoining property in that area to exit at the light.

Councilman Muenzer asked if the franchisees were notified of changes in the City boundaries. Finance Director Hanley advised that he had delivered copies of the ordinance and addresses of all sites to those companies personally. Mr. Muenzer then asked staff to supply Council with a map of the City and its new boundaries as soon as practicable.

Mayor Putzell noted that he had received a letter from Corbin Wyant, Naples Daily News Editor, requesting another workshop on the proposed ordinance limiting distribution of newspapers to private property when not so requested.

Mayor Putzell then announced that the Mayor's Blue Ribbon Ad Hoc Committee would be reviewing the Council members salaries once again.

In addition, there are a number of pending vacancies on many City boards and committees. It was the consensus of Council to interview those individuals interested in serving on one of these boards prior to the workshop meeting of April 12, 1989.

Councilman Muenzer advised that he has received complaints regarding commercial operation of charter boats from privately owned condominium slips. Such

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use has greatly impacted the parking situation in that area. Staff advised that it would look into the situation and report back.

In response to Mayor Putzell, City Manager Jones said he believed the next set of Strategic Planning Sessions would be held sometime in May.

ADJOURN: 11:45 a.m.

EDWIN J. PUTZELL, JR., Mayor

JANET CASON
CITY CLERKJODIE M. O'DRISCOLL
DEPUTY CLERK

These minutes of the Naples City Council were approved on _____.